

Local 29 Union Meeting Minutes

July 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
16. Monthly Drawings

1. Call to Order

The regularly scheduled July union meeting is 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 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 from SIA who could not attend tonight's meeting to be sworn in.

5. President's Report

- **Labor Management Bargaining on 06/29/2023**
 - Driving Policy
 - Both parties agreed to the Lexipol policy as amended by L29. Admin will finalize the language and send it to us for signatures.
 - Loss of employee medical records
 - Schaeffer wants to give OMA time to find the records.
 - L29 reminded Admin that the department is required to hold these records, and it is their responsibility to locate them.
 - If the records can't be found, L29 will ask for a signed document that states that all medical issues from this time period would be considered presumptive.
 - Hazmat Physicals
 - We are still waiting on information.
 - ROC Supplemental Agreement
 - Both parties agreed to the SA on "Coaching" as amended by L29 with the removal of the off-duty discipline sentence. Admin will update and circulate for signatures.
 - Discussion on "Just cause" discipline. Now that it is an SA, the steps to discipline will be clearly defined and will live in the contract.
 - If a supervisor defines the meeting as coaching, it cannot result in discipline.
 - Travel Time SA
 - Williams will bump Strickland and move through the signature process.
 - There was a question on the definition of "Voluntary Training" and what could be approved. The DC of Training has been given leeway to approve voluntary training as it comes up. If you have been denied for voluntary training, please let us know and we will follow up.
 - IOD Grievance Settlement
 - Still being discussed, no resolve.
 - MSO Captain
 - Dawson isn't off the books until August, so no action is needed yet, but his position is a promotable Captain position.

- SIU Captain
 - The position will not be filled until Luby retires, so there is time to consider the options.
- Perc training
 - John Henry would like a half-day training for all involved. L29 agrees to this. He will reach out to PERC and get this scheduled.
- AMR patient restraint policy
 - This was a change in AMR's policy, and Admin originally agreed to supplementing AMR with a rider from SFD.
 - Schaeffer says that he is ok with this being a dead issue.
 - L29 pointed out the difference between "you should," and "you will."
 - We already have the option to ride in to increase the level of care.
- Direction on not requesting ALS ambulances
 - L29 said that we have gone to a new system, and this policy limits our ability to ask questions. SREC is new and does not have our trust right now.
 - L29 asked if SREC can provide the time info to give the Company Officer the information to make the best decision. We want to be able to ask for this, and let the CO make the decision based on their knowledge of the system and the incident they are dealing with.
 - Williams will draft something for SREC that clearly states that we can ask for what we need once on scene, and they are to let us know the status for the requested resource. The CO can then decide if they want the BLS ambulance to continue or send the ALS instead.
- Transfer from OTEP to CME for falling behind greater than 6 months on target solutions
 - O'Berg agrees that Target Safety should be clarified. She would like a small work group to deal with this. She will let the MSOs figure out what the solution is and let them educate us on what it is. The final solution would need to come from Labor/Management.
 - L29 wants clear lines between what is needed for recert and what is good to know information that comes through TS. The workgroup will manage this and report back.
- The following items were on L29's list to discuss, but there was no time due to the meeting being cut short:
 - Time bank supplemental agreement
 - Paramedic redeployment
 - Dispatch audio recordings
 - SIU SOG
 - Vacation usage for next year
 - State deferred comp plan
 - Supplemental agreement for use of "City Business" to attend SFFBT meetings

- **Eboard Meeting:**

- **WSCFF 9th District Representative Report**

- There was no report at today's meeting.

- **Station Rep. Reports**

- **Golladay (2&4)**

- Nothing to report

- **Walker (Prevention/SIU/1)**

- Prevention asked about the span of control for Mulkey. There are discussions taking place regarding adding an additional AFM.
- Prevention asked about their hourly rate compared to line personnel when debits go away. Wages, hours, and working conditions will be addressed in CBA negotiations.
- The A/C at station 1 is broken again, and it has been 3 weeks since the most recent break occurred. L29 will bring this up at L/M, and this should continue to be brought up to the safety committee.
- Discussion was also had on the functionality of A/C in the rigs.

- **Staggs (8/15/18/Training)**

- Nothing to report.

- **DeLaMatter (13/16/17)**

- There was a question about using our social media as a platform to inform the public about the new medic deployment plan. L29 will not use our platform for this purpose.

