

## Negotiations:

### Selkirk Firefighters (Northside) – Northside Fire District

11/21/2018 Start time 1600

Present for Union: Bieker, Zukus, Gow

Present for District: Yaw, Knott, Roof (Via Phone until approx. 1831), Poulin

District Caucused 1605

Returned to session ~~1653~~ 1702

District officially opened meeting 1655

Union requested to approved previous meeting minutes

District requested to re-address previously agreed upon Article 26 (Shift Change) to address if a firefighter does not show up for scheduled trade;

District proposed to add language to charge FF scheduled to work vacation time up to the amount of hours needed to pay FF who had to cover (straight time vs. overtime)

District presented language from Timberlake contract Article 29 bullet #6

Both parties agree to strike the TA of Article 26 (Shift Change) and re-negotiate

District made motion and accepted minutes as amended

Both parties signed

Discussion regarding the District being in a position to hire in the middle of negotiations. District would like to add language to meet physical requirements laid out in Idaho Code 44-1812

Union agrees to postpone hiring process to collectively come to agreement for job descriptions and new hire guidelines.

District believes Idaho code language only refers to new employees only refers to new employees and not existing employees

Union reviewed language and agreed language is for pre-employment

Reviewed Selkirk wellness policy 3.1.3 for pre-employment and annual medical exams

Union presented New Article 28 (Leaves of Absence)

Discussion regarding bereavement leave and changing from five (5) days at a 40 hour week schedule to two (2) days at a 56 hour week schedule

Further discussion regarding definition of immediate family; both parties understand language as written

Further discussion regarding using leave for spreading ashes or celebration of life at a later time frame; Both parties agree this article should be used for bereavement only

Discussion regarding union business; Union provided explanation of use  
District clarified intent; requested to change shifts to hours  
District discussed and offered to lower hours from 24 to 16  
District requested time to further research

Union presented limited duty  
Discussion regarding rules and abilities and if the article was grievable  
Tabled

Mutually agreed to move past the 2 hour time limit

Union presented new language in Article 18 (Salaries)  
Added language for retro-active pay for FF's to receive pay increase previously budgeted  
Oct. 1<sup>st</sup> 2018  
District caucused 1755  
Returned to session ~~1755~~ 1813  
District discussed not agreeing to language at this time  
Tabled

Union presented New Article ??? (MERP)  
Discussion on the program and how it works  
Discussion on Merits of the program  
Firefighters in attendance stated they are in support of the language  
Tentatively assigned to Article 37  
TA'd

Discussion and tentatively agree adding physical/medical evaluation to Article 38 (Employee Physicals)

Union presented Article 29 (Jury Duty)  
Discussion on days and pay  
Union presented Selkirk language  
Union will present typed language next meeting  
Tabled

Union presented Article 30 (Promotions / New Hires)  
Discussion regarding new language and language commissioner Roof would like to add for pre-employment physicals.  
Both parties agree to collectively work on language to meet the desires of both parties

Union presented Article 31 (Uniforms and Protective Equipment)  
Discussion regarding language  
District requested to remove last portion of last sentence after comma "that provides the highest level of protection" and replace with NFPA 1971 compliance  
Tabled

Union presented Article 33 (Drug Free Work Environment)  
Discussion for purposed to eliminate random

Further discussion on adding policy for testing procedures, suspicion and accident testing; Reviewed Selkirk Rules and Regulations  
Further discussion regarding limits  
Tabled

Union presented Article 34 (Grievance Procedure)

Discussed process  
District requested to table  
Tabled

Union presented Article 35 (Impasse)

Discussion on language and intent  
TA'd

Union presented Article 36 (Political Activity)

Discussed language  
District requested to change 2<sup>nd</sup> paragraph from "entitled" to authorized.  
Further discussion on voting while on duty  
TA'd

Discussion on remaining open articles and which to address during next meeting

Discussed Article 16 (Hours of Work)

Union will present language at next meeting

Discussed Article 25 (Holidays)

Discussion regarding payment of hours for only employee working and the current policy that pays all employees whether working or not

Scheduled next meeting Friday, November 30<sup>st</sup> 1700

End time 1908