



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

Regular Association Meeting

May 13th 2026

111 Mckinney Dr. Whitby ON

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.

Motion to waive reading of minutes is presented by President Friel

Moved by Ogden Seconded by Giroux

Carried.

Treasurer's Report – Treasurer Swail

General - \$ 60,356.78
Canteen - \$ 6,772.33
Charitable/Benevolent - \$ 10 090.42
LDF - \$ 160,039.20
Memorial - \$ 1,446.84

Bills Pertaining to the Union – Secretary Chalk

None

Correspondence – Secretary Chalk

None

Labour-Management: President Friel

1. Working on flex work schedule arrangement for FP
2. PCs will no longer require DZ going forward as requirement for employment
3. FP will need to do Geotab as part of daily checks when using town vehicles as is a requirement by fleet
4. Agreed to work toward changing FEL setup from 2 24 HR shifts to 4 12 HR shifts
5. Tired response and the drop in calls due to effort by EMS chief to remove fire from certain calls. Friel has requested an FOI about the tired response and feels like there is a happy medium between what we are doing and what we were going to before.
6. 80% of department is trained to elevator tech so it will now be dropped as a designation
7. New hall slated for start in July
8. Trainheroic APP will continue to be maintained and usable by members

Committee Reports

Charitable Committee – OGDEN

1. MD Boot Drive May 29th-30th need people to sign up
2. Charity golf tournament is open for registration at a cost of \$200 and price will be going up August 1st and spots are not being held for members this year

Health and Safety – Chalk

1. Need to ensure we are submitting near misses incase in the future that injury becomes a bigger issue, so we have proof of when it happened and where.

WSIB/OCC Disease – Gear

None

Ad-Hoc Memorial Committee—Girard

1. Artist is working on the statue right now and it is moving along well

Government Relations – Friel

1. If you are helping with canvassing or signing for candidates, you can't say you work for the town of Whitby. You can say you work for the association but not the town
2. Survey for candidates is ready and will be sent out in June. Todd asked who we would be supporting and Friel assured that we will not be supporting any aggressive narratives

that are being pushed. Once we have the surveys, we will decide who we are backing. At the Mayor level we will be backing Roy as she has been a big support for us. West Whitby will have no incumbent running.

Grievance Committee – Friel

1. July the benefit grievance will go forward
2. AD&D will be waiting for OPFFA before moving ahead. Niel asked if recent settlements have been in our favor. Friel explained they had mostly been in our favor but arbitrators won't look at it.

New Business

1. Voting on executive motions:

Executive Motion #1

Motion: THAT the purchase of **250** custom-designed challenge coins for the unveiling of our Fallen Firefighter Memorial, at a total cost of **\$2,757**, be approved, and THAT the coins be distributed as follows: one (1) to each active member, one (1) to each retired member, one (1) to each member of Council, one (1) to any immediate family member(s) of our current fallen firefighters, and presentation coins to MP Turnbull and MPP Coe; and THAT any additional coins be made available for sale at a price of **\$15** each.

Mover: Gilchrist

Second: Powell

Debate or discussion

Brother Gilchrist spoke in favor:

I rise in support of this Executive Recommendation.

This motion is about more than simply purchasing challenge coins. It is about recognizing and commemorating a significant moment in the history of our Association and honouring the memory of our fallen firefighters in a meaningful and lasting way.

Challenge coins carry deep tradition within the fire service. They symbolize pride, service, brotherhood, and remembrance. By creating these coins for the unveiling of our Fallen Firefighter Memorial, we are establishing a keepsake that members, retirees, families, and community leaders can hold onto for years to come.

I also believe the proposed distribution is thoughtful and appropriate. Ensuring every

active and retired member receives one reflects the collective commitment and sacrifices of this Local, while extending coins to Council members, the families of our fallen, and our elected representatives recognizes the broader support behind this memorial.

Financially, the motion is very reasonable. The approximate cost of \$2,700 represents a modest investment for an item that will permanently commemorate an important milestone for our membership and IAFF Local 2036 history.

Most importantly, this memorial (which for the record has taken 10 years to get to this point) and these coins ensure that the sacrifices of our fallen firefighters are never forgotten. They reinforce the values of remembrance, solidarity, and respect that define our profession.

For those reasons, I encourage the membership to support this Executive Recommendation.

Thank you.

Patterson asked is 250 would be enough, Friel wants it to be a limited one-time coin to make it special for those who receive it.

Passed Failed

Executive Motion #2

Motion: THAT the Association Constitution be amended to create an annual **Association Character Award**, to recognize a member who demonstrates outstanding character and exemplifies the Association's values; and THAT the award include a gift with a value up to **\$400**, purchased on an annual basis using **credit card cash back funds**.

Proposed Constitution Addition (draft wording): "The Association shall maintain an annual Association Character Award to recognize a member who exemplifies the values and character of the Association. The award shall include a gift valued up to \$400, funded through credit card cash back funds, subject to availability."

Mover: Myddelton

Seconder: Allen

Discussion

The WPFPA Solidarity Award recognizes active WPFPA members in good standing who consistently demonstrate exceptional commitment to their fellow members, their union, and the values that strengthen Local 2036. This award is open to all active members, excluding Executive Board members. Eligible members may be nominated throughout the calendar year,

with all submissions required by October 1st, by providing a description of how the nominee has exemplified the following values:

- **Support for Fellow Members:** Demonstrating brotherhood and sisterhood by standing up for colleagues, offering support, and ensuring no member feels left behind.
- **Commitment to the Union:** Strengthening the Local through engagement, volunteerism, and advancing the collective interests of the membership.
- **Personal Integrity:** Demonstrating honesty, fairness, respect, and strong moral character in all interactions.

