

# Local 29 Union Meeting Minutes

## May 14, 2024

### Agenda

1. Call to Order
2. Roll Call
3. Presentations
4. Approval of the Minutes
5. Swearing in of New Members
6. President's Report
7. VP Report
8. Treasurer's Report
9. SAFO VP Report
10. SFFBU VP Report
11. SIA VP Report
12. Committee Reports
13. Unfinished Business
14. New Business
15. Good and Welfare/Informal Discussion
16. Adjournment
17. Monthly Drawings

### **1. Call to Order**

The regularly scheduled May union meeting is called to order at 1900 with 39 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 Colladay~~

Executive Board Member ~~Eric Staggs~~

Executive Board Member Mike Walker

Executive Board Member ~~Corey Newman~~

Executive Board Member Ryan Davis

Executive Board Member Kasey Austin

SIA VP ~~Matt Meeker~~

Trustees: L29 – ~~Will Logan; Spencer Stocking~~; SFF – ~~Nick Ulowetz~~; SAFO – ~~Chad Childers~~; SIA – ~~Aaron Boatman~~

Grievance Committee: L29 – ~~Kevin Goodloe; Chris Rogers; Trevor Richards~~; SFF – ~~Jhar Fuller~~; SIA – ~~Adam Englund~~

### **3. Presentations**

- Mayor Lisa Brown presented and took questions from the membership.

### **4. Approval of the Minutes**

- Reading of the minutes was dispensed as they were emailed to all members.
  - The minutes were approved.

### **5. Swearing In**

- There were no new members to be sworn in.

### **6. President's Report**

- **Eboard Meeting:**
  - **WSCFF 9<sup>th</sup> District Representative Report**
    - Boeing FFs appreciated our support, and they are back to the negotiating table.
      - Picketing has been effective in slowing the operations of Boeing and sending a message.
      - Ryan Davis and Sean Doyle are organizing Local 29 participation each Thursday, and all of those interested will travel to participate on the picket line at Boeing in Moses Lake. Watch for an email with details.
      - June 2027 WSCFF Convention will be hosted in Spokane. All IAFF locals in the area will be contributing to make this a success.
  - **Labor Management:**
    - The April L/M meeting was canceled.
  - **New Business from Eboard:**
    - Discussion was had on L29's support for the upcoming public safety levy.
      - There was a question from a member about how minimum staffing affects the discussion about the levy and its passage.
      - A member had a question about how many members could be cut if the levy fails. We don't know for sure how many and where the cuts would come from.
        - The vote for this levy has a 50% threshold for passing.
      - There was a question from a member about ARPA funds and whether these would be available to cover the deficit. These funds have already been allocated, but if funds get freed up, this money could come our way. Chief O'Berg has done a great job of presenting our needs so that the City is aware.

- A member asked what our plan is for marketing to get the levy passed. The committee is looking at bringing in marketing professionals and doing a good job of presenting this to the public. This will be a coordinated effort (including PD), not just us. The key item is ensuring that the public understands the cuts that will take place to police and fire personnel if this doesn't pass.
  - There was a question from a member about how long the levy funds would last. This is a levy lid lift, which means that for the next \$1 of taxing authority, it will be dedicated to public safety. It is a lifetime levy, but over time, the effectiveness of this money becomes less and less.
  - A member asked if this gives more weight to the discussion that we should become an RFA. The passage of the levy does not change the exploration of an RFA as a long-term option.
  - A member asked when the levy could be run again if it doesn't pass. If this doesn't pass, we won't be worried about when it runs again, we will be worried about how to function with a lot less money. SFD will get the majority of the levy dollars if it passes.
- Politics
    - Marcus Riccelli's opponent dropped out, so he is running uncontested and has a clear path to the Senate.
    - Molly Marshall is running against Al French. She has been active in the community for us, aggressively pushing for 1710 standards. She will be asked to visit our next e-board and union meeting.
    - Chris Jordan is also running uncontested.
- L29 Survey Results
    - Survey results were reviewed with the e-board, and these will be discussed by Marler as he travels around for station visits.
- LODD Henry Maynard (07/25/1909) Headstone
    - Henry Maynard's family asked for help purchasing a new headstone because the current one is in poor condition. There was a motion passed at e-board to support the Maynard family by purchasing a new headstone.
- Paramedic promotional point discrepancy
    - The current promotional worksheet currently give 1 point for a paramedic degree, but no point for certification. Discussion about the recommendations from the L29 promotional committee will be resumed once Chief Reding is settled into his new position.

