



Upcoming Union Events in "The Month Ahead"

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Pick up some swag at the union hall and support the Benevolent Fund!



PLEASE CONSIDER DONATING TO THE L29 BENEVOLENT FUND.

# THE WORKER



PRESIDENT  
RANDY MARLER

## President's Message

Local 29 Sisters and Brothers,

I hope this message finds you well. Today, I am writing to provide you with important information regarding our executive committee's decision concerning our involvement in the political process. We believe it is crucial for you to understand why we have chosen to contribute \$85,000 to an Independent Expenditure Political Action Committee (IE PAC) and how this decision aligns with our union's mission and the interests of our members.

Our primary mission as the Firefighters Union has always been to safeguard our members' rights, interests, and welfare. This includes advocating for improved working conditions, fair compensation, enhanced safety measures, and protecting your rights as firefighters. To effectively advance these goals, we must engage in the political arena, where decisions are made that directly impact our profession.

Here are the key reasons behind our decision to contribute to an IE PAC:

- In today's political climate, we must amplify our voices and ensure that elected officials hear our concerns. Contributing to an IE PAC allows us to pool our resources with like-minded individuals and organizations who share our commitment to firefighter safety and well-being.
- We have carefully assessed candidates at various levels of government who have demonstrated their dedication to our profession and the issues that matter most to us. By contributing to an IE PAC, we can provide financial support to these candidates, helping them secure their positions.

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- Many critical legislative decisions that directly impact us as firefighters are in progress locally. Our involvement in the political process enables us to advocate for policies and have a seat at the table. Remember, you are on the menu if you aren't at the table.
- Our contribution to an IE PAC is part of our broader strategy to strengthen our collective power as firefighters. By joining forces with other like-minded organizations, we increase our ability to shape policy decisions that matter to you.

We understand that the decision to allocate \$85,000 to an IE PAC is significant. It reflects our commitment to securing the best possible outcomes for our members, protecting our profession, and ensuring our voices are heard in the political arena.

I want to emphasize that this decision has been made carefully considering our union's goals and values. We must actively participate in the political process to safeguard the interests of our members and promote a safer, fairer, and more supportive environment for all of you.

I encourage you to reach out with any questions or concerns regarding this decision. Your input is valued, and we are committed to transparency in our actions.

I appreciate your dedication to our union and the firefighting profession. Together, we can continue to make a positive impact on the lives of our members and the community we serve.

In solidarity,  
 Randy Marler

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## THE MONTH AHEAD

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<b>SIA Negotiations</b>	09/25
<b>SFFBT/L29 Website design meeting</b>	09/25
<b>Labor/Management</b>	09/28
<b>Vote on Updated L29 C&amp;Bs and Legal Defense Fund Contribution Amount</b>	10/02 - 10/09
<b>Union Meeting</b>	10/10



**VICE PRESIDENT**  
LEE MCNAMEE

# From The VP's Desk:

Hello Brothers and sisters,

I would like to take my space this month to quickly touch on a couple of topics that will be coming to you for a vote in the first week of October. The first of which is a vote on the proposed changes to the Local 29 Constitution and Bylaws. This document serves as the foundation for how our local is structured, rules for membership and election processes, composition of bargaining units etc. Anytime there are changes made to it, they must be approved by the membership. That is done through a referendum vote of the body. This includes changes that are suggested by the membership, the Eboard or required by the IAFF.

The currently proposed changes include both Eboard recommendations and some changes that were required by the IAFF after their last review of our C&B.

A few of the proposed changes.

- New anti-discrimination language in the membership section
- Active-Retiree language (to allow for retired members to stay engaged without having to pay full union dues)
- Acknowledging the passing of some of our emeritus members who held lifetime membership positions within our local.
- Clarifying the difference between elections for single positions and multiple positions.
- Remittance of \$10 reinstatement fee to the IAFF

The exact wording of the proposed changes can be found here:

[http://www.local29.org/docs/Local\\_29\\_C\\_B\\_IAFF\\_changes\\_pending\\_referendum\\_vote.pdf](http://www.local29.org/docs/Local_29_C_B_IAFF_changes_pending_referendum_vote.pdf)

The second issue coming up for a vote has to do with our contributions to our legal defense fund. Brother DeLaMatter wrote an excellent article in last month's newsletter describing the reasoning behind the Eboards consideration of the matter. The proposal from the executive board is to reduce the member contribution from \$30 to \$20 per month with no ceiling or floor that would change the contribution amount. After taking all relevant factors into consideration the board felt that this was the most fiscally responsible position to take on the matter. With current membership size (approx. 350 members), the fund would take in around \$7,000 per month or \$84,000 annually. Over the last nine years the average legal defense fund expenditures were \$82,460.25 annually. Hopefully we will be successful in the political arena, and we will be able to keep our legal defense spending within the average annual range.

