

Local 29 Union Meeting Minutes

April 11, 2023

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

1. Call to Order

The regularly scheduled April union meeting was called to order at 1900 with 28 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 Ryan Davis

Executive Board Member ~~Mike DeLaMatter~~

Executive Board Member Corey Newman

Executive Board Member ~~Eric Staggs~~

Executive Board Member Mike Walker

SIA VP ~~Matt Meeker~~

Trustees: L29 – ~~Will Logan; Spencer Stocking~~; SFF – Nick Ulowetz; SAFO – ~~Darin Neiwert~~; SIA -
Open

Grievance Committee: L29 – ~~Kevin Goodloe; Chris Rogers; Trevor Richards~~; SFF – ~~Sam Harvey~~

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

- Joshua Weaver was sworn in as a member of L29.

5. President's Report

- **Labor Management**

- Probationary lieutenant process discussion (Chief O'Berg)
 - Admin would like a task book for probationary LTs. O'Berg would like this to be a first step toward a LT academy. Both of the candidate's BCs would be involved in training, and the task book would be completed prior to taking the LT test. Training would include fire scenarios, building construction knowledge, personnel problems, and other applicable education. Discussion will continue at future labor/management meetings.
- New hires with paramedic credentials
 - O'Berg would like an "intent to practice agreement". Management has pulled the medic contract from interviewee packet. O'Berg either wants a "commitment to being a medic" or an "intent on being a medic" document as part of the final offer of employment. O'Berg says they wouldn't lose employment offer if they don't sign, she just wants to determine intent.
- Confirmation that sick leave hours above the max are now visible on paychecks – Good to go now. If you don't see the correct hours on your paycheck, please let us know.
- Vacation accrual for returning members – Meeting was had with McNamee, Grummons, and Sue Raymon. We are waiting on Sue to recalculate the numbers.
- Driving policy- We have made edits, but it is with our attorney. We will forward as soon as we have it back.
- Telecommute City Policy – were the L29 edits accepted? Williams has not heard back from Mike Piccolo yet. Krajack says edits were fully embraced by city and thinks that all the edits made it through to the next level. She will research further. New draft will come out sometime soon.
- Hazmat physicals- The hazmat physical process will be paused until we can identify what the actual goals are and ensure the physicals we are giving our members are meeting those goals.
- RTF Team budget and team status- O'Berg states they are looking at different deployment models. Budget has not changed, she has not received any budget requests. O'Berg does not believe our deployment model is best practice. If teams needs gear contact her. Only quarterly she has stopped was when city manager said no more OT without authorization. O'Berg states that "no recent certification classes is on her, but they are working on redeployment." O'Berg

would like entire job trained at RTF Ops level, then have specialists and technicians. Submitted grant with the SVFD for ballistic vests (soft PPE) for every position on the job. Sheriffs brought Valley RTF into Spokane recently, Williams is aware.

- Paramedic redeployment plan- O'Berg was supposed to meet with Lopez and Raven, but Lopez had heart attack, and the meeting was delayed. We are still waiting to hear from administration.

- **Eboard Meeting:**

- **WSCFF 9th District Representative Report**

- Update on Leg:
 - Standalone fire marshal was sidelined. The senator addressing the issue said that there are a lot of missing elements. She said it was a great idea, but it needs refinement.
 - DNR wants ownership of all task books for wildland. There are issues with members not being able to get required signatures because of DNR definitions. Current problem is mostly from Task Force Leader and up. DNR would like ownership of the entire process.
- District 4 situation will go to Superior Court. IAFF is willing to fight until the final step. Members have been opting out of Teamsters and signing interest cards with the IAFF.

- **Station Rep. Reports**

- Golladay (2&4)
 - Nothing to report
- Walker (Prevention/SIU/1)
 - Station 1 asked about the mold test. A test was done, and we are waiting on results.
 - SIU has asked about what will happen when the Captain and LT currently in this office leave. No decision has been made.
 - The positions don't have to be filled by people of the same rank as the ones vacating the positions.
- Staggs (8/15/18/Training)
 - There was a question about the pay scale for members who leave employment with SFD and later return. All members who return to SFD should be handled the same.
 - There was a question on Child Fire Safety House hours and how they relate to the FLSA. All hours worked will count towards FLSA totals.

- Active shooter call coding. Were they Echo calls and have they recently been changed to Delta calls? They are Delta calls and have been this way for a long time.
- DeLaMatter (13/16/17) – presented by Golladay
 - Questions about paramedic pay and deployment.
 - Pay is a contract issue. If the majority of the membership wants this to be addressed, it will be addressed during negotiations.
 - We don't know anything on the new deployment model.
 - The staffing office is doing its best to balance the shifts within the parameters set by Administration.
- Davis (7/9/11/14)
 - Question about Archer's return. Archer has removed his name from the City's hiring list.
 - Who are we backing for the next WA governor. We do not know yet.
 - Discussion about military leave and trade privileges. The union does not enforce USERRA law. If admin is not following the law, let them know and cc the Local.
- Newman (3/5/6)
 - Nothing to report.
- **New Business from Eboard:**
 - 270 work status and work skimming discussion
 - Chief Schaeffer defined our letter of notification as a grievance, and it was not a grievance.
 - L29 Policies
 - The L29 policy book from 1999 was reviewed, and potential updates were discussed. At a future meeting, each policy will be reviewed individually to provide the appropriate updates.
 - Standing Rules
 - The only official rules are printed at the end of the bylaws.
 - Any rules that we want to define for meetings should be captured in our standing rules.
 - Standing rules don't currently include a time limit on debate.
 - Motion was made at the last e-board meeting to amend the standing rules to limit debate to 5 minutes and the motion passed.
 - With a 2/3 vote, the time can be extended.

