



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

### Regular Association Meeting

**Date Nov 13, 2025**

**In Person**

**President Friel presiding.**

**1830: Regular meeting begins.**

President Friel 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 President Friel**

**Moved by Mowat Seconded by Thomas**

**Carried.**

**New Recruits get sworn in. President Friel reads swearing in speech.**

**Treasurer's Report – Treasurer Swail**

General - \$26,303.45  
Canteen - \$4,996.72  
Charitable/Benevolent - \$16,889.82  
LDF - \$161,968.64  
Memorial - \$108,129.75

**Bills Pertaining to the Union – Secretary Milne**

- None

**Correspondence – Secretary Milne**

-Ensure you sign the attendance sheet.

## **Elections / Appointments**

### President

- Friel nominated by Brother Sluman for re-election.
- No other nominations
- Friel accepts nomination and is acclaimed as President**

### Treasurer

- Milne nominated by President Emeritus Gilchrist
- No other nominations
- Milne accepts nomination and is acclaimed as Treasurer**

President Friel explains that Secretary Milne submitted resignation of the Secretary position, Friel explains that as per the constitution the executive now appoints a new Secretary to finish out the current term.

### Secretary

- Brother Chalk is appointed as new Secretary**
- Executive Committee voted unanimously at the recent executive meeting to appoint Brother Chalk.

## **Labour-Management:** President Friel

- Nov 27 next meeting, we have a big list to go over with management team.
- Friel talks about the recent discipline that has been coming down to members not following SOGs. Currently the SOG in question is the Duty Exchange SOG.
- Friel explains how the Duty Exchange SOG is written and the pertinent points that must be followed.

## **Committee Reports**

### **Charitable Committee –Mowat**

- Dec 6 Santa clause parade
- Question about wearing bunker coats, No bunker coats, unless PFAS free
- Secretary will Resend email about Dec parade for the New Recruits

### **Health and Safety – Chalk**

- 401 response SOG; management wrote new SOG without consultation with H&S or PC group. PC group working on sorting out SOG.
- Birney references the fact that management wrote the SOG without consultation to any groups.
- Sheldon asks if the SOG is following proper response procedures.
- Chalk reply's and explains that it is and explains what OSHA and MTO rules are.

### **WSIB/OCC Disease – Gear**

-N/A

### **Ad-Hoc Memorial Committee—Girard**

-N/A

### **Government Relations – Swail**

- Attended IAFF leg conference in Ottawa
- talked about firefighter and paramedics getting added under criminal code for assaults
- airports in Canada have fallen under the standard for airport rescue
- IAFF President and Secretary attended conference.
- Turnball met on floor and told us he would follow up with transport minister about airport issues.

### **Grievance Committee – Friel**

- Benefit grievance ongoing, next dates in Jan 26 and dates in 2027.
- Attendance Support grievance settled.
- Friel explains the settlement
- Birney asks about sick hours, said management told them we have the highest overtime budget in the region. Can you confirm that number?
- Friel can't confirm that the number is true.
- Friel explains that it could be true and explains why it could be and explains other departments can take trucks out of service and we don't do that.
- Friel explains that they can't compare us to other services that have completely different CA's and procedures.
- AD&D grievance, waiting for dates, waiting for other locals with a stronger case.
- Gilchrist asks for explanation of AD&D, Friel explains grievance.
- Lamoureux says there have been cases settled recently.

### **Negotiations – Friel**

- Waiting to meet with corporation to go over final edits.
- Town is going to print the same amount they printed last time.
- PC's, shift stewards, etc. will get a printed copy, majority will get a digital copy.

### **Unfinished Business – Friel**

- New station design, Friel explains meetings are going well, committee is very accepting to our changes, and they have changed them all. Next meeting will be a 3D rendering.
- Friel explains the positions that will be open for election at Dec meeting.
- Friel explains positions up for appointment at Dec meeting.

### **New Business – Friel**

- Ad hoc social committee update.
  - met in sept as a group and came up with gameplan to bring back to membership.
  - structure of committee
  - need to get survey out to membership to see which direction we go
  - need to prove social committee function concept before it becomes official committee.
  - want to separate charitable and social events
  - piggy backing on Christmas parade on Dec 6
  - Brooklin pub booked, Santa pictures
  - will have more events scheduled
  - will stay ad hoc until proven events have happened. 1 to 2 years.
  - Gilchrist question, do we want to have kids on Santa parade walking the route.
  - Mowat answers yes, we would love to have kids.
  - Sluman says we might get a designated spot for families and kids and get hot chocolate so they can watch the parade.

- training officers working overtime. Friel explains that if there isn't a retraction of the memo, we will be filing a grievance.
- second set of gear being ordered for both recruit classes this year, PFAS free.
- Friel thanks Swail, for his service to the local.
- Friel explains Swail will remain on as an ad hoc chair for the government relations.

### **New Business from the Floor:**

- Swail point of privilege speech to the membership.
- Gilchrist will we be getting shift cards
- Sluman question about FEL days. What is the threshold.
- Sluman explains that Leahy asked about 24hr shift and why is the OT budget so high.
- Friel explains that the 24hr shift is in our CA and we won't lose it. It would take a lot for them to take that away.
- Linton curiosity about the overtime issue. Is the town looking at 2025 or is it a range of time.
- Friel says he has seen no data to support their overtime claims.
- we have different CA than our comparatives so we can't be compared to them.
- Birney asks membership to make the biggest effort to start showing up to the Remembrance Day parades as it is our largest exposure to town and political figures.
- Friel explains that it is very impactful to have a large presence at these events.

**Motion:**

**To adjourn.**

**Moved by Ward Seconded by Crump**

**Carried.**

Minutes taken by Secretary Milne