

Local 29 Union Meeting Minutes

February 13, 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 February union meeting is called to order at 1900 with 30 members present.

2. Roll Call

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 Ulowitz; 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.
 - The minutes were approved.

4. Swearing in of New Members

- There are no new members who need to be sworn in.

5. President's Report

- **Labor Management:**
 - **Administration:**
 - Changing the Lateral Deputy Fire Marshal Hiring Language
 - Chief Dahl presented why the change in language for lateral hires is necessary. People with prior experience as FFs and FEOs with no fire marshal experience are currently eligible to apply. This results in extra time spent having to comb through the list following civil service rules to get the best candidates with the right certifications. Chief Dahl said that he always wants to give internal candidates the first shot at each position, and he is willing to invest in training our own people for the position. When internal candidates turn the position down, they have to utilize the lateral list. The idea behind hiring a lateral is that they can come in certified and hit the ground running. This change in language allows him the opportunity to recruit these types of candidates more effectively.
 - Chief Dahl confirmed that removing FFs and FEOs doesn't remove the people who he is attempting to recruit in the first place, and it does not change anything for internal recruitment. An opening will always be made available to an internal candidate first. If internal candidates on the existing promotional list turn down the opportunity, the department will then proceed to the lateral-hire list.
 - This was agreed to by L29.
 - **Union:**
 - Captain Debit Time
 - Now that debit time is gone, captains need a method of compensation for time spent at captain's meetings and other additional duties.
 - O'Berg has asked McNamee to compile a list of things that captains used to spend debit time working on so that a list of acceptable, pre-approved OT items for captains can be established. Captains are encouraged to email McNamee at his union email address with this information.

- FLSA FAQ

- Marler asked Admin to provide an update on the FAQ sheet that we asked for clarifications on. We have been asking since November because there are a lot of questions, and we want to ensure that our members have information on the FLSA rules that are now in effect.
- The FLSA rules change was something that the City asked for in negotiations, so we asked them to write the FAQs. Their first attempt had errors, most notably, what times were considered “hours worked.”
- We corrected the sheet and sent it back to them. Prior to going live with the system, we asked that they press pause until we were all on the same page with the rules. O’Berg said that the issues we highlighted were being reviewed by City legal and payroll and that any issues that happen in the meantime would be rectified.
- Marler created our own FAQ sheet with the correct information (reviewed by our attorney) and provided it to Admin saying that we were going to send it out so that our members had the correct information. This has been sent to all L29 members via email.
- If any members notice a discrepancy on their paycheck based on the info provided in our FAQ, they should report it to payroll via the chain of command.
 - There was a question from a member regarding the pay period break and how it relates to FLSA. They are 2 separate things. If you have met the FLSA threshold and you are earning OT on the shift with the midnight pay period break, you should still be paid OT from midnight to 0800, but you will receive this on the following paycheck. Members are encouraged to keep track of this to ensure accuracy. As a reminder, ALL hours worked count towards the 168 FLSA hours.
 - There was a question from a member about what we can do to influence payroll to increase the clarity of our paychecks and make them easier to understand. As a start, we can ask for this at Labor Management.

- Hazmat Physicals

- About 1 year ago, we had concerns about these physicals and the exact chain of communication regarding these exams. Admin couldn’t answer this at the time, so we asked that physicals be stopped until these answers could be provided.
- Through the Labor Management process, there has been a consistent effort by L29 to have the SFFBT physical function as the only physical required with whatever modifications are necessary

to satisfy the WAC. Admin seems to be open to this idea, but we still don't have answers to the questions we asked in the beginning.

- The physicals were restarted due to concerns over members timing out and causing us to be out of compliance, but being that we still don't have answers to our questions about these exams, we will once again ask that the exams are stopped until answers are provided.
- OMA Records
 - HR is fairly certain that the health records from OMA are lost. The City has been pursuing action through their legal department, but so far they have been unsuccessful.
 - We have asked for this in writing with the important notation that all health issues members were screened for during this time are considered presumptive.
- SAFO 2022 Sick Leave Payout
 - We confirmed that the hours exist, they are just not displaying on the paychecks. They say they are working on it.
- Honor Guard/Pipes and Drums
 - We are working on getting a procedure in writing for how these groups are supported.
- \$100 Fund
 - The \$100 fund is no longer supported, so once the money on your rig is gone, it will not be replaced.
- **Eboard Meeting:**
 - **WSCFF 9th District Representative Report**
 - The IAFF has grant money and they would like to hold a class in Spokane on ESS, high-rise, and other subjects. Jeff expressed excitement over the quality of instruction and the opportunity to bring this training here. The IAFF pays for it, and it would just require coordination with SFD with the hope of utilizing the training center. Preliminary dates are 07/09 – 07/10/2024.
 - There is a potential for the 2027 WSCFF Convention to take place in Spokane. Discussion will be had with all the Spokane County IAFF locals to gauge interest in supporting this effort, and more information will be provided as we have it.

