

Local 29 Union Meeting Minutes

September 12, 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 September union meeting is called to order at 1900 with 43 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 are 24 new SFFBU members that were sworn in: Barker, Beard, Biltoft, Briner, Czarapata, Finneran, Francovich, Fujita, Garcia, Jewell, Kuolt, Lean, Lockwood, Peck, Peganov, Plowman, Polley, Reily, Rivera, Schalk, Slater, Stetler, Talkington, and Weeks.
- There was 1 SFFBU member who could not attend tonight's meeting to be sworn in.
- There is 1 new member from SIA who could not attend tonight's meeting to be sworn in.

5. President's Report

- **Labor Management**
 - The August meeting was canceled.
 - L29 asked Admin if we could move the date of future Labor Management meetings to the first Thursday of the month in order to deliver more timely information to our members at union meetings, but Admin was unable to accommodate this request.
- **Eboard Meeting:**
 - **WSCFF 9th District Representative Report**
 - L29 gave immediate support to brothers Gruenig and Daniels when they lost their homes in the Gray fire. We reached out to the WSCFF, IAFF Disaster Relief, and the 7th District for additional support. The 7th District responded with additional funding. Wainwright reported that the WSCFF benevolent fund is also sending money soon. The relief money for these members will be given to Staggs to distribute.
 - A brother from Great Falls arrived in Spokane last week with a tumor. He is an airport firefighter, and his wife and family drove him to Missoula. He was promptly flown to Spokane for treatment due to the urgent nature of the problem. Our benevolent fund was the first to respond, and Golladay and his wife were able to meet them at the hospital to provide support.
 - Jason King was appointed to the standing Behavioral Health Committee. He and Wainwright will schedule a meeting to discuss expectations.

○ **Station Rep. Reports**

- Golladay (2&4)
 - Nothing to report
- Walker (Prevention/SIU/1)
 - Station 1 AC issues were fixed, it broke again, and now it is fixed again. There is a plan to replace a large portion of the system next year.
 - There was a question about increasing the air room pay. This is an issue for contract negotiations.
 - There was a question about run cards. There are no more hard-coded run cards. If you have issues, Chief O’Berg has asked that you forward them through the chain of command.
- Staggs (8/15/18/Training)
 - Nothing to report.
- DeLaMatter (13/16/17)
 - Station 16 asked about the paramedic redeployment. Nothing is being negotiated and no further discussion has taken place.
- Davis (7/9/11/14)
 - Nothing to report.
- Newman (3/5/6)
 - Nothing to report.

○ **New Business from Eboard:**

- Mayoral Endorsement
 - A motion was passed to endorse Lisa Brown based on the results from the vote of the body with the maximum donation of \$1200 directly to her campaign.
 - Discussion was had on the endorsement and the importance of our involvement in politics.
- Independent Expenditure (IE) Contribution
 - A motion was passed to contribute \$85,000 from the Local 29 PAC fund to the CLL Independent Expenditure PAC. Seconded. Discussion was had on the following:
 - Who is a part of the IE board.

- Marler is not on the board. Sean Doyle is our representative on the IE board.
 - The IE's priorities for candidates.
 - The priorities of the IE are 1) Mayor; 2) Council President; 3) City Council representatives in specific districts.
 - The reason we choose an IE do this work instead of the Local 29 PAC.
 - The amount of money being spent, how we arrived at this figure, and the historical numbers for donation.
 - We spent \$80,000 in the last mayoral race, so we used this figure and increased it by \$5000.
 - The tone of the messages being sent by the IE.
 - The IE does its best to stay away from negative campaigning.

- Old Union Hall Sale
 - The buyer's lender required a soil test because a gas station used to be on the property. We have documentation that the fuel tanks were removed, but we do not have proof that the soil doesn't contain contamination. This test was performed today, and we should have results soon.
 - According to our Realtor, this test is a common requirement.
 - This pushed the closing date back to sometime in October.

- Legal Defense Fund
 - Griffith provided a balance sheet for the fund to the e-board and discussion was had on income and expenditures.
 - Discussion was had on the contribution amount moving forward, and 3 fixed amounts were considered, with \$20 being the most reasonable contribution to keep our fund healthy.
 - A motion was passed at e-board to change the legal defense contribution to a fixed amount of \$20 per month, effective January 1, 2024, to go out to a referendum vote of the body.
 - Results for the referendum vote will be completed by Monday, October 9, 2023.

