

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

DATE: JANUARY 9, 2024

TIME: 5:14 P.M.

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

CHAIR: MR. W. BAHLIEDA

PRESENT:

Councillor K. Etreni
Ms. K. Machado
Ms. D. Marsh

ATTENDING BY ZOOM:

Mr. W. Bahlieda
Mr. M. Mercer

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

REGRETS:

Mr. J. Gilbert

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under New Business, Mr. J. Hannam added a response to the Police Association's invitation to bargain.

MOVER: Councillor K. Etreni

SECONDER: Ms. K. Machado

With respect to the meeting of the Labour Relations Committee being held on January 9, 2024, 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 December 19, 2023 to be confirmed.

MOVER: Councillor K. Etrene
SECONDER: Ms. D. Marsh

THAT the Minutes of the meeting of the Labour Relations Committee held on December 19, 2023 be confirmed.

CARRIED

4. TERMS OF REFERENCE

At the October 24, 2023 LRC meeting, it was noted that amendments to the Committee's Terms of Reference were required due to three (3) Board members being appointed to the Labour Relations Committee.

Terms of Reference, as amended at the December 19, 2023 LRC meeting, were distributed separately with the meeting's agenda for the Committee's information and retention.

5. COLLECTIVE AGREEMENT ISSUES

Copies of proposed changes to the three (3) Collective Agreements were distributed separately with December 19, 2023 LRC Agenda.

Ms. S. Vita – Human Resources Manager, advised that the Senior Executive Team had met and are proposing changes to the issues outlined in the Collective Agreement Issues – 2023 document which was distributed separately to Committee members.

Committee members reviewed Section 1 – Uniform Collective Agreements: the numerous wording clarifications, issues, and proposed changes.

Ms. S. Vita reviewed each article in Section 1 with Committee members, provided explanations where necessary, and provided the proposed changes.

Proposed changes that LRC Committee members were in consensus with were noted. Several items were “parked” until further information could be received or until a recommendation could be brought forward from the Senior Executive Team. Other Ontario collective agreements will be researched for comparison purposes and brought back to the next meeting.

Proposed changes were discussed from the beginning of the document to Article 29.15. Discussions will continue at the next meeting.

6. NEW BUSINESS

Board Response to Notice to Bargain

Correspondence was received from the Thunder Bay Police Association to Karen Machado, Board Chair and John Hannam, Board Secretary, dated December 20, 2023, relative to a formal notice to the Thunder Bay Police Services Board to begin negotiations to renew the 2020 – 2023 Uniform and Civilian Collective Agreements.

Mr. J. Hannam will contact the Police Association to suggest meeting dates to begin negotiations. He will propose starting the meetings in March 2024 in order to give the LRC time to prepare their proposed changes for the Bargaining Team.

7. NEXT MEETING

The next meeting of the Labour Relations Committee is scheduled for Tuesday, February 13, 2024 at 5:00 p.m. at Police Headquarters.

8. ADJOURNMENT

The meeting adjourned at 7:13 p.m.