- **New Business from Eboard:**
 - New City Council member Lili Navarrete visited to meet us and begin to establish a relationship and understand our issues.
 - Local 29 policies and procedures were reviewed. These are internal policies, and they will be posted to the new website once it is up and running.
 - The board received lots of good feedback on union priorities and future chief characteristics. Thank you to all who participated. The E-Board had a very long meeting today, so we didn't have time to generate the final lists, but we will make a master list with all of the feedback and report this out next month.
 - Some things are in our lane and some are not. Some priorities are accomplished through political influence. We may all have a differing views on this, but politics are critical to what we do.
 - Golladay will chair a CBA research committee which will be in charge of gathering information for our upcoming contract negotiations.
 - There was a question from a member about how long Chief O'Berg would be interim. We expect 6-months or potentially until a new chief is found. Marler will be on the initial selection committee to represent our interests. We don't know exactly how the process will go, but we will be a part of the process.
 - ALTS Lessons Learned
 - Newman presented what he learned about prioritizing sleep to the E-Board today. We don't do a good job of prioritizing this, so there was discussion about the benefits of splitting the tones in the station and utilizing more of a gentle tone.
 - Davis also spoke about a class he went to about labor history. Our brothers and sisters who came before us fought long and hard to get us to where we are now. The importance of knowing our history and where we came from is vital to knowing where we are going.
 - Staggs took a class on the latest updates to GIS studies. The new systems are much more robust, and we will ask the IAFF to conduct a new GIS study for Spokane. If we can work with the IAFF to work towards NFPA 1710 goals, that would be beneficial for us.
- L29 Birthday Party
 - A motion was passed at E-Board to sponsor a get together by contributing the first \$1000 to celebrate the birth of L29 on 02/28/2024. This will be hosted at a local bar with more information to follow.

- WSLC legislative conference/COPE
 - Marler had a great experience at the most recent event. There were great perspectives presented, and it is very beneficial for us to have a presence and support the statewide labor movement.
- Spokane Alliance
 - Davis and Marler attended the most recent local assembly. Marler presented the benefits of attendance for building relationships and gaining influence. The importance of working together with other union members to further the cause of labor is how we all build power. Marler will be a regular participant in Alliance events, and if anyone else is interested in getting involved, please contact him.
- L29 Member Questionnaire on Union Effectiveness
 - Marler sent a rough draft of a questionnaire to the E-Board for evaluation and feedback. He will send it out to the membership after E-Board feedback is received.
- Voter Access Network Dues
 - We use this data to help with political strategic planning.
 - A motion was passed at today's e-board to renew our membership to the Washington Community Alliance for VAN access.
- **Station Rep. Reports**
 - Golladay (2&4)
 - There was a question from a member regarding military leave and how it relates to FLSA. FLSA is most simply read: hours worked are hours worked. With the exception of trades, any time that you are not at work, you don't receive a count for hours worked.
 - Marler has asked military members who have access to a USERRA lawyer to provide evidence to the contrary in writing and he would be happy to deliver this to the City.
 - Walker (Prevention/SIU/Relief/Probationary/1)
 - Station 1 brought up the health of members within the station due to the HVAC system. These issues will be brought up at Labor Management.
 - There were growing concerns about maintenance and crews being forced into driving rigs that are unsafe. With a new interim administration in place, we will raise these issues again at Labor Management.
 - Jamie from CRR asked if there is any interest from the Local on sponsoring the Child Fire Safety House.
 - Marler said that money was supposed to be allocated by the council towards this effort. He will look into it.
 - There was an issue brought forward by a 40hr member regarding pay, sick leave, and vacation accrual. This is addressed in the new business section.

- Staggs (8/15/18/Training)
 - Nothing to report other than the negotiation and chief priority items.
- Austin (13/16/17)
 - Nothing to report other than the negotiation and chief priority items.
- Davis (7/9/11/14)
 - Nothing to report other than the negotiation and chief priority items.
- Newman (3/5/6)
 - There was a question about officers working down on their own shift and whether this is acceptable.
 - We have a past practice of not allowing officers to work down, and after a thorough discussion, the e-board solidified the stance that officers should not work down on their own shift. If drafting or moving people is necessary, that will have to take place.
- **SFFBT**
 - Nothing to report.
- **Benevolent Fund**
 - Nothing to report.

