



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

Regular Association Meeting

Date: Feb 12 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.

January minutes were posted to the secure section of the website.

Motion: To waive the reading of the minutes is in order

Moved: Hughes

Seconded: Phillips

PASSED

Treasurer's Report (Treasurer Swail)

General - \$26,707
Canteen - \$9,687.08
Charitable/Benevolent - \$14,185.45
LDF - \$184,699.19
Memorial - \$105,442.96

Bills Pertaining to the Union (Secretary Milne)

-none

Correspondence (Secretary Milne)

-Late holiday wishes cards received from, Mayor, Lorne Coe, General President IAFF/Secretary IAFF.

Labour-Management: (President Friel)

- Next meeting is scheduled for March 5th, 2025.

Committee Reports

Charitable Committee (Ogden)

- May 2nd retirement function, tickets on sale soon.
- Sept 29th golf function with the possibility for an earlier date.

Health and Safety (Chalk)

- Ongoing uniform issues, waiting to hear back from the company for possible shirt that matches the pants.
- Chief Hickey made comment to make these uniforms recruit uniforms.
- UDS screening, waiting for survey, heavily focused on the uniform issue so hopefully getting a survey out soon.
- Gilchrist brought up that he had heard rumours of a zippered shirt and offered his disapproval of the idea. Chalk agrees and states that the HS committee while trialing current uniforms had let management know they were terrible, but they didn't take their advice.

WSIB/OCC Disease (Gear)

- Committees been busy. On Tuesday heading to meeting with OPFFA, will brief what comes of that.
- Hughes thanked Gear for all his hard work on his most recent claims.

Ad-Hoc Memorial Committee (Girard)

- Partnering with Brock St. for memorial beer, currently working on Logo
- James Patterson currently doing clothing drive with new station logos, proceeds go to memorial.
- Met with artist who could do the sculpture.
- Philips asked if we could wear the new shirts on duty. Friel stated that our CA allows navy blue shirts under uniform. But to wear as an outer garment should be asked and brought up the chain of command to find out answer.

Government Relations – Swail

- Provincial election kicked off, supporting Lorne Coe.
- Ford has come to OPFFA seminars and has shown his support to the OPFFA.
- Handing out pamphlets currently
- Need help

Grievance Committee – Friel

- 4 active grievances
- 23-004 Benefit Grievance Opening statements will be February 26th
- 24-001 Attendance Support Program Grievance
 - Referred to arbitration, first date is Sept 2025

- 24-002/003 Sick time Calculation Personal grievance and policy grievance
 - This calculation is almost complete. We provided the town with some more documentation today that they need to verify.
- 25-001 AD&D Grievance
 - Employer denied paying Al Marchand's estate his AD&D entitlement. We filed grievance, and we are proceeding directly to arbitration. Waiting for the lawyers to set dates.
 - It is a recognized LODD therefore should be covered since it is recognized that it happened on duty.

Negotiations (Friel)

- exchange proposals on Feb 6th
- Currently researching and preparing for bargaining.
- Last two weeks of March bargaining (7 dates).
-

Unfinished Business (Friel)

- None

New Business (Friel)

- Executive voted to support Go Fund me for Oshawa brother who lost his life. Our association donated \$500.00
- Association and employer have agreed to form a committee to engage in discussions for a 24hr training officer trial to begin January 2026. No further details at this point.
- Sick hours, everyone's letters went out. Confirm sick hours as there have been large discrepancies.

Notice of Motion – The executive is looking to create a new position in the Constitution with the title Canteen Manager. This comes with an honorarium in line with our other positions. This motion will be brought forward at the March Regular Association meeting to be properly debated.

New Business from the Floor: (Friel)

- None

Motion:

To adjourn.

Moved by **Gilchrist. Seconded by **Chalk****

PASSED

Minutes taken by Secretary Milne