

Local 3412 Minutes of 70604 Labor Management Meeting

Attendance: (Local 3412) President Osborne and VP Bellingham (UTFD) Chief Deimling, A/C Jackson and A/C Auffart

Location: Station 51 conference room.

- Diesel Particulate Testing Progress:
 - President Osborne informed Chief Deimling that the tests were completed and that HC Nutting informed us that it could take up to ten days to receive the results.
- Physicals:
 - President Osborne informed Chief Deimling that the Local has concerns with the process of physical especially now that two individuals have been ordered to take their physicals. President Osborne conveyed that this has now become a “Term and Condition” of our employment and this process should be set out in a policy that is mutually agreed upon. Chief Deimling stated that the process has not changed. Chief Deimling is not sure what it is that the local wants in policy. President Osborne advised that local would like the entire process outlined from start to finish specifically, what documentation is required to be given to the employer upon completion and what/how will an employee be taken of duty or placed on one of the other types of leaves allowed. Chief Deimling state that this information is outlined in our contract. VP Bellingham informed that it is not clear in how it will coincide with the “Physicals” because this in not in our contract. Chief Deimling stated that they would look into and possible “Draft” a document for our review
- Schedule of Union Meetings at the Fire Houses:
 - President Osborne advised that the Local would like to schedule our Union Meetings for the second Saturday of each month for Station 49 or Station 48. President Osborne explained that since we hold our meetings off Township property we would like to have a back-up. President Osborne stated that if we choose to have the meeting on one of the days that we would notify him as to which station the meeting would be held.
- Religious Event policy:
 - President Osborne enquired as to the status of the policy. Chief Deimling stated that he spoke to the Townships’ Counsel and he advised that he still has not received a response from the Locals Counsel. President Osborne advised that we would make contact with our Counsel to further the process.
- Correspondences:
 - President Osborne advised that the Local would conduct business as any other business or department would conduct itself. We would process our documents and communications via e-mail, voice mail, telephone, fax, postal services and the interdepartmental mail sys-

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tem. President Osborne conveyed that we have already had an issue with time lines not be extended, even after an agreement during the last Labor Management meeting. Chief Deimling ask for a specific instance. President Osborne advised that we had asked to reschedule the hearing for Jack Stevens and were denied. Chief Deimling advised that he informed us at that time that he would make arrangements for Mr. Stevens to attend the meeting even if he was on duty. President Osborne informed Chief Deimling that the Local does not want any member who is scheduled for a hearing, either Chiefs or Administrators level, attend while they were on duty. President Osborne explained that if an employee is expected to attend while on duty they will not feel comfortable in expressing their thoughts and or actions while in the employers uniform. Chief Deimling explained that he schedules the meetings within the terms of the contract. President Osborne reminded Chief Deimling that the contract allows for time line extension if both parties agree and that the Local would always extend time lines within reason.

- President Osborne advised that the local does not agree with the process that was sent out regarding the filing of grievances since the time lines were not extended for Mr. Stevens. President Osborne explained that the Local would file grievances as we have in the past i.e.. written grievance to the administrative assistants, e-mail, or in person. President Osborne stated that if the Administrative Assistants were able to sign for subpoenas, certified mail and UPS, that they should be able to accept documents from the Union. Chief Deimling expressed concern with filing grievance via e-mail that it could be a problem if the captain was out of town. President Osborne explained that the Local would carbon copy these e-mails to the A/C's. Chief Deimling advised that this was the first time that the Local advised of this. President Osborne conveyed that this was discussed just not fully understood. Chief Deimling stated that he would get back with us but he did not foresee an issue with this.
- Citations from Township PD:
 - President Osborne informed Chief Deimling that the Local provided M. Smith with an attorney and the charges against him were dismissed. President Osborne expressed concern with the idea that the employe is being punished by the employer when they receive a citations that has a fine and that the Local would suggest that this type of citation should come from a third part like state patrol or the sheriffs office. Chief Deimling stated that he would review the Township's policy but he did not think that the Township would have an outside agency investigate for them.

Minutes Respectfully Submitted By:

Jamie Osborne
President
I.A.F.F. Local 3412