

Local 29 Union Meeting Minutes

October 10, 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 October union meeting is called to order at 1900 with 24 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

- SFD member Brandon Moore was sworn in.
- There was 1 SIA member (Tylor Domino) who could not attend tonight's meeting to be sworn in.

5. President's Report

- **Labor Management Administration:**

1. Scheduled Debit Day on December 31 (Chief Williams)
 - a. Members who have a debit day on 12/31 will still work the day, and the 8 hours on 01/01 will go towards the 2023 equalization, which is paid during 2023, so there won't be any issues.

Union:

1. RTF update
 - b. Admin says that we are in "stand-down" mode until we can establish a partnership with SPD and other agencies. They need to evaluate our current method of deployment (RTF, tactical medic, etc.).
 - c. Crews haven't received any official direction from the department. Admin says that a Captain and a BC were supposed to inform the RTF crews of the stand down. If this hasn't been done, they say they will address it.
2. Lexipol policy review/agreed to policies that have never been published. Can we put these out so that everyone is clear on the policies?
 - a. SIU; Driving; Sick and Injury; High Rise are the ones that need to be published. We advised them, and hopefully Admin will put these out.
3. Loss of employee medical records (OMA)
 - a. HR says the search is ongoing, but to date, they have not been able to acquire these records.
 - b. L29's position continues to be that if the records can't be found, we would like something in writing establishing baseline for the employees affected.
4. Hazmat physicals
 - a. There was a meeting today, and they are making progress.
5. IOD grievance settlement
 - a. L29 stated that Admin either agrees to the settlement as written or agree to arbitration.
 - b. Admin agreed to the settlement as written.

- c. In the past, any shift within 72 hours of the IOD had to be covered with the member's sick time. This settlement eliminates this, and the time will be covered with IOD. This agreement also eliminates the arbitrary 3 person language that could be read to only allow 3 members to work light duty for injuries off duty.
- 6. New Grievance for member being denied light duty for an off-duty injury
 - a. Admin claims that there was no work available. The contract states that up to 3 members can be accommodated on light duty for an off-duty injury, with further assignments based on work available. There were not 3 members on light-duty for an off-duty injury, however, the member was denied an assignment and forced to use his sick leave to cover time.
 - b. A grievance was filed today.
 - i. There was a question from a member about whether anyone who applies for light duty at this time would be denied. If you need light duty, apply for it. If they deny it, we will take it up with management.
- 7. Dispatch audio recordings
 - a. Williams says that he hasn't changed anything with his procedure. Records are accessed by the BCs through Williams. He deletes records after 90 days.
 - b. L29 says this is a bargainable item, and we demanded to bargain.
 - c. L29 will file a ULP.
- 8. Paramedic redeployment plan
 - a. O'Berg says there is no information right now. They have the initial plan, but they don't know timing and discussion is still required with the Ops group, but this has been pushed back to after January 1, 2024.
- 9. SIU SOG
 - a. The SIU policy has been hung up because of language.
 - i. According to current language, if a person is assigned to SIU, they can leave voluntarily, but they don't maintain the 14% pay. Admin is concerned that if they end up having to assign someone mandatorily, it could turn into a revolving door.
 - ii. L29 does not believe this is a problem.
 - iii. More discussion will be had in the future regarding this subject.
- 10. Vacation signup for next year
 - a. L29 offered to draft an informational notice to update the vacation signup process to make all vacation days flexible and increase the daily cap due to the elimination of debit days.
 - b. Admin's proposal is that the vacation signup process remains the same for 2024, but the elimination of debit days changes the way things have been done, so we have asked Admin to review what we drafted and respond back to us.
- 11. State 457 deferred comp plan
 - a. From the beginning, this was expected to be an easy transition.

- b. Williams says that the City told him there won't be any update until after the 1st of the year, and probably not until summer or later. DRS doesn't currently have a biweekly setup and the City needs to create a "transmittal file."
- c. L29 provided a contact with the State, and the City hasn't reached out. Other departments that use the state plan haven't had the same complications that the City has mentioned.
- d. L29 will demand that the State 457 plan is made available to L29 members by October 31, 2023.

