



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

Regular Association Meeting

Date: Jan 8 2025

Virtual via ZOOM

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.

Secretary Milne Reads Decembers Minutes

Treasurer's Report – Treasurer Swail

General - \$26,197.33
Canteen - \$8,996.92
Charitable/Benevolent - \$13,325.62
LDF - \$181,582.45
Memorial - \$101,623.18

Bills Pertaining to the Union – Secretary Milne

non

Correspondence – Secretary Milne

non

Labour-Management: President Friel

Next meeting March 5

Committee Reports

Charitable Committee – Bowers

-Upcoming retirement function May 2nd

Health and Safety – Sisson

- UDS health screening feedback survey coming out to those who participated.
- we have a meeting tomorrow with Green about the dissatisfaction with the uniforms
- monthly station inspections will be returning to the first Monday of the month this year, no date as of yet.

WSIB/OCC Disease – Gear

- not present

Research & Development – Patterson

- Currently working on new RIT bags and apparatus and training props.
- Email from management earlier today committee has been disbanded. Doesn't know where it leaves us with these projects. I'm optimistic that we may be able to re assess in the future.
- Thank you for support
- Hopefully we see these projects through.

Ghilcris- did they give any idea why they are disbanding a committee that is as important as this one.

Friel – I'm going to touch on this more in New Business

Ad-Hoc Memorial Committee—Girard

- Meeting with potential artist this month, to discuss project and try to get a quote.

Government Relations – Swail

- With Trudeau stepping down we might have a spring election (both federal and provincial), need membership pounding signs.

Grievance Committee – Friel

- Benefits grievance coming along
- Summons Desjardins member coming Friday to appear before arbitrator
- Next arbitration date after that is February 26
- Attendance support program grievance ongoing (discipline possibly coming jan/feb)
- Sicktime calculation, one last minor detail with individual, should be resolved with no issues.
- Potential grievance coming up about coverage for Al Marchand AD&D. Town hasn't formally denied it yet but looks like they might, happening across the province, they are denying claims stating its only for active firefighters and not retirees. Blue mountain has language including active and retired. Looking at Vaughn result if we grieve.

Ghilcris – interested about attendance management, curious about discipline since it starts at stage 6 and none of our members are in that stage. Pretty sure none of our members are over stage 3 so how can there be discipline.

Friel – 3rd party that I heard this, wasn't from management. Culpable sick days may place individuals out of the program to be disciplined.

-If they try re assign non culpable sick days that they have already informed you about to culpable sick days for discipline purposes, that is where we will have an issue.

Negotiations – Friel

-exchanging proposals Feb 26 Ajax Hilton

-last 2 weeks of march bargaining Ajax Hilton

Unfinished Business –

Motion – Jordan Bowers

I move to adopt changes to the charitable policy as presented:

Seconded - Rob Currie

Carried

Bowers - Gives background to motion. The last few years the committee has been comprised of 2 X B1 members and 2 XA2 members. It makes it difficult to fill UDE as the policy is written. Secondly, we looked at the policy as a whole to see what was being used and what wasn't in terms of individual / team donations.

Proposed change #1 (changes in red)

Section 2 Union Duty Exchanges - \$3119.58

- a) Up to 2 members of the charitable committee will be permitted a 24-hr union duty exchange for the annual boot drive, if required. For a total of \$2,079.72
- b) Up to 2 members of the charitable committee will be permitted a 12-hr union duty exchange for the annual Santa Claus parade, if required. For a total of \$1039.86
- c) Other union duty exchanges will be granted upon executive approval if required.

Section 2 Union Duty Exchanges - \$3119.58

- a) Members of the charitable committee will be permitted up to three 24-hr, or six 12-hr union duty exchanges, to be used at charitable events as required with reasonable notice and explicit approval from the WPPFA Executive Board.
- b) Other union duty exchanges will be granted upon executive approval, if required.

Rationale: With this subtle change to the wording of subsection A and B, we the charitable committee will have more leniency with how we utilize the union duty exchanges we are allotted for charitable events throughout the year.

