

Local 29 Union Meeting Minutes

January 9, 2024

Agenda

1. Call to Order
2. Roll Call
3. Approval of the Minutes
4. Swearing in of New Members
5. President's Report
6. VP Report
7. Treasurer's Report
8. SAFO VP Report
9. SFFBU VP Report
10. SIA VP Report
11. Committee Reports
12. Unfinished Business
13. New Business
14. Good and Welfare/Informal Discussion
15. Adjournment
16. Monthly Drawings

1. Call to Order

The regularly scheduled January union meeting is called to order at 1900 with 26 members present.

2. Roll Call

President Randy Marler

Vice President Lee McNamee

Treasurer Kirk Griffith

Secretary Bill Grummons

SAFO VP Dan Renner

SFFBU VP Sean Golladay

Executive Board Member Eric Staggs

Executive Board Member Mike Walker

Executive Board Member Corey Newman

Executive Board Member Ryan Davis

Executive Board Member Kasey Austin

SIA VP ~~Matt Meeker~~

Trustees: L29 – ~~Will Logan; Spencer Stocking~~; SFF – Nick Ulowetz; SAFO – ~~Chad Childers~~; SIA – ~~Aaron Boatman~~

Grievance Committee: L29 – ~~Kevin Goodloe; Chris Rogers; Trevor Richards~~; SFF – Jhar Fuller; SIA – ~~Adam Englund~~

3. Approval of the Minutes

- Reading of the minutes was dispensed as they were emailed to all members.
- There were no objections to the minutes, and the minutes were approved.

4. Swearing in of Officers

- Kasey Austin (E-Board)

5. President's Report

- **E-Board Meeting:**
 - **WSCFF 9th District Representative Report**
 - There was a Walla Walla Local 404 firefighter who was found deceased in bed. There is not a lot of info, and they are currently looking into how this happened. It is a LODD
 - The legislature has been inundated with a record number of early bills this year. WSCFF continues to work on the Fire Marshal bill, but it will likely not see success until a future session.
 - Jeff asked us to pass on the thanks to our honor guard for their efforts related to the death of brother from Great Falls.
 - **Labor Management:**
 - PERC training took place during December, and members from L29 and Admin participated. During this training, the rules on lines of communication were discussed.
 - L29 reminded Admin during the Labor Management meeting that city policies need to go to the L29 President directly rather than receiving things like everyone else through City email.
 - FLSA
 - L29 wanted to ensure that one shift doesn't end up with a different number of FLSA hours than another. FLSA start time can be adjusted to eliminate the problem with a midnight FLSA transition.
 - Both parties agreed that changing the FLSA start to 0800 instead of 0000 would solve the problem. The period will follow the shift schedule rather than the calendar day.
 - Kevin Schmitt (Payroll) has produced an FAQ for the new FLSA rules, and this is currently being reviewed by Griffith. L29 leadership will be the POC for questions from the membership and will direct questions to Kevin as appropriate.

- New SAFO position status
 - This is in the hands of Civil Service and will hopefully be defined soon.
- Hazmat Physicals
 - The goal is to have the SFFBT take over the physicals so that hazmat team members would only have to get 1 physical per year. Admin was not opposed to this, and hopefully it will be sorted out soon.
- Captain Debit Time
 - With debit time going away, Admin recognizes that there will be OT implications, but there won't be blanket approval for all OT. They asked that L29 compile a list of typical duties and report back so that a standing list of approved OT items can be created. Captains should email McNamee with anything they would like on the list.
 - For now, requests for OT will have to be submitted and approved through the BC for any extra time that Captains are spending on required tasks.
- FLSA mid-cycle conversion
 - L29 presented the question of what happens when someone switches schedules midstream such as academies and light duty.
 - L29 asked if the member who is switched mid-cycle then have to hit the 168 hours before earning OT?
 - O'Berg said that when they can control it, transfers between schedules will be done on FLSA periods. They understand that sometimes the mission won't allow this, and they will work directly with payroll in these instances to ensure that hours are adjusted appropriately so that the total number of hours a person earns in the FLSA period is still 168.
 - L29 asked a question about when 40-hr person works a 24hr draft in the new system. L29 says that they should be paid OT for any hours worked outside of their 40-hr schedule and this is no change. Admin agreed that this shouldn't be a change, and the appropriate manual entries to ensure this will be made.
 - Pay codes and Telestaff codes will be adjusted to ensure accurate reporting, but the things are supposed to be paid as OT will be paid as OT.

