



Upcoming Union Events in "The Month Ahead"

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# THE WORKER



PRESIDENT  
RANDY MARLER

## President's Message

Sisters and Brothers:

What is representation by the Union, and what power does the Union have? I think these are great questions to which everyone deserves to understand the answer.

The duty of fair representation is a legal obligation imposed on labor unions in the United States to represent all bargaining unit members fairly and without discrimination. It requires unions to act in good faith and without arbitrary or discriminatory conduct when representing their members in collective bargaining and contract administration matters.

The duty of fair representation arises from the National Labor Relations Act (NLRA) and the Labor Management Relations Act (LMRA), which govern labor relations in the United States. It is further reinforced by legal precedents set by court decisions and the National Labor Relations Board (NLRB).

Key aspects of the duty of fair representation include:

1. **Fair and Equal Treatment:** Unions must treat all members in the bargaining unit fairly and impartially, regardless of race, color, religion, sex, national origin, or any other protected characteristic. They cannot discriminate against any member or refuse to represent them based on personal animosity, arbitrary reasons, or prohibited grounds.
2. **Duty to Process Grievances:** When a union represents its members in grievance proceedings against the employer, it must process the grievances promptly and diligently. This means defining the employee's interests and concerns reasonably and competently.

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3. **Avoiding Negligence or Discrimination:** The duty of fair representation requires unions to avoid negligence or intentional discrimination in representing their members. They must not ignore or mishandle valid grievances or take action based on biased considerations.
4. **Contract Negotiations:** Unions are obligated to negotiate with the employer in good faith to secure a fair and equitable collective bargaining agreement that benefits all members of the bargaining unit.
5. **Duty of Financial Fairness:** Unions must manage their financial affairs fairly and transparently to avoid conflicts of interest that may harm the interests of their members.

It's essential to recognize that the duty of fair representation is not a guarantee that all grievances will succeed or that every member's desires will be fulfilled. Instead, it ensures that the union will genuinely and honestly represent the interests of its members without discrimination and with a reasonable level of competence.

Suppose a union is found to have violated the duty of fair representation. In that case, members can file a complaint with the National Labor Relations Board (NLRB) or pursue legal action to seek remedies for the violation.

A labor union does not manage the Fire Dept. A labor union is an organized group of workers who come together to protect and promote common interests, such as better wages, working conditions, benefits, and job security. The primary purpose of a union is to negotiate on behalf of its members, advocate for their rights and concerns, and protect those interests in the Collective Bargaining Agreement. Once a CBA is accepted, the Union protects the contract. There must be a grievance or clear disparate treatment to have an issue the union can resolve.

Management has the right of assignment and the responsibility to make decisions about the organization's day-to-day operations, financial matters, and overall direction.

Labor and management sometimes find themselves in conflict during collective bargaining negotiations, where union representatives advocate for the interests of workers while management represents the interests of the City. However, despite these conflicts, the ultimate management authority remains with the Fire Chief, not the union.

Thank you for taking the time to become more familiar with our role, please continue coming to me anytime you have questions.

In Solidarity,

Randy Marler, IAFF, Local 29 President

# From The VP's Desk:



**VICE PRESIDENT**  
**LEE MCNAMEE**

Hello Brothers and Sisters,

I thought I would use my space this month to give a quick update on the Lexipol policy update process. We are finally making some progress in the right direction, and I have been meeting with Chief O'Berg and the Lexipol consultant every few weeks. We discussed early on about how these new policies and procedures would be rolled out and both sides agreed that it would be best to wait until they were all completed to push them out rather than piecemeal a few here and there and have the information living in two places. We expect this process to take at least a year and I think that is probably an optimistic expectation based on the amount of information and the steps involved.

As I have mentioned in the past, moving forward there will be a policy manual and a procedure manual. Chief O'Berg and I started with the policy manual and have completed the preliminary creation, editing and review of the first couple of chapters of that manual. The next is for those policies to be reviewed by the Local, SFD Admin and city legal prior to discussion at the Labor Management meeting. These first couple of chapters were more administrative types of policies and didn't really deal with operational issues or procedures. As we get farther into the manual the policies start touching on operational policies and related procedures, we will need input and assistance from the SFD SOG committee and subject matter experts. Chief O'Berg is in the process of putting together a proposal on the scope and operating guidelines for the committee and I hope to get them involved very soon.

