

Local 29 Union Meeting Minutes

March 12, 2024

Agenda

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

1. Call to Order

The regularly scheduled March union meeting is called to order at 1900 with 22 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 Childears~~; SIA – ~~Aaron Boatman~~

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

3. Presentations

- Marcus Riccelli discussed his work in the WA House of Representatives with L29 members.

4. Approval of the Minutes

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

5. Swearing In

- There are no new members to be sworn in.

6. President's Report

- **Eboard Meeting:**
 - **WSCFF 9th District Representative Report**
 - IAFF Leg
 - The past few years have been spent focusing on priorities for federal firefighters. This year went back to focusing on legislative priorities for all members of the IAFF.
 - The IAFF is working on the Windfall Elimination Provision to protect Social Security benefits. This makes the Social Security benefits that you have paid into during other employment available to you in addition to your pension.
 - AFG grants and SAFER programs need to be reauthorized by Congress this year, and the IAFF is working towards this through politics at the national level.
 - If a member dies from a presumptive cancer in WA or any other state with presumptive cancers, their family receives a benefit from the state, but they aren't eligible for the Federal Death Benefit worth around \$440k. The IAFF is educating elected officials on why this is important, so hopefully we will see this benefit in the future.
 - **Labor Management:**
 - Clarity on paychecks was discussed.
 - Admin said that they are willing to make changes and asked what we would like changed. We didn't have a complete answer, so we will be standing up a small committee to evaluate paychecks, see what other departments do, and present this to Admin so that we can achieve the goals of our members in reading their paychecks. An email will be sent out requesting volunteers for the committee.

- Hazmat physical reports
 - We asked City administration what they are evaluating on hazmat physicals. There is a WAC that is somewhat vague. Our position has been that all the department needs to know is whether the member is participating or not. It is not a fit-for-duty standard.
 - HR director David Moss had a scheduled meeting with Kaiser, and he invited us to go with him to communicate what we wanted. 2 L29 officers attended the meeting. Unfortunately, Moss no longer works for the City, so we are now dealing with different players from the City, but we are still continuing to work on this.
- OMA records
 - Moss told us that physical records labeled as OMA records have been found, and they are in a corner in City Hall. They have not been reviewed yet.
 - Moss ended his employment with the City the day after the meeting, and we have yet to hear if the records have actually been found. Marler reiterated our concerns regarding these records to the Mayor.
- Duct cleaning at station 1
 - Last year, we pushed for an air quality test. The test revealed a certain level of contaminants, but at the time, Admin said that it would be more problematic to clean the ducts because it would stir up the contaminants that were in them.
 - A total HVAC replacement was planned for 2024, but this has since been removed from the budget.
 - We have asked again for cleaning of the ducts, and Admin said they would look into it.
 - There was a question from a member about whether other stations had been looked at. Local 29 was only informed about issues with station 1. If other stations are having issues, please let us know.
- Maintenance issues and members operating apparatus that are unsafe
 - Marler presented the continued frustration over taking a broken primary rig to the shop and accepting a backup rig that may be in even worse condition. We have said that when a rig is in the shop, they should fix all of the issues on the rig at once.
 - Current Admin is trying to do a better job of pushing the shop to fix everything that's wrong with the rig prior to saying that it's ready to

go. Admin also pushed back on us saying that we need to do our part and stop wrecking the rigs.

- Shifting call types to SPD response instead of SFD as primary. Such as illegal burns, suicide, psych, and welfare checks
 - This has been a growing problem. We have a new administration, and we think we need to take the opportunity to continue to push on this. Our prior chief accepted PD refusing to respond to calls that should be theirs. This puts us in a bad situation because we show up and try to fix the problem, which sometimes puts us in a bad situation.
 - Our position is that PD should respond, evaluate, and call us if necessary. This is part of the Mayor's 100-day plan.
 - There was a question from a member about whether we could influence where our calls go in the PD que so that they wouldn't get shuffled to the bottom of the list. This wasn't discussed, but we shouldn't be going to these calls in the first place. This is the big-picture goal we are working on.
 - Williams says he supports officers evaluating the situation and not entering a situation if they feel unsafe doing so. He stressed the need for good documentation on the incident.
 - Marler asked for clear guidance from administration on this so that our members know how to respond to these situations and remain safe.
- Excessive staging times for PD
 - Williams says he addressed this. He says the BCs have been told that he does not support our rigs sitting on street corners for hours on end. He does not support staging times longer than 40 minutes. He is also supportive of us staging in the firehouse. If you are on scene for more than 40 minutes, contact your BC. The BC will have the discretion to intervene and discuss options with PD.
 - Williams 100% supports officers making decisions to protect the safety of their crews as long as the decision-making process is documented.
 - There was a question from a member on whether the department would send out an official notice on this direction. An email was sent after the last Safety Committee meeting. They was also supposed to be a change at SREC to go back to the old response to illegal