Please keep an eye out for information on the upcoming vote and be prepared to have your voice heard. If you have any questions on either of these topics, please reach out to any member of your executive board.

Lee McNamee (509)280-7489  
[vicepresiaffl29@gmail.com](mailto:vicepresiaffl29@gmail.com)



**TREASURER**  
KIRK GRIFFITH

## From The Treasurer:

Brothers and Sisters,

I hope you had a great summer and are enjoying getting back to the grind. I'd like to start by thanking all of you for your continued support of education for your Local 29 team. In August, Marler, McNamee, Golladay and myself attended the Redmond Symposium in NYC. The conference focuses on health, safety, fire, and rescue classes. I also attended a tour of FDNY's training facility affectionately known as The Rock. It was fascinating to see how they send 300+ recruits through every year, where we come up short, and where in some cases we excel (our asphalt is far smoother and darker). I also took classes on Exterior Wall Fire Propagation, Energy Storage Systems, Ventilation, High Rise Fires, Fire Behavior, and FDNY Engine Company Operations. I won't do these classes the injustice of summarizing them to a couple sentences for the newsletter, but if you are interested in seeing the PowerPoints and/or discussing them please reach out.

As we were traveling to NYC the devastation of our local fires was starting to be realized. It was challenging to be so far removed geographically from what was going on here, but it was inspiring to see all of you rally around our brothers and community members that lost homes. Behind the scenes we have been working on financial support from the Local 29 Benevolent Fund as well as state and international resources. We had several members donate significant sums of money to our own Benevolent Fund, which was then redistributed to our brothers. Currently our Benevolent Fund is significantly underfunded as it only takes in about \$400 per month. If you have an account at SFCU please consider having them do an auto deduct from your paycheck to help bolster this very important fund so we can continue to be there when the worst happens.

Last month DelaMatter wrote an article about our Legal Defense Fund and McNamee touched on it this month, so I will refrain from going into it too much more. I have a comprehensive spreadsheet that outlines Legal Defense income and spending over the past decade and I would love to discuss it with anyone that has questions. Bottomline- reducing our contributions from \$30 to \$20 should match income with spending and keep us with a reasonable buffer moving forward.

Party on,

Kirk

509-869-1044



**SECRETARY**  
BILL GRUMMONS

## From The Secretary:

Brothers and Sisters - You should have received an email by now regarding recruitment for the Swag Shop Committee. As Brother Griffith mentioned, our Benevolent Fund only takes in about \$400 per month. As everyone knows, things are more expensive than ever, and when we spend money from our fund, we want it to make as much of an impact as possible. This requires a healthy fund, and the Swag Shop plays an important role as all profits go directly into the Benevolent Fund.

This year alone, the fund has been able to help Brother Steve Harper with a bathroom remodel to increase accessibility after he was paralyzed from a motorcycle accident; Brothers Gruenig and Daniels after the loss of their homes and possessions; and most recently, a brother and his family from Great Falls after an emergency transport to our local hospital because of a deadly tumor. The point is, the Swag Shop is about more than just cool items that show pride in our union.

We would like to fill the shop with items that look good and sell well, and we know that our membership contains some talented individuals that could help us in this regard. If that's you, please contact me and put your name on the list to be a part of the committee. It should be a fun project, and I look forward to hearing from anyone who's interested.

Lastly, you may have read in the union meeting minutes that there was a motion at the Executive Board meeting to offer a live-streaming option for our monthly union meetings. The motion did not pass. Since virtual participation will not be an option for the time being, I just want to reinforce the importance of your presence at our monthly meetings. For September's meeting, outside of E-Board members and the 24 new members who were sworn in, there were only 10 members present. Your presence is vital to the health of our union, and we can do better. I know life is busy for all of us, but please, make an effort to be here and participate.

