



Upcoming Union Events in "The Month Ahead"

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THE WORKER

President's Message

Sisters and Brothers,

At the last union meeting, I reviewed a list of all the items we disagree with management about. I want to repeat that here and elaborate more than the minutes so everyone knows what your Union leadership is working hard on. Get a cup of coffee, this is long.

Vacation sign-up process. At the time of the meeting, we were in dispute about what the process would look like. We had initially sent a proposal to the administration asking them to increase the number of vacations available each day from 11 to 15 and to allow us to bank them all and schedule them as needed, as we do with half right now. AC Williams has all but promised this option would be made available to us, then last year he refused to allow it, signaling this year would be when he would make it an option for us. We submitted our proposal, and they said flat no. They were not interested in doing anything different. Based on previous conversations, we assumed it



PRESIDENT
RANDY MARLER

must only be the number per day they had an issue with, not what they had all but promised. We submitted another proposal requesting all flexible vacation and 12 per day. We heard nothing for a month, and then they tried to implement the 2019 process. We had advised at the Union Meeting that if they did that, we would file a grievance and likely have to pick with the 2019 process. Then, once we win the grievance, scrub the first sign-up and do it again. The vacation process has gone out by the time you read this now, and it is agreed to by contract. You will not have to pick twice. If we don't mutually agree to a change, then the current (last year) process is what we stay with. The current process doesn't consider that we no longer have debit days to use some of our vacation on, so be advised it might be a struggle to get your vacation when you want it. Rough calculations to satisfy all the vacation days available: there will need to be 7-8 people on vacation every day of the year. Every shift without that many off decreases the availability to get your vacation used by the end of the year. We apologize that the admin either can't do math or doesn't care about you.

WA State DCP. In 2015 negotiations, we bargained to add the State Deferred Comp Plan to your list of options for retirement savings. This became effective for the 2016-2019 CBA. When the city attempted to implement that option, they realized we were missing an overall plan document for VOYA, where we already had much of the memberships' investments. This was mutually agreed to as a priority to fix. Once this was completed, the City would immediately work towards adding the State DCP.

Continued on next page...

The VOYA issue was resolved at the end of the last calendar year or the beginning of this one. We gave the city a couple of months to do what they had promised, but it did not happen. We then pointed this out to them through Labor Management, where we began to hear excuses upon excuses. We spoke with Wa DRS, who said the process should be incredibly easy. We gave that person's contact to our city staff to help them, but still nothing happened. Local 29 sent a letter demanding the State plan be made available by the end of October, or we would file a ULP. As you know, it is unavailable, and we have filed a ULP.

IOD settlement. We have been on the verge of arbitration since 2019 regarding the city not recognizing the agreement for you to refuse light duty for IOD without the full amount coming out of your sick bank. We asked the city to agree to a settlement that would remove the 72-hour wait for workers comp payment and also remove the 3-person limit for SOD light duty, which at that point had never been used anyway. We have rarely denied anyone light duty for any reason except recently when admin can't be bothered to sift through the mountain of work available to give an assignment to a member in need. Admin agreed to the settlement. Then, when our lawyer drafted the agreement, the city said everything looked good except removing the 72-hour wait and the three-person cap! The only damn things we had on the table. What a waste of time and bad faith on the part of management. The Lawyers are now working on this issue, and we are planning for arbitration of the original dispute.

Dispatch Audio. Admin unilaterally changed how we were once allowed to obtain and utilize dispatch audio files for training and safety. They let us know they wanted to change the process to require only the BC to get the files, and we would need them to go to you to listen to the files, where they would then be deleted after 90 days. We demanded to bargain; we discussed our concerns at a labor-management meeting. They were supposedly checking with IT regarding a resolution we suggested, but instead, they implemented it. We have filed a ULP on this matter already.

SAFO SSP. We have also filed a ULP regarding the SAFO Bargaining Unit Contract. We TA'd an agreement that instead of offering ten salary savings plans "when the city wants to," we negotiated to make just one available each year as a guarantee. They agreed and have now backed down, saying that is not what they agreed to. It is ludicrous to think we would propose removing ten maybes for one maybe, but that is their position. We are still waiting for the city to draft the contract language for this CBA, as they promised they would do when we TA'd it. Unbelievable how slow they are to do a simple task. They have not even submitted a rough draft to start looking at.

Light duty grievance. We have a grievance filed that is going to step 3 regarding admin not offering light duty to a member who requested and did all the right things, giving notice and having good cause. We had what we think is almost a record-low number of people already on light duty. At the first Labor Management meeting after this, Chief Schaeffer admitted to the MOUNTAIN of work available for light duty, while AC Williams stated no work was available. Weird.

MSO Captain. Management did not want to promote a Captain for the MSO Captain's retirement. We said they do and gave supporting reasons why. Since then, the MSO position has a Captain, and all is right. We sent a letter maintaining our position in case this comes up again.