burns where they don't send us unless the fire is threatening exposures. Officers have the discretion on whether to engage.

- FLSA corrections
 - We have not achieved complete agreement with the City on how all the rules are going to apply.
 - Marler asked where questions should be routed after they reach the BC. Williams said these should be sent to him by the BC. If the questions come back with a denial, please let Local 29 know. The City's lawyer is trying to get Admin to push pause.
 - We know there have been issues with the midnight FLSA cutoff. There was agreement at a previous labor management meeting that FLSA start time should be moved to 0800, but it hasn't happened yet.
 - A member brought up an issue with a FF who sent a problem related to this up the chain, and Williams responded saying that the paycheck was correct, when in fact, it wasn't. This member will forward the issue to Marler for review.
 - At the last meeting, Admin pushed back on when OT was paid citing a provision within the FLSA involving a credit system. FLSA rules have always been the same, and we are continuing to discuss this.
- Rebound
 - We fought for this program, and the City has now renewed the contract so that this is still a benefit for our members.
- Officers not Riding Down
 - Local 29's has always had a philosophy that officers do not work down on their own shift.
 - We understand that there are times when that creates situations where some officers get moved to spread out ALS coverage. We don't like this either, but we understand that there are downstream effects.
 - If they're drafting, and they draft a medic, they don't have to move someone out. If they're not drafting, and we don't have enough medics, there may be times when officers get moved for the shift. There are many variables involved.
 - Our principles remain the same: officers don't work down on their own shift.

- The paramedic committee will be involved in offering suggestions for how to avoid this situation, as well as discussions between captains and Ops.
- Sleep Hygiene
 - This was a priority that came back from the ALTS conference, and we planted the seed for having tones specific to sleeping areas. Williams said he is open to this discussion.
- **New Business from Eboard:**
 - Work continued on the 2024 L29 Goals and Priorities.
 - The e-board is working through the process of reviewing the goals and priorities put forward by the membership.
 - This is what develops the core mission of what we push our elected officials on.
 - Last year was the first time we did this, and the e-board set the agenda. This year, we asked the membership for their priorities.
 - E-Board will review all of the suggestions and report back to the membership.
 - RFA/Tacoma
 - We have discussed an RFA for a long time, and we haven't done anything further within the City with this yet.
 - Marler had the chance to speak with Tacoma's Local 31 President as they are going through the process of establishing an RFA.
 - An RFA is a mechanism that gets us out of the City budget and makes us a junior taxing district in charge of our own fate.
 - There are lot of questions, and all we know at this point is that we want to pursue answers to the questions. Tacoma is looking to put this out to their citizens via a ballot measure in 2026.
 - We did a lot of work on the EMS levy here in Spokane, but the General Fund dollars we receive then get reduced and used for things unrelated to the fire department. We are always competing with everyone else in the general fund, and we end up carrying everyone else. An RFA is how we fix this issue.
 - We would have to renew our budget every 6 years, but we are essentially doing this work anyway when we work to renew the EMS levy. At least with an RFA, we would control the dollars that we get, and no one else could touch our money.