- Mayor's Race Process
 - A discussion was had on our endorsement policy, and amendments were made to clarify and codify the process for endorsing a candidate.
 - All voted in favor of adopting the policy as amended. Policy number will be assigned in order with other L29 policies.
- Lexipol policies
 - City Council approved the funding for Lexipol for SFD at a cost of \$125,000.
 - We don't know how long it will take to get the process started.
 - Any policy updates will pass through the L29 SOG committee and will be approved through labor/management.
- Paramedic school funding
 - Management stated that city council pulled this line item out of the budget but did not give a reason why.
- CARES Students Bloomsday
 - CARES has asked to be a part of the L29 water station. We are happy to have them help.
 - Bloomsday is May 7, and we could use as much help as possible.
- Old union hall vandalism
 - 3 air conditioning units were vandalized. 2 bids were obtained, and we are waiting to receive numbers. Our choice would be to discuss with the realtor and build this into the deal for a new buyer.
- Promotional process update
 - Civil Service would like a meeting in May with all decision makers present from Admin and the Local. The goal is to begin discussions on the existing MOUs and ensure we are on the right track for providing the best promotional process possible.
 - Chief Strickland has been working on a promotional workbook that defines the recommendations from the L29 promotional committee.
- **Benevolent Fund**
 - Nothing to report.

6. VP Report

- Clothing/PPE Committee
 - Skipworth is trying to get a meeting with the manufacturers to determine which products have the least amount of PFAS.

- Grievance Committee
 - 2 grievances being held in abeyance.
 - ROC and vacation accrual calculations
 - Still waiting to hear back on a settlement agreement for IOD/LD grievance

- Safety Committee
 - No meeting since last e-board. Next meeting is 04/14/2023

- SOG Committee
 - Committee has yet to meet since it was established.

- Public Safety Committee
 - Nothing to report.

7. Treasurer's Report

- **Accounts**

Income Loss	\$20,268
LODD	\$18,196
Honor Guard	\$3,094
Motion/Project	\$10,016
Mega Hundreds	\$204
Pipes and Drums	\$4,111
Union Hall Fund	\$1,163
Rental Account	\$93,273

- **Loans**

Rental loan	\$161,742
Storage shop Loan	\$10,294
Union Hall loan	\$1,053,577

8. SAFO VP Report

- Negotiations
 - Williams would like to get a meeting on the calendar, but nothing has been scheduled.
- Awards Committee
 - Renner put this on Williams' radar.
- Ops Report
 - No meeting because of new-hire interviews.

9. SFFBU VP Report

- Wellness Committee
 - There was no meeting since the last e-board meeting
 - Golladay asked if it was possible to discuss the purchase of new equipment. The funds would specifically be used to replace physical fitness equipment that is worn or broken in addition to purchasing new sleds.
 - Golladay will provide a "wish list" with associated costs.
 - There was a question from a member about Rebound being eliminated. Rebound is not being eliminated.

10. SIA Report

- No report.

11. Committee Reports

- Station 29 Committee (Griffith)
 - Nothing to report
- Deferred Comp (Grummons)
 - Ian from RVK presented on the state of the markets and how they continue to point to a recession in the near future.
 - The city says that the delay in making the WA state deferred comp plan an option is that PeopleSoft is not setup for it yet. Christine from the city will report back to Grummons when she has answers from the PeopleSoft committee on a timeline for implementation.
 - The state plan offers less fees and seamless integration with our pension.
 - Next meeting is 05/16.
- Engine (Walker)
 - Working on finalizing the setup of the new rigs so it is clearly defined when the rigs arrive at the shop.
 - The committee is working to develop a job-wide standard for the rigs.
 - Persello and Maisch will travel to the factory for final approval.

- Equipment (Staggs)
 - No new developments. Next meeting is this Wednesday, 04/12/2023
 - New high-rise equipment has not been ordered. 2 ½ hose was specified for the new high-rise packs, and it was noted that a crew did not like the new setup.
 - Discussion will be had at the next meeting.
- Wildland (DeLaMatter)
 - Nothing to report.

12. Unfinished Business

- None

13. New Business

- None

14. Good and Welfare/Informal Discussion

- None

15. Adjournment

The meeting was adjourned at: 2000

\$200 Monthly Drawing went to: Ben Summers

Mega Hundreds drawing is at \$200. Drawing went to: Jerry Sander, who was not present.

Next month's drawing will be \$300