



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

## **REGULAR ASSOCIATION MEETING**

**Date: March 12, 2025**

**Time: 6:30pm**

**Location: ZOOM**

**President FRIEL presiding**

**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.

Last meetings minutes have been posted to the secure section of the website.

**MOTION: To waive the reading of previous minutes is in order.**

**Moved: Chapman**

**Seconded: Urry**

**Vote: PASSED**

### **TREASURER'S REPORT - SWAIL**

- General – \$23,764.38
- Canteen – \$13,666.01
- Charitable/Benevolent – \$12,388.36
- LDF – \$189,174.42
- Memorial – \$106,036.02

### **BILLS PERTAINING TO THE UNION – MILNE**

- None

### **CORRESPONDENCE – MILNE**

- None

### **SWEARING IN OF SCOTT RADFORD**

- President Friel swears in Scott Radford

## **LABOUR MANAGEMENT – FRIEL**

- Modified work and training days
  - Typically training days for when completely off work, but management is taking a position that even if you are on modified for an extended period you will be required to complete training days prior to your return to suppression.
- Calling in sick
  - Might be an option in the future to utilize a sick button on workday. We asked if we could send email to the Platoon Chief, they said they would prefer a call to Platoon Chief. We decided to stay with current model of phoning dispatch until workday button comes in.
- Certifications
  - The intent of management is to be the only department in Ontario to have every single person certified in all technical skills. OPFFA says we are the only department attempting this and they don't believe it is feasible or sustainable. We communicated OPFFA concerns to management, but they are very deliberate on wanting everyone certified. Legislation states that OT and DE would not be affected as there are rules in place that allow DE and OT to work certain positions even if not certified. Management did indicate there would be no job loss for anyone that is unsuccessful in the certification process, however it is not optional, and everyone will be required to certify. If there are one of situations of personnel not being able to gain certifications, they would be willing to discuss the situation.
- Hall 4 renos
  - Several different ideas. Nothing concrete at the moment. Budget is getting tighter due to tariffs.
- New recruits
  - No idea of where new recruits are going as of yet. Management to assess needs of particular platoons, and some may get more than others.
- Master fire plan
  - Inquired about being a stakeholder for the MFP as we have been one in the past. Management has since rescinded that and indicated that they will ask us for feedback, but we won't be an official stakeholder in the process. We expressed our extreme disappointment, and was told they will check with their boss to see if we can be a stakeholder.
- New station
  - Similar to the MFP we were told we'd be stakeholders however management has since rescinded that offer as well, and told they will ask us for input but won't be considered official stakeholders. We are going to keep advocating for official stakeholder status for both MFP and the new station design.
- Station Wear Update
  - 2 sets of flex pants, stat pants went back. They will be giving potentially 2 zipper shirts so everyone has 2 full set of new station wear and 2 sets of old station wear. A new

supplier is being found for a full set coming soon. Management apologized for uniform issues.