- Picket Notification
  - There was concern about the timeliness of messaging regarding picketing with UFCW. The Local did message on social media, but the email notification to the membership was behind by 2 days. We will try to do a better job in the future at getting these messages out in a timelier manner.
- Bloodwork – CT Calc./Lipoprotein A (Walla Walla)
  - Staggs asked about a test that may have been an early detection instrument for the condition that resulted in the death of the Walla Walla member. Randy will ask about the Hilvers clinic performing these tests.
- Conditionally Approved C&B Received from IAFF
  - The updated C&B as amended by the IAFF will be sent to the membership for a referendum vote on the changes.
- 2024 L29 Goals and Priorities
  - Discussion was continued on Local 29 goals and priorities at today's e-board.
- **Station Rep. Reports**
  - Golladay (2&4)
    - Paycheck issues continue to be a problem. These should continue to be taken up the chain of command. If members receive an incorrect answer or the issue isn't resolved, the information should be sent to Randy.
      - There was a question about why we have to go through the chain of command. One of the goals of this process is to include fire Admin so that they understand the problems and remain aware of whether they are being addressed.
      - Additional discussion was had on specific paycheck issues.
      - Paycheck issues are again on next week's Labor Management agenda.
  - Walker (Prevention/SIU/1) Reporting for Price (Relief/Probationary)
    - There was a question from a member about adding items for negotiation. We are done accepting items for negotiation, and there will be a special meeting with the membership to communicate what will be taken into contract negotiations.

- AC at station 1 continues to be a problem. Randy spoke with City official about \$700k from unspent ARPA funds that could be used specifically for HVAC replacement.
- Staggs (8/15/18/Training/MSO)
  - Nothing to report.
- Austin (13/16/17)
  - There was a question from a member about long term disability and associated retirement. We all pay into long term disability as a benefit from WSCFF. The first step if you think you will be off for an extended period, start the paperwork early because there is a lag time in the processing. Every member's situation will be different.
  - There was a question about paramedic drafts for vacancies on BLS rigs. We do not know how the potential new system could work.
  - There was a question about why we have not had call back chiefs on recent fires. Callback is no longer in the SAFO contract. The Tour Commander is now covering the things previously done by the SAFO chiefs, including callback of crews during a multi-alarm response.
- Davis (7/9/11/14)
  - Question about C shift FLSA period break. C shift essentially ends up with a 56-day FLSA period instead of the 28-day cycle that is specified. This is being forwarded to Labor Management as a potential grievance.
  - Question about the levy and potential reductions in staffing. This was covered earlier in the meeting.
- Newman (3/5/6)
  - One member had a question about SFFBT billing when dependent children pass the age of 26. Members should keep an eye on their withdrawal amounts to ensure they are accurate and report to the Benefits Trust if there are issues.
- **SFFBT**
  - There was nothing to report.
- **Benevolent Fund**
  - Nothing to report.

## **7. VP Report**

- **Clothing/PPE Committee**
  - Nothing to report.
  
- **Grievance Committee**
  - SAFO grievance is going to arbitration.
  - 1 potential grievance put on the Labor Management agenda regarding the C-shift FLSA cycle.
  - 1 potential grievance regarding time bank payouts that did not include add-to-pays.
  - Our labor attorney is helping to develop an internal grievance policy for the Local that will help guide the e-board on processes. There is also a grievance cheat sheet that will go out to the membership to provide guidance as well as an electronic form on the new website.
  
- **Safety Committee**
  - Field testing particulate hoods.
  - Airport response plan. AC Williams said that Admin is discussing with the airport board.
  - Extractor calibration is off the list of old business because they discovered no evidence of failure from the new extractors.
  - Updating SOGs for violence against responders.
  - Radio channels – SREC has made updates and put SRMA channels back onto our portables that were previously removed. Shared radio channels with PD will likely be discussed more as the RTF plan gets revised.
  - Tiller seat on L4 hasn't been fixed yet.
  - The department hydration plan for members on scene was discussed. Rigs will have igloo coolers instead of bottled water. The committee is looking into stainless steel, but in the meantime, the plastic igloo coolers have been purchased.
  - Safety is working with Peer support to develop a handout for quick and easy access to all relevant resources.
  - Williams brought up having an accident review as part of each committee meeting to evaluate if policies or procedures need to be changed. Names are redacted from the reports, so the motive is just to review incidents and determine how to eliminate them in the future.
  
- **SOG Committee**
  - Has not met yet. Both Chiefs O'Berg and Neiwert were on board with involving the committee during the process of moving to the new Lexipol system.
  
- **Peer Support**
  - Inpatient referral flowchart has been referred to Admin and City Legal.