6. VP Report

- Clothing/PPE Committee
 - Nothing to report from the committee, but the clothing committee is fully staffed now.
 - Skipworth is attending a presentation on bunker gear in Cheney. The gear has a new liner called FireDex. He will report back on this.
- Grievance Committee
 - They are trying to schedule quarterly meetings in addition to the meetings that are had when a grievance is brought forward.
 - Marler reported on the proceedings of the negotiations where we won 7 out of 8 issues.
 - These victories highlight the importance of our involvement in politics.
 - The only outstanding grievance is the SAFO SSP. We are at step 3 of the process, and the negotiating teams will convene to discuss on 03/01.
 - All supplemental agreements will be posted to the new website when it is complete so that all members can review the agreements.

- There was a question from a member on whether the new rules regarding SOD usage during the first 72 hours of an on-duty injury would be retroactively applied, and the answer is no. It is from the date of the signed agreement moving forward.
- There was a question from a member about whether you have to do light duty for an on or off-duty injury. There has been no change to this. Admin will offer light duty if your doctor clears you, and if you don't accept, the shift coverage will come out of your sick leave.
 - A member asked if we will revisit only deducting a member's SOD bank the portion of time not covered by L&I when turning down light duty for an on-duty injury. This would be a subject for contract negotiations.
 - A member asked if PFML supplementation could be considered for covering time off when turning down light duty. The person's individual circumstance may qualify them for PFML which could then supplement the person's sick time to make it last longer, but then PFML would likely be the primary benefit being used.
- Safety Committee
 - Discussed particulate hoods.
 - Airport response plan is still being worked on. BC Bruner put together a manual when he was assigned to Training, and they are still awaiting approval on this.
 - A new tiered response is now in effect.
 - Still waiting to hear back on extractor calibration. They are waiting to hear if there's an increased fail rate in the liners compared to what was seen in the past. So far, this is believed to be due to aging gear rather than damage caused by the extractor.
 - Safety of first responders.
 - Discussed recent violence against first responders which has a lot to do with PD not responding. Williams is supposed to be working with PD on police response, but so far there hasn't been much difference noticed. Discussion was had on warming fires and the unsafe position our crews are put in by attempting to extinguish. Once the Brown administration took over, there was a change in the response to illegal burns to put it back to the way it was.
 - Implementing automatic SPD response to illegal burn dispatches will be placed on the Labor Management agenda for the next meeting.
 - There was discussion about adding SPD tactical radio channels and making them available to BCs and RTF. This will be part of the bigger discussion on RTF deployment.
 - Previous attempts to rebuild the suspension and alleviate issues with the L4 tiller seat did not work. The committee will push forward with trying to get the seat replaced.

- There was discussion about RTF response and D9 swat medic members working within the City. SCSO picked up D9 members and brought them into the City on an RTF call. After this happened, there were discussions with O’Berg, D9, SPD, and SCSO to confirm that this will not happen again. If anything like this happens again, please let L29 know.
 - There was a question from a member about the status of our RTF team. O’Berg confirmed that she and Williams both want an RTF program, but they are trying to force SPD to the table to share the cost.
 - A member asked if this would solve the issue of staging for PD. We are taking this issue to Labor Management as part of the bigger discussion of how PD fits into our responses.
- There was a concern about plastic water bottles and micro contaminants. Discussion was had on the best source of water, and O’Berg approved the purchase of new 5-gallon igloo coolers if crews desire this. So far, this direction has not been passed onto crews in the station.
- SOG Committee
 - Committee has not met. The Lexipol policy change has been put on hold for several months now.
 - O’Berg will engage with Lexipol, and she will continue as the contact for this process. They are still trying to set a meeting date.
- Peer Support
 - Funding is still a major issue. King would like to help rewrite the SOG that they work under.
 - King is working with Percy to put out an informational video on the team.

7. Treasurer’s Report

- Chiefs Game Recap
 - Thank you to all who attended!
 - 176 tickets were purchased (Approx. \$2700), and it was a great event to bring L29 families together.
 - We will try to do events like this a couple times per year. If you have ideas for L29 events, please send those to Kirk.
- The old union hall is sold! The funds are in the process of being transferred to our accounts at the credit union.
 - Expected profit is \$85-90k.
- Guns and Hoses
 - A motion was passed at E-Board to sponsor the firefighter team jerseys for the Guns and Hoses hockey game with up to \$1500.
 - We did something similar for a Hoopfest team last year. The L29 logo will be placed on the sleeve of the jersey, Instagram posts, and published material.

- **Accounts**

Income Loss	\$20,329
LODD	\$20,053
Honor Guard	\$4,703
Motion/Project	\$10,047
Mega Hundreds	\$1,105
Pipes and Drums	\$5,023
Union Hall Fund	\$5,603
Rental Account	\$32,919

- **Loans**

Rental loan	\$152,910
Storage shop Loan	\$4,529
Union Hall loan	\$1,035,635

8. SAFO VP Report

- **Contract**

- Final edits are done on the contract, we are just waiting on the City to print it off and send it back.
- Admin will interview at the end of this month and fill the DC of training with a permanent candidate. The Ops DC position will be filled interim.

