



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

Regular Association Meeting

Sept 11, 2024

Virtual Meeting on Microsoft Teams

President Friel presiding.

1830: Regular meeting begins.

Vice President Girard 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.

Moment of silence for 9/11

Motion to waive reading of minutes is presented by President Friel

Moved by Chapman. Seconded by Hughes.

Carried.

Treasurer's Report – Treasurer Swail

General - \$36,425.60
Canteen - \$9,318.28
Charitable/Benevolent - \$6,548.94
LDF - \$179,665.33
Memorial - \$98,469.99

2023 Assessment:

- CPA finds no issues with our Books
- Full review available if requested by the membership

IAFF Convention:

- Thanks for your support to go Boston
- we broadened the language of our resolution for childhood cancer research
- we were successful in getting \$500,000 for childhood cancer research of firefighters.
- \$0.95 increase per month (per-capita) increase

-19 total resolutions that increased per-cap

-Firepac incentive items are being organized and will be distributed to the membership in the coming weeks

Equity transfer

-We have made 2 transfers from LDF to General to cover expenses. Regular expenses have been tough to cover, we have been using the LDF.

-We needed to move \$40,000 from the LDF to General, as well as an additional \$10,000

-With the new truck coming in 2025 that should shore up our finances. This is a one-time transfer

-Executive recommendation:

To transfer \$50,000 from LDF to general.

-No debate on the motion

Motion Passes

Bills Pertaining to the Union – Secretary Anderson

None

Correspondence – Secretary Anderson

-The IAFF sent us a couple copies of a book, *Last Alarm, the Charleston 9*. This book outlines the events leading up to and the aftermath of a furniture store fire in Charleston, South Carolina, that killed 9 firefighters. It discusses the fights and wins in collective bargaining, staffing, and safety standards, to ensure this type of thing does not happen again. If anyone is interested in reading it email me and I will get it to you.

Labour-Management: President Friel

-Sept 25 next meeting

-Working on flex schedule trial

-Clothing trial LOU has ended

-Polycotton is the winner, will sign off soon for that

Committee Reports

Charitable Committee – Hughes

-Successful boot toll

-We want to thank all of our members for their support during the boot drive

-Thanks to Rob Cannon to have Durham college help out at the boot toll

- Thanks to retirees
- \$18,000 raised for MD

Health and Safety – Chalk

- Thanks for the clothing trial participation to the executive and participants
- We have been working on a health screening service, that scans 9 organs and checks for common types of firefighter cancer.
- This has detected cancer and other issues in people that took the tests
- They will be coming to hall 5, for 75 people, dec 2-6. \$475 per person, it's a good deal when you look at costs with individual tests.
- Results in 48 hours, given on a thumb drive
- They maintain records for 7 years. Confidential and private
- Please consider
- Everyone will receive an email from us with a link, where you pay and sign up.

WSIB/OCC Disease –

- no report

Research & Development – Patterson

- upcoming 3 pumpers, 32 inspecting the first week in October so that should be ready for service before long

Ad-Hoc Memorial Committee—Girard

- We will be receiving a \$20,000 grant from the Mayor's Grant at the upcoming Gala
- Partner with brock street to create a beer, proceeds will go towards memorial
- Going to open the store in the spring to sell clothes to raise money for the memorial

Government Relations – Friel

- 2 foursomes at golf tournament
- Sold stickers and challenge coins
- Will only send 1 foursome in the future
- Tomorrow knight is mayors gala. Lina Turkesi will be an impact speaker for the memorial
- Regional councillor Yamada won PC nomination for our riding. We reached out, 0 communication back. He is not here for us, for fire, he is not a fire supporter. We need to ensure he will not be elected, Ryan Turnbull has been there for us, not Yamada.

Grievance Committee – Friel

Benefit arbitrations Oct Nov and Dec. Glad it will be done before bargaining. In may Desjardins updated their booklet and removed biosimilar language. We are investigating

Attendance: meetings going on, referred to arbitration, no dates yet. We agreed to will meet oct 28 to attempt to resolve.

Sluman:
Is HR in the meeting?

Friel:
Yes they set it up.

Sicktime calculation policy grievance: they made mistakes on sicktime on WSIB etc, we asked them to do an audit. We don't have the audit yet. They should identify you as WSIB not as Sick on the shift report. If not tell your stewards, you should not lose sicktime for for being injured at work and on WSIB.

Canfield:
Is that the same one as modified?

Friel: Yes it is the same.

Hockley:
-What are we grieving for the attendance management program?

Friel: 14 items issues, how they calculate it, rolling calculations, they give us sicktime but penalize us for using them. Not negotiated but imposed on us.

- ineffectiveness
- stress on workers
- lack of incentive
- opposition to health reviews.
- etc.

Negotiations – Friel

- nothing to report. Workday is taking their priority in the fall. April or may may be the times we negotiate.
- Toronto was 4.75% in 2024 with an arbitrator
- Things will get better for us as we wait.

Unfinished Business – (Friel

Fittings for new poly-cotton uniforms have begun

New Business

-Convention update: Swail made the Association proud by getting his resolution passed, raising \$500,000 for research in to childhood cancer occurrences in the offspring of firefighters.

-Secretary Anderson has announced that he will be running for Regional Council in Oshawa in 2026.

-Bike ride for fallen firefighters, 100k was raised from this year's ride to Ottawa

-Crockford will be attending a train-the-trainer course held by the IAFF on interface fires.

New Business from the Floor:

-Golf tournament upcoming. Registrations opens at 7:30 shotgun start at 8:40

-Please be there early for the start.

-Sluman: Pc group met to discuss pre-book OT. We are going back to pre-booked overtime. We ask that everyone be as accurate as possible with their OT availability

-Secretary Anderson gives a speech about his candidacy for Regional Council.

Motion:

To adjourn.

Moved by Chalk Seconded by Hockley

Carried.

Minutes taken by Secretary Anderson.