- **New Business from E-Board:**
 - L29 policies and procedures
 - Policies and Procedures were updated and reviewed last year. Newman updated the formatting, and the final product has been emailed to the e-board for review and discussion.
 - L29 policies will be posted to the website so that members can have access.
 - CBA/C&B/IAFF common procedures
 - Discussion was had, and these were emailed to the e-board review. It is important that all board members understand these documents.
 - 2024 L29 Goals and Priorities
 - The E-Board was given direction to talk to station reps and do research on what the goals of the membership are. The e-board will report back in February.
 - Items that are left over from last year:
 - NFPA 1710 – staffing and response times
 - Single City Fire District
 - We are asking the elected officials to pay for an evaluation of what would be best for our situation.
 - Elimination of BLS ambulances
 - Communications between e-board, members, and reps
 - Maintain promotable positions
 - Put a rescue in service
 - 2024 Negotiations
 - The e-board was given direction to get input from the membership on their priorities for negotiations.
 - More will be discussed at next-month's meeting.
 - Qualities, Traits, and Background for the Next Chief
 - The e-board was given direction to ask the membership through the station rep program to consider and communicate the values they would like to see in the next chief.
 - Discussion was had at tonight's union meeting regarding L29's involvement in the chief selection process.
 - A member asked if there's anything we can do to promote our department and make it attractive to quality candidates.
 - This has been a problem in our city for a long time. Hopefully having an interim chief would give us time to participate in an objective hiring process.
 - All members should use their networking abilities to let others know that we are looking for a new chief.

- Discussion was had on the potential for SAFO members filling these positions either interim or permanently. We are very much in favor of helping SAFO members get into these positions.
 - ISAAC Foundation
 - Goodman presented to the e-board on the ISAAC Foundation and the work they are doing with autistic children to increase fire safety awareness and teach them how to get out of their house safely in the event of a fire.
 - We have supported this foundation in the past, and they display our union logo on their brochures and at their yearly event.
 - A motion to donate \$5000 to the Isaac Foundation from the PR fund was passed at today's e-board.
- **Station Rep. Reports**
 - Golladay (2&4)
 - There was a question about the retirement of the chief.
 - There is no additional info at this time, and discussion was had at tonight's meeting.
 - Walker (Prevention/SIU/1)
 - There was a question about the retirement of the chief.
 - There is no additional info at this time, and discussion was had at tonight's meeting.
 - There was a member who may have been paid ¼ hour of holdover time instead of rounding up to the half hour. Sometimes it is displayed this way in Telestaff, but Payroll corrects it and pays the correct ½ hour amount.
 - Walker will double check, and if this is true, the member should email Randy with the date and time.
 - Staggs (8/15/18/Training)
 - Have the new FLSA rules started? We were told this would start on 01/21.
 - This was discussed during the labor management notes earlier in the meeting.
 - There was a question about whether you have to be on for a minimum of 20 years in order to get the COLA in retirement.
 - We are almost positive that once you are vested and eligible for retirement (5 years), you get the COLA. Marler has emailed DRS to make certain.
 - What is the union's involvement in the chief selection process?
 - We expect to be consulted after a national search process has taken place.

- A member from a station stated their wants:
 - More pay and more time off – we are always working on this.
 - Pistol grips – this is an operations decision.
 - Made a statement about the future chief – we don't know what the mayor will decide for an interim chief. There will be a national search for the permanent chief.
- Austin (13/16/17)
 - Nothing to report.
- Davis (7/9/11/14)
 - Davis had a question about the mistake in vacation hours that affected the 2015 class.
 - This problem should have been corrected for everyone moving forward.
- Newman (3/5/6)
 - There was a question about the SFD becoming an RFA or fire district.
 - There are multiple ways to get out of the general fund, including an RFA, fire district, and fire benefit charge.
 - We are asking the elected officials to pay for an evaluation of what would be best for our situation.
 - The Mayor's office, City Council, or a combination of the two could approve funding for this.
 - There was a question about when we would start negotiating.
 - We do not know at this time because of the situation with our chief position.
- **SFFBT**
 - Work continues on the new website.
 - The Trust is finalizing an agreement with the City so that members who have been part of the Trust and promote into an executive-level position will still be eligible.
 - The Trust is looking at creating a position for a medical director who will work on population health program.
- **Benevolent Fund**
 - Nothing to report.