- FAF calls from Mallory
  - When Mallory phones people to let them know that they have missed 3 shifts and require and FAF, she will also remind individuals that she needs a phone call back acknowledging that they have received her message. This eliminates HR getting involved and potentially threatening member with unpaid leave of absence. Members are to try their best to phone Mallory back within 48hrs of receiving her call. Members can also ask shift stewards or executive members to send this email on your behalf. It will alleviate some difficult conversations.
- Honor Guard IAFF attendance
  - With at least one member and possibly two members going on the wall in Colorado Springs this year we had requested some financial assistance to send the honor guard. We unofficially had funds from them allocated to assisting us with this, however, the town has now taken a hard stance on the US and have cancelled all trips to the US and all purchases from the US. They have removed X or Twitter from all town comms and removed all American flags from all town buildings. This obviously poses a problem for them providing financial assistance. They are going to try and figure out another way to help us cover these costs.
- Fitness Equipment
  - Canteen funds Raised for the treadmills
  - Management having a hard time with treasurer for the town.
  - Split receipts are not happening due to treasurer issues
  - Union purchasing first 2, management purchasing 3<sup>rd</sup>.
  - Keep that going until we have our full compliment
- Modified work on your shift
  - Indicated PC's have been difficult to work with in providing this option. We stated PC's need to be communicated to regarding what the modified work is that they are completing and their restrictions if they are going to supervise them during non-business hours. They are going to get back to us.
- Sick hours while on modified, taking a sick day while on modified.
  - Old program used to deduct 24hrs, then credit back your modified hours. Now if you are on modified, they only deduct hours that you are sick on modified from your bank. Should resolve any issues moving forward.
- Attendance support program, suspension of program due to errors.
  - Program has been recently suspended due to mass amounts of errors. Association will be addressing the large volume of errors officially as well. Stay tuned for more from management once they speak to HR. If you are notified of a meeting, please reach out to steward immediately.
- Cooking appliances
  - Smokers not approved to be permanent appliances at stations. Can bring in smokers for daily use but they cannot stay at station.
- OT issue, due to double pay time period.
  - Member is getting paid what they deserve.

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## **COMMITTEE REPORTS**

### **CHARITABLE – CONBOY**

- Reminder of the retirement dinner May 2<sup>nd</sup>
- Put together a bit of a slide show for the dinner so asking for pictures from members photos.

### **HEALTH AND SAFETY – CHALK (Update from Friel)**

- Thank everyone for doing the survey for the UDS
- Going to try and get a Durham locals Screening in the future

### **WSIB/OCC DISEASE – GEAR**

- Not present

### **ADHOC MEMORIAL – GIRARD**

- Conboy and Girard putting together beer labels with Brock St brewery and Kirwans wife (graphic artist)
- Finishing up a federal grant to hopefully going toward the memorial. Possibly finishing up in 2026 for anniversary of WFES

### **GOVERNMENT RELATIONS – SWAIL**

- Thank everyone who came and supported Lorne
- Stay tuned for the federal election, which may be very soon.
- Hoping everyone can put a bit of time in.
  - Friel thanks the committee and brother Swail for all the hard work during the last election.

### **GRIEVANCE – FRIEL**

- **23-004 Benefit Grievance** – Opening statements by our lawyer were incredible. They were 2 hours long with several mic drops in the middle. Many points were made very clear. The town's lawyer was 10-12 minutes and pretty much winged it. It was a total embarrassment.
- **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 – Officially dropped.**
  - Pay attention to sick hours
- **25-001 AD&D Grievance** – Employer denied paying Al Marchand's estate his AD&D entitlement. We filed a grievance, and we are proceeding straight to arbitration. Waiting for the lawyers to set dates.

### **NEGOTIATIONS – FRIEL**

- Exchanged proposals on Feb 6,

- March 18 first day of negotiations

### **UNFINISHED BUSINESS – FRIEL**

- Notice of motion was made for canteen manager position.

**MOTION:** Motion from the executive to create a Canteen Manager position in the constitution. The position comes with an honorarium in line with other committees.

**Move:** **President Friel**

**Second:** **Urry**

**Debate/ Discussion:** Swail explains the reasoning for this position in detail, and shows the current work the ad hoc committee is tracking via excel.

**Vote:** **PASSED Unanimous**

### **NEW BUSINESS – FRIEL**

**Motion:** To donate \$500.00 to assist the charitable committee with providing lunch, drinks and snacks for one day of Camp Molly.

**Moved:** **President Friel**

**Seconded:** **Amelia**

**Voted:** **PASSED Unanimous**

- May meeting is going to be in person so that we can swear in the new recruits.
- Girard talking about HELIO Sleep Clinic

### **NEW BUSINESS FROM THE FLOOR – FRIEL**

- none

**MOTION:** To adjourn

**Moved:** **Lee Williamson**

**Seconded:** **Radford**

**Vote:** **PASSED**

Minutes taken by Secretary MILNE