



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

**Regular Association Meeting**

**Date September 9<sup>th</sup> 2026**

**Virtual**

**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 T Johnson Seconded by Bowers**

**Carried.**

**Treasurer's Report – Treasurer Swail**

General - \$ 51,850.05  
Canteen - \$ 8,554.47  
Charitable/Benevolent - \$ 16,030.87  
LDF - \$ 143,019.56  
Memorial - \$ 27,250.51

Milne: Accountant did his annual review of the books and signed off saying he found discrepancies that are of concern to him.

Milne: The \$2 canteen increase that was used to buy treadmills will continue at this time to ensure we bring all gym equipment to identical standard throughout the halls currently we are looking to add power racks to each off the halls. Once that is completed we will review the canteen increase again.

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

None

## **Correspondence** – Secretary Chalk

None

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

had a labor management meeting scheduled for last week. The management team canceled it two days before we were scheduled to meet. We don't have a new date planned at this time. They haven't sent us anything.

we worked with HR behind the scenes, doing a lot of work with MOAs and LOUs. You guys have seen them coming out, a flexible work agreement for day staff and the sick note agreement, if you're in suppression, especially if you're off for 4 days straight. You will be required to hand in an FAF before returning, and if you wait till the fourth day and then go to get your doctor's appointment, any shifts that you miss while you're getting that note will be on you, we won't be seeking anything from the employer to cover those dates

Neil: What is meant by "It's on you"

Friel: past practice when they've asked for a sick note, and an individual was healthy to return, and they missed 2 or 3 shifts because they required the note, even though they indicated they were healthy, we've always objected to that with the employer. Now we will no longer object because you know it's a requirement

We had a meeting last week with HR, the management team, the head of finance, and the CAO to discuss overtime. They said sick time was spiking in the summer, but we were able to determine but we were able to crunch the numbers and figure out that July had the lowest amount of sick time. Some of the things that they brought up to us in this meeting, they considered eliminating rank for rank. Reminded them that this was discussed at bargaining, and we verbally agreed to remain status quo. The math demonstrated minimal savings by eliminating rank for rank. They are also proposing dropping our medical qualifications from EMR status to EFR status, which is basically an office first aider. It'll save them \$14,000. The provincial government is funding a grant to provide all fire departments that are currently EFR to promote them up to EMR standards and fund that for them.

Certification for water rescue in AutoX and HAZMAT, and how they've been investing time and putting lots of effort into that. We objected to that, and the call volumes have been dropping, so there's no need for it, cited savings from reduced call volume in the form of maintenance and fuel, and used that to reduce call volume to justify this next option, which is running the rescue with two on it, or taking the rescue right out of service. Running the rescue with two saves them approximately \$350,000 per year, and taking it out of service, they've projected, would save them about \$850,000 per year. Someone said there would be no fight, and I very quickly piped up and said, if you take a truck out of service.

They are claiming it is due to sick time usage, and we feel a large portion of it is due to entitlements and rights that should be budgeted for in the first. In the end our message to you is If you're sick, you're sick. Not telling you to come in sick, but if you need to go shopping with your wife don't call in sick. They are really looking at people right now and have identified a couple individuals they will be bringing in for discipline meetings. If you're found guilty of time theft, there's very little we can do.

Government relations are very important right now we need mayor and council on our side so they don't start taking trucks out of service. We're calling on you guys to show up for some of these lit drops and signs. We need the councillors and the mayor to see our guys showing up to this.

We will be meeting again the entire group of people in the next few weeks, after they go back to dive into some more data that we requested. We also demonstrated to them that the issue is really related to our staffing model, and the real the only real way to reduce overtime is to go over-complement.

We also floated an adapted version of the retirement incentive that would help them with some hiring issues, notice for when people are retiring. They're going to take it away.

There is a perception amongst the executive that communications and relations have really dropped amongst us and management since the intern chief took over. The Chief posting should be going out shortly and Painkhurst will stay on until the end of the year. The Association has been told that they will have a seat at the table for the interviews for the new Chief.

## **Committee Reports**

### **Charitable Committee – Ogden**

Canadian Fallen Firefighters Memorial Bike ride stopped at hall 3 today and we donated \$1000 to the cause. Brothers, Kirwain, Conboy, Grant, and retired brother Harrison are all taking part.

