

**THE THUNDER BAY POLICE SERVICES BOARD
LABOUR RELATIONS COMMITTEE**

DATE: JULY 25, 2023
TIME: 12:20 P.M.
PLACE: POLICE HEADQUARTERS – SENIOR OFFICERS BOARDROOM
1200 BALMORAL STREET, THUNDER BAY, ON
CHAIR: COUNCILLOR S. CH’NG

PRESENT:

Mr. J. Gilbert
Ms. K. Machado
Ms. D. Marsh

PRESENT via ZOOM
Councillor S. Ch’ng

OFFICIALS:

Mr. M. Mercer, Administrator
Mr. D. Fleury, Chief of Police - Thunder Bay Police Service
Ms. S. Vita, Human Resources Manager – Thunder Bay
Police Service
Mr. J. S. Hannam, Secretary - Thunder Bay Police Services
Board
Ms. L. Douglas, Assistant to the Secretary

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Ms. K. Machado
SECONDED BY: Mr. J. Gilbert

With respect to the meeting of the Labour Relations Committee being held on July 25, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONFIRMATION OF MINUTES

The Minutes of the meeting of the Labour Relations Committee held on July 4, 2023, to be confirmed.

MOVED BY: Ms. K. Machado
SECONDED BY: Ms. D. Marsh

THAT the Minutes of the meeting of the Labour Relations Committee, held on July 4, 2023, be confirmed.

CARRIED

4. TERMS OF REFERENCE

At the July 18, 2023 Regular Session of the Thunder Bay Police Services Board, the Terms of Reference for the Labour Relations Committee were presented. The Board requested notification of grievances for their information. Contingent upon the revisions discussed at the meeting, the Terms of Reference were approved as amended.

Copies of Committee's Terms of Reference, as revised at the July 18, 2023 Regular Session of the Board, were distributed separately with the meeting's agenda for the Committee's retention and information.

Prior to this meeting, Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, sent out an email outlining that further revisions to the Terms of Reference were required. He provided an overview of that email at the meeting. He will bring back amending language for the Committee to review and approve before a final version of the Committee's Terms of Reference are re-presented to the full Police Services Board.

5. BARGAINING PROTOCOL

At the July 4, 2023 meeting of the Labour Relations Committee, the Committee reviewed and updated the draft Bargaining Protocol.

The revised version of the Bargaining Protocol will be presented at the September 19, 2023 Regular Session of the Board for approval.

Copies of the Bargaining Protocol for the Committee's final review were provided for Committee members.

MOVED BY: Mr. J. Gilbert
SECONDED BY: Ms. K. Machado

Pursuant to further amendments to the Terms of Reference for the Labour Relations Committee, we recommend that approval of the Bargaining Protocol be tabled until the Committee's Terms of Reference are finalized.

CARRIED

6. COLLECTIVE AGREEMENT ISSUES

Copies of Collective Agreement Issues for the 2023 negotiations, as well as copies of Negotiation Timeframes for other Police Services, were distributed separately at the July 4, 2023 Committee meeting.

Ms. S. Vita, Human Resources Manager – Thunder Bay Police Service, lead discussions and responded to questions relative to proposed changes in language in the collective agreements.

Seventeen (17) issues were reviewed on the handout entitled “Collective Agreement Issues – 2023/Suggestions for review and improvements”.

The definition of annual leave entitlement/allotment was discussed and revisions were proposed. Ms. Vita would like to tighten up various definitions in the Collective Agreements.

Several items were tabled, as further clarification was needed before proposed amendments can be made.

Mr. M. Mercer left the meeting at 1:17 p.m.

A brief discussion was held relative to mental health issues; the Chief would like authority to send a person for a medical assessment when mental health issues arise.

7. NEW BUSINESS

There was no New Business presented.

8. ADJOURNMENT

The meeting adjourned at 2:03 p.m.