- This was on our questionnaire for politicians. We wanted to support someone who would at least let us explore this idea. We now have the right administration in place to discuss this.
- Marler asked who the expert was, and Local 31's president pointed to Chief Jim Walkowski from SCFD9. Marler asked him to visit the e-board next month to discuss.
- We will gather information on what we need to ask the City for, and then we will report to the membership and get feedback on how to move forward.
 - There was a question from a member who asked if Chief Walkowski could come to a union meeting so that members can hear about this for themselves. The answer is yes. We will try to get him to come to a union meeting soon.
 - There was another question about whether this would affect our chief selection. Depending how much information we are able to gather, it might.
 - There was another question about putting something into the City Charter to create a funding stream for the fire department. This option hasn't been ruled out, but if the City falls on hard times, they could always remove an addition to the charter. The potential of bringing back the CIP fund plan was also recently discussed with a City official. We are not ruling anything out. A conversation about the charter amendment is difficult during a time of deficit like we're in now. The benefit of an RFA is that it is more permanent and it can't be changed like a city charter. The funding is ours, and we wouldn't have to worry about the general fund anymore.
- Admin Days
 - Discussion was had on use of Admin days and how that works with the FLSA period. This is essentially a trade with the City. These should function like trade times so that it doesn't affect the FLSA hours, but right now, the system is not functioning in that way.
 - We have asked Admin to administer this like a trade so that there is no OT caused by their use, but they have not responded.
 - Admin days are a nice benefit to have, and members should be judicious with the use of this benefit.
 - A member asked about the management of the Admin leave system and discussion was had.

- Contract Items
 - Golladay is the chair of the contract negotiation committee. Items from the membership are being reviewed, and the committee is working on honing the list.

- Short Draft/Holdover Discrepancy
 - There was a member who was removed from the short draft list because of working a partial amount of time on the same day. Holdover OT should not affect this because it is its own code, but working any other time on the same day could.
 - We will ask at L/M for Telestaff to include the ability to make yourself available for specific time periods throughout the day so that you don't lose the ability to get a short draft if you have worked at all that day. Currently the system doesn't allow this, but Telestaff is capable of this, so we will ask at L/M.

- Driver Certification
 - There has been confusion on how members now off probation are certified to drive. Mixed messages from different sources have factored into this, including an email from Training instructing new members on how to be certified.
 - L29 has stated that we have a policy on how people are certified to drive. An email from Training is not policy. Changes in policy need to be negotiated with L29, and this has not been done.
 - Officers have the authority, and they should follow the current policy to get their FFs certified to drive.
 - An email has been sent to all of the BCs explaining that we are continuing to follow the current policy.

- Draft on Flip Trade
 - When OT on trades was originally discussed, Admin was not supportive. We expect the same in this situation, so we will not pursue this again. Members cannot work drafts on TTO.

- Time Bank
 - This SA was delayed due to the grievance process, so the implementation date of 02/28 is the only thing that isn't correct. We gave a flexibility due to the date that it was actually signed.
 - Members with positive time in their bank were paid out on 03/08, and this should be paid out at the OT rate.
 - Members are supposed to receive an email explaining all negative time that is owed prior to being required to pay it

back. This email should include the details of where the time came from. The member will be required to pay back the time on any day they choose (not holidays), and it must be paid back prior to the end of 2024.

- There was a question from a member on whether the time can be paid back on a TTO. This question came up for Admin days also. Right now, there is no language in the contract that prevents this. The original concern was about OT. This is time you owe the City, so it is very different.

- Deputy Chief of Ops
 - L29 pushed for internal candidates. O'Berg asked for volunteers for the Ops position, and Neiwert is the only one who responded.

- Marcus Riccelli
 - Andy Billig is stepping down from his senate seat, and Marcus will be running to replace him. This will leave a vacancy in the house, so Ben Stuckart will be running to replace Riccelli.
 - Local 29's stance is that if we endorse you and you support our cause, we will always support you. If you screw us over, we will consider someone else. Marcus has supported us on 100% of our issues.
 - Marcus visited
 - A motion was passed at e-board to support Riccelli with the maximum contribution of \$2400.

- Ben Stuckart
 - Ben will be running for the seat vacated by Marcus Riccelli. He has done more for us than any other politician. He gave us our only opportunity to save dispatch and got a law passed to prevent 1-person ARUs. He has bent over backwards for us.
 - A motion was passed at e-board to support Ben Stuckart with the maximum contribution of \$2400.

- Chris Jordan
 - The number of county commissioners was recently expanded from 3 to 5, and Local 29 was instrumental in this. We are in the city, but we are part of the county too. Through our PAC, we were able to get Chris and Amber Waldref elected.
 - Chris has championed the use of funds from the mental health tax for behavioral health response. He has also sought funding

for the PEER support team and is helping to navigate relationships with the airport.

