



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

Regular Association Meeting

May 8th 2024

Knights Of Columbus Hall

President Friel presiding.

1830: Regular meeting begins.

President Friel reminds all in attendance that no electronic recording of the meeting is permitted.

Motion to waive reading of minutes is presented by President Friel

Moved by Gostlin Seconded by Thomas.

Carried.

Treasurer's Report – Treasurer Swail

General - \$9,855.38
Canteen - \$7,777.16
Charitable/Benevolent - \$10,641.44
LDF - \$155,127.74
Memorial - \$98,470.10

Bills Pertaining to the Union – Secretary Anderson

None

Correspondence – Secretary Anderson

None

Labour-Management: President Friel

-Security cameras for the halls; Association will involved in the process of putting these up.
Gilchrist will be the liaison for the Association

-Prevention on call; management team wanted prevention on call, they have changed their mind. They say it's too expensive to pay someone to be on call. The management says if an FPO is needed at a scene after-hours, to call the senior officer on-call and they will do their best to try and get someone in.

-Honor Guard MOA: we wanted \$10,000 from them, they said they will get back to us. If they don't give us any, we will pull out of our agreement, as they are not contributing as originally agreed upon.

-Clothing trial; results submitted to management, they haven't reviewed it yet

-Promotional list; we asked for a list as it is past practice to provide the association with a promotional list, they said they will give us one after this round of captain's exams

-Crew movements: if retirements happen as expected, crew movements will come out soon. They are not going to silo, we are not pushing the silo based on sentiment from our membership about the issue

-Crysis-Hexagon changeover; they assure us no call data will be lost

-Chain of command; management had threatened discipline to members that do not follow the chain of command. We challenged them that they don't follow the chain of command either

-5 on a truck; double standard letting a 5th person on a truck participating in a committee meeting or not, depending on what the committee is and if it suits management

-Working without 24 hours off; a truck was shut down April 7th, because someone called in sick, even though an extra person was there on a DE with 10 hours off. Management says they don't want to set a precedent. We had previously agreed someone can work 36 hours if required.

-24 hour training officer; we proposed it, management wanted to go in a different direction. They did not comment on it, they appear uninterested. We want to make the position more attractive to the membership by making it a 24 hour position

-SOG changes; they are no longer highlighting them, they say they will release 200+ rewritten SOG's in June

-New station, recruitments; we want to be a stakeholder in new station design. Recruits will now be all hired at once in in sept 2025

-Master fire plan; we want to be a stakeholder, they will get back to us

-Return of FF from hospitals outside region; we do not support a taxi or another FF to go get a FF. Our position is that the senior officer on call pick them up. They agreed that a taxi is

inappropriate. We did not come to an agreement as the chief still believes another FF is the best way to have the picked up.

-FAF; our position is to follow the CA. They have no update, they still want one if they ask.

-Modified work plans; include the association if you are going to be on one. We can advocate for you, and we need to know if a member is on a modified work plan. We told management to tell us if there is a member on a plan. Management says he will get back to us.

-Milage; management does not have a budget for milage. Many of our members now need to drive large distances to get to FD required courses. Management paid milage a few times, but now refuses. After arguments, members can now borrow a car from their last shift, to their next shift, borrowing a car for the week of the course.

-Automatic aid agreement updated with Ajax; they said there are no changes. We requested a copy, they said no to a digital copy but can review a paper copy with us.

-Mayor's Gala; we will receive \$20,000 from Mayor's Grant. Management suggested we split the cost of a table, but we might get the table for free from the mayor.

-WFES recognition ceremony; they want it to be bigger, and want us to be more involved. We will discuss further.

-PFAS; Management thinks there are issues with PFAS free gear and wants to trial it. They say they want to move forward with it, but want more information. We want new recruits with it. Provincial government has 30 million dollar grant for safety gear, Glenn Green is helping with this, Association needs impact statements from members to get the grant, Secretary Anderson will be the point person for this.

Committee Reports

Charitable Committee – Hughes

-Boot toll sept 6 and 7th

-June 1st is when we let non-department people sign up for union golf tournament. 80 people maximum

Health and Safety –

No report

WSIB/OCC Disease –

No report

Research & Development – Friel

-Meeting on the 21st, new hose discussed. New Pump 32 by Oct, Pump 33 by Nov, New 35 by valentine's day hopefully

Ad-Hoc Memorial Committee—Girard

-Upcoming; Patterson selling hats for memorial with new station logos. \$20,000 grant coming from the Mayor's grant.

Government Relations – Thomas

-Thanks for letting us attending Legislative Conference in Ottawa. MP Ryan Turnbull is very approachable and willing to help us. Money available for some things, like grants for firehall

-Assault sentencing more serious now for assaulting FF, like assaulting a cop

-Turnbell wants us to move forward with PFAS free gear

-We need to support Turnbell, especially with upcoming election dangerous for Liberals with current polling

Grievance Committee – Friel

-Benefit grievance, member being denied biologics, Desjardins denied it, we called HR before we grieve it. HR says they called Desjardins and they corrected it. Hope to have it in writing soon.

-Attendance support; going to arbitration

-Sicktime calculation; member deducted sicktime inappropriately due to being on modified duty. Errors made, not made whole. The one individual is short 10 hours. Everything was fixed minus the 10 hours, we decided to leave the issue as the 10 hours is not a big enough issue to file a grievance. There is also an issue with members on WSIB having their sicktime manipulated and not accounted for properly.

Negotiations –

No Report

Unfinished Business –

Treasurer Swail:

-firepac incentive items; Bob Brandon will take care of it, different members get different items depending on how much they contribute to firepac.

Friel:

-clothing trial concluded, hopefully will review with management soon

-Mark Milne will be new Benefits & Pension Committee Chair, exec will meet to discuss how he will operate in his new role.

New Business

Friel: This is Jon Harrison's last meeting. President Friel thanks him for his contributions.

-Disgust shared about how no one from the management team contacted members who attended recent call on the 401 where a family was killed. Praise for peer support.

New Business from the Floor:

-Gilchrist; thanks executive board for their efforts in getting the 20 hires for 2025

Motion:

To adjourn.

Moved by Harrison Seconded by Pannunzio

Carried.

Minutes taken by Secretary Anderson.