



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

Regular Association Meeting

Nov 13, 2024

Virtual Meeting via 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.

Motion to waive reading of minutes is presented by President Friel

Moved by Bowers Seconded by Chapman

Carried.

Treasurer's Report – Treasurer Swail

General - \$23,744.48
Canteen - \$8,460.52
Charitable/Benevolent - \$16,774.99
LDF - \$176,398.45
Memorial - \$99,928.28

-FirePac items in December

Bills Pertaining to the Union – Secretary Anderson
none

Correspondence – Secretary Anderson
none

Labour-Management: President Friel
-Nothing new, Dec 12 is our next meeting

Committee Reports

Charitable Committee – Bowers

-Dec 7 Santa Claus parade, volunteers needed, will be hanging out candy canes and collecting money for charity. Family and friends are welcome. Talk to a person on charitable to sign up.

Going to muster at 9:30 at Brock and Manning.

-Shoutout to Cam Anderson for repairing the little squirt. He is on shift this year so we need a new driver

-Dec 11 Bollocks pub toy drive, with DRPS. Every station has the drobox for items leading up to Christmas.

Health and Safety – Chalk

Next wed information session for UDS cancer screening. If you want in, sign up soon because its open to people outside our association and spots are limited. Hoping to fill all spots.

-Uniforms are arriving now, going to be handed out soon.

Gilchirst: I missed both fittings. I will not go off-duty to do this, as per DC Green's instructions.

Chalk: I will let Chief Green know that is not acceptable.

Friel: we will file a grievance if he does not abide by MOS.

WSIB/OCC Disease –

None

Research & Development –

None

Ad-Hoc Memorial Committee—VP Girard

-Met with MP Turnbull to talk about federal grant next week. Another meeting on Tuesday with someone else for a grant. Looking to partner with Brock Street to sell a memorial beer.

Government Relations – President Friel

-Whitby Budget released last week. A lot of gray area regarding hiring the 7th truck. Different interpretations on what it means. Chief making comments we are not getting it. He was under the impression from a senior staff member in the town it was not going to be hired in 2025. I called the mayor for clarification. The mayor is issuing a directive to make it clear we are getting it in 2025. Town staff drafted original budget, it is clear senior leadership have an issue with fire. They tried to implement staffing protocols that are not cleared by council. Mayor has assured us they will get hired in 2025.

Linton- Were we looking for closer to 30 hires?

Friel: 20 is for the 7th truck, everything else is for attrition. Chief has said the class might be 25 to account for attrition.

Grievance Committee – President Friel

Benefits Grievance: Town has called it non arbitable. 3 days now being used to prove it is, instead of resolving the grievance, going to push it back until the end of Feb now.

-Sept 2025 for attendance grievance arbitration

-Sicktime calculation: doing their calculation to make everyone whole, they have until the end of the year to do this.

Negotiations –

-We offered first week of Feb for proposals, then bargaining in March.

-Haven't heard back from the town about our proposed dates.

Unfinished Business –

None

Regular meeting suspended for elections—President Friel

Open nominations for position of VP

Dan Chalk nominates Josh Girard.

No other nominations for Vice President

Josh Girard stands.

Josh Girard acclaimed as Vice President.

Open Nominations for position of Secretary

John Sharkey nominates Cam Anderson

Sheldon Lamoureux nominates Mark Milne

Election declared for secretary.

Regular meeting Resumes

New Business

Friel:

-I will provide overview of our election. The election period will be until the end of the month, at which time a ballot box will travel around to the halls via myself and the Stewards. The election committee will be myself and the stewards, I will be the chair. Those nominated must follow the rules outlined in our constitution regarding their election.

Gostlin- Any updates about the training officer position? Are all the candidates external?

Friel: -We did have internal candidates. Many external candidates are not qualified for the job. I would say they have less than 10 qualified candidates, with a couple internal candidates.

Thomas: I would like to present a Notice of motion: to increase canteen dues by \$1 for the purpose of increasing our fitness budget.

Friel: Ok, Secretary Anderson will note that and email a notice of motion for our December meeting.

-Sluman: payroll issues; are we satisfied with our pay or are we going to have an audit for our pay?

-Friel: we have had a meeting with HR and the stewards on their platoons. We have not had a full resolve on how it is going to be paid back. We have ongoing meetings.

-Sluman: Can we ask to have everyone's pay looked at?

Jon: We have an upcoming meeting with payroll to discuss it. Some of the issue, is that with temporary roles, some lines of communications are falling through, and resulting in incorrect pay. We are waiting for a date and a time to meet with them to try to resolve.

Sluman: I think we may need an audit to make sure people are getting paid properly. At what point to we say check everyone?

Friel: Yes, that's on the table and we will discuss.

Lee Williamson: Remembrance Day ceremony, we had 2 honour guard and 6 members in Brooklin. I would like to see if we could have money for honour guard for more ceremonial equipment, so if there are 2 events at the same time, the honour guard has things to carry if the guard is split.

Friel: I believe we had enough equipment, Kennedy do you want to speak to it?

Kennedy: We have 4 flags and 2 axes. We could look at some options but the quality of the current flag from the town is not good.

Friel: Kennedy do you see the need for new equipment?

Kennedy: we could always use more equipment, depending on financing.

Friel: Ok we will discuss on the executive and report back on the December meeting.

Gilchrist:

Motion:

I move to have an adhoc committee struck with one member of the executive board, a steward, Mark Kennedy, and member at large to review the Honour guard LOU, Audit inventory we have now, cost that will be incurred in purchasing new equipment, and the possibility of alternative funding.

Seconded by: Lee Williamson

Gilchrist: I was part of the honour guard originally. The equipment we had was haphazard at the time.

Heron: Suggestion to reach out to the legion or other places for outside places of funding.

Motion passes.

Friel: we will put out a notice for members looking to join the Adhoc committee.

Heron: I believe we should request a full audit for pay issues. The issues are constant, we have to remind them of things all the time. Paystubs should be all in plain language. It's also not right we don't have sicktime on our stubs.

Friel: We hear you guys loud and clear. When the town changes to workday software we will see if they can put in the new stubs. We will discuss the audit with HR when we meet with them shortly.

Heron: Weill we be required to put it in our phones?

Friel: We will need to wait and see how it works, but you will not need to put workday on your personal phone.

Motion:

To adjourn.

Moved by Bowers Seconded by Thomas

Carried.

Minutes taken by Secretary Anderson.