- **Davis (7/9/11/14)**

- Station thermostat directive
 - There was a question about a discussion that took place at a recent Ops meeting regarding the connection between A/C use in the station and increasing utility costs. This will be brought up in the next Labor/Management meeting.
- Medic deployment plan
 - There was a question on where the initial push for a change came from. This came from the DC of Ops, and the Operations group is actively involved in the process. Chief Schaeffer initially indicated that he would like the rollout of the plan to be coordinated with the nurse hotline implementation. He also indicated that he wanted people to have plenty of time to plan for the effects. He is aware

that L29 will have the right to bargain the effects prior to the rollout.

- Driving code on Bravo MVA's from email notice and not actual policy
 - The following question was asked: This was released in an Info notice, and since we are no longer following info notices as policy, is this something we need to follow? This initially came through the Ops group, and it was mainly designed to protect our ability to respond code.
- Mandatory OT on Vacations and TTO
 - We can't sign up for OT on these days, but you can get a mandatory OT shift. Can this be more of a 2-way street? L29 will ask Admin about this.
- Newman (3/5/6)
 - Nothing to report.
- **New Business from Eboard:**
 - Fill the Boot
 - Mike DeLaMatter is coordinating, and the event will be held October 13-14, 2023. Please mark your calendars and be on the lookout for more info.
 - Recommendation on Mayoral Endorsement
 - New information came to light after June's e-board meeting which made the discussion on an endorsement more difficult. Discussion was had on the possibility of waiting until after the primary to make a recommendation to the body.
 - A motion was made to postpone the L29 recommendation for mayoral endorsement until the August e-board meeting. Seconded. Discussion was had, and the motion passed unanimously.
 - A question was asked about the public perception if we remain neutral in the mayoral race, and discussion was had regarding this option.
 - Endorsement for Kevin Van De Wege
 - Kevin is running for the Commissioner of Public Lands (vacated by Hillary Franz), and he is current firefighter.
 - A motion was made to support Kevin Van De Wege with the full allowable contribution of \$4800. Seconded. Discussion was had, and the motion passed unanimously.

6. VP Report

- Clothing/PPE Committee
 - Skipworth was able to get the committee spooled up on the NFPA standard for PPE.
 - In the process of evaluating particulate hoods. Previous particulate hoods were not well received by the users, but the new ones may be better.

- Grievance Committee
 - IOD grievance was discussed at the labor/management meeting on 06/29, and was covered in the President's report.

- Safety Committee
 - Next meeting is 07/14.

- SOG Committee
 - We have made many attempts over the years to address our SOGs, and the City finally decided to pay a third party (Lexipol).
 - McNamee has met twice with Chief O'Berg and the Lexipol consultant. They will attempt to meet every 2 weeks, but all parties have acknowledged that this may be tough over the summer months. So far, the meetings have been on schedule.
 - O'Berg will attempt to come up with an org chart for the next meeting.
 - SOG committee will be involved once the Admin policies have been completed.
 - There will be a policy manual, and a separate procedure manual. Our current SOGs will have to be sorted and placed in the appropriate manual. The SOG committee will be involved in this process, along with SMEs for specific subjects.
 - The consultant said that the process would take no less than 1 year.
 - Admin, the SOG committee, and your e-board will all have an opportunity to offer input.
 - The final product would only be put out once the whole thing is complete in order to prevent conflicting information.

- Public Safety Committee
 - Nothing to report.

- Peer Support
 - There is an effort at the WSCFF to get support for this. A resolution was passed at the most recent Convention to create a behavioral health committee. WSCFF will provide funding for the first year so that the committee can get on their feet. Further discussions will need to take place to determine a sustainable structure.
 - Jason King was able to discuss budget with us via a conference call.

- There is a potential that there could be a sub-line item within the Training budget in 2024, but Strickland did not have numbers.
- Jason mentioned the Firestrong website is \$1500/year. This would be a consolidated location for members to find info.
- Jason has not been able to develop a budget, but he will get ballpark numbers to the board by next Tuesday. We can discuss this request at the next Labor/Management meeting.
- He has researched a regional team, and D9 and the Valley did not have info. There is a chaplain at D4 that seems to be the regional leader. Dr. Kischel has taken our PEER team members with her to regional agencies based on availability, but there hasn't been official direction on this.

