



Upcoming Union
Events in "The
Month Ahead"

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THE WORKER



PRESIDENT
RANDY MARLER

President's Message

Sisters and Brothers,

Nearly all of your executive board members have just returned from our annual Educational Conference organized by the WSCFF and our IAFF. I sometimes hear the question, why should we spend our collective dollars on education? So, while this month, many of your reps may be writing about the specific classes and education they received, I wanted to touch on the overall importance of why we spend our dollars on education.

Your Union leaders hold positions of significant responsibility within our organization, representing the interests of our members and negotiating on your behalf with our employers, elected officials, and other stakeholders. Formal education is a valuable tool for us in several ways:

1. **Knowledge and Skills:** Formal education provides us with the knowledge and skills to effectively represent our members, negotiate contracts, manage budgets, and navigate complex labor laws and regulations. This can help us to make informed decisions and achieve better outcomes for you, our members.
2. **Credibility:** Union leaders with formal education are viewed as more credible and knowledgeable by our members, employers, and other stakeholders. This can help us to build trust and increase the likelihood of successful negotiations and outcomes.

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3. **Strategic Thinking:** Formal education helps us to develop critical thinking and strategic planning skills, enabling us to anticipate better and respond to changes in the labor market, economic conditions, and other factors that may affect all of us.
4. **Networking Opportunities:** Our education programs provide opportunities for us to connect with other labor leaders, experts, and professionals in related fields. This helps us to build extremely valuable relationships and access resources that support our work.

Overall, formal education is essential for our Union leaders seeking to enhance our knowledge, skills, and credibility. Doing so helps us achieve better outcomes for YOU, our members. So, thank you for being a part of 100% membership in our Union and helping support the work and education we need to make us more successful for you.

In Solidarity,

Randy Marler

THE MONTH AHEAD

IAFF Communications and Political Training Academy	05/01 - 05/05
Bloomsday Water Station	05/07
Next Union Meeting	05/09
WSCFF New Member Conference	05/16 - 05/18
ALS Deployment Meeting	05/16
Labor Management	05/25

From The VP's Desk:



VICE PRESIDENT
LEE MCNAMEE

Hello Brothers and Sisters!

I hope all is well with you and your family. We just returned from the WSCFF Spring Educational Seminar held in Tri-Cities this year. It was an excellent learning opportunity and a chance to network with some of our counterparts from around the state. We had some excellent speakers, presenting on a wide range of topics. Anywhere from the general labor movement to retirement and estate planning. As well as many other specific classes on how to better serve our members.

I would like to report back on two of my classes that I found very informative, and I think will be useful in our future dealings with the City. The first class was on grievances and unfair labor practices. While this class was somewhat of an introductory level class, there is always something to be learned from the shared experiences of others that are dealing with the same issues that we face within our organization. This class was taught by two local leaders from the West side of the state with many years of grievance experience between them. It is always good to compare our processes and CBA language with those from other jurisdictions. It helps us to see what we are doing right and look for areas of improvement. Each Local has slightly different language within their CBA's on how grievances are brought forward, what the timelines look like and who the key players are, but for the most part they are handled in roughly the same fashion. I picked up a few helpful pointers on how to structure some of the language when writing grievance letters and some strategy pieces that I think will play well with our system. We have been working for a while now on how best to train and utilize our grievance committee members and I think there was some great information presented within both classes that I look forward to discussing with them.

The second class was on privacy and disclosure. It is basically what unions/employers must produce when asked, and what they may withhold. This class was presented by two attorneys from the law firm of Barnard Iglitzin and Lavitt. They work frequently with the WSCFF and produce a lot of labor-law-related information that they regularly share with the local. The employer's obligation to provide information to the union arises out of its duty to bargain under RCW 41.56, while the employer must also provide information to the public under the Public Records Act, RCW 42.56. They had some great insight into the different requirements and limitations of both laws. I now have a better understanding of how best to structure some of our information requests that may help in receiving the requested information. Another interesting thing that was shared with us in this class was the Union Privilege Bill ESB 1187 that has passed out of the legislature and is on the governor's desk to be signed into law. It basically extends protections to the communications between the union and its members, between union members and those conversations that take place during union representation. Almost like an attorney client privilege. There are some exceptions to the privilege such as those conversations that may deal with commission of or intent to commit a crime etc. I will be doing some research into this bill soon and try and get a little more guidance on what exactly this means for us.

Thanks again for the opportunity to represent you. Please feel free to reach out to me at any time with questions or concerns.

In Solidarity,

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



TREASURER
KIRK GRIFFITH

From The Treasurer:

The old union hall was vandalized at the beginning of April. We began using a private security company to monitor the property last month, but someone still broke through a fence and destroyed three air conditioning units. We are looking at several options to help minimize the financial impact to Local 29. Our top priority remains getting the property sold as soon as possible.

As we climb out of the dark ages known as COVID, we are excited to bring back and enhance some camaraderie building events. The next one up is the Bloomsday water station. If you haven't done it before I'd highly recommend it. Corey Newman will be sending out info soon; it's a great event that you can bring your family to as well. Plus a lunch beer never tastes better than after a morning of volunteering.

I am hoping to put together a Local 29 night at a Spokane Indians baseball game sometime in May. Once the weather officially turns warm, I'll lock in a date and let everyone know.

Thanks to everyone that works Union Work Replacement trades. It is not lost on us that union trades do not stack up well financially compared to how much a member can make by working a draft. However please don't forget that working one of these is an awesome way to step up for your union, your Executive Board members AND you still get \$550 at the end of it. If you are interested in working one of these please let me know so that we have a list of names to pull from when the need arises.

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