

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

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**DATE:** SEPTEMBER 26, 2023

**TIME:** 5:05 P.M.

**PLACE:** POLICE HEADQUARTERS – SENIOR OFFICERS BOARDROOM  
1200 BALMORAL STREET, THUNDER BAY, ON

**VICE CHAIR:** MR. J. GILBERT

**PRESENT:**

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

**GUESTS:**

Mr. W. Bahlieda  
Councillor K. Etreni

**OFFICIALS:**

Mr. D. Fleury, Chief of Police  
Mr. R. Hughes, Deputy Chief of Police  
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

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. ELECTION OF A NEW CHAIR - DEFERRED

3. CONFIRMATION OF AGENDA

A discussion relative to a potential budget for the Committee was added to the agenda under New Business.

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

With respect to the meeting of the Labour Relations Committee being held on September 26, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

4. CONFIRMATION OF MINUTES

The Minutes of the meetings of the Labour Relations Committee held on August 29, 2023, to be

confirmed.

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

THAT the Minutes of the meetings of the Labour Relations Committee, held on August 29, 2023, be confirmed.

CARRIED

5. RELATIONSHIP WITH ASSOCIATIONS

Discussion was held relative to the Board's relationship with the Civilian, Uniform and Senior Officers Associations.

Mr. J. Hannam encouraged Committee members to discuss what steps they want to take to improve relationships, particularly with members covered by the Uniform & Civilian Collective Agreement.

Chief D. Fleury provided an overview of his recent meetings with the Police Association. Mr. J. Gilbert suggested that the Labour Relations Committee can assist the Chief and his team with improving relations, and should be considered as a resource for the Chief.

Mr. Hannam noted that there is a need for direct involvement by this Committee. Committee members can invite representatives of the Association to LRC meetings to get a feel for the role of the LRC and the Board. The relationship should not be solely through the Chief's office. The mandate of this Committee is to not only hear grievances, but to propose programs for officers and civilian staff for mental health and wellness. He also noted that the Chief would be present at meeting being attended by Police Association representatives.

A brief discussion was held relative to the Board's Special Account and what is funded through the Special Account versus Board and Service Operating budgets.

Ms. S. Vita, Human Resources Manager, encouraged the Committee to contact the Police Association's Peer Support Constable and include him in discussions having to do with mental health and wellness issues.

Further to correspondence received from the Ontario Police Arbitration Commission (OPAC), dated August 11, 2023, and presented at the August 29, 2023 LRC meeting, Mr. Hannam asked whether the Committee wished to consider inviting the OPAC Chair to Thunder Bay, to help build a more positive relationship with the Association.

It was the consensus of the Committee that the relationship between the Chief and the Associations appears to be going well at this time, and that there is currently no need to invite

the OPAC Chair. Chief Fleury was in agreement.

6. **FORMATION OF A BARGAINING TEAM**

The Labour Relations Committee to strike a Bargaining Team for upcoming negotiation of the three (3) collective agreements.

Reference from the *Police Services Act*, R.S.O. 1990:

**Police Services Act, R.S.O. 1990**  
**PART VIII**  
**LABOUR RELATIONS**

**Bargaining committee**

**120 (1)** The members of the bargaining committee shall be members of the police force.

**Counsel and advisors**

(2) One legal counsel and one other advisor for each of the bargaining committee and the board may participate in the bargaining sessions.

**Police organization**

(3) If the notice of desire to bargain is given by an association that is affiliated with a police organization, or if at least 50 per cent of the members of the police force belong to a police organization, a member of the organization may attend the parties' bargaining sessions in an advisory capacity.

**Chief of police**

(4) The chief of police or, if the parties consent, another person designated by the chief of police may also attend the parties' bargaining sessions in an advisory capacity. R.S.O. 1990, c. P.15, s. 120.

Discussion was held relative to the composition of the Bargaining Team.

The Chief has a right to attend and is permitted to designate a representative. It was suggested that a member of the Labour Relations Committee be designated by the Chief to attend bargaining sessions in an advisory capacity.

Legal counsel, as required, will be the Board's legal counsel.

The Board can potentially send all five (5) Board members. It was suggested that two (2) Board members be present at bargaining sessions. It was also suggested that the "one other advisor for each of the bargaining committee" (for the Board) be the Human Resources Manager.

A brief overview of the draft Bargaining Committee Protocol was presented. Mr. Hannam also provided a brief overview of the last round of negotiations in 2020.

It was noted that the Human Resources Manager is a member of the Senior Officers Association. It was the consensus of the Committee that one of the Committee's community representatives be the Board's designated advisory for negotiations with the Senior Officers Association.

The Committee doesn't see any need to have different representation when dealing with the civilian and uniform collective agreements.

The Committee was in consensus that legal counsel will not attend initial meetings; they will only attend on an as-needed basis.

The Bargaining Protocol will be brought to the Board in October for approval, as well as the matter of the current vacancy on the Committee.

7. COLLECTIVE AGREEMENT ISSUES

No discussion due to time constraints.

8. NEW BUSINESS

Committee Budget for 2024

Discussion was held relative to the Committee's budget for 2024. Mr. Hannam confirmed that additional costs involved with negotiations will be included in the 2024 Board budget.

Ms. K. Machado requested that the Labour Relations Committee put a funding request in to the Board, through the budget process, to research the recommendation that deals with applying a trauma-informed approach to labour relations, mental health challenges, etc. in the Police Service.

Mr. Hannam and Ms. Vita will further investigate information on how to get started on the Expert Panel recommendations.

9. NEXT MEETING

- Tuesday, October 24, 2023 at 5:00 p.m. at Police Headquarters

10. ADJOURNMENT

The meeting adjourned at 6:54 p.m.