



Upcoming Union
Events in "The
Month Ahead"

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THE WORKER



PRESIDENT
RANDY MARLER

President's Message

Sisters and Brothers,

Thank you for allowing me to learn and workshop with some outstanding leaders of our great IAFF over the past month. You sent me to IAFF Affiliate Leadership Training Summit (ALTS) from January 29th through February 1st. I was joined by Secretary Grummons, Treasurer Griffith, and BU VPs Renner and Golladay. It is invaluable to gain education and build relationships with other IAFF union leaders from around the country.

We heard from General President Ed Kelly about the concerns about PFAS and what our union is doing about it. I recently sent out a communication specifically about this issue. What I did not mention in that correspondence was that here in our department (thanks to the work Shane Skipworth has tirelessly invested into the health and safety of our membership), we believe that the gear we currently are purchasing contains the least amount of PFAS on the market. This has been on Shane's radar for a long time, and he has worked to minimize the exposure. Thank you, Shane, for your 15 years of work in protecting us with the best and safest turnouts. However, there is still more work to do.

I took classes that will better inform me on current issues that are important to all of us. I took a class about a Safe Staffing Arbitration that was won by one of our Canadian affiliates that won them four-person staffing. I learned some skills and resources for working with the media. I refreshed my knowledge of Parliamentary Procedures. I took a class about FLSA overtime, which is common across the country, but less common here. It was great to hear about other locals who have lived in that world for a long time.

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I took a class discussing Labor and Management and the power of relationships to succeed. Subsequently, in that class, I was reminded how incredible it is to have Collective Bargaining in the State of Washington, and because we have had it for so long, the differences between the wages, hours, and working conditions from those who do not have it or have only had collective bargaining for a short period. That is the result of the leaders who came before us who knew the power of politics and won that for us in 1967! We forget that and take it for granted at times. I think if every one of our members could go to an IAFF conference one time and discuss our CBA compared to others, I'm not sure I'd ever have to convince anyone to make a PAC contribution again.

The last class I wanted to highlight was First Amendment rights. That was a good refresher, and we went through many case studies where your free speech is not free at all. It can cost you your job if you're not careful. As a public employee, there has always been a balance between what you can say as free speech and what you can't, which could be considered disruptive to the functioning of government. This historically becomes an issue for union leaders making public testimony or speaking to the media. However, the same applies to any member in the same situation. There are rules to doing so, and please consult a union officer if you feel compelled to speak publicly about an issue concerning the job. It may or may not be protected. What is new to case law on public employee First Amendment is Social Media posts. Posts on social media are "speech" for the First Amendment. Even liking a post on social media can be considered speech. The same analysis is then applied to your post or liked post. Is the speech protected activity? Was the speech disruptive to employment? Is there a connection between the two?

Because of the widespread dissemination of speech on social media, courts have been more willing to consider this speech disruptive to the workplace, and thus, not protected. In the interest of keeping this from getting too long, ask me if you want to learn more, but be careful what you post and what you like. If you post or like something offensive and widely considered hate speech, and as a result, people don't want to work with you, and it becomes "disruptive," the First Amendment does not protect you. My takeaway is that people know you are firefighters, so be positive and friendly, and always put your best foot forward. Stay out of the Social Media trenches.

THE MONTH AHEAD

Rank-for-Rank Drafting Discussion with Admin	02/27
IAFF & Local 29 105th Anniversary	02/28
New Recruit Union Orientation	03/02
Next Union Meeting	03/14

From The VP's Desk:



VICE PRESIDENT
LEE MCNAMEE

Hello Brothers and Sisters,

Executive board members Mike Delamater, Corey Newman and I had the opportunity to attend the 2023 WSCFF Legislative Conference this month in Olympia. This was our first in person leg conference as part of our newly formed WSCFF 9th district. In attendance with us were members of Local 2916 and 9th district Rep Jeff Wainwright. Our focus was on a few bills that are important to us as firefighters. The primary bill was Senate bill 5520 Fire Service Policy Board. This bill seeks to establish an independent policy board comprised of representatives of key stakeholder groups to bring the state fire marshal's office out from under the umbrella of the Washington State Patrol. There were two other bills that we spoke with the legislators about, one concerned the use of third-party administrators by self-insured cities/entities and the other had to do with the use of employees with no medical training to staff rural ambulances. While we focused primarily on these three topics there are a multitude of other bills that are currently being tracked by the WSCFF that affect us in one way or another. These other bills cover a wide range of issues anywhere from pension credits for our brothers and sisters deployed for military duty to the ability to stay in the LEOFF 2 pension system when you promote to chief level positions within your own fire department. To learn more about these bills and keep an eye on their status please login into the WSCFF website WSCFF.org and click on the legislative banner.