Proposed change # 2 (changes in red)

Section 5 Individual Member Donations - \$5000

- a) A total of 10 donations of up to \$500 will be reserved for Local 2036 members.
- b) A donation request form must be filled out and sent to :
charitable@iaff2036.org
- c) Any member requesting a donation must volunteer a minimum of 4-hrs at a WPPFA charitable event within one year prior to the date in which the donation was requested in order to be granted.
- d) If the 10 donations have been made and the committee receives additional requests they must be approved by the committee and the executive board. There must be sufficient funds in the account to accommodate the extra request(s).
- e) Only one request will be considered per member per year to allow for a greater number of people to become involved. If not all 10 requests are utilized by May 31 of that year, members who have had a previous donation request within the same year, (January 1-May 31) are permitted to request a second donation request of up to \$500 from June 1 to December 31.
- f) Requests will be reviewed by the charitable committee for approval.

Section 5 Individual Member Donations - \$3000

- a) A total of 6 donations of up to \$500 will be reserved for Local 2036 members.
- b) A donation request form must be filled out and sent to :
charitable@iaff2036.org
- c) Any member requesting a donation must volunteer a minimum of 4-hrs at a WPPFA charitable event within one year prior to the date in which the donation was requested in order to be granted.
- d) If the 6 donations have been made and the committee receives additional requests they must be approved by the committee and the executive board. There must be sufficient funds in the account to accommodate the extra request(s).
- e) Only one request will be considered per member per year to allow for a greater number of people to become involved. If not all 6 requests are utilized by May 31 of that year, members who have had a previous donation request within the same year, (January 1-May 31) are permitted to request a second donation request of up to \$500 from June 1 to December 31.
- f) Requests will be reviewed by the charitable committee for approval.

Rationale: We went through all the individual team donation requests from 2022 and on. We saw that team donations were used more than the individual donation requests. Team donations saw a usage of 3 or 4 per year, of the allotted 5. The individual donation requests saw a usage of 4 on average out of 10 per year. The reduction from 10 to 6 would see a savings of \$2000 towards the policy, and would allow for a larger donation to MD Canada.

VOTE: 28-1 in favor

Motion Passed

New Business

Friel – management reached out to us about possible LOU for the write for PC. Going to be to adjust the eligibility criteria for PC process. All current captains either permanent or temp. We are hoping to provide 120days notice so exam may not land in April, might land in May, we don't want it to run into July might be less than 120-day notice.

Birney – Will this issue be addressed in bargaining? This issue seems to be presenting itself year after year.

Friel – Yes, we will talk in bargaining, LOU will be brought forward at bargaining. Given that the last 4 or 5 PC processes have had letters of understanding.

Birney – Point for Labor Management meeting, reach out to people and find out why they don't want the promotion? Have a discussion as to why people don't want to progress.

Friel – we will leave it out of labor mgmt to use at bargaining.

New Business from the Floor: (Friel)

Rob Currie elected B2 shift Steward

Congratulations Rob

-sent out a memo regarding calling in sick and getting put on hold. Dispatchers told if someone calls in sick they are to be transferred to the senior dispatcher on duty. Brought it up to hickey who wasn't aware. If you are put on hold and can't wait hang up, conversations are recorded. Advise Friel immediately.

-Hiring for the 7th truck. Chief plans to Hire 13 and 13 in two groups. One in the spring starting in July another in the fall, new truck on the road end of 2025 or early 2026. They will put initial 13 on trucks and save overtime. Getting scrutinized about overtime and this would alleviate it.

-Hired one training officer, start Jan 21, comes from Mississauga. Everything heard has been positive, look forward to welcoming him. Miscommunication with other individual, going to go back and hopefully hire another with a later start date.

-Committee dissolutions, wasn't just RD, CADCOM, TIMCOM, also dissolved. Reached out to chief about reasoning. No replacement committees, weren't functioning as intended and no reasoning, time for change. If they need assistance from membership in future they will create adhoc committee. Chief made comment about OT and how we need to trim the fat.

-These committees are important, ongoing radio issues, very disappointed that they are getting rid of these committees. Going to address it later with management. May be related to overtime cost. They did not communicate this with executive at all, we were not involved, unilateral decision by management.

Motion:

To adjourn.

Moved by Bowers. Seconded by Ghilcris

Carried.

Minutes taken by Secretary Milne