Thank you for listening,

Bill

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

509-939-5275

## Local 29 Executive Board

President: Randy Marler - L4D - [PresidentIAFFL29@gmail.com](mailto:PresidentIAFFL29@gmail.com) (509)220-8926

Vice President: Lee McNamee - L4A - [VicePresIAFFL29@gmail.com](mailto:VicePresIAFFL29@gmail.com) (509)280-7489

Treasurer: Kirk Griffith - E14C - [TreasurerIAFFL29@gmail.com](mailto:TreasurerIAFFL29@gmail.com) (509)869-1044

Secretary: Bill Grummons - E3A - [SecretaryIAFFL29@gmail.com](mailto:SecretaryIAFFL29@gmail.com) (509)939-5275

SAFO VP: Dan Renner - BC1D - [SafoL29@gmail.com](mailto:SafoL29@gmail.com) (509)389-0038

SFFBU VP: Sean Golladay - L1D - [BuvpIAFFL29@gmail.com](mailto:BuvpIAFFL29@gmail.com) (509)991-5909

SIA VP: Matt Meeker - SIA-A - (509)828-5760

E-Board: Eric Staggs - E15B - (503)559-9826

E-Board: Mike Walker - E1B - (509)432-1497

E-Board: Mike DeLaMatter - L4C - (509)844-8713

E-Board: Ryan Davis - Q11C - (509)710-1793

E-Board: Corey Newman - A5D - (509)808-1556

WSCFF 9th District Rep.: Jeff Wainwright - [9thdist@wscff.org](mailto:9thdist@wscff.org)



# Wellness Report

By SFFBUVP Sean Golladay

Brother and Sisters of the Grind,

The water has turned cold, summer is over and bulking season is upon us. I hope you have your muscle gaining house in order. I recently returned from the 2023 IAFF Redmond-Barbera Health and Safety conference in New York. If you have never been to New York, I would highly recommend a visit. This was my first excursion to New York and the trip greatly exceeded my expectations. Thank you for the opportunity to attend the symposium.

I attended classes on Fit 2 Thrive which is the IAFF created and endorsed wellness and fitness program. Incumbent Fitness Test Considerations which was a class that broadly touched upon fitness testing for non-probationary department members. Hazmat response considerations, which focused on Lithium-ion battery fires and how the FDNY deals with them. Firefighter Health and Wellness Standards Update, which detailed changes at the federal level within NFPA 1580 and 1582. Better Sleep for Better Health, which was a very informative class and the one I'd like to focus on for this Wellness article.

The presenters opened with some alarming statistics about sleep and its disorders within the fire service. The WHO has recently labeled night shift work as probably carcinogenic to humans, Group 2A. With positive associations with colorectal cancers, as well as of the breasts and prostate. There is also a correlation between PTSD and sleep disorders. Our brain processes trauma and fear during REM sleep, which is prioritized by the body during the later stages of the sleep cycle. I don't want to sound like I'm regurgitating information from a Huberman podcast, but improving your sleep will have one of the greatest positive impacts to your health. "The physical and mental impairments caused by one night of bad sleep dwarf those caused by an equivalent absence of food and exercise". This is a quote by Matthew Walker, PhD and neuroscientist and author of the book Why We Sleep. I haven't yet read the book, but it's on my list.

If you have never undergone a sleep study and feel as though your sleep is of poor quality, please seek the advice of your physician. The Spokane Firefighters Benefits Trust continues to incentivize an annual medical examination, which only about half of our membership utilizes. Undergoing the sponsored medical exam and discussing with the physician your sleep issues can be daunting because of the unknown but will give you and especially your loved ones peace of mind. There are simple steps which you can undertake starting this evening to improve your sleep. Start by prioritizing your sleep. Commit this evening to getting the best sleep you can. Disengage from your phone or other electronics for at least one hour before bedtime and refrain from strenuous activity for at least three to four hours before bed. Make your sleeping quarters cool (68 degrees or less) and dark. If you don't fall asleep within 1/2 hour of getting into bed, get out of bed until you're ready to fall asleep. A much more comprehensive list can be found on the Sleep Foundation.org website. Just don't read it in bed.

If I can help in any way, please don't hesitate to reach out.

Sean Golladay

509.991.5909