- Constitution and Bylaws Update
 - The Constitution and Bylaws were reviewed and updated by the board.
 - A motion was passed to send the updated Constitution and Bylaws to a referendum vote of the body. The vote will coincide with the vote on the Legal Defense Fund in early October.
 - All members should review the updated C&Bs. They will be posted to the website for your review prior to the referendum vote.
 - Changes included language updates to retiree IAFF dues and e-board elections.
 - Nothing has changed with the way we do elections. We will continue to do elections the same way, but it is now written down in the C&B in clear language.

- Schaeffer MOU Interpretation
 - Chief Schaeffer sent a letter to L29 declaring his interpretation of the contract relating to MOUs and the captain position in the MSO office.
 - During contract negotiations, both parties agreed that unless MOUs were negotiated into the contract, they are no longer in effect.
 - L29's position will remain that there should be a captain in the MSO office.
 - We are in the process of gathering more info on this situation.
 - There was a question from a member on whether there was a demotion based on this situation. We don't currently have info on this.

- Virtual Union Meetings
 - There was discussion on a live streaming option for monthly union meetings at today's e-board.
 - There was a motion that L29 agree to a live streaming option for monthly union meetings and support the costs associated with it. The motion did not pass.

- Fill the Boot
 - Mike DeLaMatter is coordinating, and the event will be held October 13th from 1400-1800 and October 14th from 1000-1400 at the Mission/Hamilton intersection.
 - This is a very important event for us, and we would appreciate your help. The work that we do during Fill the Boot provides the

majority of the operational funding for the MDA. Please mark your calendars and be on the lookout for more info.

- **Benevolent Fund**
 - Finances
 - There were \$3800 in donations to the Benevolent Fund to support members who suffered losses in the recent fires.
 - A motion was passed to contribute \$1900 to Shayne Gruenig and \$1900 to Dan Daniels.
 - Maui Fire Relief
 - Discussion was had on the potential for supporting those affected by the fires in Maui. We have members who are either from the Hawaiian Islands or have family there. The IAFF advised that donations should go to the Maui Wildfire Relief Fund.
 - A motion was passed to contribute \$1000 to the Maui Wildfire Relief Fund.
 - Oregon Rd Fire Relief
 - St. Amand's daughter lost her home in the Oregon Rd fire.
 - A motion was passed to contribute \$1000 from the Benevolent fund to Mike St. Amand's daughter to provide support.
 - Swag Shop
 - All profits from swag shop purchases go to the Benevolent Fund. We need new swag.
 - Grummons will be responsible for standing up a Swag Shop Committee, and a request for committee members will be sent out via email soon.

6. VP Report

- **Clothing/PPE Committee**
 - No recent meeting.
 - PPE sizing for the job is taking place.
 - \$430k was approved for a dual-compliant wildland/duty pant.
- **Grievance Committee**
 - IOD/LD grievance is still being worked on. We haven't heard back from Admin since the L/M meeting in July where they said that a 3rd party may have to intervene.
 - The City says that no other department within the city works outside of the 3-day IOD rule
 - ROC SA was agreed to, and was supposed to go out for signatures, but we haven't received it from Admin yet.

- Safety Committee
 - PPE – particulate hoods that block more contaminants.
 - Still working on an airport response plan.
 - AC in apparatus – most units are fixed, but there are still a few that haven't been fixed, including several reserve apparatus. The committee is hoping to suggest a different AC unit for apparatus moving forward.
 - Still working on potential protective measures for SFD members during responses. There were a couple members who received bites
 - Portable radio programming is being reviewed to determine the most useful selection of channels on our radios.
 - L4 tiller seat is still having issues. The current seat does not have sufficient suspension travel and the rig suspension is worn out also.
 - Reiteration of speed limits at the Training center and the use of wheel chocks.
 - There was discussion about drivers using GPS, but this has been referred to the Ops group, and there has not been an Ops meeting.
 - There was a request for iPad MDCs for reserve apparatus, but this is not currently in the budget.
 - They are evaluating the parameters for training in hot weather and considering updates to the SOG.

- SOG Committee
 - Lee and Chief O'Berg have met regarding strategy for accomplishing the updates, but the committee has not met yet.
 - Lee will meet with Chief O'Berg on Monday, and he will ask again about setting a date for the committee to get involved.