12. SAFO CBA

- a. SAFO negotiated that Anne Raven's position would become a SAFO position once she vacated the position. The City asked that Anne be made a member of SAFO, which was agreed upon, and they have been working on how to reclassify this position.
- b. The TA is with the City attorney's office to draft the contract language.
- c. L29 thought that we would sit down with a drafted CBA as we did with the SFFBU contract and go over the changes and the implementation of those changes, but that hasn't happened.
- d. SSP
 - i. L29's expectation was that 1 SSP would be offered per year, including the current year.
 - ii. Admin says this was not the intent. They intended that 1 of the 10 positions would be SAFO. They are willing to fight this, and so are we.

13. SAs

- a. City Business coverage for SFFBT business; Mandatory OT while on leave; and Time Bank SAs were delivered to Chief Schaeffer and L29 asked for physical signatures. The contract says that if a SA is delivered the receiving party has 30 days to respond, and if there is no response, the SAs shall be considered acceptable and shall be forwarded to the second party for signature. These had been with Admin for more than 30 days, so we asked for physical signatures to avoid any additional delays.

14. MSO Captain - Venning OOC pay

- a. L29's position is that when Dawson retired, the position should be filled with a Captain. Admin has pointed to an expired MOU as justification for not filling the position with a Captain. The contract says that anything not negotiated into the current contract is void. L29 continuing to fight for a Captain in the MSO officer, and fighting for the current LT to receive OOC Captain pay.
- b. Schaeffer needs to review our response to his interpretation of the SA language prior to responding.

15. New Admin Captain position? (Contabile)

- a. He is working as a 40-hr Captain position assigned to Operations.
- b. L29 asked for clarification on this position and the rules surrounding it. We would like this defined. Is the department creating a new position? We would like to know what work he is doing. He was promoted for the MSO position, and there was concern with his qualifications. If he is assigned to a position

that was created for this circumstance, this should be confined within an agreement as to what this position does and why. If this is a new position, L29 would like it filled permanently going forward, and then we still need to deal with the issue of a captain being promoted for the MSO position.

- c. Chief Schaeffer says Admin has the right of assignment, and Contabile will be assigned to the DC of Operations due to the large body of work that is present there.
- d. L29 isn't comfortable with an assignment that has no parameters. Every other job that is off the line has agreed upon parameters. We aren't interested in creating an avenue for Admin to pull someone off the line on a whim and assign them to an unknown day assignment. We are concerned that there was no conversation on this. The outcome of this will be related to the outcome of #14 (MSO Captain).

- **Eboard Meeting:**

- **WSCFF 9th District Representative Report**

- Update on the brother from Great Falls. WSCFF is very appreciative for all of the contributions of time and resources from L29.
 - He has healed up better than expected, and he may be able to go home soon. He is no longer intubated, and he is able to talk.
 - Walker shared that along with the help from the Golladay family, Thomas Barga and his family were able to help with the kids this past weekend.
- The first meeting of the recently-formed Behavioral Health Committee is today, and Jason King is present as part of the committee.

- **Station Rep. Reports**

- Golladay (2&4)
 - Nothing to report
- Walker (Prevention/SIU/1)
 - A member would like to be considered for the Wellness Committee and asked about the process. The committee chair should notify the President, and he will put out an email asking for interested members. Adjustments to this committee will be considered after the first of the year.
 - There was a question about Prevention members going back to the line and the potential shortage personnel when this happens. This is considered a promotional process, and L29 is working with Civil Service to expedite the testing process so that a list of internal candidates can be established prior to this being open to lateral candidates.

- Staggs (8/15/18/Training)
 - E53 concerns – these have been forwarded to the Safety Committee.
 - Training was concerned about recruit terminations and documentation. L29 was present in the last round of terminations to ensure that proper procedures were followed.
- DeLaMatter (13/16/17)
 - Nothing to report.
- Davis (7/9/11/14)
 - There was a question on why there are still BLS ambulances responding within the City when other jurisdictions don't have them. Chiefs from surrounding departments have said no to BLS ambulances, and we are the only agency that still allows this. There is nothing we can do about this right now, but it highlights the importance of local politics.
- Newman (3/5/6)
 - There was a question about the tones in the station. Is there a possibility of getting "softer" tones in the station? This should be redirected through the station captain.
 - There was a question about why debit days are still showing in Telestaff. The Staffing Captain will end the debit schedules in Telestaff closer to the end of the year.
- **New Business from Eboard:**
 - Old Union Hall
 - The sale fell through in September.
 - The soil study came back with no concerns.
 - Our Realtor, Craig, was unable to make it to today's meeting due to a vacation. The E-Board would like him to come to the November meeting and explain what happened with the sale that fell through and what our plan is moving forward.
 - Upon Craig's recommendation, the E-Board passed a motion to reduce the sale price to \$625,000.

