

Negotiations:

Selkirk Firefighters (Northside) – Northside Fire District

02/27/2019 Start time 02:34pm

Present for union: Gow (arrived at 2:41p), Zukus

Present for District: Yaw, Roof, Piatt, Mitton, Poulin

District adopted posted agenda

- 1) Motioned to adopt amended agenda as posted 02-27-19 accepted as amended
Motioned by Roof, second by Piatt
 - a. Motioned to reorder the agenda due to no union members present at the beginning of the meeting move 5&6 to 2&3 **Motioned by** Roof seconded by Piatt

Minutes from previous meeting as read out loud

Motioned by Roof, second by Yaw

- 2) Employee Policy-discussion take wording in 48/96 contract and add to policy manual, collective bargaining agreement for career firefighters should reference CBA
- 3) Union Negations-REF: document from the Northside Fire District lawyer dated 02-25-19
 - a. 1) agreed to by all
 - b. 2) Sentence 1 agreed to by all, 2 and 3 of this number

RECESS 3:04p RETURN from RECESS 3:07pm

- c. 3) not able to start on MAR 3, until agreement is signed by all parties and it passes legal
- d. 4a) Article 3 Definitions
 - i. agreed to by all
 - ii. agreed to by all
- e. 5) Article 4 Prevailing Rights-no agreements will revisit after talking with lawyer
- f. 6) Article 5 Management Rights-7 test of just cause, progressive discipline discussion, would like to have more specific examples.....no agreements
- g. 7) Article 7 Rules, Regulations, Policies and Procedures-
 - i. Agreed to by all
 - ii. Agreed to by all, does not need to be attached can just be available
- h. 8) Article 8 Union Dues, Fees and Assessment Check off-
 - i. Agreed to by all

- ii. Updated to read "district and union member" agreed to by all
 - iii. Ok to have 1 signed form in effect until changed or stopped by union member
- i. 9) Article 9 Savings Clause
 - i. Agreed to by all
- j. 10) Article 11 Job Descriptions
 - i. Agreed to by all
 - ii. Already included on last page of Job Descriptions, Agreed to by all
- k. 11) Article 12 Residency
 - i. Leave as is, Agreed to by all
- l. 12) Article 13 labor Management Committee
 - i. Add to Article 3 Definition page, "Labor Management Committee- Union members and managers meeting periodically to discuss and resolve issues or problems that are not typically covered by collective bargaining agreements (CBA)." Agreed to by all
 - ii. Intention is to have a district member in attendance, yes it is appropriate, agreed to by all
 - iii. Agreed to by all
- m. 13) Article 14 Staffing Levels
 - i. Change Idaho code to 44-2001, agreed to by all
 - ii. Agreed to by all
- n. 14) Article 15 personnel Reduction
 - i. Agreed to by all
- o. 15) Article 16 Hours of Work
 - i. Agreed to by all
- p. 16) Article 17 Call Back
 - i. Agreed to by all
- q. 17) Article 18 Salaries
 - i. Agreed to by all, ok to delete retroactive pay
- r. 18) Article 20 Insurance Coverage
 - i. Agreed to by all
 - ii. Agreed to by all
 - iii. Agreed to by all
- s. 19) Article 22 Disability Leave
 - i. Agreed to by all
- t. 20) Article 23 Medical Expenses Reimbursement Plan (MERP)
 - i. Change to "The current amount is \$75 per month over the term of the agreement" Agreed to by all

- u. 21) Article 24 Vacation
 - i. Agreed to by all, leave as is
 - v. 22) Article 26 Shift Changes
 - i. Agreed to by all, leave as is
 - w. 23) Article 27 Sick Leave
 - i. Agreed to by all
 - ii. Agreed to by all
 - iii. Agreed to by all, leave as is
 - x. 24) Article 28 Leaves of Absence
 - i. Agreed to by all, leave as is
 - ii. Agreed to by all, leave as is
 - iii. Agreed to by all
 - iv. As per policy, Agreed to by all
 - y. 25) Article 31 Uniform and Personal Protective Equipment
 - i. Agreed to by all
 - z. 26) Article 34 Grievance Procedures
 - i. Agreed to by all
 - ii. Agreed to by all, yes it can be resubmitted if not taken care of
 - iii. Agreed to by all
 - iv. Agreed to by all, leave as is
 - v. Agreed to by all, leave as is
 - vi. Agreed to by all, change to “...mutual agreement between the Union and the District”
 - aa. 27) Article 37 Employee Physicals
 - i. Update 2nd bullet point to “The medical examination will include a health risk appraisal, a hands-on physical exam including vital signs, hearing test, blood chemistry lab tests, and specific cardiopulmonary and cardiovascular assessments as outlined in chapter VI of the Occupational Safety and Health Program”
 - bb. 28) No Signature Page
 - i. Agreed to by all, the page was the last page and will be included in the final document with adjustment to add all 3 Comm: Yaw, Roof, Piatt
- 4) Employee Policy Manual- As discussed in the Special Union Negotiating meeting on February 27, 2019, The Union and the District have agreed to merge the Northside Fire District Employee Policy Manual and the proposed Union Local 2319 Collective Bargaining Agreement until the CBA can be finalized through the District legal to be turned into a signed contract and approved by the District Commissioners

Returned from recess 6:22p **Motioned By:** Piatt Seconded by: Roof Motion: Passed All Commissioners Signed the Letter

- 5) 48/96 Work Schedule-Motion to adopt the 48/96 work schedule to begin March 3, 2019
Motioned By: Piatt Seconded By: Roof Motion: Passed
- 6) Minutes of Last Special Union Meeting- minutes read aloud by Mike Gow for February 6, 2019 Motion to approve, **Motioned By:** Roof Seconded Yaw Motion: Passed
- 7) Adopt Union Contract-

Next meeting March 6, 2019 14:30 hours

Adjourn at 18:30 **Motioned By** Piatt Seconded by Roof Motion Passed