- Public Safety Committee
 - Nothing to report.

- Peer Support
 - Jason King was accepted as a representative on the WSCFF Behavioral Health Committee.
 - The WSCFF plan is to attempt to find funding from the State for training.
 - There is an existing SOG on Peer support that will be referenced.

7. Treasurer's Report

- **Accounts**

Income Loss	\$20,288
LODD	\$18,714
Honor Guard	\$3,596
Motion/Project	\$10,026
Mega Hundreds	\$704
Pipes and Drums	\$4,614
Union Hall Fund	\$3,049
Rental Account	\$75,977

- **Loans**

Rental loan	\$157,356
Storage shop Loan	\$7,434
Union Hall loan	\$1,044,627

8. SAFO VP Report

- **Contract**

- The TA has been agreed to and was approved by City Council. Language for the contract is currently being worked on.
- Discussion on the TA:
 - Division Chief pay went up 5%
 - Holidays were updated
 - Eliminated callbacks – the executive-level Tour Commander will fill this role
 - Captains on the current BC list will be allowed to work up to cover BC vacancies within the parameters defined in the contract.
 - Eliminated debit days
 - Salary Savings Plan guarantee of 1 per year
 - Same 457 options for SAFO
 - Sick leave buyback for hours over the max
 - Matched SFFBU contract leave definitions
 - MSO will revert to a uniformed SAFO position
 - Updated drug testing to match City policy
 - SAFO members who have participated in the SFFBT during their career and maintained membership in Local 29 will be eligible to maintain SFFBT benefits when they promote out of Local 29 Bargaining Units.
 - The Fire Marshal will be transitioned to a Deputy Chief rank. The SAFO Division Chief position will be maintained but repurposed.

- Division Chief will be renamed “Staff Battalion Chief.” Nothing changes with these positions other than the name.
- Awards Committee
 - Nothing to report.

9. SFFBU VP Report

- Wellness Committee
 - There will be a committee meeting next month to discuss what Golladay learned at the Redmond conference.
 - Golladay reminded the group of the importance of taking ownership of their health and wellness. The physicals provided by the SFFBT not only give a \$500 contribution to your VEBA, they are also instrumental to keeping tabs on your health.

10. SIA Report

- Negotiations for the SIA contract will begin on September 25th.

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)
 - Quarterly documents are posted to the L29 website for your review.
 - Christine from the City was provided with a contact in DRS to assist with getting us the state 457 option. We are still waiting to hear back from her on the progress of this.
- Engine (Walker)
 - New engines will probably not arrive until 2024.
 - The committee is receiving weekly pictures of the engine construction process.
 - They are still being told that no members of the committee will travel to Pierce for the final inspection.
- Equipment (Staggs)
 - Engines should receive new nozzles by the end of the month.
 - Hardware for high rise kits has been ordered.
 - 6’ ladders have been approved. They will be new. It will take 40-50 weeks for production.
 - 5” hose is still failing hose test. There will be a discussion at the next meeting about 5” hose and the options for purchasing moving forward.

- Funding has been granted for LeGear study of our water system, pumps, and hoses. This will take place on Monday, September 18.
- Wildland (DeLaMatter)
 - There hasn't been a recent meeting
 - iPads in the brush trucks should be coming.

12. Unfinished Business

- None

13. New Business

- None

14. Good and Welfare/Informal Discussion

- Staggs reported on Gruening as the POC for L29. Shayne is in good spirits, and rental housing has been located. There will be upcoming opportunities for work parties to help him and his family.
- There was a question on the brother from Great Falls who is still in the hospital. Members from Great Falls will be arriving here soon and we will keep in touch with them to see if any other assistance is needed.

15. Adjournment

- The meeting was adjourned at 2040.

16. Monthly Drawings

- September's \$200 monthly drawing is in honor of the following fallen brothers:
 - Firefighter Paul Heidenreich – Station 1 – September 12, 1982
 - Firefighter E.G. Deardorf – Station 9 – September 21, 1914
 - The 343 members who perished on 09/11/2001
- The drawing goes to: Lee McNamee
- The Mega Hundreds drawing is at \$600. The drawing goes to: Ted Eagle, who is not present.
 - Next month's drawing will be \$700