Sickkids Golf Day is coming up next week they are still looking for a 12 HR union duty so the whole committee can attend. B2 is the only shift able to work it.

### **Health and Safety – Chalk**

Presently working on an SOG for lithium-ion battery fires and how to decon equipment properly. Our current opinion is if anything is soiled on scene it bagged at scene and then will be sent out for cleaning and we will not be handling it again once it is bagged up at scene.

35ft ladders were discussed with the committee to try to get to the bottom of why they were taken off the truck and what is the path forward. So, we have left it with the PC group to discuss the operational side of it.

Neil: mentioned the frustration with the lack of communication and reasoning coming from the top not only on the ladders but other topics and equipment changes that has been happening.

Discussed the near miss that took place during training and what was the results from it. Management is well within their rights to compel an employee to submit a near miss report, but we called into question the use of that information to be used for possible discipline instead of the intended use which should be an educational piece.

Pannunzio: What was the ultimate result of all the fact-finding meetings?

Chalk: I'm not aware yet, we've been left out of it on the worker's side. Green is trying to create a near miss document that explains what a near miss is, but we have not been included in that document yet. If you feel you are in danger or was almost hurt by equipment submit a near miss

#### **WSIB/OCC Disease – Friel**

None

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

Memorial has been delayed for unveiling until early spring from October this year. Instead on October 17 there will be a small celebration at hall 5 as part of doors open Whitby for a soft opening

#### **Government Relations – Swail**

It is very important we get out and support our candidates right now, our local managed get things like the 7<sup>th</sup> truck though government relations and political action. Roy and Maleeha are our most important races as we can get rid of Leahy and Yahmada who are two of our biggest political rivals.

Gear: Who needs the most support from us?

Swail: Roy, Maleeha and Cardwell need the most help, Cardwell and Maleeha will both be in tough fights. Maleeha has put a lot of trust in us to get her information out to people.

Thomas: Can drop off flyers and lit for you at the halls or you can pick it up at his house if you need to, just reach out to him. Even if it is going out for an hour after shift every little bit helps show the candidate, we support them and they will in turn support us back.

Niel: has seen a lot of posts in support of Roy and Cardwell, will there be others?

Friel: Delaney has been doing a great job with posts, and we have a strategy for how we are doing our post.

Ghilcrest: Over 50% of the people in this meeting are here because of political action and the hard work of government relations

### **Grievance Committee – Friel**

Benefit grievance was cancelled and we will be having a day for it in November and December

AD&D will take place Dec 12, 2028, and will be adjudicated by our former lawyer

Working with HR to improve the grievance process, to provide more information and notice when they are going to conduct a fact-finding meeting. We have a say on who can be a rep in a meeting and management can't dictate to us who will be used. Also working to try to get to a point where there can be witness meetings that will not have discipline attached to the letter that that given to them to advise of the meeting

Will be trialing Co-pilot during Fact finding meetings to transcribe notes

### **Negotiations – Friel**

Meeting with HR to discuss retiree benefits instead of HST, meeting will take place in 2027

### **Unfinished Business – Friel**

Memorial coin has arrived and will be distributed in the spring at memorial unveiling

Union Solidarity Award submissions can be submitted to the secretary for the upcoming meeting in November

Has gone through 12 boxes in the locker to get rid of stuff before costing out digitizing

## **New Business**

Will be bringing forward a constitutional change soon to merge Grievance and Negotiations committee

New chief posting going out soon

IAFF convention resolution created a lot of conversation and anger on the floor from locals who had no idea about it. It didn't go as planned but was still a step forward and we have two years to plan to amend it at the next convention

New fire hall is delayed until the end of the year

We have registered as third party advertiser to help pay to boost our social media posts for the election. The Executive agreed to commit \$1500 to the posts, after talking to our IAFF Canada rep we found out we could submit to get IAFF Canada Fire Pac money and IAFF agreed to give us \$10,000 for uses at the mayors golf tournament as well as our ads.

Gear: Can you ensure your boosted ads are staying in Whitby?

Friel: yes Meta allows us to setup a geo fence around the area we want the ads to go

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

**Motion:**

**To adjourn.**

**Moved by Pannunzio Seconded by Joslin**

**Carried.**

Minutes taken by Secretary Chalk