Fire Marshall, now Deputy Chief. This is not a dispute at the moment. We agreed during SAFO negotiations that the Fire Marshall position had the duty and responsibilities to justify it being a Deputy Chief position. Admin stated they would create another Division Chief level position to replace the bargaining unit position we would be losing if we allowed them to make the Fire Marshall a Deputy. The Division Chief level is a SAFO bargaining unit position. Admin has promoted Lance, so they are now on the clock to replace our bargaining unit member with the new position they promised in bargaining. This is just something we are keeping an eye on.

Finally, the last issue is Management violating Article XXII regarding supplemental agreements.

Should either party, having been notified of the proposed supplemental language, not respond within thirty days, the proposed language shall be considered acceptable and shall be forwarded to the second party for signature.

We submitted 3 Supplemental Agreements, and management completely ghosted us for well over 30 days. The final count was closer to 50 when we said enough was enough. We have constantly waited for admin for everything this past year in areas where we don't have contractual language to force them to do their jobs. But on this subject, it is very clear. They did not respond, and we sent them the 3 SAs for signatures. They responded by saying we ambushed them by following the contract language and that we have a past practice of ignoring the contract. HA! This is laughable, but it's the argument they are using and will likely waste our taxpayers' dollars fighting us due to their incompetence. As a taxpayer of this city, I am embarrassed by their performance. As your union president, I am frustrated by the lack of duty required to keep an organization functional. They threatened to file a ULP and a grievance if we move forward on this matter. They can get their ink ready because their hollow threats will not stop us from doing what is right for our members. We will be moving forward on this matter.

RTF, in a stand down. Nobody knows what that means. The issue is with the Safety Committee.

Paramedic redeployment, we continue to ask, but there is nothing to report.

.....that's a recap of most of the issues we are currently working on.

Happy Holidays Everyone.

In Solidarity,

Randy Marler, IAFF L29 President

THE MONTH AHEAD

Riverfront Park Tree Lighting	11/25
Labor/Management	11/30
Union Meeting	12/12
Christmas Carousel	12/15

From The VP's Desk:



VICE PRESIDENT
LEE MCNAMEE

Hello Brothers and sisters,

I would like to use my space this month to talk a little bit about some of the great Local 29 sponsored events we have going this holiday season. We recently sent out the signup information for our Santa Float. For those of you who haven't had a chance to take the sleigh out previously, this is one of the best ways for us to get out and engage with the community. The Local 29 Santa float has been driving around the city handing out candy canes and spreading holiday cheer for decades. Unfortunately, in the last couple of years we have seen a decline in the number of nights the float has been taken out. The float is available to be taken out every night between November 24th up to and including Christmas eve. Last year there were 16 nights that Santa didn't make it out of the barn. This left a significant portion of the city that did not get the



opportunity to see Santa come through their neighborhood. Please feel free to sign up for multiple nights, it would be great to get back to filling out the calendar and covering more of the city. I would like to give a big shout out to head reindeer wrangler brother Mike Walker and any of the other elves that helped him get Rudolph and the rest of the gang mission ready last week. If you have any questions or would like to know more about the Santa float, please feel free to call me.

Another long-standing event that has been happening for over 30 years is the SFD Christmas Carousel night at the Loeff Carousal at riverfront park. This event is co-sponsored by Local 29 and the Spokane Firefighters Credit Union. It is a great opportunity to meet other members and their families. It will be held on the evening of December 15th this year. Santa will be there for photo ops and sharing Christmas wishes. Please keep an eye out for an email with all the details.

A more recent holiday tradition for us is helping the City Parks Department with the annual Christmas tree lighting event at the Riverfront Park skating ribbon over the last few years. We bring the float down to the park and provide Santa for the event. The event has grown significantly, and hundreds of kids get the opportunity to come and meet Santa get their pictures taken. We are looking for a couple of volunteers that might like to join us at the park with Santa to help take pictures and hand out candy canes. If you have a few hours available on the night of November 25th between 16:00 and 19:00 please let me know. I would encourage everyone to stop by that night and say hi, it really is a great event to bring your family to. In addition to the actual tree lighting, they have a stage set up and there will be performances by the Civic theater, Natanam school of dance, figure skating demonstrations, Spokane children's theater, Choirs, carolers, and complementary hot chocolate!

Please feel free to reach out to me for additional information on any of these events.

In Solidarity,

Lee McNamee (509)280-7489

vicepresiaffl29@gmail.com



TREASURER
KIRK GRIFFITH

From The Treasurer:

Brothers and Sisters,

I hope all of you are doing great and enjoying the holidays with your family and/or soaking up holiday pay. At our November E-board meeting I presented the 2024 budget which was approved and presented to the body at the union meeting that evening. In general, 2023 numbers are coming in under budget, and we are looking good for 2024. When we get the old union hall sold our 2024 finances will look even better. If any of you missed the budget presentation (and the embarrassingly long standing ovation that followed) please reach out and I can answer any questions.

