

# Local 29 Union Meeting Minutes

## November 14, 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 May union meeting is called to order at 1900 with 23 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 were approved.

### **4. Swearing in of New Members**

- There were 3 new members who were sworn in: Mike Risley, Rosendo (Jay) DeLoza, and Tyler Domino.

### **5. President's Report**

- **Labor Management**

- The October Labor Management meeting was canceled.

- **Eboard Meeting:**

- WSCFF 9<sup>th</sup> District Representative Report

- There was no report at today's meeting because the 9<sup>th</sup> district had a caucus meeting, and Wainwright was in attendance, so he could not be present.

- State Deferred Comp Plan

- We made an effort to connect the City's deferred comp representative with the State's 457 administration. The City has offered repeated excuses on why they can't implement this plan. We told them that if they don't offer the State's plan as agreed to in the contract, we would file a ULP. They have not followed through, so we will file the ULP.

- SA on Light Duty Settlement

- 2 months ago, we demanded that Admin accept the SA or we would go to arbitration. At this point, they agreed to settle and accept the terms of the SA.
- Since then, City Legal has sent a revised SA and removed the important items that we agreed to (72 hr SOD and....)

- Dispatch Audio Recordings

- The City was concerned that they responded to a public records and said that they didn't have a certain audio record, but there was a copy in someone's personal folder. The reaction of Admin was to say that BCs would be the only ones with access to the files and that they would be deleted after 90 days.
- We asked to bargain this, and instead of bargaining, Admin implemented the policy. We have filed a ULP on this matter.

- SAFO SSP
  - A minimum of 1 SSP per year was agreed to in the TA. Admin says that they don't believe this is what was agreed to, and they are refusing to offer the SSP. We have filed a ULP.
  
- 3 SAs Submitted to Admin
  - All 3 went past the 30-day response required.
  - Admin has since sent a letter saying that they believe there is a past practice of going past the 30-day window and they refuse to sign them. We unequivocally deny any such past practice, and we will be filing a grievance
  
- MSO Captain
  - Admin has put everyone in the right spots, but we will be sending a letter to Admin to clarify our standing that MSO1 is a captain moving forward.
  
- Dahl's Promotion to DC
  - This caused a vacant SAFO position. We expect this to be filled soon, although the posting has not been released.
  
- Vacation Signup
  - The vacation signup process is currently being discussed with management.
  
- SFFBT (Cover Reported)
  - Working on updating website. Joanna Balin is the lead on this for the Trust.
  - Currently working with a CPAP vendor to create a preferred supplier that understands our coverages as this process continues to be a pain point for our members.
  - The Trust is working hard to get the Hilvers clinic in Spokane. The clinic only serves firefighters and law enforcement, and the concept has produced great results in Boise. This option would not change any of the current coverages for members, it would simply be an additional option.
  
- Station Rep. Reports
  - Golladay (2&4)
    - There was a question about putting the union meeting agenda in advance.
      - We could do this, but it would limit us to only discussing the things on the agenda.

- We would need to come up with a process with a deadline. This is possible, so if this is what the membership wants, members could bring it up at the meeting.
- Walker (Prevention/SIU/1)
  - Question about Chief Dahl's position.
    - Lance is still the Fire Marshall, but he is now ranked as a Deputy Chief.
    - We have asked that the Department keep an eye on the workload and assign a second AFM if the workload is too much for the one who is left.
  - There was a question about when the next Prevention promotional test will be.
    - Civil Service reached out to the Local, and we agreed to shortening the typical 6-month job posting so that a test can be offered sooner. Keep an eye out for the posting as it should be coming out soon.
- Staggs (8/15/18/Training)
  - Question about the Chief's letter regarding EMS Levy and General Fund dollars.
    - There is nothing illegal about the City reducing our General Fund, however we do believe this is unethical. We are working with the next City administration to prevent this in the future.
  - There was a question about the HR Director looking around at Training.
    - He is the HR Director, and he's allowed to do this.
- DeLaMatter (13/16/17)
  - There was a request to have a medic-only committee. President Marler considered the request and approved the new committee at E-Board. Staggs will be the chair, and an email will go out recruiting members.
- Davis (7/9/11/14)
  - Medic Committee Request
    - This was approved at E-Board. Staggs to co-chair with Austin, 6 additional members needed.
- Newman (3/5/6)
  - Nothing to report.

○ **New Business from Eboard:**

- **City Elections**
  - 4 out of 5 of the candidates that L29 endorsed won their elections. Thank you to those who have contributed to our PAC and put effort into doorbelling and phone calling.
- There are 2 antique fire engines in the Local's possession: The '36 LaFrance and a '55 General.
  - We would like to have the current union hall house all of our assets.
  - There was a motion passed at today's E-Board to sell the General and use those funds to accomplish much needed repairs to the LaFrance. A notice will go out to the membership before it is listed for sale in case any of our members is interested.
- **Old Union Hall**
  - We have switched Realtors back to Dan Wilson and reduced the price. We hope it sells quickly at the newly reduced price of \$525k.
- **Captain Debit Time**
  - With debit time going away, there was discussion on how captains would account for the additional time they spend on station admin duties.
  - We will ask Admin for an answer to this.
- **Fill The Boot**
  - There was a motion passed that Local 29 would contribute \$4,905.78 from PR into the MDA funds in order for Local 29 to be able to cut a check to the MDA for a total donation in 2023 of \$15,000.
- **Santa Float**
  - It's that time of year! An email will go out within the next week or so with the signup information.
- **Christmas Carousel**
  - The carousel event will take place on December 15<sup>th</sup>. Please come and share fellowship with the Local 29 family at this great event.