- **Awards Committee**

- Admin would like to do an Awards celebration in 2024.

9. SFFBU VP Report

- **Wellness Committee**

- There will be a meeting this month.
- Justin Wells spoke on the effort that he is putting into getting our exposure tracking up. The idea is that the person writing the fire report in ESO will check the appropriate boxes and this will generate an email to each person on the crew with the specific exposure as well as submitting the info to PIIERS. This will help with record keeping making it easy for everyone to maintain their own record of exposures.
 - Thorough documentation of exposures and access to these records is particularly helpful for members with less than 10 years on who don't meet the longevity for state presumptive laws.

10. SIA Report

- There was no report at tonight's meeting.

11. Committee Reports

- Station 29 Committee (Griffith)
 - Nothing to report
- Deferred Comp (Grummons)
 - There has not been a meeting since last E-Board. The next meeting is scheduled for 02/27.
- Legal Defense (Grummons)
 - Nothing to report.
- Swag (Grummons)
 - Swag committee is waiting on a final price list, and they are very close to placing the order for the new items.
- Engine (Walker)
 - The committee is hoping that the new rigs are on the streets soon. E1 should be the first one placed in service.
- Equipment (Staggs)
 - They are hoping to have a meeting this month.
 - They are still working on getting the new high-rise packs delivered to the stations.
- Paramedic Committee (Staggs)
 - There is a meeting tomorrow, so nothing to report at this time.
- Wildland (Austin)
 - Nothing to report.
- Cancer Support Network (Walker)
 - Nothing to report.

12. Unfinished Business

- None

13. New Business

- There was an issue brought forward by a 40hr member regarding a perceived discrepancy in pay, sick leave, and vacation accrual. The member presented the E-Board with a signed petition with demands to negotiate for additional pay, vacation, and sick leave for 40-hr employees.
 - The E-Board appreciates the work that was put into this, however, negotiations are a give and take with an eye for gains on behalf of the whole body, not just one specific group. These things aren't 1-for-1 and there are many other things that need to be taken into account, so no promises can be made that we can achieve a specific list of items. Negotiations must follow a holistic approach.
 - 40hr members have benefits that 24hr members do not have, and vice versa, but we are all one body.
 - Discussion was had, and Marler reaffirmed that we will continue to advocate for all members and do the best we can to achieve the desires of our membership.
- A member brought up issues with union email messages not being delivered. Some have discovered emails being delivered to their spam folders. All members are encouraged to check their spam folders as well as log into their L29 web accounts to verify their log in, address, and contact info. If you have any issues, please reach out to Grummons for assistance.
- There was a question from a member about a point of contact for newer members and those on relief. Walker has volunteered to be the E-board representative for members on relief.
 - The PEER support team is also an excellent contact for anyone who may need help.
- There was a question to seek clarification on members working down and whether this would be allowed if it is voluntary. The answer from the union is no. Officers may not work down on their own shift. The exception to this is short term during the shift (rig is shut down, etc.). There is nothing in writing; it is a past practice.
 - There was a question from a member about whether this also applies to FEOs. It does not. There is a past practice of allowing FEOs to work down, and this will continue to be the case.
 - There was a follow up question about whether the department is trying to fix the paramedic staffing issue. We now have a paramedic committee that can offer recommendations, but at the current time we don't have a clear direction from our members on how to influence administration.
- There was a question from a member on whether the L29 app would be updated along with the website. The answer is yes, but this is secondary to getting the new website up and running.
- There was a question about why union meeting minutes are delivered separate from the newsletter.

- The meeting minutes are separated because it allows them to be delivered sooner after the meeting rather than waiting for the newsletter to come out at the end of the month.
- A member asked about integrating exposure tracking into our new website.
 - Grummons will ask the developer if this is possible and pursue adding it to our site.

14. Good and Welfare/Informal Discussion

- Discussion was had on how to get our members trained as paramedics.
- Discussion was had on the function of ESO and how to help our members with exposure reporting and PEER support for critical incidents. Members are reminded that exposure tracking is their responsibility, and they should be diligent about preserving their own records.

15. Adjournment

- The meeting was adjourned at: 2117

16. Monthly Drawings

- February's \$200 monthly drawing is in honor of the following fallen brothers:
 - Alarm Operator Jesse L. Booher – Alarm Board – February 25, 1942
 - Superintendent of Alarms George H. Stewart – February 2, 1947
- The drawing goes to: TJ Wise

- The Mega Hundreds drawing is at \$1100. The drawing goes to: Will Newman
 - Next month's drawing will be: \$100