- Promotional Workbook
 - Grummons met with Strickland to discuss the promotional workbook that will provide a roadmap of the promotional process and replace the MOUs that have been used to define the process in the past. This will include bibliographies, ¼ points, and the promotional worksheet. They will continue to work through this until it is complete, at which time, the final product will be approved through the Labor/Management process.
 - C&B and Legal Defense Fund Votes
 - C&B revision was approved by the body – Yes: 85, No: 8. The revised C&B will be sent to the IAFF for approval.
 - New Legal Defense Fund contribution was approved by the body – Yes: 82, No: 16
 - 7th District Mini Educational Conference
 - The E-Board approved up to 4 members to attend the 7th District Mini-Ed Conference in Boise October 22-24. The Board viewed this as an opportunity for L29 members at large who are interested in union leadership to get their feet wet. An email was sent to all members asking for volunteers, and Berkshire and Bailey will attend.
 - L29 Policies and Procedures
 - The E-Board completed a complete review of the L29 policies and procedures, and the final product was approved at today's E-Board meeting.
 - These will be posted to the Union website once formatting is complete.
 - SFFBT
 - There will be a small increase in premiums next year.
 - Trustees recently returned from an educational conference in Boston.
 - Conversations are continuing on bringing Dr. Hilvers' clinic to the Spokane area.
 - Website update – the idea is to merge the Trust and the L29 websites into 1 user-friendly site. Meetings are taking place with a Web designer to accomplish this.
 - The Trust is working on a direct-billing relationship with a CPAP provider so that members can have 2 CPAP machines – one for home and one for travel and/or the station.

- **Benevolent Fund**
 - Kennewick donated \$250 and the WSCFF donated \$4000 to assist with the losses that Daniels and Gruenig experienced.
 - Marler made a motion that \$2125 be donated to Daniels, and \$2125 be donated to Gruenig. Seconded. The motion passed unanimously.

6. VP Report

- **Clothing/PPE Committee**
 - Everyone was sized, and new wildland gear has been ordered.
 - There may be new bunker gear in the works.
 - Still testing particulate hoods.
 - Wilson needs 2 additional people for the clothing committee. An email will be sent to the membership requesting volunteers. Volunteers should respond to the President.

- **Grievance Committee**
 - The City accepted the IOD grievance settlement. There were no names tied to the grievance, so there won't be a reinstatement of time for issues in the past, but it will be corrected moving forward.
 - Eliminates the 72hr SOD requirement for on-duty injuries.
 - There is another grievance that was filed today on behalf of a member who was denied light duty for an off-duty injury.

- **Safety Committee**
 - Next meeting is 10/13.
 - L4 tiller seat has been sent to Safety Committee.
 - There is a list of issues with E53x that is making its way to the Safety Committee.

- **SOG Committee**
 - McNamee and O'Berg are trying to meet every 3 weeks. O'Berg is sending some policies to SMEs for review. Until they get to procedural issues, the committee won't be involved.

- **Public Safety and Health Committee**
 - The City says they have completed the Integrus study. We were initially told that we would be a part of the study, but the administrator that told us that is no longer with the City.
 - Williams presented the following on the Integrus report, OT report and SFD update:
 - Academy currently in progress. 21 left in academy, 4 were let go. 311 in operations, and he said we are on track for 8 relief personnel per day.
 - 30% less overtime used at this point in the year compared to last year

- The type 1 engine at station #5 is about 3-4 weeks from being removed and them going back to an attack rig.
 - Wilkerson asked – How many retirements are coming? Williams said we don't know; our people do not usually let us know of their retirement in advance.
- Peer Support
 - Jason King is at the WSCFF Behavioral Health meeting today as a committee member, and Lee will report on this next month.

7. Treasurer's Report

- Updates
 - Coats for Kids
 - Funds for the coats will come out of the PR fund, and Davis is actively working on this project. Audubon and Logan will be the 2 schools targeted this year.
 - Check Fraud
 - 4 fraudulent checks were written and cashed from our account totaling \$40,000.
 - All check numbers below and above our current checks have been frozen
 - We will be getting a new account number and the CU will investigate.
 - Kirk contacted the CU and they said that they would work on a conditional credit to our account while they work through the process.

