

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

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**DATE:** FEBRUARY 13, 2024

**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  
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

**ATTENDING BY ZOOM:**  
Mr. M. Mercer

**REGRETS:**

Councillor K. Etreni

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

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

With respect to the meeting of the Labour Relations Committee being held on February 13, 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 January 9, 2024 to be confirmed.

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

THAT the Minutes of the meeting of the Labour Relations Committee held on January 9, 2024 be confirmed.

CARRIED

4. DIMINI GRIEVANCE

Mr. M. Mercer, Administrator, provided a confidential update on the Mike Dimini grievance and responded to questions.

Background information dating back to December 2020 was provided. Administrator Mercer noted that there has been an attempt at settlement. An overview was provided of what Staff Sgt. Dimini is proposing for a settlement. An overview of the report being disclosed to senior officers was also provided.

Administrator Mercer recommended that the Board respond to the Police Association and Staff Sgt. Dimini, indicating that they are not interested in further engaging in negotiations. It was the consensus of Committee members to proceed with Administrator Mercer's recommendation.

It was noted that Chief Fleury will respond to the Board's legal counsel in this matter.

5. DIVERSITY PLAN UNDER THE CSPA

Memorandum to the Labour Relations Committee from John S. Hannam, Secretary – TBPSB, dated February 9, 2024, relative to a Diversity Hiring Plan, was provided for the Committee's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview relative to the above noted.

It is hoped that a plan could be in place within the year. Councillor K. Etrene has an interest in helping develop this plan. Ms. D. Marsh and Ms. S. Vita advised that they were also interested in participating in the development of a diversity hiring plan.

It was the consensus of the Labour Relations Committee to identify a subcommittee to develop a Diversity Hiring Plan, and for Ms. Donna Marsh, Councillor Kasey Etrene and a representative from Human Resources to participate on this subcommittee.

Mr. J. Hannam provided an overview of who can be a member of an association in the Service under the new Act. He noted that the new Act provides a list of who can't be a member, and provided that list to the Committee members. He noted that Ms. Karen Machado, Councillor Kasey Etrene and Mr. John Hannam are members of the CSPA Transition Subcommittee that will be working with Mr. Tom Gervais, Police Services Advisor – Ministry of the Solicitor

General on the impacts of the new *Community Safety and Policing Act*. Mr. J. Gilbert added that he would also like to assist with the association membership question.

It was noted that, under the new Act, there could be an impact on all five (5) staff members who are currently in the Police Service's Human Resources Division.

6. PROPOSED MEETING DATES FOR BARGAINING

Proposed dates to meet with the Police Association to commence bargaining have been provided by the Police Association for the Board's Bargaining Committee.

Ms. K. Machado and Mr. W. Bahlieda provided Mr. J. Hannam with the dates they are available. Mr. Hannam will contact the Association about mutually agreeable dates.

7. GREENSHIELD BENEFITS ISSUES

Email correspondence from Ms. S. Vita, Human Resources Manager, dated February 2, 2024, relative to Greenshield Benefits for the Police Association, was provided for the Committee's information.

Ms. S. Vita, Human Resources Manager, and Mr. J. Hannam, Board Secretary, provided an overview of current issues Association members are having with reimbursement of claims and responded to questions.

She noted that the Police Services Board has already agreed with the decision to cover 100% of cost of all prescriptions. Examples of "off-label" usage were provided.

It was the consensus of the Committee that the request for the one drug that is not covered under the plan be denied. The off-label drugs (dealing with weight loss) will be covered, as they have been prescribed. The "life style" drugs without prescriptions will not be covered.

The Committee directed Ms. S. Vita to advise Association members that all drugs requiring a prescription will be covered under the benefits plan.

8. COLLECTIVE AGREEMENT ISSUES

At 6:15 p.m., discussion on Collective Agreement Issues continued. Copies of proposed changes were distributed separately with December 19, 2023 LRC Agenda.

Sections #2 to #7 of the proposed changes were reviewed and discussed. Discussions starting with Section #8 – Uniform Collective Agreement > In-Service Training will continue at the next meeting.

**TBPSB LABOUR RELATIONS COMMITTEE (LRC)**

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9. NEW BUSINESS

There was no New Business presented.

10. NEXT MEETING

The next meeting of the Labour Relations Committee was scheduled for Wednesday, February 21, 2024 at 11:00 a.m. at Police Headquarters.

11. ADJOURNMENT

The meeting adjourned at 7:03 p.m.