The core of the City of Spokane sits in the 3rd legislative district but there are a few surrounding areas served by the 6th district. Our 3rd district reps are Sen. Andy Billig(D) and Rep.'s Marcus Riccelli(D) and Timm Ormsby(D). Serving in the 6th district are Sen. Jeff Holy(R) and Rep.'s Mike Volz(R) and Jenny Graham(R). Due to tight time constraints and the extremely busy schedules of the legislators it was not feasible for all of us to meet with each of the legislators. Mike, Corey and I were able to meet with Billig, Riccelli, Ormsby and Graham. While some of our counterparts from Local 2916 met with Holy and Volz. We had some excellent conversations with the folks we spoke with and all voiced support for our issues. We received similar reports regarding Holy and Volz. Thank you for the opportunity for us to engage with our elected officials and work with them on the issues that our important to firefighters.

We are meeting February 27th with management to discuss the implementation of rank for rank drafting. They are currently revamping Telestaff to accommodate the changes, no additional information available on that subject yet. The issue of the paramedic redeployment model was inquired about at the most recent captains meeting as well as our subsequent labor management meeting. It was reported that there is not currently a plan, but management is working with Anne Raven, Dr. Edminster, and Mike Lopez to identify a data driven/ supported solution.

In Solidarity,

Lee McNamee (509)280-7489 vicepresiaffl29@gmail.com

Wellness

By SFFBUVP Sean Golladay

I hope this article finds you well rested and thriving. I am the new chair of the Wellness Committee which is mandated by our CBA. I took over from Dave Kovac when he retired as the Secretary of Local 29 and he left huge shoes to fill. Make sure you show him some appreciation for the work he put in when you see him. The Committee members are as follows: Myself (Sean Golladay) as Chair, DC Strickland, BC Bruner, Dave Kovac, Isaac Anderson, Justin Wells, Joanna Balin, Chris Munoz, and Matt Schroeder. Each member has a specific area of interest and in some cases expertise either from previous employment or exposure to processes during their employment with the SFD. Hopefully the Committee can provide some guidance and direction to the Local concerning all aspects regarding our wellness. Please reach out to the Committee members with any concerns or ideas.

For our first meeting of the year, which occurred earlier this month, I had two agenda items. The first was to ask the SFD administration for another investment in exercise equipment. I want to recognize within this article the work put in by Chief Strickland and especially Chief Bruner during his time as a Training Captain, for the funding and purchase of the current equipment we have. Many may have never used the prior equipment, but it was limited in application to our current career needs. The current trend in fitness is functional training and the department's recent purchase of our new equipment certainly aligns well. The largest gap I see with equipment is replacing the training bands (which are worn out and broken) and the acquisition of wheeled prowlers (push-pull sleds). Check out Torque Fitness Tank resistance sled for an idea of what these are. As many of you know, I loathe cardio but using a prowler allows me to get it over with as quickly as possible. If any of you have other equipment suggestions, I would love to hear them. I could use your help during your conversations with admin echoing the need for another investment in fitness equipment.

My second agenda item formed after attending IAFF ALTS. For those of unfamiliar, ALTS is a training summit put on by the International encompassing all aspects of union leadership. The International has taken an initiative to fight cancer within the fire service. President Marler put out a statement with input from the executive board regarding the dangers of a family of chemicals called PFAS which are carcinogenic and used in high concentration during the production of our turnout gear. Please read and re-read the statement as its importance cannot be stressed enough. I have personally made peace with the understanding of the dangers I am exposed to because of my career. I understand the risks and accept them, but I will do all that I can to mitigate those risks. Besides limiting exposures, we need to use exercise, nutrition, and sleep to offset the inevitable exposures that will happen during the normal course of business. I know that we've all heard the importance of exercise and nutrition but something I did not know was the importance of sleep for cancer prevention. An instructor who was a physician stated during class at ALTS that when we get less than five hours of sleep our body's ability to fight cancer is reduced by 70%. I know I walk a fine line to suggest that we need to do a better job of self-care, but ownership of your health will pay huge dividends on and off the job. Please make recovery an essential function of your daily routine.