- A motion was passed at e-board to endorse Chris Jordan with the maximum amount of \$2400.
- Jacquelin Maycumber
 - Cathy McMorris Rodgers is stepping down, and Jacquelin is running for her seat. We always say that we support candidates who support FF issues regardless of party affiliation. Jacquelin is an example of this. She is the only Republican in the race who has supported our issues.
 - A motion was passed at e-board to endorse Jacquelin. This is a federal race, so our PAC cannot donate. The goal with our endorsement is to get the IAFF's attention and encourage their financial support.
 - We will ask her to come in and talk to the membership soon.
- **Station Rep. Reports**
 - Golladay (2&4)
 - Nothing to report.
 - Walker (Prevention/SIU/Relief/Probationary/1)
 - There was discussion about the Assistant Fire Marshal being overwhelmed with work.
 - We would like to know which responsibilities have been pushed onto the AFM. Local 29 has said from the beginning that we would like Admin to consider a second AFM both to make additional positions available to our members, and to divide the workload. We can't force them to do this. When the Fire Marshal was promoted, he was the one who was supposed to gain extra responsibilities, not the AFM, and it seems to be the other way around. We will check in on this and take any issues forward to Admin.
 - Staggs (8/15/18/Training/MSO)
 - A member brought up that a good recruiting tool for new FEOs would be that they would receive 1 promotional point towards lieutenant exams. This was recommended by the promotional committee, and it was agreed to in 2022. A 5-year requirement to test for LT was also supposed to be included. This was supposed to be documented in a promotional workbook, but unfortunately this never got finished prior to Strickland's departure. Grummons will work with City IT to see if this body of work can be found. We try to make these things happen prior to the tests.

- Austin (13/16/17)
 - Nothing to report.
- Davis (7/9/11/14)
 - There was a late addition to the list of fire chief wants.
 - Has there been any movement on officers being moved on their own shifts? Please see the discussion that occurred earlier in the meeting.
- Newman (3/5/6)
 - There was a question about FLSA period and pay periods. There were a couple members who did not get their OT pay on the next check.
 - These issues should be forwarded to payroll through the BC. If Admin has answered back and the answer is wrong, the affected member should email Marler.
- **SFFBT**
 - Dr. Hilvers has been looking at real estate within the City.
 - Still targeting a 01/2025 opening date.
- **Benevolent Fund**
 - A motion was passed at e-board to provide up to \$3500 to purchase new swag. Grummons will work with the committee to place the order.

7. VP Report

- Clothing/PPE Committee
 - Nothing to Report.
- Grievance Committee
 - 1 outstanding grievance on the SAFO contract. We are moving to arbitration. Lawyer should be choosing dates and an arbitrator.
 - The next quarterly meeting will be tomorrow.
- Safety Committee
 - There is a meeting on 04/12/2024.
- SOG Committee
 - They have yet to meet. Hoping that Neiwert can be involved in reviewing the policies now that he is taking over as interim DC of Ops. There are some policies that he wants to review right off the bat, including high rise.

- Public Safety Committee
 - Chief O'Berg gave the monthly OT report for the SFD. We are \$52k over on our OT budget at this point. Part of this was the pump ops training and putting folks through Gold Room training.
 - There was a consent item for a potential AFG grant for a heavy rescue. We will let the City know if we are awarded the grant.
- Peer Support
 - They are working on getting funding from County mental health tax funds.

8. Treasurer's Report

- L29 Events Committee
 - There will be a new L29 events committee. If you like to party, put your name in.
 - We are hoping to do an annual event for our membership each fall.
 - The secretary will send out an email to ask for volunteers.
- Guns 'n Hoses
 - Kirk reminded everyone to promote the Guns 'n Hoses event. Brett Johnston is doing a great job organizing this event.
 - Tickets are \$5. Please make an effort to come out and support the event.
- Work Replacements
 - We reevaluated this and looked at what other departments are doing. We adjusted amounts.
 - In the past, a 24-hr trade was \$550, and now it is \$748. This number is now based on a percentage of top-step (67%), so it will track our salaries with no further adjustment needed by the board.
 - A motion was passed at e-board to increase the amount for union work replacements effective as of today, 03/12/2024.
- Old Hall Sale
 - The funds from the sale of the old hall were used to pay off the shop loan and a large chunk of the funds were applied to the mortgage on the current hall. This should reduce the amount of time on the mortgage payoff from 28 years down to 19.
- Income Loss Account
 - This account was created to protect against the city not giving us member dues for a month which would give us an emergency fund, but e-board discussed and decided that this may not be the best use of these funds.
 - A motion was passed at e-board to terminate the income loss account and move these funds to the Motion/Project fund.

