



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

REGULAR ASSOCIATION MEETING

Date: Apr 9, 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: Valois

Seconded: Anderson

Vote: PASSED

TREASURER'S REPORT - SWAIL

- General – \$5,421.15
- Canteen – \$13,047.15
- Charitable/Benevolent – \$11,924.86
- LDF – \$191,398.42
- Memorial – \$107,866.76

BILLS PERTAINING TO THE UNION – MILNE

- None

CORRESPONDENCE – MILNE

- None

LABOUR MANAGEMENT – FRIEL

- Nothing new to report
- Next meeting set for 12 June 2025

COMMITTEE REPORTS

CHARITABLE – BOWERS

- Retirement dinner for May 2nd. So far only 43 tickets have been sold including the retirees, charitable committee is asking all captains and acting captains to canvas their crews and get people to sign up. Tickets can be purchased from any charitable member.
- Camp molly July 24-27, Bonin spearheading, Charitable is providing a lunch and has been looking at a few options. The charitable committee may ask for volunteers to help serve lunch so wait out for that request.
- Sept 5 and 6 for Boot Toll
- Friel asked if people would be able to purchase tickets at the door to the retirement function. Chair Bowers said he doesn't see any issue with that. Friel also asked if there was a deadline for purchasing of tickets, and it was stated that if not buying tickets at the door, then probably a week out from the event will be the cutoff.

HEALTH AND SAFETY – CHALK

- Thanking everyone who did the UDS survey.
- Friday meeting with MOL to go over deacon process with Green and Tucker for a potential new SOG.
- Goose at hall 5, by law we can't do anything to the goose. A1 is currently running R35 out of the back door to avoid the goose, Chiefs agree that something needs to be done but by law we are unable to do anything to disturb the goose.
- New hall inspections going well. Everyone's been taking care of the inspections which is greatly appreciated.

WSIB/OCC DISEASE – GEAR

- No update

ADHOC MEMORIAL – GIRARD

- Working with TOW and management to apply for grant though federal government, support letters from mayor, Turnball, Wounded Warriors Canada. This grant could possibly help reach our target goal.
- Working with Brock St. Brewery to get beer going, in process with that.

- Thank you, brother Patterson, for clothing drive. Brought in over \$1000.00 for the memorial fund.

GOVERNMENT RELATIONS – SWAIL

- We have engaged the Pickering Local because the Pickering riding now includes Brooklin. We would like to assist our brothers and Sisters in Pickering instead of engaging candidates specifically on our end, so we don't have a conflict of interest.

GRIEVANCE – FRIEL

- **23-004 Benefit Grievance** – next arbitration date for fall.
- **24-001 Attendance Support Program Grievance**
 - Referred to arbitration, first date is Sept 2025
- **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. Engaging some other locals to see who has the best case and then the best case will go first. Potentially Mississauga or us going first.
- Filed another grievance today about medical certificates. Association does not think that sick notes should be automatic, and willing and able persons shouldn't have to use sick time while awaiting a doctors appt to obtain note.

NEGOTIATIONS – FRIEL

- Met for 2 weeks, went very well, during monetary negotiations they stalled due to recommendation from OPFFA, waiting for Torontos arbitration, Ottawa arbitration, and Oshawa. These locals might get frontline pay. Trend amongst the province with salaries is active right now. What is potentially coming is not what the town was going to give us. Town agreed to pause which will work in our benefit. Putting things on pause until Toronto (anytime), Ottawa(anytime), Oakville me to clause with Halton Hills. Oshawa arbitration Apr 24 plus 90 days longest until we have a better understanding.
- Made some changes with clothing LOU with town. No additional clothing will be provided from the vendor that was recently chosen for the remainder of 2025. All new pants issued will be returned and given to recruits. New vender NLT Dec 31 2025 will give all WFES pers 2 new shirts and one pair pants. Active wear shorts by Dec 31 2025. NLT Mar 31 2026 all members will get 2 full sets. WFES personnel will have 3 full sets complete by Mar 31 2026. After this the regular clothing distribution will commence.
- Glenn Gear asked question about how much the dress policy affected bargaining. Friel said that the negotiations committee

asked for all the new items that were included in their new dress policy to be provided items. Management didn't agree with all items.

UNFINISHED BUSINESS – FRIEL

- Canteen Manager, brother Linton successfully appointed to canteen manager position. In charge of all canteen items.
- May association meeting will be in person.

NEW BUSINESS – FRIEL

- Management served association with a 60 days' notice for cancelling the LOU about duty exchanges. Management declined having new language put into CA. Current LOU null and void May 26, 2025. Management will have policy about duty exchanges. Association will have zero control since the LOU will be cancelled. If you need dates in 2025 to be covered, you should move on them.
- Employer has moved to online textbooks. If you need one for a course, you're on, make the request early.
- Neil question about duty exchanges and if current ones on the schedule would be cancelled? Friel doesn't believe they will but if they do, please notify a member of the executive.
- Bowers comment about online textbooks. And Microsoft office at home not being provided.
- Friel says members should request that software to management.
- Member with accommodation request did not hear back for textbook request.
- Johnson - training division is trying to acquire as many laptops as possible.
- Pannunzio - training division does have the ability to sign out laptops for courses, and we have signed them out in the past. If you require any of these, we can get it for you.

NEW BUSINESS FROM THE FLOOR – FRIEL

- None

MOTION: To adjourn

Moved: Bowers

Seconded: Lamoureux

Vote: PASSED

Minutes taken by Secretary MILNE