All nominations will be reviewed each October by the shift stewards, who will select one recipient through majority committee vote based on these values. The award will be presented annually at the November in-person meeting by the Executive Board. The recipient will be notified two weeks in advance, provided a 6-hour UDE if required to attend, and will receive a framed certificate along with public recognition through WPPFA social media channels.

Gilchrist was curious about cash back and if it is sustainable, treasurer Milne explained we currently have \$3500 in points and will be able to maintain it.

Friel explained this is for everyone and the current management award is only for leadership.

Passed Failed

Executive Motion #3

Motion: That the Association amend its Constitution to establish a Mileage Compensation Program applicable to all elected and appointed Executive Board and Committee members, providing reimbursement for authorized Association related travel more than 250 kilometres per calendar month at the prevailing Canada Revenue Agency automobile allowance rate. Reimbursement shall require the submission of appropriate mileage records and shall be subject to approval by the Treasurer and President, or in the case of the President's submission, by the Treasurer and Vice President. Mileage related to seminars, conferences, and conventions shall continue to receive full mileage compensation in accordance with established practice and shall remain separate from this program.

Mover: Allen

Secunder: Roy

Proposed Constitutional Language:

Mileage Compensation for Executive and Committee Members

All elected and appointed Executive Board and Committee members shall be eligible for mileage reimbursement for authorized Association business travel exceeding 250 kilometres within a calendar month. Reimbursement shall be paid at the prevailing Canada Revenue Agency automobile allowance rate.

Members seeking reimbursement must submit accurate and complete mileage logs, including dates, destinations, and purpose of travel, for approval by the Treasurer and President. In the case of reimbursement submissions made by the President, approval shall be provided by the Treasurer and Vice President.

All authorized travel related to seminars, conferences, conventions, or similar Association-sanctioned events shall receive full mileage compensation at the prevailing Canada Revenue Agency automobile allowance rate.

Passed Failed

Gilchrist asked is this would be outside the regular compensation for seminar and convention. Milne said those will still be paid as normal.

Friel explained with this change there is still an expectation of responsibility with the 250 KM and up written in to the change. Up to 250 KM is the responsibility of the committee member but anything above that will be paid out.

2. OPFFA Convention is coming up, and the IAFF is trying to get support to rebrand all State/Provincial associations to strictly IAFF. They are trying to take full control and doesn't like that other associations outside of IAFF are getting credit for things they've managed to accomplish. We will be bringing a motion to the floor to help stop that from happening to the OPFFA
3. **HST Account:** Everyone has received an update on the HST and if anyone has any questions reach out to Friel, Sluman, or Milne about it. Actuary says that the benefits should remain at the current level to provide security for the future and shouldn't be increased until it is fully funded, the plan is not currently being maxed out by any member, and we need to listen to the experts.

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4. **Third party advertising for the election:** We may look to register as a third-party advertiser, so we run our own ads for or against candidates who are running. Burns asked if it was possible to have talking points provided for interacting with the public. Friel said once survey is done, we will have talking points and if anyone in the public or media has questions you can direct them to the executive

5. **Digitize Records:** Looking at the cost to digitize the records to make it easier to locate documents when we need them in a hurry. The current estimate is about \$5000 and we will work to narrow the amount of documents to bring down the cost. Once we have exact number we will bring a motion to the membership.
6. **Kenny V Birthday and last meeting:** Friel spoke to Kennys mentorship and his relentless advocacy for our membership over the years. Kenny said he wanted to thank the current and past executive members and will continue to support them the best he can.
7. **Promotional:** Kenny said the educational portion changed over time and he feels like it went against the CA. Friel we did an interpretation of the CA and the lawyer agreed with our position. We brought it forward because before this it was going to be unmarkable and subjective. We worked hard to get it thrown out completely but that was denied. People were given 20% just handing it in. You were only required to score 6 out of 10 to pass and it was marked in tandem with your written portion to try to maximize everyones marks. We do recognize there needs to be further change. In bargaining we were able to lower the mark to 70% for a pass and remove the limits on the pool size for which we had to agree to the P&E portion being added

Kenny asked about the Silo and wants it to move forward. Friel said we won't push the silo unless the membership wants it but its up to management in the end what they choose to do. If they choose to do so we will work with them to ensure its done right.

New Business from the Floor:

1. **Allen:** Would like to bring forth a motion to award 2 24 HR UDE to the president and 1 24 HR UDE to the Vice President as a one time gesture for 2026 to compensate them for all the work they do outside of what they are renumerated for. Dave will bring forth a motion of change in the future to solidify it going forward.

Mover: Gilchrist

Second: Roy

Gilchrist this is deserved and it really isn't understood what these guys going through and do. There is also precedent for this in past practice

Lee asked for an Amendment to the motion so President gets three 24 HR, Vice two 24 HR and Secretary and Treasure get one 24 hr.

Burns asked if there is an effect on our budget for this? Milne said at this point its just an approximation on his part and would not be comfortable with the amendment and would like to stick to the original motion. Gilchrist said to bring a budget to the September meeting to confirm and thinks this is a great motion.

Lee retracted his motion after the new information and direction.

Original motion was carried

2. **Knights of Colombus Hall:** It has come to our attention the Councilor Leahy is a member of the Knights of Colombus and has actively held anti Mayor Roy rallies out of the hall so we no longer feel like we can be associated with them. We will be actively looking to find a new meeting hall

Motion: To adjourn.

Moved by Currie Seconded by Kenny V

Carried.

Minutes taken by Secretary Chalk