

Local 29 Union Meeting Minutes

May 9, 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
16. Monthly Drawings

1. Call to Order

The regularly scheduled May union meeting was called to order at 1900 with 26 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 Ulowitz; 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

- There were no new members to swear in.

5. President's Report

- **Labor Management**

- PFAS – Turnout replacement will cost multiple thousands per year over the next few years, and he would like to move forward together instead of buying turnouts that will just be destroyed later. L29 does not want to slow down the replacement. The goal of the IAFF is to include federal funding for replacement. Admin is open to have discussions on the use of turnouts while on shift. We want to be able to train and be good at what we do, and we understand there is a balance between turnout usage and PFAS concerns.
- Covid WK – There is a change in the federal law concerning Covid not being considered presumptive. These changes are expected to begin in May. If you are exposed on duty, continue to document the exposure via the exposure form.
- Station 1 mold – the test came back ok.
- Admin would like to reinforce the training ground driving rules. They say that responding code from the training center has resulted in some maintenance issues due to the speed bumps on SCC property. They would like to reinforce current speed limit rules and reiterate that the road that runs through SCC property should not be used to respond code from the TC.
- IOD/LD Grievance will go to arbitration.
 - We made a settlement over 1 year ago, and now the city has decided that they will not honor the settlement.
 - We are waiting for an arbitrator.
- ROC Grievance
 - L29 continues to work on this issue.
- Vacation accrual grievance
 - Numbers all look good. The proposal from the city was to correct the errors in the time banks of the employees affected. L29 supports adjusting time banks, and we asked that the city notify the employees who were affected.
- Driver's License Policy
 - We are working with Admin on a policy regarding driver's licenses.
 - We are still too far apart on the current proposed policy, and another meeting is scheduled for 06/05/2023.

- Supplemental Agreement on vacation valances
 - We asked about the status of the agreement to clean up what happened. We are just waiting on approval and signatures. Chief O’Berg currently has the document.
- Paramedic redeployment plan
 - Local 29 has not seen the plan for deployment. Admin will present the plan to the Local on 05/16/2023.
 - There was a question from a member about who will be present for the meeting. L29 principal officers will be present. The principal officers will meet with the e-board later the same day to discuss.
- SIU SOG from MOU 2016-5 Status
 - A portion of the MOU was supposed to be put into our contract, and a portion was supposed to be an SOG. We are waiting for this SOG to be written.
- SOG Committee and Lexipol
 - Chief Schaeffer tasked O’Berg to take this on. Lexipol will evaluate the current policies and work collaboratively with us to update the policies. We made it clear that we would like to start as soon as possible. Chief Williams says that he believes Lexipol presents any updates to Admin and labor at the same time for comments.
- Info Notices on: OTEP Changes; AMR Restraint Policy; and SFD ALS Rider Change
 - Admin said that the demand to bargain couldn’t be discussed at the meeting because it was past the point of a L/M discussion.
 - We sent a demand to bargain and demanded that the info notices be rescinded and gave a deadline to respond. Admin did not respond, and 3 ULPs were filed by L29.
- Nurse 911 hotline
 - There are multiple groups involved. Schaeffer says the hope is to implement within 90 days. They will monitor at the CAD and QI level.
- SAFO negotiations
 - Meetings are scheduled for May 26th and June 2nd.
- MOU for travel time for voluntary training
 - It was held during negotiations. We tried to clarify language and use Google as the benchmark for time. It wasn’t codified and added to the contract like it was supposed to be. We notified admin.
 - Chief Schaeffer confirmed that we weren’t in debate over the issue.
 - The department has been paying for time during travel and time in the class. We are not asking for anything new, we would just like it codified.
 - The agreement has been written and sent to Admin.
- E17 Slumper Call
 - They responded to D9 for a slumper. Our policy is to stage and wait for PD.
 - Admin is working with SREC to correct the dispatching.

- Chief Williams said that we trust our CO's to make the decision based on safety, and he supports following SFD policy regardless of the district the call is in.
- **Eboard Meeting:**
 - **WSCFF 9th District Representative Report**
 - There was no report at today's meeting.
 - Mike Walker will be the L29 representative for the Cancer Support Network.
 - **Station Rep. Reports**
 - Golladay (2&4)
 - Nothing to report
 - Walker (Prevention/SIU/1)
 - SIU was concerned about retention when debits go away. This is a contract issue, and it should be brought up during that time if it is still a concern.
 - There was a question about a 40-hour employee's shift change on/off and how it relates to FLSA rules in the new contract. 40-hour employees are not subject to the new FLSA overtime agreement. Anything over 40 hours is paid as overtime for 40-hour employees.
 - Staggs (8/15/18/Training)
 - Nothing to report.
 - DeLaMatter (13/16/17)
 - 13's asked why they can't get specifics on why their aerial failed its inspection. They asked the shop, and they were told that the shop wasn't allowed to disclose the reasons.
 - 13's also asked why they can't swap out into a spare aerial. There was only 1 aerial available, and they were told that they must swap into an engine. Members should contact their BC for direction on shift.
 - There was a question about the SIU captain recruitment. This question was addressed during discussion at the e-board meeting.
 - Davis (7/9/11/14)
 - Nothing to report.