- **Accounts**

Income Loss	\$20,309
LODD	\$18,933
Honor Guard	\$3,800
Motion/Project	\$10,036
Mega Hundreds	\$905
Pipes and Drums	\$4,818
Union Hall Fund	\$3,637
Rental Account	\$60,094

- **Loans**

Rental loan	\$156,442
Storage shop Loan	\$6,856
Union Hall loan	\$1,042,668

8. SAFO VP Report

- Contract
 - Admin has expressed the desire to fight over the SSP agreed to in the contract. The intent in the TA was that the City would offer 1 per year. SAFO has not heard back, and this is currently with City Legal.
- Awards Committee
 - There was no report at tonight's meeting.

9. SFFBU VP Report

- Wellness Committee
 - The committee is looking into doing a peer-to-peer fitness initiative.

10. SIA Report

- SIA began negotiations with employer and exchanged initial proposals. The Airport had no proposals to offer. We will discuss proposals first and then move to financials. A 2 nd meeting is already scheduled.

11. Committee Reports

- Station 29 Committee (Griffith)
 - Nothing to report
- Deferred Comp (Grummons)
 - The State 457 plan was discussed at Labor/Management.
 - Next meeting is 11/28.
- Swag Shop (Grummons)
 - Committee members: Grummons, Golladay, Drew Johnson, Joel Brose, and Willis Berkshire.
 - First meeting is 10/19.
- Engine (Walker)
 - Expecting Jan/Feb delivery for the new engines.
 - The committee needs 1 additional member. An email will be sent to the membership asking for volunteers.
- Equipment (Staggs)
 - Tiny ladders should have been ordered, but they won't be here until next year.
 - Still waiting on funding for high-rise equipment.
 - The shop has expressed that people are wearing down the butt spurs on ground ladders by training too much.

- Wildland (DeLaMatter)
 - Nothing to report.
- Cancer Support Network (Walker)
 - Nothing to report.

12. Unfinished Business

- None

13. New Business

- 2023 Elections
 - Elections Chair is Sean Golladay.
 - * = Wins by acclimation; # = Voluntarily Withdrew

<u>Position</u>	<u>Bargaining Unit</u>	<u>Incumbent</u>	<u>Nominated</u>
• Treasurer	At Large	Kirk Griffith	Kirk Griffith*
• SIABU VP	SIA	Matt Meeker	Matt Meeker*
• Executive Board	Spokane Firefighters	Mike DeLaMatter	Justin Freeman
• Executive Board	Spokane Firefighters	Mike Walker	Mike Walker Kasey Austin Josh Simpson Sean Doyle Eric Swapp#
• Trustee	At Large	Will Logan	Will Logan*
• Trustee	SAFO	Darin Neiwert	Chad Childears*
• Trustee	SIA	Vacant	Aaron Boatman*
• Grievance Committee	At Large	Trevor Richards	Trevor Richards*
• Grievance Committee	Spokane Firefighters	Sam Harvey	Sam Harvey Jhar Fuller
• Grievance Committee	SIA	Vacant	Adam Englund*
• Awards Committee	Spokane Firefighters	Eric Swapp	Eric Swapp Josh Sampson
• SFFBT Position 1	At Large	Mike Forbes	Mike Forbes*
• Voya Committee Pos. 4	At Large	Brett Johnston	Brett Johnston*

14. Good and Welfare/Informal Discussion

- Jim Schaffer's wife passed away unexpectedly. DJ is the point of contact. Jim is planning to hold a wake at the union hall this Sunday, October 15. More information to come.
- Gruenig will be building walls on Thursday and Friday (October 12/13) this week. Members who can help should contact Eric Staggs.
- Fill the Boot is this Friday and Saturday, October 13/14. Times on the 13th are 1400-1800, and on the 14th, it is 1000-1400. We could use all the help we can get. The department is not allowing on-duty crews to participate this year. Please contact Mike DeLaMatter if you need any additional info.

15. Adjournment

- The meeting was adjourned at: 2050

16. Monthly Drawings

- October's \$200 monthly drawing is in honor of the following fallen brothers:
 - Alarm Operator Charles Bunnell – Alarm Board – October 6, 1930
 - Firefighter John F. Lynch – Station 3 – October 8, 1902
- The drawing goes to: Brett Roberts
- The Mega Hundreds drawing is at \$700. The drawing goes to: Joseph Frogge, who was not present.
 - Next month's drawing will be \$800.