

## Negotiations:

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

03/06/2019 Start time 02:40pm

Present for union: Gow, Jake, Steve

Present for District: Yaw, Roof, Piatt, Mitton, Poulin (absent)

District adopted posted agenda

- 1) Motioned to adopt agenda as posted **Motioned by** Roof, second by Piatt

Minutes from previous meeting as read out loud

Minutes not available at this time

- 2) Union Negotiations-REF: document from the Northside Fire District lawyer dated 02-25-19
  - a. Article 1-Term of Agreement
    - i. Change last phrase of this Article to read "mutually agreed upon in writing signed by both parties"
  - b. Article 3-Definitions
    - i. Authorized work-agreed to by all
  - c. Article 4-Prevailing Rights
    - i. Cleared up the definition: Right known by both the District and the Firefighter, and will leave last paragraph as is

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- d. Article 5-Management Rights
  - i. Add examples of Discharge for Just Cause; add reference to district policy and procedure manuals.
- e. Article 7-Rules, Regulations, Policies and Procedures
  - i. Rules as an exhibit-does not need to be attached just available
- f. Article 8-Union Dues Fees and Assessment Check Off
  - i. Updating wording to, from "Employer to District"
  - ii. Should have at least 2 day notice for deductions
- g. Article 11-Job Descriptions
  - i. Change wording to "The District and the Union agree..."
- h. Article 13-Labor Management Committee
  - i. Add Definition-ok'd
- i. Article 14-Staffing Levels-grammar edit
  - i. Intent of filling hours with FT firefighters that are qualified, replace last sentence of 7<sup>th</sup> paragraph to "A temporary firefighter cannot under any circumstances permanently replace a full time firefighter/captain."

- j. Article 15-Personnel Reduction-good
- k. Article 16-Hours of Work-good
- l. Article 17-Call Back-good
- m. Article 18-Salaries-good
- n. Article 20-Insurance Coverage
  - i. Change from employee to firefighter, grammar edits
  - ii. Change Life Insurance to Limited Term Life Insurance
- o. Article 22-Disability Leave-ok'd
- p. Article 23-Medical Expense Reimbursement Plan (MERP)
  - i. Over the term of the agreement
- q. Article 24-Vacation-ok'd
- r. Article 26-Shift Changes-ok'd
- s. Article 27-Sick Leave-
  - i. Change employee to firefighter, physician to health care provider, grammar edits
- t. Article 28-Leaves of Absence-
  - i. Limited Duty-Change "The firefighter shall agree to a schedule, a reasonable time in advance."
  - ii. Limited Duty-Disciplinary action-"as per progressive discipline policy"
- u. Article 31-Uniform and Personal Protective Equipment-ok'd
- v. Article 34-Grievance Procedures-
  - i. Change employee to firefighter
  - ii. If grievance committee turned down grievance, grievant can resubmit to union body within 10 days.
- w. Article 37-Employee Physicals
  - i. Added wording to clear up what is required when using own health care provider "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."
- x. Signature Page-inserted

Caucus 4:26p 4:34p

Next Commissioners Meeting March 20, 2019 7:00 pm, will have a resolution ready for approval and should be able to approve the final copy with tonight's edits.