In closing, I would like to stress the importance of having a primary care physician that has a thorough understanding of the unique and specific challenges the job imposes on your health. My relationship with my physician has had the single greatest positive impact on my wellness. All relationships are built on trust and we have established this through being honest with one another and clear in our expectations. I do my best to follow his instructions and he has been a true advocate for my health. I encourage you to find the same.



SECRETARY
BILL GRUMMONS

From The Secretary:

I recently had the privilege to attend the IAFF Affiliate Leadership Training Summit, and I was able to learn some valuable skills that will help me in my development as a union leader.

I found the parliamentary procedures class to be the most interesting, and I look forward to developing reference cards that can be used at our meetings. Remembering all of the intricacies of Robert's Rules of Order is tough for all of us, so hopefully we can help each other out.

One of the best parts of any conference is the opportunity to meet people from across the country and share ideas. This allows us to discover how other locals are conducting business, and there was one topic that I was particularly interested in: virtual union meetings. We received some good feedback, and I look forward to continuing the discussion at E-board. I am committed to figuring out how best to redeploy this as an option for our members, but there are still questions that need to be answered. Of course, in the meantime, we would love to see you in person at a meeting.

We are continuing to push forward with the effort to improve our promotional process, and Chief Strickland and I have agreed to meet over the coming months to discuss all of the work that was done by the L29 promotional committee. I am excited to hear his ideas and work together to build a product that is better for all of us.

Thank you again for allowing me to serve you in this role. Please don't hesitate to contact me if you have any questions or concerns.

Bill

SecretaryIAFFL29@gmail.com

509-939-5275

Local 29 Executive Board

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SIA VP: Matt Meeker

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E-Board: Mike Walker - E1B - (509)432-1497

E-Board: Mike DeLaMatter - L4C - (509)844-8713

E-Board: Ryan Davis - Q11C - (509)710-1793

E-Board: Corey Newman - E1D - (509)808-1556

WSCFF 9th District Rep.: Jeff Wainwright - 9thdist@wscff.org

Local 29 Union Meeting Minutes

February 14, 2023

Agenda

1. Call to Order
2. Roll Call
3. Approval of the Minutes
4. President's Report
5. VP Report
6. Treasurer's Report
7. SAFO VP Report
8. SFFBU VP Report
9. SIA VP Report
10. WSCFF 9th District Representative Report
11. Committee Reports
12. E-Board Meeting Report
13. Labor Management
14. Unfinished Business
15. New Business
16. Good and Welfare/Informal Discussion
17. Adjournment

1. Call to Order

The regularly scheduled February union meeting was called to order at 1900 with 18 members present.

2. Roll Call

Local 29 Principal Officers:

President Marler; VP McNamee; Treasurer Griffith; Secretary Grummons

Spokane FF E-board:

VP Sean Golladay; Ryan Davis; Mike DeLaMatter; Corey Newman; Eric Staggs; ~~Mike Walker~~

SAFO E-board: Dan Renner

SIA E-board: Matt Meeker

Trustees:

L29 - ~~Logan; Stocking~~; SFF - ~~Ulowetz~~; SAFO - ~~Neiwert~~; SIA - Open

Grievance:

L29 - ~~Kevin Goodloe; Chris Rogers~~; Trevor Richards; SFF - ~~Sam Harvey~~; SAFO - Dan Renner

3. Approval of the Minutes

- Reading of the minutes was dispensed as they were emailed to all members.
 - o Does anyone have any corrections for the minutes? None.
 - o Hearing none, is there any objection to the approval of the minutes? No objections.
 - o Hearing none, the minutes are approved.

