

## Negotiations:

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

11/16/2018 Start time 1702

Present for Union: Bieker, Zukus, Gow

Present for District: Yaw, Roof (Via Phone until approx. 1745) Knott (Arrived 1753), Mitton, Poulin

Union requested to approve meeting 1 minutes

District made motion and accepted minutes as presented  
Both parties signed

Union presented NEW Article 15 (Personnel Reduction)

Discussion regarding denying registered mail and the intent of the article of the District to make an effort to make contact with separated employees  
Further discussion weighing seniority vs. special skills  
TA'd

District re-address Article 12 (Residency)

Discussion regarding living requirement  
Public moment stating firefighters should live within State and at least within Bonner County; preferably within the fire district  
Discussion regarding having a contract opener if certain benchmarks are met needing personnel  
Further discussion stating the possible length of the contract and re-evaluation as expiring  
TA'd

Union presented Article 18 (Salaries)

Discussion on appendix B to confirm the number are correct  
Union made request to table until known which date contract will be in effect.  
Tabled

Union presented Article 19 (Overtime/Comp Time)

Discussion regarding FLSA hours and time frames 24 day vs. 28 day  
Discussion regarding comp time maximums and increase to 72 hours or higher

Union presented Article 20 (Insurance Coverage)

Discussion regarding family coverage  
Proposed to change end of 1<sup>st</sup> sentence "option" to "expense"  
TA'd

Union presented Article 21 (Supplemental Agreement)

Discussion regarding intent

TA'd

Union presented Article 22 (Disability Leave)

Reviewed contract language vs. current policy language

Tabled

Union presented Article 23 (Miscellaneous Benefits)

Union proposed to strike bullet point #1 (Both parties agreed)

Discussion regarding further training and how reimbursement currently works

Further discussion regarding moving training and education to a policy

Tabled

Union presented Article 24 (Vacation)

Discussion regarding hours accrued between 8 hour day and 24 hour day and years of service

Tabled

Union presented Article 25 (Holidays)

Discussion regarding 8 hours of pay for 48/96 schedule when working on holiday

Poulin will provide memo adapted Oct. 2018 discussing holiday pay

Discussion regarding changing payout from December 1<sup>st</sup> each year

Tabled

Union presented Article 26 (Shift Changes)

**\*\*REMOVED FOR FUTHER DISCUSSION\*\***

Discussion regarding trading shifts and repaying within same work cycle

TA'd

Union presented Article 27 (Sick Leave)

Discussion regarding 24 hours accrual for shift workers vs. 8 hours for 40 hours workers; 960 maximum accrual hours for shift workers (40 days) vs. 640 hours maximum accrual hours for 40 hour workers (80 days)

Further discussion regarding maximum accruals and raising the proposed amount to 1440; or possibly lowering maximum accrual hours

Public comment stating to come up with a % from an 8 hour 640 accrual to 24

hour 960 accrual

Tabled

District proposed Article 32 (Travel Reimbursement)

TA'd

Scheduled next meeting Wednesday, November 21<sup>st</sup> 1600

End time 1854