

TPFFU Meeting Minutes

October 15, 2020

Membership 34, Quorum 9

Zoom 2-way Video/Audio (Murray, Donofrio).

Roll-call

Hudson, Cousino (T), Hoffman, McNamee, Hubbard, Marshall, Loudermilk, Bell, Anderson, Young, Gornall

E. Board: Currie, Nelson, Kriebel, Bartrum

CTO

1905

Treasurer Statement

Treasurer Bartrum read statement.

PR/Charity/Golf:

Pres. Currie: Pumpkin Patch is canceled.

Civil Service:

Bro. Hudson - CS lowered exam passing scores to 70% for P&F candidates. Considering Bi-Monthly Meetings.

Grievance

VP Nelson:

- Bro. Donofrio & Hudson grievance for not being promoted to FF2. Hudson promoted, Chief put in writing must have 5 years on to Drive Fire Trucks.
- Bro. Hubbard is waiting on arbitration date.

Negotiations

President Currie

- We will have Special Meetings scheduled every Thursday 7pm Station 1 for negotiations.
- Nothing back from the City. Spoke with HR Director Gorski a few times, she states she met with the Mayor Solars.
- Q Kriebel - Has anyone from the Union talked with City Council about our daily staffing dropping, recruitment & retention issues.
- A Currie - No.
- Q Kriebel - At what point do we bring the issues forward to the Council and the Public?
- Discussion amongst body and E.Board (Currie, Young, Bell, Hudson, Hoffman, McNamee, Kriebel, Bartrum, Nelson) on pros and cons of involvement of City Council, or the Public, in discussion of Fire Department's failure to provide any plan for recruitment or retention, downed Fire Engines and ambulances, potential hazards to the public and members.
- See ***New Business*** for a few suggestions to stabilize critical manpower needs.
- Lack of applicants is a Statewide problem.

Pension

Sec. Kriebel

- Meetings are still zoom, short, uneventful meeting.
- Q McNamee - Is PD DROP healthcare taken from Pension?
- A Kriebel - IDK will ask next meeting.
- Q McNamee - Can we ask City Finance Director/Pension Trustee Jason Courtier if our DROP has been reviewed?
- A- Kriebel- I can ask.

Safety

Sec. Kriebel

-Chief Portis states following meeting with TPD, PD will transport Psychs. Burning Complaints will be handled by Ordinance Dept. SOGs to come soon.

By-Laws

Sec. Kriebel

The following Bylaws were discussed and voted on:

Article VI DUTIES OF OFFICERS

SECTION-8- SPECIAL COMMITTEES AND FUNCTIONS-Special committees and functions and funds from such function may disburse the same only by check. The chairman of the committee or function who receives monies from same may disburse such funds by check or electric transfer only. Such discernments shall be subject to confirmation by the membership at the next regular meeting of the local. The chairman shall maintain and keep current records of all financial transactions promptly and accurately. All cash funds shall be promptly deposited. All special accounts shall be audited by the treasurer monthly. The By-law committee shall consist of the current Local Secretary, and two (2) members appointed by the President. The committee shall review Local By-laws and recommend changes.

Amendment VI.8 By-law Committee - Add Trustees PASSED

SECTION-8- SPECIAL COMMITTEES AND FUNCTIONS-Special committees and functions and funds from such function may disburse the same only by check. The chairman of the committee or function who receives monies from same may disburse such funds by check or electric transfer only. Such discernments shall be subject to confirmation by the membership at the next regular meeting of the local. The chairman shall maintain and keep current records of all financial transactions promptly and accurately. All cash funds shall be promptly deposited. All special accounts shall be audited by the treasurer monthly.

The By-law committee shall consist of the current Local Secretary, as Chairman, ***the Trustees*** and two (2) members appointed by the President. The committee shall review Local By-laws and recommend changes.

ARTICLE VI DUTIES OF OFFICERS

SECTION-9- NEGOTIATION TEAM

The negotiation team will consist of (1) member in good standing from each rank of Captain, Lieutenant, Sargent and Firemedic. The team must also have at least one member from each shift. The negotiation team will choose a chairman from those on the team and the chair will communicate directly with the Local President with any questions or needed support, including adding good standing members with needed skills. The negotiation team will be elected by

secret ballot of a vote by members in good standing prior to scheduled contract negotiations after being nominated at a union meeting, regular or special.

