

## Labor Management Meeting Minutes

**Date:** 08/06/2007

**Time:** 1000-1030

**Location:** UTFD Station 51 Conference Room

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

- **Religious event attendance policy:**
  - Last version submitted by Local 3412 was not acceptable per Union Township.
  - Local 3412 is not willing to allow the changes that were made by Union Township, because those changes will weaken the policy allowing Local 3412 members to be subjected to additional First Amendment Rights violations.
  - President Osborne presented a recent example of the need for such policy during a local religious group tour of Station 49.
    - Members of this crew were uncomfortable during the prayer service in Station 49.
    - UTFD staff believes the supervisor (company officer) should have handled the situation.
    - Local 3412 maintains that if the company officer had the proper tools, i.e. adequate training and an adequate policy to present, follow, and enforce. He would have handled the situation properly or the situation could have been prevented entirely.
  - Both sides are at a “stalemate”
  - Local 3412 has scheduled a meeting with Administrator Walker to discuss the issue further.
- **Annual/ Fit for Duty Physicals:**
  - UTFD staff is researching the development of the Local 3412 requested policy with Union Township legal counsel.
  - Per Chief Deimling; the Township will not negotiate employee physicals as a term and condition of employment.
  - Chief Deimling agreed not to send any UTFD employee to an annual physical until a determination of the process is made.
  - Chief Deimling informed Local 3412 that all UTFD physicals, drug screening, etc. is being moved from Concentra to Bethesda Eastgate.
- **Recent Lieutenant posting:**
  - President Osborne conveyed to Chief Deimling that Local 3412 has been informed that an outside applicant was allowed to participate in the current Lt. promotional process.
    - President Osborne conveyed that Local 3412 believes this a violation of the current C.B.A.
    - Chief Deimling believes he can not exclude outside applicants from the process.
  - President Osborne also presented the following issues:
    - Lt. promotional posting was left posted past the timeline allowed according to the current C.B.A.
    - Promotional process study materials have not been made accessible to all candidates.
    - Lt. promotional posting should have time frame outlined as to date and time of testing for planning purposes of the candidates.

- **Captain's hiring process:**
  - President Osborne asked if UTFD intends to promote the Captain candidates at the August Union Township Trustee meeting.
    - Chief Deimling conveyed that the UT Administrator interviews are scheduled, and the UT Trustees might want to interview the candidates also. Chief Deimling does not believe the candidates will be promoted at the August meeting.
    - President Osborne requested to be notified if the promotions will take place at the August meeting
    - Chief Deimling agreed to notify President Osborne of such.
- **Training Pay issue:**
  - A/C Jackson, VP Bellingham, and Treasurer Smith to meet on this issue 8/14/07.
- **Pay sheets**
  - President Osborne notified UTFD Staff that the bi-weekly pay spreadsheets were not posted in a timely manner.
    - A/C Jackson was on vacation, but this is an isolated incident.
    - President Osborne requested that the payroll spreadsheets are posted and accessible on the UTFD network.
    - A/C Jackson agreed to do this.

Minutes Respectfully Submitted,

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