



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

Regular Association Meeting

October 16, 2024

Knights of Columbus Hall

President Friel presiding.

1830: Regular meeting begins.

Moment of silence for retired Brother Al Marchand, who died last week.

Vice President Girard 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 Meringer. Seconded by Vardjas.

Carried.

Treasurer's Report – Secretary Anderson

General - \$14,363.50
Canteen - \$8,494.09
Charitable/Benevolent - \$21,590.96
LDF - \$171,928.56
Memorial - \$99,334.36

Bills Pertaining to the Union – Secretary Anderson

-None

Correspondence – Secretary Anderson

-None

Labour-Management: President Friel

-Met Sept 25 for a Labour Management Meeting.

-We discussed the Town's plan to install security cameras at the halls. There are currently no bids on the tender to install them. The town will adjust their tender and try again to get a contractor to install them

-Honour guard LOU; we are seeking continued financial support from management. We have asked for money two years in a row, and they have not supported us. They said they will assist when they can, especially if we have an LODD. We will give them the opportunity to do so, and re-evaluate if they don't help.

-PFAS free gear: management says they are getting trial sets for the new year. They have concerns about the gear absorbing chemicals and excessive heat retention. We believe these issues pale in comparison to the risk of cancer. We argued new recruits should have them, they said no, we expressed disappointment with them.

-Review of duty exchange LOU, no changes. We review this every year with management on an on-going basis.

-Station land purchase: management says its ahead of schedule

-Crew movements: The new truck is going in to service December 2025. Management is trying to move it to January 2026, to do all the movements in January. If the truck goes in to service in 2025 we get 7 off in 2026, instead of 2027. It will take a lot of crew movement to accommodate the new apparatus. Will meet with tucker next week to discuss.

-2025 recruitment: we want to keep it In 2025, not bump it to 2026 like management says. One training officer position was frozen, then relaunched a week later. The job posting should be up shortly. We are meeting with councillors to ensure we keep it in 2025.

-Discussion about flex schedule, which has been approved for training officers.

-36 hour shifts are now permitted with new SOG's

-Overtime: discrepancies have occurred, between management and members. Not full 24 hours, but shifts with irregular hours. Take a photo of what you are submitting for OT, in case of a discrepancy.

-Discussion about management being pedantic about time; how it is ridiculous that the chief is accusing members of time theft. In one case the argument was about 48 seconds.

-Giroux: For the record the PC does not adjust overtime hours, we only approve or deny what the employee submits.

Committee Reports

Charitable Committee –

No report

Health and Safety – Chalk

-Thanks for letting me attend the H&S conference last week. DC Green attended and it was a positive experience. Studies of Nomex fabric show how bad it is for us, full of dangerous chemicals. It was a good decision to change the fabric of our uniforms to poly-cotton.

-UDS testing. Next Wednesday at 6:30 is an information session. Another one in November. Oshawa, Pickering, Ajax, Stratford did it last year. 300 people tested, 60 had serious issues, 3 had cancer. Early detection is key.

-our gear has the least amount of PFAS available of all bunker gear that contains the chemicals. However, it is still a toxic amount.

-Lithium cannot be removed from gear, PFAS or not. Be extra careful at battery fires.

Meeting suspended: Brother Tim Johnson sworn in as a member of the WPPFA

Meeting resumes

WSIB/OCC Disease – Gear

-Thank you for sending me to OPFFA seminar last week. We learned a lot to keep current, health screening, UDS cancer screening, legal insights; Omers update, presentations from survivors of catastrophic events. We will continue to use what we learn to serve our members.

-Discussion about Al Marchand, and how it is important to have an up to date will and executor to help the cause if you have an LODD. Al's estate is hard to find and work with.

Research & Development –

No report

Ad-Hoc Memorial Committee—Girard

-Looking in to a grant with MP Turnbull, meeting with mayor soon about further grants and fundraising ideas.

Government Relations – Friel

-Last week council chaos, with councillors Yamada and Leahy. New deputy mayor was going to be sworn in as Yamada abandoned his post, Leahy insinuated council was racist and that Yamada has been mistreated. Mayor stopped the meeting and meeting was ended.

-Public fighting in the days afterwards, Yamada was kicked out of regional council.

-Council is fighting, might make things complicated for us. We will see how it all plays out; mayor can use her strong mayor powers to pass the budget.

-Jason Birney has stepped down from his Gov Relations role on the committee, Brother Chris Phillips has been appointed by the Executive to fill the role.

Grievance Committee – Friel

-Benefits grievance: arbitration dates next Friday, Nov, another in Feb. Biosimilar language is a part of this grievance as well. We negotiated for biologic drugs, not cheaper biosimilar drugs.

-Attendance support: arbitration Sept 2025.

-Oct 28 meeting with HR about attendance, peer support, modified work policy. We will see where it goes.

-Please talk to a member of the executive in the event you are looking for modified work, do not go through the chain of command first. Someone has done this and it has not benefitted them.

-Sicktime calculation grievance: they are doing an audit of members who were working modified and their sicktime calculation Management made mistakes and will provide the audit at the end of the year

Negotiations – Friel

-Lots of settlements coming out, Toronto got 4.75% in 2024.

-We are in a good position to negotiate, as our comparators are doing well

-Negotiation dates in the Spring

Unfinished Business –

-None

New Business: Friel

-Thanks to Jason Birney for his efforts on the Gov Relations committee, especially helping get a 7th truck on the road.

New Business from the Floor:

-none

Motion:

To adjourn.

Moved by Meringer Seconded by Vardjas

Carried.

Minutes taken by Secretary Anderson.