Amendment VI.9.1: Negotiation Team - Composition PASSED

*The Negotiation Team shall review and negotiate, on behalf of the Local, any change to the Collective Bargaining Agreement. The ELECTED negotiation team will consist of (1) member in good standing from each rank of Captain, Lieutenant, **Sargent Firemedic II and Firemedic I**. The team must also have at least one member from each shift. The negotiation team will choose a chairman from those ELECTED on the team and the chair will communicate directly with the Local President with any questions or needed support, including **providing legal representation** or adding good standing members with needed skills. **The negotiation team will choose a Secretary from those ELECTED on the team and the Secretary shall keep Minutes, Agendas and hours of all scheduled Negotiation Meetings. The Negotiation Team Chairman or his/her ELECTED designee shall provide report to the Local Body at regular or special Union Meetings.** The negotiation team will be elected by secret ballot of a vote by members in good standing prior to scheduled contract negotiations.*

Amendment VI.9.2: Negotiation Team - Election PASSED

Regular nominations for ELECTED Negotiation Team members shall occur at a Union Meeting, regular or special, in the MONTH OF SHIFT CHANGE each year or as needed to fill vacancies in the ELECTED Negotiation Team. ELECTED Negotiation Team members shall serve until replaced at the next negotiation team election or removed.

Amendment VI.9.2: Negotiation Team - Vote to Remove Members PASSED

ELECTED Negotiation Team Members may be removed at any time by a motion for VOTE TO REMOVE at any regular or special Union Meeting. The Vote to remove an ELECTED Negotiation Team Member shall take place no less than fifteen days (15) after the approved motion, shall be an online vote and shall require a 2/3 majority VOTE TO REMOVE by the Local to remove the member prior to his/her term expiring. Upon removal or vacancy of an ELECTED Negotiation Team position, nominations for replacement shall be held at the next regular or special Union Meeting following the removal or vacancy and shall follow Article V guidelines for Union Officer Elections.

Amendment VI.9.3: Negotiation Team - Activation PASSED

The Negotiation team shall meet with, or shall make attempts at meeting with, the City and/or Fire Department Administration or their Representation at the direction of the body via an approved motion at a regular or special Union Meeting.

Amendment VI.9.4: Negotiation Team - Quorum PASSED

All ELECTED members of the Negotiation Team shall be notified in writing at least 24 hours prior to any meeting. During any meeting of the Negotiation Team a quorum shall require at least three (3) ELECTED members be present. Members may attend meetings via 2-way audio/video.

Amendment VI.9.5: Negotiation Team - Authority FAILED

Any proposed MOU, TIA, addendum, addition, subtraction, grievance settlement which may alter, effect or cause change to the Collective Bargaining Agreement shall require review by the Negotiation Team prior to presentation to the Local Body. Unless otherwise required by arbitration, law or court order, the ELECTED Members of the Negotiation Team shall have the sole discretion to bring or refuse to bring proposals to the Local Body for vote. The Union President, the Negotiation Team Chair, the Negotiation Team Secretary and an Executive Board Member shall review and initial each page of an approved Contract, MOU, TIA or addendum.

Amendment VI.9.6: Negotiation Team - Union President's Role PASSED

The Local President, by virtue of his/her election as President, shall serve as an ELECTED non-voting member of the Negotiations Team, however, in the event of a tie-vote, the President of the Local shall cast the deciding vote.

Amendment VI.9.7: Negotiation Team - Compensation BIG FAIL

Negotiation Team Members shall be entitled to compensation from the Local for time at scheduled meetings at a rate per hour equivalent to the prevailing 60 month straight-time Fire Medic I rate. Time shall be rounded up to the nearest hour. The Negotiation Team Secretary shall keep record of all compensable hours of the Negotiation Team and forward his/her records to the Local Treasurer for review and report to the Local. Executive Board Members shall not be entitled to additional compensation above Article VI Section 7.

Communications

IAFF Center for Excellence wishes us to be aware of its Behavior Health Treatment & Recovery Center.

Old Business

Bro. Cousino - anything more on members working their Kelley day?

New Business

Bro. Young - Former Chief Diel died.

Bro. Young for Bro. Bell (on run) - members separated from service do not get a vote (referring to Bro. Hubbard).

Sec. Kriebel - is there anything we can do to provide temporary manpower:

- Should we request to take the FF off dispatch and put him back in service until we get enough staffing to fill our primary response duties?
- Body - no, we love dispatch.
- Should we explore contacting other Locals to help fill daily vacancies which are unable to be filled by our limited and clearly inadequate employee pool.
- Body - no, that's too hard.
- Should we consider hiring Basic EMTs as there is a severe shortage of FF Paramedics.
- Body, no, everything is fine, this is what we voted on when we agreed to transport without linking staffing to transporting (like we did successfully in 2000).
- Pres Currie- we need to get this deal done first.

Bro. McNamee - can we get directions on how the Chief will allow us to bid?
VP Nelson - will be discussed at the upcoming Captains' Caucus.

Bro. Loudermilk- Congratulations to Bro. Cousino for successfully completing Staff & Command.

2015 hrs Meeting adjournment. MOTION by Bro. Evina, 2nd Bro. Hudson. PASSED.