

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

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**DATE:** OCTOBER 24, 2023

**TIME:** 5:07 P.M.

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

**CHAIR:** MR. W. BAHLIEDA

**PRESENT:**

Mr. W. Bahlieda  
Councillor K. Etrene  
Mr. J. Gilbert  
Ms. K. Machado  
Ms. D. Marsh

**OFFICIALS:**

Mr. D. Fleury, 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

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. ELECTION OF A NEW CHAIR

Following the resignation of Councillor S. Ch'ng from the Thunder Bay Police Services Board, a new Chair is required for the Labour Relations Committee.

Mr. J. Hannam, Secretary to the Board, called for nominations of a Chair, for a one-year term, effective immediately, or until a replacement has been appointed.

MOVED BY: Ms. D. Marsh

SECONDED BY: Councillor K. Etrene

THAT Mr. Wayne Bahlieda be appointed Chair of the Labour Relations Committee, a subcommittee of the Thunder Bay Police Services Board, effective October 24, 2023, for a one-year term or until a replacement has been appointed.

CARRIED

Mr. W. Bahlieda assumed the position of Chair for the remainder of the meeting.

3. CONFIRMATION OF AGENDA

MOVED BY: Councillor K. Etrene

SECONDED BY: Ms. D. Marsh

With respect to the meeting of the Labour Relations Committee being held on October 24, 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 September 26, 2023, to be confirmed.

Ms. K. Machado made an amendment to the minutes on Page 4. She clarified that she requested that there be budget support for the Labour Relations Committee to investigate trauma-informed mental health and well-being programs. The minutes will be amended accordingly.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. K. Machado

THAT the Minutes of the meetings of the Labour Relations Committee, held on September 26, 2023, be confirmed as amended.

CARRIED

5. RELATIONSHIP WITH ASSOCIATIONS

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

A process leading up to a pre-negotiations meeting was discussed. Mr. J. Hannam noted that the LRC could hold initial discussions about mental health and well-being programs at an informal meeting with the Association's Executive. The Executive could also be advised at that time that the LRC will be hearing grievances going forward.

A brief discussion was held relative to the number of employees who are off on sick leave, WSIB, etc.

Ms. S. Vita noted that the Thunder Bay Police Association Board is comprised of 11 members, both sworn and civilian.

Mr. J. Hannam will draft a letter for Chair Bahlleda, inviting the Executive and their elected representatives to a meeting so that the LRC can introduce themselves to the Association. A tentative meeting date was set for Tuesday, December 5, 2023 at 4:30 p.m. A separate invitation will go out to the Senior Officers Association.

6. FORMATION OF A BARGAINING TEAM

Copies of the Thunder Bay Police Services Board Bargaining Protocol, as approved at the October 17, 2023 Closed Session of the Board, were distributed separately for the Committee's information and retention.

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

Discussion was held relative to Board representation on the Bargaining Team. It was noted that LRC members are not fully aware of the skill set of all Board members.

MOVED BY: Councillor K. Etreni

SECONDED BY: Ms. D. Marsh

THAT the Labour Relations Committee recommends that the Chair of the Labour Relations Committee and the Chair of the Thunder Bay Police Services Board be the Board representatives on the Bargaining Team.

CARRIED

The above noted recommendation will be presented to the Thunder Bay Police Services Board at their next Closed Session.

7. 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, and again at the September 26, 2023 Committee meeting.

Discussion of collective agreement issues from the July 25, 2023 meeting of the Labour Relations Committee were reviewed. No final decisions were made on any of the issues.

A process to systematically address the issues for all three (3) collective agreements needs to be put in place for future discussions.

8. NEW BUSINESS

Terms of Reference

Amendments to the Committee's Terms of Reference are required due to three (3) Board members being appointed to the Labour Relations Committee. Accordingly, Mr. J. Hannam will make the amendments and the revised Terms of Reference will be presented at the next meeting of the Committee for approval.

**TBPSB LABOUR RELATIONS COMMITTEE (LRC)**

**October 24, 2023**

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9. NEXT MEETING

The next meeting of the Labour Relations Committee is scheduled for Tuesday, November 28, 2023 at 5:00 p.m. at Police Headquarters.

10. ADJOURNMENT

The meeting adjourned at 6:53 p.m.