This holiday season brings great opportunities for you to participate in some awesome union events. Take the Santa Sleigh out for a joyride with your crew one night. Come to the December union meeting on the 12th and spread some yuletide cheer with your brothers and sisters after the meeting. Take the family to the Local 29 Riverfront Park Carousel Night on 12/15 and enjoy free carousel rides, free pictures with Santa, and most importantly build connections with other families on the job.

Lastly, congrats to the winners and losers of our most recent union elections, and I mean that. When we travel to WSCFF/IAFF events and talk to other Locals a common theme is a lack of desire from their membership to take on elected roles. I loved seeing how many people threw their name out there and were ready to step up for their union. If you were elected, we will put you to work early and often. If you didn't get elected or decided not to run, please consider putting your name in for appointment to one of the various committees with vacancies.

Party on,

Kirk

509-869-1044

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Wellness Report

By SFFBUVP Sean Golladay

Brother and Sisters of the Grind,

I hope each of you have set high wellness goals and the gains, whatever they may be, are coming easily. I set some lofty goals this year which I've been reluctant to disclose because of the fear of failure. No one likes to fail and making that failure public makes it exponentially embarrassing. I saw a fitness challenge that I thought warranted some respect, so I decided to take a shot. The requirements are a five plate deadlift, four plate squat, three plate bench, two plate overhead press and a 400-meter run in a minute or less. The challenge is as written, but I'm going to modify it by swapping the squat and deadlift as it plays more to my strengths and giving myself an extra 15 seconds in the 400 because I turn 50 next year. I'm going to test myself in June of 2024. I realize some can interpret the modification as cheating, but they are my personal goals. Any of you are welcome to take a shot and we can compare numbers.

I wanted to take some time this month to address mental Wellness. May is Mental Health Awareness Month, but November seems like a much more appropriate month to address the subject. Seasonally, May is a damn fine month. The weather is warming rapidly. The amount of sunlight exposure is steadily increasing, and the promises of summer are just around the corner. My own personal mental

Wellness seems to improve by the day in May. I had some setbacks this May which were personally taxing. I took a trip with my family to Disneyland in Southern California. Disneyland has been labeled the happiest place on earth, and although my family and I had a great time, I had some personal struggles that I'd like to disclose. My family and I were staying in Santa Monica and decided to take a bike ride on the beachside trail heading South. It wasn't a planned excursion, and we unexpectedly came upon Muscle Beach in Venice. I had no idea as to its actual location and standing at the edge of the hallowed ground where Arnold and Franco trained was truly awesome. Unfortunately, I was recovering from surgery and would have seriously put my recovery in jeopardy as I'm sure I would have attempted more than I was ready for. I was devastated, but if I may quote the man himself, I'll be back.

My story wasn't meant to make light of mental health, as my subject and reaction was ridiculous. Hopefully poking fun at our own quirks can help breach the stigma of the subject. When I first came on the job, mental health was never given a thought. It's now considered every time our career is discussed, which is a good thing and hopefully eliminates the stigma for seeking help if you need it.

November is a good time to practice gratefulness as it's the month for Thanksgiving. Practicing gratefulness can help with mental health as it keeps us grounded and offers perspective. I cannot recall a more fortunate time to be a member of Local 29. We have achieved some remarkable victories as of late. The City has once again claimed financial hardship. This has been a constant throughout my career and the looming threat of budget cuts would be the main topic at almost every State of the Department. The chief would then go on to tell us that personnel costs are the bulk of the SFD's budget, so positions are only place to cut. We were once down to 52 people per shift. We are now up to a minimum of 69, which the city is contractually obligated to maintain. I cannot emphasize the importance of this enough. Layoffs seem to be a constant threat. Now the main topic of discussion is too much OT. I'm grateful for this problem. I know some of you shoulder a greater burden of this problem so let me thank you for your sacrifice.

I'm grateful for our members and their families who have pulled through their health struggles, and for those that haven't yet pulled through and are still fighting know that you're in my thoughts. I'm grateful for the opportunity to serve as your BUVP, it has been an honor and privilege. I know my list is short and there is much more that I'm especially grateful for, but I've rambled long enough. Please keep each other in your thoughts this season. Keep grinding.

Sean Golladay

509.991.5909



2023 election watch party. Marler can't be seen because he's standing behind us.



From The Secretary:

SECRETARY
BILL GRUMMONS

As we approach the end of the year, I will be working on travel arrangements for our E-Board members. As Kirk mentioned during the budget briefing at our last meeting, travel costs are a substantial portion of our expenditures, but the conferences and conventions we attend are essential for effective leadership. Thank you for supporting the entire executive board as we travel to these events throughout the year.

I hope that everyone had a great Thanksgiving, and please feel free to reach out with any questions or concerns. Thank you for allowing me to serve you in this role.

Bill
SecretaryIAFFL29@gmail.com
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