

Local 29 Union Meeting Minutes

June 13, 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 June union meeting is called to order at 1900 with 17 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 are approved.

4. Swearing in of New Members

- There is 1 new member who could not attend tonight's meeting to be sworn in.

5. President's Report

- **Labor Management**

- **Administration:**

- MSO assignments

- There is no current language because the MOU wasn't rolled into the contract. Our position is that there has been a Captain and a LT in the positions, so they should remain this way.

- **Union:**

- Resigning probation members

- L29 reaffirmed the desire to be in the room when a person gets an offer to resign or be terminated.

- Dispatch audio recording proposal

- Admin wanted to control audio recordings and only give the BCs access to the files based on SREC rules. The BCs would have to drive around to each station and give the individual member access if they want to listen to the audio.
 - We presented our reasons for wanting easy access to audio from fire calls because of the value for training purposes.
 - Further informal discussion was had on the merits of keeping audio files for longer periods of time.

- Paramedic intent to practice letter

- Discussion was had on the history of the situation, and both parties agreed to delete the current letter.

- Coaching vs Counseling SA (ROC grievance)

- We want to ensure that coaching will not result in discipline.
 - Admin is reviewing our edits to the document that will spell this out.

- Status of vacation accrual adjustments for returning members

- Accruals have been recalculated and members have been notified of the appropriate adjustments.
 - Time bank payouts for anyone with a balance will be discussed as we approach the end of the year and the end of debit days.

- Haz-Mat physicals

- We have asked for more clarity on what is actually required. Until we get this information, hazmat physicals have been paused.

- SIU SOG
 - An MOU that existed earlier now exists partially in the contract and partially in an SOG. O’Berg provided a draft of the SOG for L29 to review.
 - SA for training travel time
 - We clarified the pay for travel time to training classes, and we are awaiting the finalized document from Admin.
 - OMA medical records employee access
 - Discussion was had on where members can access their baseline hearing test since OMA is no longer in business. HR is looking into this.
 - Bargaining dates for ULP related issues and PERC training
 - On June 29th, Admin and L29 are set to bargain the 3 ULPs that were filed.
 - Moving Safety Officers to Ops versus Training
 - This issue will be discussed within the Ops group rather than L/M.
 - OOC procedures
 - Discussion was had on the potential for reinstating OOG rules that existed previously. For now, things will remain status quo. The BCs will continue to fill daily vacancies and give the appropriate OOC.
 - ALS Deployment
 - There are discussions being had in the Ops group regarding an updated ALS deployment plan.

- **Eboard Meeting:**
 - **WSCFF 9th District Representative Report**
 - There was no report at today’s meeting.

 - **Candidate Interviews**
 - Discussion was had on the questionnaire that was sent out to the candidates that asked about issues important to L29.
 - A motion was passed during e-board to support Hillary Franz for governor with an early endorsement and the full campaign contribution.
 - A motion was passed during e-board to postpone discussion on the Mayoral race until July.
 - A motion was passed during e-board to endorse Betsy Wilkerson for Council President with the maximum contribution.
 - A motion was passed during e-board to endorse Lindsay Shaw for Council District 1 with the maximum contribution.
 - A motion was passed during e-board to postpone the decision to endorse for the Council District 2 position until after the primary (August E-board).

- A motion was passed during e-board to endorse Kitty Klitzke with the maximum contribution for Council District 3.

- **Station Rep. Reports**

- Golladay (2&4)
 - Nothing to report.
- Walker (Prevention/SIU/1)
 - Nothing to report.
- Staggs (8/15/18/Training)
 - Nothing to report.
- DeLaMatter (13/16/17)
 - Nothing to report.
- Davis (7/9/11/14)
 - There was a question about Code Red selection and which list the BCs are using to select the person who gets the draft. The BCs are using the overall mandatory list, and after 10 minutes, they select the respondent who is closest to the top of the list.
- Newman (3/5/6) – Reported by Marler
 - There was a question about why we aren't doing more to recruit and retain paramedics. Retention is a potential issue for contract negotiations. Recruiting was brought up at Labor/Management, and this is a management issue. Recruiting is a nationwide problem.

