

## Labor Management Meeting

March 5, 2007

Members Present: Management: Chief Deimling, A/C Auffart, A/C Jackson, Labor: President Osborne, And V.P. Bruce Bellingham

**Budget and Staffing-** Chief Deimling stated the Trustees approved a reorganization of the Fire Department. The Department is currently operating at an \$850,000 deficit. This reorganization will save \$350,000. Chief Deimling intends to immediately post two captains positions, and one additional A/C, with one more captain's spot to be filled at the completion of Station 52. The captains will move to riding the officer seat on the apparatus and be a part of the crew. President Osborne inquired as to how this plan fit into section 6.6 of the CBA. Chief Deimling responded that a captain is at least a lieutenant therefore, this is within the terms of the CBA. President Osborne raised the issue of who replaces the captain if that positions is open. Chief Deimling said a lieutenant will fill that spot.

There will be three A/C's who will have the following responsibilities:

- Life Safety and Finance
- Administration
- Operations and Training

Also, there will be one extra lieutenant position created by putting captains on the truck, and will be used to reduce overtime, conduct public relations events, specifically CPR and potentially at 40 hours.

Chief Deimling states as they have in the past that they will attempt to fill from within the department however, no qualified candidate will be ignored.

President Osborne raised the issue about Captain Walter's physical ability to do truck work, with known heart condition. Chief Deimling stated all employees must meet the same physical standard, which Captain Walter's has done.

**Physicals-** Chief Deimling informed that they are considering options on who performs the annual physicals and drug screens. They are looking at the following providers; Conserta, Bethesda Eastgate, Mercy Med Center and Dr. Lovett. Management has sent potential providers with list of current services and are waiting on price quotes. Bethesda provides after hours drug screening and blood drawing prior to physical. Township is looking to save cost on service as well as labor cost by doing testing on duty. According to Article 16.4, Township must meet and confer with the Union prior to any change on provider of drug screen.

The Union is awaiting to see the proposals offered to the township prior to any changes.

**Air Quality Testing-** Chief Deimling informed the Union that Steve Rucker, completed his report on Air Quality at the fire stations. Chief Deimling said no earth shattering news and that stations air quality is at least 5 times better than minimum standards. President Osborne raised the issue once again, that “diesel particulate” was not looked at and still has concerns. President Osborne requested a copy of Mr. Rucker's report and Chief Deimling refused and stated that he would try to get one to us later. Chief Deimling stated that Mr. Rucker will meet with the Township’s administrator to review the findings. President Osborne requested to be in attendance at that meeting and Management refused to allow that stating, the meeting was only for the Township. Management said that possibly in the future a meeting maybe set up a between the Union and Mr. Rucker.

**Statements-** Chief Deimling has expressed concern over the Constitutional Rights at the beginning of our statements provided by the Union. Specifically, had issue with the fact that a statement is a matter of public record. Management intends to consult their legal council again, for advice.

**Levy-** Chief Deimling states that the levy was intended to last five years. After levy was passed, the Trustees gave a clear directive that they wanted the levy to last eight years. With the budget restraints being as they are, a new levy will need to go on in seven years. President Osborne expressed concern about not passing another levy because of the lack of a fire station in the north side of the township, as promised in the last levy. Chief Deimling is hopeful that voters will look at the fact that the Township delivered on two new stations, though in different locations than projected. Chief Deimling is also hopeful that the voters will recognize that even though there were only twenty-four people hired, that they understand that increased salary cost (\$600,000 over projected), combined with the health care cost increasing at 32% a year could not be anticipated.

**Arson Task Force-** Chief Deimling states the Clermont County Fire Chiefs approached Union Township to head up the County Arson Task force. As of February 22, 2007, Chief Deimling will be head of the task force. The Townships role will be no different than any other mutual aid response. The Township will not receive any additional funds to run the task force. It is unknown the numbers of people needed to respond or whether people will be sent on duty. Management to have more information once the committee meets.

**Workers Comp. Check Sheet-** President Osborne expressed frustration over management not showing the union the form, prior to posting it on the LT.s file. Vice President Bellingham presented an updated version with items included from the Departmental SOP (see attached). A/C Jackson requested electronic version to review and update.

**Out of Town Training-** Chief Deimling refused the “Memo of Understanding” presented as a letter by President Osborne at last Labor/Management meeting. Chief Deimling has concerns about the Unions position of requiring a formula to be used for entire pay period. Management maybe okay if it is used only when employee is placed mid-week into a different pay scale. President Osborne stated the Union would look at the numbers to see if a week-to-week change would make a difference and get back to Management.

**ACLS Training-** President Osborne, once again requested that any training put out will be clear whether training is mandatory or not by including the words, mandatory training or voluntary training. Chief Deimling agreed to do so.

**Administrative Directives-** President Osborne brought up the response guideline memo authored by A/C Auffart. It is not clear whether it was an Administrative Directive or a Memo. The Union and it's members need to know the difference since, the Administrative Directives will appear as an SOP on an update.

**Skilled Labor-** Vice President Bellingham presented a guideline to define bargained for work. Chief Deimling said they would review the document and report back next meeting. Chief Deimling asked if a crew wanted to do a voluntary, self-help project would the Union have an objection? President Osborne stated depending on the scope of the work, but in general yes. Someone must do the bargained for work that is not being completed by that crew.

**Station 52 update** – No new design changes. Construction timeline is 200 days from permit process to completion.

**Station 48** – Fire Alarm is functional as a local alarm and all magnetic holders now release. The Management is checking for phone line to hook system to activate the dialer. Chief Deimling stated that he was not aware the this was not able to dial out. President Osborne showed the management staff photos of the steps falling apart with no response.

**Station 50-** Chief Auffart states mold issue has been resolved by crews spraying walls with bleach. President Osborne raised question of mold behind walls observed by Captain Walter's. Management will investigate further and get back next meeting.

**Accountability-** Vice President Bellingham expressed the Union's appreciation for increased awareness of accountability on two simultaneous fires in the Township, on 3-01-07.

**Day Room Furniture-** Management has not had opportunity to look at furniture. President Osborne had picture to show condition of furniture in need of replacement. Management to get back on subject next meeting.

**Mandatory Instructor Training-** President Osborne raised issue of Lt.'s not passing instructor test and the status of the letter delivered during last meeting. Chief Deimling said that not passing test would be reflected in the employees annual review and discipline is possible depending on said employees reviews, accumulatively. Chief Deimling said no lieutenant presently has a marginal review.

**First Emergency First-** President Osborne raised issue of response by crews to Edinburg fire on 3-01-07. There is no response policy for crews when responding "First Emergency First". Chief Deimling agreed that this needs to be added to the response guidelines, however, he believes crews did the correct thing. President Osborne concurred that crews did an excellent job. However, management's position, stated many times by Chief Deimling, is that crews are confused when primary unit (with a company officer) responds with one person jumping over from the squad to an engine. Yet Management acknowledges the crews on the Edinburg Fire had no trouble doing such, even without a company officer. President Osborne maintains that it is safer and no more costly, to respond with three or four people in one unit, than splitting up crew. The Union's position is that Lt. Green may not have sustained his back injury at the Rohmer Fire on 3-01-07, if he had assistance with handling 5" supply line and a 2 1/2" hand line. Chief Deimling questioned whether Lt. Green's injury may have occurred when Lt. Green ran back to truck with his pack on. Management refused to discuss further when Chief Deimling stated "we're done here".

Approved as to content:

---

Union President

---

Fire Chief