6. VP Report

- **Clothing/PPE Committee**
 - No meeting since last e-board.
 - The committee is fully-staffed now.
- **Grievance Committee**
 - No meeting since last e-board.
 - Waiting for the results of a meeting with City representatives which is taking place on Thursday, 01/11.
 - Members from the committee participated in the recent PERC training, which was helpful for everyone.
- **Safety Committee**
 - Have not had a meeting, but there is one scheduled.
- **SOG Committee**
 - The committee has not had a first meeting.
 - The Lexipol consultant is aware that DC O'Berg is leaving, and the project is on pause for now.
- **Public Safety Committee**
 - Nothing to report.
- **Peer Support**
 - King is working with Grummons on integrating a PEER support page into the new L29 website.

7. Treasurer's Report

- **Updates**
 - Old Hall Sale
 - There is a cash offer for \$425k that is in process with an expected closing date on or before 2/9.
 - We will pay off the shop and the old hall, and we expect \$87k in profit. After the sale has closed, the Station 29 committee will be involved in how to direct the money towards the new hall.
 - L29 Family Night at the Spokane Chiefs Game
 - This is for L29 members and their families, and the tickets are paid for by the Local.
 - The game is 02/04 at 1705. Please email Griffith by 01/24 for tickets. We hope to see you there!

- **Accounts**

Income Loss	\$20,329
LODD	\$20,053
Honor Guard	\$4,603
Motion/Project	\$10,047
Mega Hundreds	\$1,005
Pipes and Drums	\$5,023
Union Hall Fund	\$5,169
Rental Account	\$37,621

- **Loans**

Rental loan	\$153,702
Storage shop Loan	\$5,111
Union Hall loan	\$1,036,857

8. SAFO VP Report

- **Contract**
 - There is a meeting with the City tomorrow to review and finalize edits.
- **Awards Committee**
 - They have been asking for an awards ceremony, and they are hoping that this can be restarted with a change in leadership.
- **Ops Report**
 - There was no meeting last month.

9. SFFBU VP Report

- **Wellness Committee**
 - Once a new Training Chief is hired, Golladay will talk to members of the committee and setup a meeting.

10. SIA Report

- The contract is finalized.

11. Committee Reports

- **Station 29 Committee (Griffith)**
 - Nothing to report
- **Deferred Comp (Grummons)**
 - Nothing to report.

- Swag Committee (Grummons)
 - There are a couple of designs that have made the final cut, and the committee is finalizing the items that will be ordered.
- Legal Defense (Grummons)
 - Nothing to report.
- Engine (Walker)
 - Engines 1, 9, 16, and 17 should be on the streets within a week and a half.
 - Pat from the shop did a good job of doing the final inspection. The committee will go back through the rigs before they end up in the stations.
 - There is a new divider for high rise hose which will get the hose out of the compartment.
 - The engines have the updated version of Pierce's AC system, which is supposed to be less prone to leaks.
- Equipment (Staggs)
 - 1's is getting training on their new extrication equipment. Everything is mostly the same, just updated. The cutters have a new blade design that should reduce the failures that have occurred in the past.
 - High rise hardware will go to out to rigs next week. The discussion on high rise hose is ongoing and will continue with the Ops group.
- Wildland (Austin)
 - There was nothing to report.
- Cancer Support Network (Walker)
 - Walker gave a report on what to do if you receive a cancer diagnosis.
 - Justin Wells will function as an assistant to Walker. Please contact Walker or Wells if you receive this unfortunate news and they will get you headed the right direction with paperwork and procedures.

12. Unfinished Business

- None

13. New Business

- A member brought up an issue with a member who experienced medical issues while working at station 1. It was discovered that the air filters hadn't been changed since October. The HVAC system at station 1 has been brought to the safety committee which caused a mold study to be conducted, but this came back saying that there weren't unhealthy levels. The member asked what else can be done.
 - We are open to all suggestions. So far, nothing we have pursued has been successful.

14. Good and Welfare/Informal Discussion

- Informal discussion was had on the chief selection process.

15. Adjournment

- The meeting was adjourned at: 2044

16. Monthly Drawings

- January's \$200 monthly drawing is in honor of the following fallen brothers:
 - Lieutenant Warren S. Willis – Station 5 – 01/11/1920
 - Firefighter Leroy A. Mackey – Station 4 – 01/19/1966
- The drawing goes to: Corey Newman

- The Mega Hundreds drawing is at \$1000. The drawing goes to: Jeff Ridlon, who was not present.
 - Next month's drawing will be: \$1100