4. President's Report

- Identifying Local 270 work
 - Marler contacted Joe Cavanaugh and agreed to send a list of things that we're doing now that would be considered Local 270 work.
 - Discussion was had, and a list was compiled.
 - Marler will send the list to Cavanaugh and decide how we move forward.
- Political Training Academy/Communications Training Academy
 - IAFF accepts 50 people into each class nationwide
 - Blackmore applied for CTA
 - Doyle applied for PTA
- PFAS
 - Discussion about was learned at ALTS about PFAS in our gear and how we move forward
 - Message will be sent to the membership to communicate the need to reduce our exposure.
 - IAFF has retained a legal team to take on the chemical companies and affect change.
 - Discussions are yet to be had regarding the operational impacts.
- SFFBT
 - VEBA issue with errors in contributions has been corrected.
 - Reminder that the body controls the trust. If you have an issue, please reach out.
 - Discussion about SFFBT physical serving as the hazmat physical. No agreement with Admin at this point. It is on the Labor Management agenda.
 - Next meeting is 03/01/2023

5. VP Report

- Clothing/PPE Committee: Nothing to report
- Grievance Committee
 - IOD/Light duty
 - § Settlement offered. Have not officially heard back.
 - § Currently SOD must be used during first 72 hours of injury on duty
 - SPD does not follow this, so we don't believe that we should have to.
 - ROC and denial of union representation
 - Potential grievance: 4 members return-to-work vacation accrual rates
- Safety Committee
 - Correct notes are not available at this time, but McNamee shared what was available
 - § Hoods with particulate protection. PPE is currently evaluating
 - § Airport response plan that is yet to be trained on or put into effect
 - § PPE testing and extractor settings.
 - Results from PPE inspections will be consulted to confirm if this is still an issue
 - § Discussion was had on seatbelt alarms and the resulting unsafe practices
 - Stockdill will start to join meetings
 - Goldman will take over as the rep. for the safety officers
 - Discussion on SPD response to all overdose calls and the potential for a reduced initial dose of Narcan to prevent combative behavior.

- SOG Committee
 - o No meeting yet
 - o Chief Schaefer is interested in using Lexipol system, which provides boilerplate language
 - § Could be beneficial because most of the work would be done
 - § Our committee would still need to review anything that is put into place, and this would be made clear with Admin.
 - § Lexipol updates the policies

6. Treasurer's Report

- Rental Update
 - o Currently using "Wake and shake" service to keep homeless off the property. \$13 dollars per visit/2 visits per day/\$26 per day. Every time our realtor shows the building, we must remove people from the property, so this service could be a worthwhile investment. The past few days have shown great results.
 - o Expenses are Currently \$1000/month
 - o \$1400/month on the mortgage
- Travel Budget
 - o The most variable portion of our budget is travel
 - o ALTS came in \$3000 under budget
 - o WSCFF Leg came in at \$500 under budget.
 - o Looking into streamlining the process for travel bookings and pre-paying for hotel reservations instead of paying at the time of check-in.
 - o Looking into a rewards credit card that could help us cover the costs of travel with card benefits.
- Insurance
 - o D&O Liability - protects us as a local and the officers individually
 - o We now have bond insurance through a private insurer in addition to IAFF provided coverage. \$684 for 3 years. Provides coverage for internal officer issues.
- Station 29 Committee
 - o Grummons obtained a 3rd bid for sewer which came in at over \$3000 less than other bids. Research was done, and we will proceed with Action Drain to repair the pipe at an agreeable time within the next month
- Upcoming L29 Events
 - o Indians game – will be discussed at next meeting
 - o New-member family night – will be discussed at next meeting

Accounts

Savings		\$23,319
Legal Def. Fund	\$292,234	*\$138k is held for loan
PR Fund		\$23,094
Income Loss		\$20,252
LODD		\$19,989
Honor Guard		\$2,992
Motion/Project		\$10,009
Mega Hundreds		\$1,003
Pipes and Drums		\$4,008
Union Hall Fund		\$5,888
Rental Account		\$98,386
L29 PAC		\$102,634
Benevolent Fund		\$20,248