- **Accounts**

Income Loss	\$20,329
LODD	\$20,053
Honor Guard	\$4,562
Motion/Project	\$41,488
Mega Hundreds	\$105
Pipes and Drums	\$5,023
Union Hall Fund	\$6,066

- **Loans**

Union Hall loan	\$801,690
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9. SAFO VP Report

- **Contract**
 - Still waiting on a printed version of the contract.
- **Awards Committee**
 - There has been no movement.
- **Ops Report**
 - There is now an interim ops chief, and ops meetings will be back on 03/22/2024.

10. SFFBU VP Report

- **Wellness Committee**
 - Their goal is to meet quarterly, and they will have a meeting this month.
 - They are working on a wellness BBQ/5k sometime in June.
 - They are asking for funding for the PEER team via a push through L/M or through elected officials.
 - If you have any wants, please reach out to any of the committee members.

11. SIA Report

- There was no report at tonight's meeting.

12. Committee Reports

- **Station 29 Committee (Griffith)**
 - The Station 29 committee will begin to meet again to determine how to use the funds for projects at the union hall.
- **Deferred Comp (Grummons)**
 - City Payroll hopes to have the WA State DRS 457 plan as an option for our members within the next 60 days.
 - The committee would like to have a day to present to new members as they approach the end of probation to cover the benefits of our 457 plan and ensure people are signed up and contributing at least up to the match. Please remind all members about the importance of contributing to the 457.

- Swag Committee (Grummons)
 - New swag has been designed and is ready for purchase. See the benevolent fund section for the vote.
- Legal Defense (Grummons)
 - Nothing to report.
- Engine (Walker)
 - 3 new engines should be out on the streets soon.
- Equipment (Staggs)
 - Staggs asked that the committee makeup be updated to include the Training Division has a representative on the committee. Marler approved this request.
 - Parts are on the way to ensure ladder racks hold the right ground ladders.
 - High rise kits should be distributed within the next week or two.
 - Tools will be taped with colors specific to each station and influenced by the high schools in each station's district. Tape will available without having to go through the shop.
 - New TICs will be evaluated, and alternatives to the Bullard will be considered due to cost.
 - All ladders should have 1.5" tips, but some still don't.
 - Hydra rams are making their way back to ladders. If you don't have them, contact Stockdill.
 - L1 likes their new extrication tools, and there was a request to get an additional set for T2.
 - Fog nozzles were serviced, but it wasn't done correctly, so Staggs is following up with TFT
 - 15's and 1's will test 4" hose as a potential to replace 5".
 - The committee will be testing different chainsaws because Unifire is no longer modifying chainsaws. The committee will test and return with a recommendation that is easier to service locally without using the shop.
 - The springs that holds Blitzfires open are failing. All members are encouraged to check their devices to ensure safe operation.
 - More info will be coming soon on battery operated tools.
- Wildland (Austin)
 - Nothing to report.
- Cancer Support Network (Walker)
 - Walker reminded everyone to get their SIM physicals.

13. Unfinished Business

- None

14. New Business

- There was no new business.

15. Good and Welfare/Informal Discussion

- There was no good and welfare/informal discussion.

16. Adjournment

- The meeting was adjourned at: 2110

17. Monthly Drawings

- March's \$200 monthly drawing is in honor of the following fallen brothers:
 - Firefighter Herman A. Mero – Station 3 – 03/06/1905
 - Captain Robert G. Hanna – Station 7 – 03/02/1980
- The drawing goes to: Aaron Beularier
- The Mega Hundreds drawing is at \$100. The drawing goes to: Scott Semprimoznik, who was not present.
 - Next month's drawing will be: \$200