

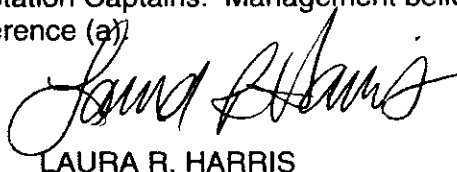
15 December 2010

From: Human Resources Advisor, N13  
To: Taska Elin

Subj: INTENT TO FILE UNFAIR LABOR PRACTICE

Ref: (a) Intent to File ULP emailed 26 Nov 10

1. Reference (a), submitted via email on 26 November 2010 alleged the Fire and Emergency Services, specifically, Assistant Operations Chief Scott Steil, bypassed the Union on 17 and 18 November 2010 when Supervisory Captains Farage and Nold told their crews that the plans for remodeling the bunk rooms at Naval Station Everett were finalized and being done. The ULP alleges these meetings were conducted prior to the completion of negotiations with the Union.
2. Deputy Fire Chief Kramer researched the above allegations. He stated the proposed management changes regarding NSE would not be taking place. Specifically, the TV room (separate room) at NSE will remain a separate area for Firefighter's to have another space to relax, read, etc. Deputy Kramer stated he spoke with Assistant Chief Steil regarding this; Steil understood this and intended to follow up with the Union President concerning this. Deputy Kramer further advised Assistant Chief Steil of the alleged bypass. Steil was unaware that he had committed a bypass. Deputy Chief Kramer informed him that when he begins negotiations with the designated negotiator, he should continue through the process until resolution is reached and/or impasse is declared, it is appropriate to discuss the matter with his supervisory GS-9 personnel, but management shouldn't have engaged with the bargaining unit employees. Deputy Chief Kramer stated Assistant Chief Steil understood the bypass issue upon completion of their conversation and would take appropriate action to avoid any perceived bypasses in the future
3. The resolution you have requested is not feasible. Management has indicated an interest in bringing the FLRA back to conduct statutory training. However, due to the Continuing Resolution, this cannot be accomplished at this time. Further, management is working to bring special firefighter retirement training to bargaining unit members, at the request of the union, and this is management's first priority. To ensure management understands bypass, I will be conducting a brief on bypass at the January Battalion Chief's Meeting. The Chief's at NASWI will be directed to discuss this with their Station Captains. Management believes this will resolve the issues you have raised in reference (a)



LAURA R. HARRIS

Copy to:  
B. Kramer