Loans

Rental loan		\$163,569
Storage shop Loan		\$11,431
Union Hall loan		\$1,057,629

7. SAFO VP Report

- Negotiations for 02/13/2023 was canceled. Next meeting hasn't been scheduled yet.
- Awards Committee: Nothing to report
- Ops Report: Nothing to report

8. SFFBU VP Report

- Station Rep. Program
 - o New program will correspond with PAC assignments
 - o Contact Golladay with the names of representatives from each assignment
 - o Goal is to contact each rep. at least once per month
- Wellness Committee
 - o Had a meeting on 02/09/2023
 - o Each member will take on an article in the newsletter to address wellness
 - o Discussed the potential of splitting up the auditory tones in the stations
 - § Funding comes from SREC
 - § Quality of sleep is directly correlated to increased cancer rates. If you get 5 hours of sleep or less, your ability to fight cancer decreases by 70%.
 - o Discussion of frequency of donning PPE
 - o Discussion about workout equipment replacements and upgrades that would cost approx. \$40k. Chief Strickland to discuss with leadership.
 - o Reminder not to wash anything in the extractor besides PPE
 - o Next meeting 03/09/2023
 - o Discussion about PFAS and reducing exposure.

9. SIA Report

- Contract is finalized with less debits
- New hires brings membership to 12, and they are now fully staffed.
- SFD Executive chiefs say that SFD responsibility is only outside the airport fence. SIA is not aware of that direction.

10. WSCFF 9th District Rep. Report

- Fire marshal bill moving forward, although there is opposition from the current Marshal.
- Self-insured TPA. Legislation would include language that if a city decides to go self-insured, they can't have a TPA.
- Ed Seminar April 18-20; New member's conference May 15-18; Convention June 19-21

11. Committee Reports

- Benevolent Fund
 - o Nothing to report.
- Deferred Comp (Grummons)
 - o Nothing to report. Will set up a meeting soon and continue to pursue the WA State deferred comp option.
- Engine (Walker) – Corey Newman shared
 - o Hopefully delivered in September
 - o No drop chains, but connections are in place so they can be added later
 - o Walker gave an update on features included with the new apparatus
 - o New engines will default to RPM mode when pumping and must be manually placed into pressure mode
 - o 2 committee members will return to Pierce for final inspection before delivery
- Equipment (Staggs)
 - o All requested equipment for high-rise purposes has been approved and ordered
 - o All high-rise packs will be uniform across the job
- Wildland
 - o Houghton was present and reported on items
 - § Minimum, standardized equipment
 - § Classes for the department
 - § No money for equipment until next year except for some IT items
 - § There will be new progressive hose-lay packs
 - o Discussion was had about iPad MDCs in the brush rigs
 - § Cannot ask for items until March

12. E-board Meeting Report

- City's telecommute administrative policy
 - We made revisions and sent it back to the city for consideration.
- 10hr day employee sick leave accrual rate
 - Current accrual rates are listed under contract language heading of "8 hour" employees, and there is no heading for "10 hour" employees. 10-hour employees are accruing at the "8-hour" rate, which is the correct rate for their positions.
- Day employee FLSA clarification
 - 40-hr employees fall under FLSA "K" definition, which means anything over 40 hours is paid the OT rate.
- Sick leave payout – there was an error in the calculation above 1248. Certain members had hours above 1248 subtracted from the total. It has since been corrected and members reset to 1248.

13. Labor Management

- Meeting on 02/09/2023 was canceled and rescheduled to 02/23/2023.

14. Unfinished Business

None

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15. New Business

- Motion made by Kevin Haughton:
 - o "If the Administration asks, requests, or attempts to place into an MOU or Contract any language allowing Exchange Days the response from the Local will be 'No.'"
 - o Motion seconded by Eric Staggs
 - o Discussion was had
 - o Nays outweigh the yeas, and the motion fails.

16. Good and Welfare/Informal Discussion

- Brother Kovac shared he had just received word that Mickey Reynolds passed away while in Mexico.

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17. Adjournment

The meeting was adjourned at: 2003

\$200 Monthly Drawing went to: Ryan Davis

Mega Hundreds drawing is at \$900. Drawing went to: Bridget Luby. Next month's drawing will be \$100.