

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

DATE: NOVEMBER 23, 2023

TIME: 12:02 P.M.

PLACE: VIRTUAL VIA ZOOM

CHAIR: MR. W. BAHLIEDA

PRESENT:

Mr. W. Bahlieda
Councillor K. Etreni
Ms. K. Machado
Ms. D. Marsh

OFFICIALS:

Inspector J. Pearson
Mr. J. S. Hannam, Secretary - Thunder Bay Police Services
Board
Ms. L. Douglas, Assistant to the Secretary

REGRETS:

Mr. J. Gilbert

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

With respect to the meeting of the Labour Relations Committee being held on November 23, 2023, it was the consensus of the members present that the agenda, as printed, including any additional information and new business, be confirmed.

3. THUNDER BAY SENIOR OFFICERS' ASSOCIATION - GRIEVANCE

Correspondence to Board Chair Karen Machado and Secretary John Hannam from Jeremy Pearson, Secretary for the Thunder Bay Senior Officers' Association, dated November 3, 2023, relative to a grievance from Inspector Ryan Gibson, was provided for the Committee's information.

Email relative to the above noted grievance was also provided for the Committee's information.

The Association was seeking:

1. The return of three (3) days to the Senior Officers' Lieu Bank of Inspector Gibson.
2. An acknowledgement by the Service of the error in interpretation.
3. A commitment to adjustment of the language in the Collective Agreement s.18 to bring it into alignment with the Employment Standards Act.

Detective Inspector Jeremy Pearson was in attendance and provided an overview relative to the above noted grievance. The Association contends that the *Employment Standards Act* supersedes the Collective Agreement.

It was noted that the funeral was out of town, Inspector Gibson's wife attended the funeral of a family member, and Inspector Gibson was needed at home for child care purposes.

Inspector Pearson responded to questions and then left the meeting at 12:09 p.m.

Discussion was held relative to the *Employment Standards Act* and the Collective Agreement.

Ms. D. Marsh provided an overview of the comments submitted to Committee members from Mr. J. Gilbert regarding the subject grievance.

It was the consensus of the Committee that the grievance be denied.

It was noted that discussions with the Board's legal counsel were not deemed necessary for this grievance, as the decision was based on current legislation.

Mr. J. Hannam will advise the Thunder Bay Police Senior Officers Association of the Committee's decision.

4. NEW BUSINESS

Greenshield Benefits Grievance

Mr. J. Hannam, Secretary to the Board, provided an overview of the Greenshield Benefits grievance, and noted that the matter had been resolved earlier this year and that all outstanding claims associated with the grievance had been settled. However, Constable C. Woods, President of the Thunder Bay Police Association, advised that several subscriptions have not been properly reimbursed.

Mr. Hannam will follow up on this matter with Constable Woods and Ms. S. Vita, Human Resources Manager for the Police Service.

5. NEXT MEETING

The next meeting of the Labour Relations Committee is scheduled for Tuesday, December 5, 2023 at 4:30 p.m. at Police Headquarters, when the Committee will meet with representatives of the Thunder Bay Police Association.

6. ADJOURNMENT

The meeting adjourned at 12:32 p.m.