



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

Regular Association Meeting

Date OCT 15, 2025

Virtual ZOOM

Vice President Girard 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.

Motion to waive reading of minutes is presented by Vice President Girard

Moved by Chapman Seconded by Chalk

Carried.

Treasurer's Report – Treasurer Swail

General - \$15,093.39
Canteen - \$5,976.43
Charitable/Benevolent - \$16,683.68
LDF - \$172,043.41
Memorial - \$106,911.64

Bills Pertaining to the Union – Secretary Milne

- None

Correspondence – Secretary Milne

- Thank you to the membership for sending us on the Fall Education Seminar. Valuable information.
- I'm going to send a few reminders but just a reminder that November's meeting will be in person, and we will be swearing in the new recruits so please if you're able to attend.

Labour-Management: Vice President Girard

-Meeting was held on October 3rd

-Station Wear and Shorts

- Station wear was put out to tender, no bids were put in. Management was then approved to use a US supplier by the town. Management has partnered with a supplier now and should have samples begin to come in so that our members can try sizes and orders can begin.

-Master Fire Plan

- Committee is currently gathering data
- There will be an online questionnaire going to all members for feedback, this questionnaire will not be anonymous, and names will be attached.
- Management hoping to bring the new Master Fire Plan to council by Q1 or Q2 of 2026.

-Education Schedule and Time Owing

- Waiting on confirmation on 3 courses but should have it completed prior to December.

-Fire Ground STI

- Fire Ground STI position will be posted like a job posting with minimum quals and preferred quals. A resume is expected and interested candidates will have a brief informal interview with a DC and PC.
- Management stated they are hoping to attain Captains and Acs for this position.

-Hexagon Dispatch issues

- Management stated it is their primary focus currently. They are aware of the issues; however, they encourage the PCs to continue sending ongoing issues through to DC Green. They state they are pressuring Oshawa right now.

-Sick days vs Family Emergency Leave

- Reminder to our members handling shift reports to double check the sick forms as they come in to ensure if it states a member is off sick or FEL.

-Attendance support meetings

- HR data was inaccurate and so meetings have been delayed as admin staff had to review all members numbers.

-New Truck in Service Plan

- Management planning to have new truck in service in 2025. May be as late as Dec 31, 2025. More discussions need to take place.

-Nov 27 is next Labour Management meeting

Committee Reports

Charitable Committee – Ogden

-Thank everyone for the boot toll \$20,000 raised \$13,000 for MD

-Thank you for everyone that came out to the golf tournament

-Santa Parade is coming up, a sign-up sheet will be circulating for volunteers.

-Smith gives update on the golf tournament, results, and \$10,000 to sick kids, thanks to everyone that supported. More faces next year.

Health and Safety – Chalk

- Thank the membership for the health and safety seminar, learned about train and lithium-ion tactics which we are hoping to bring back to the membership.
- Clarington fire truck incident, Friel sent a letter stating we want the two closest trucks responding to the 401.
- new recruits let HS know when you get your winter clothing

WSIB/OCC Disease – Gear

- N/A

Ad-Hoc Memorial Committee—Girard**Government Relations – Swail**

- Nothing new to report
- Attending OPFFA leg in Nov
- Attending IAFF leg in Nov

Grievance Committee – Girard**23-004 Benefit Grievance**

- Had 3 days of arbitration in October. Still ongoing, next dates scheduled in January 2026.
- Thank you to all the witnesses who have been examined and cross examined.

24-001 Attendance Support Program Grievance

- First arbitration date held in September, more dates to be held in November.

25-001 AD&D Grievance

- Waiting for arbitration date. Collaborating with other locals in the province on who has the best case, and they will be the ones to go first.

25-002 Medical Certificate

- We came to an agreement surrounding the requirement for sick notes. You likely saw the memo we sent out by Secretary Milne in September. Management will now abide by the written intent of our CA.
- They will no longer be requesting sick notes immediately following 3 shifts in suppression or 4 days in daystaff.
- Instead, they may require a note if management feels a pattern is identified or there has been a misuse of sick time. As well, if an extended absence is identified to communicate the return-to-work prognosis.
- An FAF will only be required if the absence impacted a member's ability to perform their work. Such as an injury or serious illness or disease. Or if accommodation is required.

Potential Grievances

- We came to a resolve surrounding a potential grievance regarding management blocking time in the calendar for members on WSIB and on modified duties. HR designed an easy-to-follow chart for our management team to help them understand when members time can be opened up in our calendar.
- This should now alleviate our concerns.

Negotiations – Girard

- The employer finished edits of the new CA. The negotiations committee is finalizing our review of their edits before we send back to HR.
- Last retro will be paid on Oct 23, 2025.

Unfinished Business – Girard

- New fire station, HS and President Friel sitting on the station design committee, meetings are ongoing.
- Sister Maric is competing at the Firefit worlds in Texas under our Association name next week. I would like to take the time to wish her good luck at the competition.
- Thank you to HG and members who attended Ottawa, Colorado, and Toronto to honor brother Marchand. Thank you to brother Powell who attended Colorado and donated back more than half of his per diem to the HG fund.

New Business – Girard

- Brother Patterson is doing another clothing order
- Recruit class started. Will be swearing them in at the November regular meeting which will be held in person.
- Positions open for Nomination: President and Treasurer in November. Full list of positions for November and December will be sent out by Secretary Milne.
- Clarington Accident
 - o The association executive, along with HS and PC Group, submitted a joint letter to the Management Team urging them to revise their current response policy and ensure that the two closest apparatus are dispatched to MVCs occurring on the 400 series Highway.
 - o Management responded that they intend to wait for completion of the full investigation into the recent accident before considering any operational changes. This position is deeply concerning and, in my view, negligent. The outcome of the investigation will not alter the facts, a transport truck collided with a blocker truck on the 401, and if the blocker hadn't been in place the first arriving pumper and its crew would likely have been struck.
 - o Despite managements current stance, we will continue to advocate strongly for the safety of our members and push for the necessary operational changes to prevent future incidents.

New Business from the Floor:

-Giroux question about pay stubs, acting time not being calculated properly on overtime. Everyone whose acting check your pay closely.

-Chapman question, is there any reason why we can't call the next closest pumper and then call off the rescue if not required.

Motion:

To adjourn.

Moved by Maric. Seconded by Hughes.

Carried.

Minutes taken by Secretary Milne