

Labor Management Meeting Minutes

Date: 01/08/2007

Time: 1000-1130

Location: UTFD Station 51 Conference Room

Attendance: (IAFF Local 3412) President Osborne, Secretary Gilpin; (UTFD Management Staff) Chief Deimling, A/C Auffart, A/C Jackson

- **Status of Work Comp/ Injury Reporting check sheet and procedures update**
 - IAFF Local 3412 still awaiting modification to injury reporting check sheet to clearly identify “All appropriate FD paperwork”
 - A/C Jackson apparently misunderstood this request at previous labor management meetings. A/C Jackson to handle.
- **Captain position vacancy status and UTFD staffing levels**
 - Per Chief Deimling- Nothing new with the Captain’s vacancy. Multiple budget proposals have been submitted to the UT Administration. Nothing will happen until the budget is approved.
 - Chief Deimling conveyed to IAFF Local 3412 that all budgets submitted do include 3 Captain’s positions, but that all budgets are still over-budget. Nothing will happen until the budget is approved.
 - President Osborne requested that UTFD utilize Automatic Mutual Aid to provide a dedicated RIT team for all Union Township structure fires.
 - Chief Deimling responded- “No”, because he does not believe that AMA is needed for Union Township structure fire staffing. Chief Deimling believes that UTFD staffing for structure fires is more than adequate.
 - President Osborne conveyed to Chief Deimling that IAFF Local 3412 does not believe that UTFD structure fire response staffing is adequate.
 - Chief Deimling conveyed there will be no Automatic Mutual Aid in Union Township, except in isolated areas or under special circumstances.
- **Diesel Particulate Study and Diesel Evac Systems**
 - The air monitoring study is currently in work, and once all stations are completed both parties look forward to a written report of findings.
- **Training Pay**
 - Training is currently being conducted for all shifts.
 - SOP is in the process of being updated.

- **Mandatory Religious Event Policy**
 - President Osborne asked Chief Deimling if Union Township legal counsel has reviewed the policy proposed by IAFF Local 3412 at the December 2006 Labor Management meeting.
 - Chief Deimling responded that the only policy UTFD management is willing to accept is the policy UTFD management proposed previously.
 - President Osborne requested that the policy at minimum contains the wording “it is the intent of this policy to protect the First Amendment, Establishment Clause rights of the employee. Chief Deimling will not agree to this wording, and does not believe that anyone’s first amendment rights have been violated.
 - Chief Deimling believes the policy previously offered by UTFD management is adequate, and if IAFF Local 3412 is not willing to accept this policy they should proceed, as they feel necessary.
- **Accountability during fire ground operations**
 - President Osborne conveyed that accountability during fire ground operations is inadequate, and new station/ unit ID’s are not on the apparatus.
 - Chief Deimling believes that Company Officers are responsible for ensuring accountability procedures are followed.
 - Chief Deimling believes that Lt. Cooper is in the process of updating all accountability tags and passports.
- **Two units “on the air” at the same time**
 - President Osborne conveyed that there is confusion about both units from the same station out at the same time (non-emergency details).
 - Chief Deimling replied that it is at the discretion of the Company Officer.
- **Station 49 remodel**
 - President Osborne asked for the details of the remodeling of Station 49.
 - These details included; final drawings, permits, and what role the on duty crews will play.
 1. Chief Deimling says there are no final drawings; the plan for remodel is a combination of the 2 plans submitted by the Station 49 crews.
 1. No specific time frame
 2. Old admin office side first
 3. James from UT service dept. will be doing the work
 2. There are no permits; Chief Deimling does not believe permits are needed.
 3. Crews will not be required to do any skilled/ construction type, labor.

- **Plans and involvement of IAFF Local 3412 in the building/ design process of Station 52**
 - President Osborne conveyed that IAFF Local 3412 needs to be involved in the design/ building process of Station 52.
 - Chief Deimling believes IAFF Local 3412 has been involved because essentially the plans call for building the package that Lt. Cabral submitted.
 - Chief Deimling conveyed that Station 52 will be a “design build”, and the contract should be approved at the January Trustee’s meeting.
 - Fall 2007 is target “move in”.
- **Radio Traffic during fire ground ops**
 - President Osborne conveyed the potential dangers of staying on UTFD primary dispatch channel during a structure fire (due to the amount of radio traffic). President Osborne requested that UTFD look into changing to Channel 2 for fire ground operations.
 - Chief Deimling said we will not switch channels during a structure fire because “it could be fatal”. Chief Deimling believes there is a greater chance of someone being hurt because they are not on the right channel during a structure fire than if we stay on channel 1 and someone cannot transmit because runs are being dispatched.
- **Miscellaneous**
 - Surveys sent out by President Osborne- Chief Deimling will not fill out any surveys because he does not want any response he may have to be “read into”. Chief Deimling believes that the Labor Management meeting is adequate for communication.
 - SSN, personal info, etc. easily accessible on Inter-Fire- A/C Jackson is going to investigate this issue with Chip Stewart.
 - Union Meeting Attendance- President Osborne asked are the crews no longer allowed to leave their district’s to attend Union meetings? Chief Deimling said every effort needs to be made for crews to stay within their district boundaries.

Minutes Respectfully Submitted,

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

Approved as to content:

President, Local 3412

Fire Chief