- **New Business from Eboard:**

- None.

- **Benevolent Fund**

- Nothing to report.

6. VP Report

- Clothing/PPE Committee
 - McNamee will reach out to get the results from last month's meeting and try to report out in the newsletter.

- Grievance Committee
 - Still waiting to hear back on IOD grievance. Last month, this was on its way to arbitration, but since then, the City has reached out to request that we put it back on the table for discussion.
 - Vacation grievance has been settled.
 - The city wants to have an all-day labor/management meeting on June 29th to resolve all outstanding issues.

- Safety Committee
 - Next meeting is 07/14.

- SOG Committee
 - There is a meeting scheduled for 06/15.
 - There has been discussion on whether to release the updated policies incrementally or all at once. The current preference is that all of them will be released at once.
 - Most policies are based on best practice with input from the IAFF, IAFC, and other departments. Much of the material is boilerplate that isn't specific enough to what we do, so the SOG committee will be involved as soon as it moves past the org charts and mission/vision statements, and they will reach out to subject-matter experts. There will be a checklist that moves from the policy group to the SOG committee, and eventually to labor management. The checklist will be signed by each party involved as it moves through the process.
 - They will meet every 2 weeks until it's done, which is anticipated to take 1 year.
 - There was a question from a member regarding info notices and their ability to function as policy. Discussion was had on the topic.

7. Treasurer's Report

- Updates
 - We have accepted an offer on the old union hall. We are in the feasibility period right now, and if all goes well, we should close in September.

- **Accounts**

Income Loss	\$20,268
LODD	\$18,496
Honor Guard	\$3,394
Motion/Project	\$10,016
Mega Hundreds	\$504
Pipes and Drums	\$4,411
Union Hall Fund	\$6,905
Rental Account	\$84,139

- **Loans**

Rental loan	\$159,923
Storage shop Loan	\$9,151
Union Hall loan	\$1,049,605

8. SAFO VP Report

- Negotiations
 - There was a meeting on 06/02 and the team made good progress.
 - Next meeting is 06/22.
- Awards Committee
 - Renner reached out to Williams and hasn't heard back.

9. SFFBU VP Report

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

10. SIA Report

- There was no report at tonight's meeting.

11. Committee Reports

- **Station 29 Committee (Griffith)**
 - Nothing to report

- **Deferred Comp (Grummons)**
 - The City says there are additional complications with giving us the option of the State 457 plan. This will be discussed at the Labor/Management meeting on 06/29.
 - Next meeting is 08/16.

- **Engine (Walker)**
 - Nothing to report.

- **Equipment (Staggs)**
 - Nothing to report.

- **Wildland (DeLaMatter)**
 - Nothing to report.

- **Cancer Support Network (Walker)**
 - Walker will be the contact that will reach out and help any member with paperwork to ensure that presumptive cancers are dealt with accurately and correctly. Mike will be available to help anyone who has to deal with cancer get through the paperwork.

12. Unfinished Business

- None

13. New Business

- There was no new business.

14. Good and Welfare/Informal Discussion

- Discussion was had on Johnny Perkins and his visits to the stations. He has been well received and he seems to genuinely care about our issues.

15. Adjournment

- The meeting was adjourned at: 2030

16. Monthly Drawings

- June's \$200 monthly drawing is in honor of the following fallen brothers:
 - Captain Leonard W. Doyle – Station 4 – June 2, 1956
 - FEO John Knighten – Station 4 – June 30, 2013
- The drawing went to: Brandon Bacon

- The Mega Hundreds drawing is at \$400. The drawing went to: Greg Haff who was not present.
 - Next month's drawing will be \$500