- If someone is believed to have an acute risk of suicide or homicide, they are referred. Golladay brought up concerns over who has the training and authority.
  - This hasn't come to Local 29, so Randy will contact AC Williams and ask that this be discussed with the Local.
- King is working on a Peer support handout for the job also.
- Lee sent the proposed Peer support policy to the board for review. Discussion was had on how time is compensated. The board suggested that language be changed to say that Peer support members are compensated at their OT rate.
- **Public Safety and Health Committee**
  - Chief O'Berg presented:
    - Current relief pool of 24; 44 is what they're shooting for.
    - Still recruiting for an IT supervisory analyst.
    - Staff BC is still awaiting approval through the Civil Service process.
    - Currently 24% lower than last year's OT cost.
    - Total incidents are down 400 calls from last year.
      - There was a question about where these numbers come from. We do not know, but Forbes has been working to clean up the data that we receive.
    - Overdose data was presented, and overdoses occur consistently throughout the day.
    - Communications within the department was discussed.
    - Nurse navigation line was expected to go live in June. No cost to the end user for transportation to urgent care. This system is run by AMR with a call center in Texas and handles low-acuity calls.
    - Chief O'Berg presented strategic initiatives that included expansion of the CARES and BRU program.
    - Discussion was had on the potential of a 1-year building moratorium in the Latah area due to wildland urban interface concerns.

## **8. Treasurer's Report**

- **Accounts**

Income Loss	\$15
LODD	\$20,072
Honor Guard	\$4,766
Motion/Project	\$61,845
Mega Hundreds	\$306
Pipes and Drums	\$5,028
Union Hall Fund	\$12,026

- **Loans**

Union Hall loan	\$796,818
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## **9. SAFO VP Report**

- Contract
  - Signed and complete.
- Awards Committee
  - Once they get through all the old awards, they will work towards an annual event.

## **10. SFFBU VP Report**

- Wellness Committee
  - Nothing to report. Next meeting scheduled in June.

## **11. SIA Report**

- There was no report at tonight's meeting.

## **12. Committee Reports**

- Station 29 Committee (Griffith)
  - Nothing to report.
- Deferred Comp (Grummons)
  - There has not been a meeting since last E-Board. The next meeting is scheduled for 06/04.
  - The City has implemented the state deferred comp plan. We will resend the email from the City with instructions.
- Swag Committee (Grummons)
  - Swag has arrived.
  - The committee could use a lot more help, so if you are interested in helping, please contact Grummons.
- Legal Defense (Grummons)
  - Nothing to report. There has not been a meeting since last E-Board.
- Engine (Walker)
  - The last engine is supposed to go out to the station within the next week.
- Equipment (Staggs)
  - Electric chainsaws were no good, and they will be testing the gas-powered versions this month. Stihl would be serviced by authorized Stihl technicians.
  - 4" hose is still being evaluated, and hose is on order.



- Paramedic Committee (Staggs)
  - Nothing to report.
- Wildland (Austin)
  - Nothing to report.
- Cancer Support Network (Walker)
  - Nothing to report.

### **13. Unfinished Business**

- None

### **14. New Business**

- A motion was made to suspend union meetings during the months of June, July, and August. Seconded. Discussion was had, and the motion passed unanimously.
  - E-board meetings will still take place during these months, and if anything substantial comes up, we will call a special meeting.
  - There will be a special meeting to inform the membership on the list of items we are taking into contract negotiations.

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

- There was a question from a member about Premera not reaching an agreement with MultiCare. It is still possible that they come to a resolution, but if they don't have an agreement by June 1, it will cost more to go to a MultiCare provider because they will be considered "Out of Network." Annual physical will not be impacted because it is paid directly by the Trust.
- There was a question from a member about whether there has ever been a fund setup for members subjected to layoffs. This is what the Benevolent Fund was set up for, and right now it could use more funding. Please donate.
- Mathew Schroeder was recognized at tonight's meeting for his award as the Spokane County ALS responder of the year. McCalle Feller also received an award today. Please congratulate both members on their achievements.
- An update was given on brother Josh Rhoads. His family could still use help around the house, so please check the signup list via the link sent out by the Local previously.
- Justin Wells thanked everyone for the great reporting and tracking exposures in ESO.

### **16. Adjournment**

- The meeting was adjourned at: 2104

## **17. Monthly Drawings**

- May's \$200 monthly drawing is in honor of the following fallen brothers:
  - Captain George T. Chapman – Station 2 – May 25, 1894
  - Firefighter William A. Hutcheson – Station 4 – May 3, 1924
  - The drawing goes to: Tyler Gustafson
  
- The Mega Hundreds drawing is at \$300. The drawing goes to: Chris Rogers, who was not present.
  - Next month's drawing will be: \$400