We recognize that this will be a long project and that we have several SOG's currently that will need to be addressed prior to the implementation of the Lexipol system. It is my intention to get the SOG committee and the subject matter experts working on helping make that happen. In addition to our current SOG's, we have many Informational Notices over that last several years that contain information that may be better suited as a policy or procedure. Once we have run some of the policies through the entire process, I hope to be able to share a few of them and the basic structure of the two manuals, just to give everybody and idea of what they will look like.

In Solidarity,

Lee McNamee (509)280-7489

[vicepresiaffl29@gmail.com](mailto:vicepresiaffl29@gmail.com)



# From The Treasurer:

**TREASURER**  
KIRK GRIFFITH



**What:** Local 29 Night at the Spokane Indians game

**When:** Tuesday 8/8 at 6:35pm

**Where:** Avista Stadium

**Who:** You and your family

**Who is paying for the tickets:** Local 29

**RSVP by 7/31 to Kirk at**  
[TreasurerIAFFL29@gmail.com](mailto:TreasurerIAFFL29@gmail.com)

**Details:** At the July union meeting a motion was made and passed to suspend the August Union Meeting. For newer members perspective, summer union meetings have been suspended periodically in the past. This presented itself as a great opportunity to still get together without talking (as much) shop. Families are encouraged to attend and Local 29 is picking up the cost of the tickets. The tickets are upper box so we should have some shade on a hot summer night. Please RSVP by 7/31.





**SECRETARY**  
BILL GRUMMONS

## From The Secretary:

Thank you for giving me the opportunity to serve you in this role. Please don't hesitate to contact me if you have any questions or concerns, and I hope you are all enjoying the summer!

Bill

[SecretaryIAFFL29@gmail.com](mailto:SecretaryIAFFL29@gmail.com)

509-939-5275

## BUVP Report

By SFFBUVP Sean Golladay

Sisters and Brothers of the Grind,

We haven't had a Wellness committee meeting in a while so I'm going to take this opportunity to write an article from the BUVP's perspective. The membership recently had the opportunity to purchase fully customized men's or women's wear from a clothier who has provided clothing for the IAFF's executive leadership as well as many of the executive leadership of the WSCFF. He sells the same custom suits to members of Congress for \$6,000-\$10,000 each. Apparently, this was controversial. Some of the membership felt as though our Local was promoting the business and providing marketing for a profit seeking business. The Union occasionally comes across an extraordinary offer made possible from being a Union Member and this was one of those Union Member deals made possible through the relationships of Your Union Leaders in our IAFF. There were also questions as to whether I was getting a kickback. Unfortunately, I waived my usual 15% fee despite the astronomical price of boat gas. Boats do not run on "thanks". In all seriousness these concerns are absurd. Questions of using union resources are ridiculous. Other than the secretarial services of putting out an email and use of the union hall for measurements, what resources were used?

I realize not many of you are interested in wearing a suit, much less owning a custom suit, but I thought we had a unique opportunity. Many of us are hard to fit because we're short, tall, zaftig, or layered in thick, glorious muscle. I've purchased two suits in my life – one from Men's Wearhouse, and the other from Nordstrom. The prices offered by "the suit guy" were easily competitive with either store. Not to mention being fully customized down to the buttonholes. I truly believe I was simply passing a unique opportunity on to the members.

None of us need a suit. We're blue-collar people with a blue-collar ethic, but when the rare occasion arises that a suit is appropriate to pay respect to the occasion, I wanted to be prepared. Please call me anytime in the future with any concerns regarding union business and please refrain from dealing in rumor or conjecture.

Keep grinding.

Sean Golladay, BUVP

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# THE MONTH AHEAD

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Labor Management	07/27
2023-2 New Member Orientation	07/27
2023-2 New Member Orientation	08/03
E-Board (NO UNION MEETING)	08/08
IAFF Redmond Symposium	08/21-08/24

## Local 29 Executive Board

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 Vice President: Lee McNamee - L4A - [VicePresIAFFL29@gmail.com](mailto:VicePresIAFFL29@gmail.com) (509)280-7489  
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 E-Board: Ryan Davis - Q11C - (509)710-1793  
 E-Board: Corey Newman - E1D - (509)808-1556  
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