



WHITBY PROFESSIONAL FIRE FIGHTERS' ASSOCIATION  
209 DUNDAS STREET EAST, P.O. BOX 362, WHITBY, ONTARIO L1N 5S4

**Regular Association Meeting**

**March 20, 2024**

**Virtual Meeting**

**President Friel presiding.**

**1830: Regular meeting begins.**

President Friel reminds all in attendance that no electronic recording of the meeting is permitted. All members must ensure their cameras are turned on, with their names displayed.

**Motion to waive reading of minutes is presented by President Friel**

**Moved by Bowers. Seconded by Gear.**

**Carried.**

**Treasurer's Report – Treasurer Swail**

General - \$23,908.90  
Canteen - \$12,039.48  
Charitable/Benevolent - \$12,099.67  
LDF - \$169,525.10  
Memorial - \$80,134.37

**Bills Pertaining to the Union – Secretary Anderson**

None

**Correspondence – Secretary Anderson**

None

**Labour-Management: President Friel**

-Management cancelled the labour-management meeting for Feb 28

-May 6<sup>th</sup> will be the next meeting

## **Committee Reports**

### **Charitable Committee – Bowers**

- Beginning to work on 2024 Golf Tournament, looking for sponsorships etc.
- Going to raffle off alumni game hockey stick for Fallen Firefighter memorial fund
- Seeking parts from local businesses for little squirt repairs. It currently sits broken.

### **Health and Safety – Chalk**

- Uniform trial coming to an end, surveys going out

### **WSIB/OCC Disease – Gear**

- No updates

### **Research & Development – Patterson**

- Still looking at specs for the new aerial, a few months away from placing the order. Looks like Pierce may secure the contract.

### **Ad-Hoc Memorial Committee—Girard**

- Clothing arrived today, dropped off at everyone's locker
- Still seeking grants for the memorial, discussions with the mayor on grants that are available

### **Government Relations – Friel**

- Gov Relations committee attended MPP Lorne Coe luncheon last week, Premier Doug Ford showed up. Councillors were there as well. Lorne wanted to discuss land the town wants to buy for a new fire station
- IAFF Legislative Conference upcoming in April

### **Grievance Committee – Friel**

- 23-004: Benefits grievance: arbitration Nov 20, Feb 26 2025. Hoping to secure more dates. We anticipate 3-5 days to resolve total.
- 24-001: Attendance support grievance, stage 1 denied, stage 2 presented but yet to hear back from the town, expecting to go to arbitration
- 24-002/003: Sicktime calculation /policy grievance: due to incorrect hours in member's sicktime bank. Not made whole, going to filing a grievance. In addition, filing a grievance on how sicktime is manipulated during accommodation. Management is currently looking at this, we have given them an extension in order to let them look at the issue.

### **Negotiations – Friel**

- Town not willing to meet this fall, due to the implementation of their new *workday* software. They believe it will take all their time to ensure a smooth rollout.
- We have agreed with them to exchange proposals in Jan 2025, and to bargain in March or April 2025

**Unfinished Business** – Friel

-Union clothes arrived and dropped off in lockers. This was the clothing sold by our pop-up store to raise funds for the memorial.

**New Business**

-Firepac incentive items: Bonin will be in charge of purchasing items for new recruits going forward.

-Association wants to end the clothing the trial, as poly cotton as the choice of trial members is unanimous. Management is looking at it.

**NOTICE OF MOTION:**

In accordance with Article 10.01 (a) of the Whitby Professional Firefighters Association Constitution and by-laws. The executive is hereby issuing a notice of motion for the April Association meeting in regard to amendments to the constitution and by-laws. The Amendment is in accordance with article 13.09 (a) for the creation of a new committee.

Executive Recommendation that a new committee of 1 person be struck. The committee shall be a benefits/pension committee.

The total cost of this new position is \$1733.10 per year.

There will be no debate or discussion on this topic until the Regular Association Meeting in April.

**New Business from the Floor:**

None

**Motion:**

**To adjourn.**

**Moved by Lamouruex Seconded by Hughes**

**Carried.**

Minutes taken by Secretary Anderson.