- Newman (3/5/6)
 - Question about longer ladders and a combi-tool on A5. This is not a union issue. The rig is at max capacity on weight
- **New Business from Eboard:**
 - Realtor Interviews
 - The board interviewed Craig Soehren from Kiemle & Hagood and received an update from our current Realtor team.
 - The board voted to move forward with Craig Soehren as our new Realtor.
 - Update on LT Task Book
 - The team in charge of this project is still developing the task book.
 - Reclassification of the SIU Captain Position
 - There was a question from a member about classifying it the same as the Fire Marshal position.
 - Discussion was had on the history and options moving forward.
 - They don't have to fill the position with a captain. If they don't fill SIU with a captain, they must carry the position in Operations.
 - L29 policies
 - The board worked collaboratively on updates to the L29 policies and procedures.
 - Active Retiree C&B Update
 - IAFF requires locals to submit the C&Bs for review. We would like to add a section that addresses active retirees prior to submitting.
 - Most locals allow you to continue to serve in your elected position by paying IAFF dues (currently \$6 per month). Discussion was had on updating our C&B to say that IAFF dues are sufficient to determine "Active retiree" status.
 - The vote on the C&B will go to the body, which will require a 2/3 vote in order to be approved.
 - Awards Ceremony
 - Discussion was had on the awards ceremony and whether we should push Admin to hold the ceremony on schedule. It is their ceremony, and L29 will not engage in influencing when they set the date.

- Hoopfest PR Opportunity
 - A Motion was made to spend \$300 from the PR fund to sponsor a L29 Hoopfest team. Discussion was had. The motion passed at e-board.

- Benevolent Fund
 - Local 2498 Donation for member who suffered cardiac arrest on the way back from a structure fire.
 - A motion was made at e-board to offer support by sending \$300. The motion passed.

6. VP Report

- Clothing/PPE Committee
 - No report from the committee.
 - Skipworth will be meeting with Globe on 05/31 to see what new materials are out there.

- Grievance Committee
 - This was discussed during the President's report.

- Safety Committee
 - 04/14 meeting: PPE committee is still in the process of evaluating hoods
 - Still working on an airport response plan.
 - Extractor calibration – preliminary data indicates there doesn't seem to be an issue with our current extractors.
 - Seat belt alarms – E4 is still malfunctioning as well as T2.
 - Still working on A/C in apparatus. Wilson will survey rigs and report back to committee.
 - 2 members received bites from transients, and there was discussion on how we respond to the transient community. This has been forwarded to the Ops group for a hopeful resolution.
 - Brad Kane from SREC attended. There were questions about what happens when the emergency button on the portable is activated. Brad confirmed that when pressed, it shows on the SREC screen and alerts dispatch personnel. SREC's procedures and potential alternatives were discussed.
 - We don't currently have SRMA 3-800 and 4-800. Admin is looking at removing LE channels and replacing them with the SRMA channels.
 - Tiller seat on L4 was modified, and during the refurb process, the modified seat remained in place. The seat has no suspension and is causing injuries to FEO's backs.
 - There was discussion on the use of phones for GPS purposes while driving.

- SOG Committee
 - Lexipol is now involved, and a copy of our current policies has been sent to them for review.
 - Hopefully we will have a meeting with Chief O’Berg soon.
- Public Safety Committee
 - Nothing to report.

7. Treasurer’s Report

- Updates
 - Travel budget – Spring Ed was \$5k under budget
 - \$2700 was budgeted for Lera, and \$1200 for Fire Ops. We saved money because we didn’t send members to either one.

- Accounts

Income Loss	\$20,268
LODD	\$18,396
Honor Guard	\$3,294
Motion/Project	\$10,016
Mega Hundreds	\$404
Pipes and Drums	\$4,311
Union Hall Fund	\$1,536
Rental Account	\$86,804

- Loans

Rental loan	\$160,825
Storage shop Loan	\$9,723
Union Hall loan	\$1,051,544

8. SAFO VP Report

- Negotiations
 - Meetings scheduled May 26th and June 2nd.

9. SFFBU VP Report

- Wellness Committee
 - There was no report at tonight’s meeting.

10. SIA Report

- No report.

11. Committee Reports

- Station 29 Committee (Griffith)
 - Nothing to report
- Deferred Comp (Grummons)
 - Next meeting is 05/16.
- Engine (Walker)
 - Nothing to report.
- Equipment (Staggs)
 - The committee discussed the option of cutting unserviceable ladders into 6' lengths. The shop has the capability to cut and test the ladders. They are waiting on approval from O'Berg. This option would be much quicker than ordering new 6' ladders.
 - There are no developments on the status of the new high-rise hose.
- Wildland (DeLaMatter)
 - Nothing to report.

12. Unfinished Business

- None

13. New Business

- None

14. Good and Welfare/Informal Discussion

- Question about the upcoming health presentation hosted by the SFFBT. Dr. Hilvers will be presenting his program to benefits trustees and other city leaders on Thursday, 05/11. This is a courting process. We're trying to attract the program to the city, and this is just the beginning of the process.
- Question from a member on treadmill tests. SFFBT is bringing these back for members at the appropriate age. Marler will look into this and confirm that it is on track.
- There was a question about reserved vacation days and whether they will be moveable next year. We would like them to be moveable, and we will ask Admin again for 2024.
- Sean Doyle discussed his experience at the IAFF Political Training Academy
- Bridget Blackmore discussed her experience at the IAFF Communications Training Academy.

15. Adjournment

- The meeting was adjourned at: 1952

16. Monthly Drawings

- May's \$200 monthly drawing is in honor of the following fallen brothers:
 - Firefighter William A. Hutcheson – Station 4 – May 3, 1924
 - Captain George T. Chapman – Station 2 – May 25, 1982
- The monthly drawing went to: Bill Grummons

- The Mega Hundreds drawing is at \$300. The drawing went to Kevin Goodloe who was not present.
 - Next month's drawing will be \$400.