7. Treasurer's Report

- **Updates**

- Long-term care exemption starts in July. Kirk has taken steps to address this for L29 payroll, but he needs proof of exemption from all members who may get a check from the Local.
- We have paid for just about everything conference-related except for the NYC hotel for Redmond Symposium, which will occur in August.
- We are much better off in our budget this year compared to last.

- **Accounts**

Income Loss	\$20,288
LODD	\$18,514
Honor Guard	\$3,396
Motion/Project	\$10,026
Mega Hundreds	\$604
Pipes and Drums	\$4,414
Union Hall Fund	\$2,153
Rental Account	\$81,517

- **Loans**

Rental loan	\$159,053
Storage shop Loan	\$8,580
Union Hall loan	\$1,047,854

8. SAFO VP Report

- Negotiations
 - TA is currently up for a vote by the SAFO group, which closes on Thursday, 07/13.
- Awards Committee
 - Admin has been asked about this multiple times with no response.

9. SFFBU VP Report

- Wellness Committee
 - There was no report at tonight's meeting.
- Prestigious Clothiers Suits
 - Mike from Prestigious Clothiers will visit Spokane on July 18th at 1100-1700 to take orders for custom-tailored suits.
 - All members are invited to visit the union hall to place orders.
 - Mike tailors the suits for the IAFF executive board.

10. SIA Report

- There was no report at tonight's meeting.

11. Committee Reports

- Station 29 Committee (Griffith)
 - There was no meeting within the last month.
 - Station 29 committee will be involved with offering suggestions for directing the funds once the old union hall sells.
- Deferred Comp (Grummons)
 - There wasn't time at the 06/29 meeting to discuss the WA State 457 plan.
 - Next meeting is 08/16.
- Engine (Walker)
 - Final walkthrough scheduled for mid-September. Members of the committee will travel to do the final inspection.
 - If you are asked by the engine committee to provide an inventory of what's on your rig, please provide it ASAP. They are using this info to determine the best setup for our new engines.
- Equipment (Staggs) – Reported by Walker
 - Extrication equipment was tested (Holmatro and Hurst), and the consensus was to stick with Hurst.
 - The department did not purchase the service plan with the current Hurst tools. When you have the service plan, you have access to more replacement tools while yours are undergoing maintenance. This will be addressed when we purchase in the future.

- 1 new TFT nozzle will be purchased for each rig, and training will take place.
- Stockdill is supposed to be getting prices on new stream shaper stacks. Right now, no aerial device should be using anything other than the 2" tip.
- Stockdill will only send hydra-rams in for replacement when he receives all of them and can send them at the same time. Please send them to 4's if yours is broken.
- High rise packs are stalled because of a discussion on hose size. O'Berg will have a discussion with the Ops group.
- There is a discussion taking place on the merits of 5" hose and possible alternatives.
 - The committee is giving consideration to asking Dennis LeGear to complete an evaluation of Spokane's water system to better determine our needs.
- Ground Ladders will be Duo Safety, non-truss ladders from here on out.
 - 6 VES ladders will be ordered and 2 of each length extension ladder will be ordered right now. Long lead time from duo safety.
- Wildland (DeLaMatter)
 - Nothing to report.
- Cancer Support Network (Walker)
 - Nothing to report.

12. Unfinished Business

- None

13. New Business

- Ryan Davis made a motion to suspend the August 2023 union meeting. Seconded. Discussion was had. The motion passed.

14. Good and Welfare/Informal Discussion

- Retired Deputy Chief Mike Donahoe passed away. More information will be provided as it is obtained. Please keep the Donahoe family in your thoughts and prayers.
- Steve Jones remains off healing up from an injury sustained on a fire. Please keep him in your thoughts and prayers.

15. Adjournment

- The meeting was adjourned at: 2033

16. Monthly Drawings

- July's \$200 monthly drawing is in honor of the following fallen brothers:
 - Firefighter Thomas Sparrow – Station 16 – July 15, 1939
 - Firefighter Henry Maynard – Station 5 – July 25, 1909

- The drawing goes to: Kevin Goodloe

- The Mega Hundreds drawing is at \$500. The drawing goes to: Adam Zakrzewski who is not present.
 - Next meeting's drawing will be \$600