

## Labor Management Meeting Minutes

**Date:** 10/2/2006

**Time:** 1000- 1100

**Location:** UTFD Station 51 Conference Room

Attendance: President Osborne, Secretary Gilpin (IAFF Local 3412)

Chief Deimling, A/C Auffart, A/C Jackson (UTFD Management Staff)

- **Injury/ Exposure/ Workers Comp procedures**
  - Discussion by Local 3412 about review and update of procedures needed, with dissemination to employees and supervisors.
  - Local 3412 recommend that management reviews procedures with Matt Taylor; updates UTFD injury reporting SOP's and creates a "checklist" to assist employees and supervisors with injury/ exposure reporting process.
    - Chief Deimling to have A/C Jackson work on this recommendation.
- **Probationary Firefighter's staffing the same unit**
  - Both parties agree that this is not in the best interest of anyone, and should not happen, however due to shift trades allowed by collective bargaining agreement the potential exists.
    - Both parties agree that the officers of UTFD need to take action immediately when this situation is imminent. Employees will be moved stations as soon as this situation is realized to ensure no probationary members staff the same unit.
    - Scheduling officers attempt to review schedule in advance to prevent (whenever possible) last minute station changes.
- **Status of proposed new hires**
  - Per Chief Deimling; the Township Administrator is in the process of getting approval to hire (4) new Firefighter/ Paramedics at the October Trustees meeting.
  - 1 employee to replace H. Long, 3 additional (1 per day).
  - Candidates are ready for Administrator interview.
- **Status of vacant shift Captain's position**
  - Per Chief Deimling; this position is under review by the management to ensure continuity of supervision in the future, and review the effects on the UTFD budget.
  - Chief Deimling does intend to post and fill this position.
    - Position will probably be posted after the 1<sup>st</sup> of the year (2007)
- **Status of EMS continuing education video production and distribution to stations**
  - UTFD training dept. and Union Township IT dept. are working on this.
    - There are software problems that are making the transfer from the video camera to DVD/ video difficult.
    - Justin (Union Township IT dept.) is working on this project.

- **Employee certification expiration tracking**
  - All parties agree that the ultimate responsibility of certification renewal lies with the individual; however it is in the best interest of everyone that UTFD has a tracking and expiration notification system in place that prevents certification expiration.
    - Per A/C Jackson; Lt. Cabral has set up 30/60/90 day automatic notification e-mails to notify employees of certification expiration dates.
    - Per A/C Auffart; the shift Captain's will be verifying employees EMS certifications, driver's license, home addresses and home phone numbers monthly.
- **Progress of Station 52 and Staffing**
  - Per Chief Deimling; all structures on the land have been removed.
    - Soil samples are being processed this month, once the soil samples are processed and passed, the announcement for the bid acceptance will be advertised. This station will be a "design build".
  - Chief Deimling warned about taking the information about Station 52 that was run in the paper as gospel.
  - Tentative Station 52 opening October 2007- January 2008 (these are very preliminary dates.)
  - Per Chief Deimling; he intends to request 12 new employees be hired for the opening of this station (4 per day). This request will obviously need to be approved by the Township Administrator. The original plan only provides for Station 52 to be staffed with 2 employees per day.
  - President Osborne asked Chief Deimling if he ever intends to increase UTFD staffing to include (5) per station, i.e. 3 man engine companies. Chief Deimling basically said yes, but not in the near future due to the budgetary needs currently. Chief Deimling said that increased staffing per engine is not budgeted for in the current Safety Services Levy. The current Safety Services Levy requires all additional firehouses to be built (St. 51, St. 52, and St. 53), and all equipment and additional personnel needed to place St. 51, St. 52 and St. 53 in service. Chief Deimling also cited the current overtime costs, increased health care costs per employee, and increased salaries as current budgetary issues. Possibly in the next levy period (post 2010) additional staffing on each engine will be considered.
- **Status of diesel exhaust removal systems**
  - Per Chief Deimling; the purchase order to install the Bachman's diesel exhaust removal system at D-20 is approved. Bachman's is ordering the parts currently. Work will start soon.
  - Per Chief Deimling the D-10 diesel exhaust removal system is going to be very "problematic" due to the layout of the apparatus bays and station as a whole. Chief Deimling conveyed that he does not want to "throw good money at bad". Basically, he does not want to spend the money until a workable and effective solution is presented. D-10 will not be completed this budget year, but possibly next budget year.

- President Osborne conveyed to Chief Deimling the Local 3412 membership's concern for their health pertaining to exposure to diesel exhaust, and asked if we could look into air monitoring at D-10. Chief Deimling said that he is "not against it", but is concerned with finding a workable solution. President Osborne conveyed that Local 3412 would research options for air monitoring i.e. cost, what agency, what type of air monitoring, etc. prior to moving forward with this request. President Osborne also asked about other exhaust removal options, i.e. Plymovent, etc. Chief Deimling said; that all options need to be considered by UTFD. President Osborne requested that the Local 3412 safety committee be involved throughout the process. Chief Deimling said he would involve the Local 3412 safety committee.
- **Miscellaneous** (*Chief Deimling added the following informational items*)
  - Union Township is in final negotiations for the purchase of ½- ¾ acre parcel of land adjoining St. 51 to the west. This land will be used for the mobile fire-training trailer, and misc. training grounds.
  - UTFD staff is working on traffic notification signal installation on Glen Este- Withamsville Rd. and Clough Pike to activate for emergency responses from St. 51.
  - The lighting issue pertaining to the sleeping quarters at St. 51 is in work. Red fluorescent lighting covers have been installed, and the can lights in the hallway are going to be taken off of the "night light" circuit. Theatre lighting will be installed in the lower portion of the hallway walls.
  - Chief Auffart brought pictures of the new mobile fire-training trailer to the labor management meeting for all present to review. Mobile fire training trailer to be delivered soon.

Respectfully Submitted,

Christopher A. Gilpin  
Secretary I.A.F.F. Local 3412