

Motion Roof
2nd Yaw
Motion Passed

Negotiations:

Selkirk Firefighters (Northside) – Northside Fire District

12/20/2018 Start time 1822

Present for Union: Bieker, Zukus, Gow

Present for District: Yaw, Roof, Mitton, Poulin

District adopted posted agenda

Motion by Roof, 2nd by Yaw

Reviewed previous meeting minutes;

Motion by Roof, 2nd by Yaw to except minutes as presented

Union presented Article 11 (Job Descriptions)

Discussion on language and reasonable time definition to complete requirements

Further discussion on arbitrator language and the thought process of having 1 vs. 3

TA'd

Union presented Article 14 (Staffing Levels)

Reviewed proposed language; Discussed list set up for overtime and establishing policies

Further discussion on volunteers (part timers) working overtime shifts

Added “/ Volunteer” after Part time employee under qualifications

TA'd

Union presented revised Article 24 (Vacation)

Reviewed previously agreed upon language

TA'd

Union presented revised Article 27 (Sick Leave)

Reviewed previously agreed upon language

Amended twenty-four (24) hours to eighteen (18); strike one (1) shift

Discussion on ten (10) shifts in 60 calendar days

Adjusted ten (10) to eight (8)

TA's

Union presented Article 25 (Holidays)

Discussion on language compared to previously agreed upon policy

District Caucused 1911
Returned from Caucus 1918

District proposed changing days to shifts; in 3rd paragraph change 5 days to 2 consecutive work shifts
Union proposed to add calendar after 60
Discussed monthly accruals between 12 and 24
District concerned with future negotiations and sick leave buy back
Union countered with 18 hours

District accepted previous Union proposal
TA'd

District discussed Article 38 (Employee Physicals)
District will propose language to follow NFPA 1582

District presented Article 6 (No Strike)
Reviewed language; Discussion on discipline language and if it needs to be outlined
TA'd

Union re-addressed Article 4 (Prevailing Rights)
Reviewed intent of language
TA'd

Union re-addressed Article 5 (Management Rights)
Reviewed language
Discussion on just cause language and District attorney requested further detail on language. District will get more information from attorney
TA'd

District re-addressed Article 26 (Shift Change)
Discussion on Districts last proposal with members not showing up for coverage will be charged vacation upto time and one half

Union caucused 1943
Returned from caucus 1948

Union proposed to agree in concept and will type up proposal for employee covering will get charged time with the option of straight time or time and one half depending on what the District had to use and employee could use sick leave or vacation depending on situation.
Tabled

District presented Article 23 (Miscellaneous Benefits)
Discussion; District requested to remove article
Further discussion on training and tuition reimbursement
Both parties will evaluate and determine if needed and or add language
Tabled

Union presented Article 33 (Drug Free Work Environment)
Discussion on adding policy within Rules and Regulations
Discussion regarding random drug testing
District requested to table and review Selkirk policy
Tabled

Break 2012
Returned from Break 2021

District proposed to retroactively provide pay increase.
District will retroactive pay approved October 1st for 40 hours work week 3% raise of hours worked effective immediately moving forward through the end of negotiations

Union Caucused 2024
Returned from Caucus 2025

Union accepted Districts offer

Union re-addressed Article 18 (Salaries)
Reviewed previously proposed language
Struck 2nd paragraph and struck last sentence in last paragraph
TA'd

Union presented Article 31 (Uniform and Personal Protective Equipment)
Discussion on language
Union proposed to strike wording in last sentence after "that" and add "meets NFPA standards"
District proposed to strike promulgated and replace with "made known"
District presented better word smithing to replace "the" with "NFPA" prior to standard, add "S' behind standard and remove all language after the comma
TA'd

Union presented Article 34 (Grievance Procedure)
Discussion regarding adding language to use 1 arbitrators when both parties feel issue isn't as pressing and 3 when it would be more prudent
District proposed if Union misses time line grievance dies; if District misses timeline it move to next step
Tabled

Discussed next meeting and remaining topics to cover

Scheduled next meeting December 26th 1530

Motion to adjourn by Roof, 2nd by Yaw

End time 2105