

Labor Management Meeting Minutes

Date: 11/06/06

Time: 1000- 1145

Location: UTFD Station 51 Conference Room

Attendance: (IAFF Local 3412) President Osborne, Vice-President Bellingham, Secretary Gilpin, Treasurer Losee, Henry Arnett (Local 3412 Legal Counsel) (UTFD Management Staff) Chief Deimling, A/C Auffart, A/C Jackson

President Osborne asked Chief Deimling if Mr. Walker (UT Administrator) was going to attend this meeting as requested by Local 3412. Chief Deimling replied that Mr. Walker conveyed to him that he (Mr. Walker) will not attend any labor management meetings with UTFD, UTPD, or UT service dept. bargaining units.

- **Status of Workers Compensation/ Injury reporting check sheet and procedures update**
 - Discussion of progress
 - A/C Jackson met with Matt Taylor last week about this topic. Per A/C Jackson this procedure update with check sheets, and updated paperwork, etc. is almost complete.
 - Check sheets, paperwork, etc. will be posted in “FDTemplates” folder on UTFD Outlook network within the next week or two.
- **Captains position vacancy and Staffing issues**
 - Chief Deimling reported that 4 Firefighter/ Paramedic will be hired at the November UT Trustees meeting.
 - Captains position vacancy
 - Per Chief Deimling; nothing new with this topic. Vacant Captains position will be posted upon UTFD 2007 Budget approval.
 - The position will not be externally advertised, however non- UTFD employees will be permitted to apply.
 - President Osborne asked Chief Deimling if a Lt. can be placed in a step-up position temporarily to ensure a shift supervisor for all shifts. Chief Deimling responded “No.”
 - Current Staffing issues
 - President Osborne asked Chief Deimling about options to increase UTFD response to structure fires to comply with NFPA recommendations. President Osborne offered the following options:
 - (Option #1) Increase response to a one-alarm structure fire to 4 Engines/ Ladders and 3 Medic units for a personnel total of 14 plus 1 supervisor on scene.
 - Chief Deimling responded “No.”
 - (Option #2) Add 1 Automatic Mutual Aid Engine/ Ladder company to the current UTFD response (3 Engine/ Ladders, and 3 Medic Units)

- Chief Deimling responded “No.”
 - (Option #3) Assign 1 member of each Medic unit at UTFD, per station, per day, that would “jump over” to the back seat of the first due fire apparatus prior to responding to a reported structure fire.
 - Chief Deimling responded “No.”
- **Diesel particulate air monitoring and diesel exhaust evacuation systems**
 - President Osborne presented Chief Deimling with a bid for air monitoring to be conducted at D-10. Chief Deimling said he will look into the bid.
 - President Osborne conveyed to Chief Deimling that the membership of Local 3412 is concerned about the air quality at D-10. President Osborne offered the following options for the completion of air monitoring.
 - (Option #1) UTFD pays to have air monitoring done.
 - Chief Deimling said he will look into the bid.
 - (Option #2) Local 3412 split the cost of air monitoring with UTFD.
 - (Option #3) President Osborne conveyed that this study is important enough to the membership of Local 3412 that Local 3412 will pay all costs associated with the air monitoring of D-10. President Osborne requested permission from Chief Deimling to exercise this option.
 - Chief Deimling told President Osborne that he will consider this study, but will not give permission to Local 3412 to have the air monitoring done. Chief Deimling further conveyed to President Osborne that he will not give any guarantees of anything relating to air monitoring.
- **Training pay issue**
 - Issue involving how employees are paid when attending training while still in a “shift work” pay status.
 - Local 3412’s position is that; prior to the last pay period employees have been paid for actual hours in training during “off duty” days, and 24 hours paid on regular “shift day” while attending trainings and unable to work the shift (i.e. out of town trainings). Unless the employee was changed to a “40 hour” pay status.
 - Management believes that the current and past UTFD payroll officers have always changed the employee’s timecards (unilateral change) to reflect only hour’s paid while in training. These changes were made prior to payroll submission to UT clerk and ADP.
 - Both parties agree that no one present knows with 100% confidence that these beliefs are accurate, and that a 3 way audit of payroll records is needed to further discuss this issue. This issue will mostly involve 2, 3, and 4 day, out of town trainings.
 - A/C Jackson will attempt to perform the 3 way audit of pertinent payroll records within the next week, and further discussion will take place at that time.

- **Mandatory Religious ceremony attendance**
 - Discussion of the current grievance relating to members of Local 3412 being ordered to attend a religious ceremony against their will.
 - Local 3412 conveyed to management that a policy needs to be established within UTFD to honor and protect the Constitutional rights (First Amendment, Establishment clause) of the members of Local 3412 from being ordered to attend religious ceremonies on duty.
 - Chief Deimling conveyed that the religious groups in Union Township are a very important part of the community, and that he will agree to develop a policy that will provide accommodations for those that do not want to attend. Chief Deimling also stated that the Captain or Lt. that approves the detail should be contacting the group to get the details of the event and educate the group of things that we will and will not take part in. Local 3412 does not believe that this practice is taking place and that the current procedures are not working.
 - President Osborne conveyed that Local 3412 believes that religious events should be a voluntary, overtime detail, to ensure that no members are put in difficult personal or professional situations.
 - Chief Deimling said religious event attendance will not be a voluntary, overtime detail.
 - After discussion on this issue, Local 3412 forwarded the grievance to Chief Deimling (step 2) on the recommendation of Local 3412 legal counsel.
 - Local 3412 and UTFD Management agreed to extend the timeline of the grievance (step 2) to the next scheduled labor management meeting (December 4, 2006). This will give UTFD Management the opportunity to draft a policy for review by Local 3412.
- **Modification of Statements (Garrity Rights)**
 - President Osborne discussed Garrity Rights, Constitutional Protection Statement use in statements by Local 3412 members.
 - Chief Deimling replied that the statement has been forwarded to Union Township's Legal Counsel for review, and information.

Minutes Respectfully Submitted,

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