○ **Benevolent Fund**

- SFCU golf tournament was a success and generated \$3666.63 for Gruenig and Daniels, and we received a \$500 donation from Bellevue for the same cause. Gruenig and Daniels will each receive \$2083.32 checks.

## 6. VP Report

- Clothing/PPE Committee
  - Still testing particulate hoods.
  - Clothing Committee needs two members
  
- Grievance Committee
  - There is one grievance in process for a member being denied a light duty assignment.
  - The IOD/Light Duty grievance is still in process. See the discussion above under the President's Report.
  
- Safety Committee
  - October 13<sup>th</sup> meeting
    - Working on a response plan for SIA.
    - There hasn't been a good way to track the data on the extractor. The new electronic recording method should provide improved data.
    - Safety of responders
      - Assaults and violence against first responders
      - Illegal burns – A direct order from the Mayor to extinguish all campfires was handed down through Chief O'Berg. Please document responses that involve aggression against our crews and ask for PD if necessary.
      - There will be a policy in the Lexipol process to address this.
    - Working on SREC issues.
    - Tiller seat on L4 – conversations have been ongoing for 1 year, and the shop now has suspension parts that they claim will fix the problem.
    - Stockdill wanted to remind everyone about wheel chock use, speed limits on the training ground, and loose tools/gear in the cab.
    - Discussion was had on issues with E53.
  
- SOG Committee
  - Lee is working through the process with Admin. The committee will be involved once Lee and Admin get past the first steps.
  - There are several policies that have been agreed upon, but Admin has not sent them out.
  
- Public Safety Committee
  - Nothing to report.
  
- Peer Support
  - Jason King was at the 9<sup>th</sup> District Caucus today.
  - The PEER support team is still seeking additional funding.

- President Marler is in communications with County Commissioners trying to utilize funds they have available to achieve Jason King's vision for peer support.

## **7. Treasurer's Report**

- **SFFBT Shift Coverage**
  - Will start shift coverage reimbursements to L29 in 2024
- **Retirees**
  - Ready to begin collecting retiree dues to IAFF
- **Fraud**
  - Last month we reported on fraudulent checks that were written. The \$40k that was taken from our account has been returned to our checking account.
- **Operation Warm (Coats for Kids)**
  - About \$9000 was spent from the PR fund to provide coats to kids at Audubon and Logan elementary schools, and the kids were very appreciative. Thank you to all who helped out with this important event.
- **2024 Budget**
  - Kirk reviewed the 2024 budget with the membership. There was a motion passed at E-Board to approve the 2024 budget.

- **Accounts**

Income Loss	\$20,309
LODD	\$19,033
Honor Guard	\$3,900
Motion/Project	\$10,036
Mega Hundreds	\$905
Pipes and Drums	\$4,918
Union Hall Fund	\$9,455
Rental Account	\$53,512

- **Loans**

Rental loan	\$155,594
Storage shop Loan	\$6,278
Union Hall loan	\$1,041,089

## **8. SAFO VP Report**

- Contract
  - Still waiting on the City to draft contract language.
- Awards Committee
  - Nothing to report.

## **9. SFFBU VP Report**

- Wellness Committee
  - The committee will be looking for 4 new members. Keep an eye out for a recruiting email.

## **10. SIA Report**

- Contract negotiations are ongoing.

## **11. Committee Reports**

- Station 29 Committee (Griffith)
  - Nothing to report.
- Deferred Comp (Grummons)
  - Nothing to report.
  - Next meeting is scheduled for 11/28
- Swag Committee (Grummons - Reported by Golladay)
  - The committee continues to work on updating designs and developing ideas for display of the new swag.
- Engine (Walker)
  - Engines still slated to be delivered in January.
- Equipment (Staggs)
  - Waiting to hear from a subject matter expert on their issues.
- Wildland (DeLaMatter)
  - BC Gonzalez is approaching retirement, and the committee will need some adjustment in its makeup. There will be an email going out to recruit new members and provide additional information on the committee.
- Cancer Support Network (Walker)
  - Nothing to report.



## **12. Unfinished Business**

- None

## **13. New Business**

- There was a question about testing for PFAS within materials in the station and whether this is something we should be doing more of.
  - The IAFF is working diligently to ban PFAS.
  - Skipworth has been researching gear to ensure that we receive the safest gear possible.
- There was a question about how the new FLSA OT procedure will work.
  - Discussion was had on the current system and expected changes to the system.
  - Mandatory OT will always be OT regardless of FLSA hours.
  - The City has yet to develop the system to account for this.

## **14. Good and Welfare/Informal Discussion**

- Shayne Gruenig and Dan Daniels were very appreciative of all the help provided. Shayne was able to get weeks' worth of work done within 2 days thanks to the help of all who showed up.

## **15. Adjournment**

- The meeting was adjourned at: 2047

## **16. Monthly Drawings**

- November's \$200 monthly drawing goes to: Colin McEntee
- The Mega Hundreds drawing is at \$800. The drawing goes to Kevin Goodloe who was not present at tonight's meeting.
  - Next month's drawing will be \$900.