

Labor/Management Working Group (LMWG)
Meeting Minutes
21 July 2014

Members present:

Union: President Elin

Management: Fire Chief Kramer, AC Waeschle, Carmen Morris

HRO Representative: Lance

EXISTING BUSINESS

1. Station Upgrades

- a. NSE Chain Link Fence (7/17)
- b. Bremerton BLDG 435 was #1 and now bumped to #2 due to repairs needed for BLDG 431. Plans still exist. East West configuration. There were some counter plans submitted due to main entry going through into the living quarters. Is currently the main entrance. 100% plans are supposed to be out. Union needs to follow up with the 100% plans. Sta 62 is complete. Furniture is on back order. Exterior is painted. No movement on Sta 79 kitchen project. Sta 29 is funded and awarded. Discussion regarding a precon meeting that the union has not been made apprised, of the meeting, scheduled for 1400 at NSE Bldg. 2000. Not doing a chain link fence in NSE storage bldg. . 61 remediation was awarded. Only supposed to take 2 weeks once it is mobilized. Underlying issue has been corrected. Scuttles have been removed. (10/16)
- c. Station 61 mold remediation moving head, walls being textured. Sta 27 100% design expected next month. Everett going forward. Scheduled to start in the later part of Dec and finishing in early part of Feb, supposed to be a 6 week project. Cost for Everett not an exterior remodel so costs are not as high. Final building meeting supposed to be next week. Sta 29 some of the doors there replacing with cypher lock door and removing the security entrance door. Door between hallway to fire station show into bedroom. Want to make sure cypher locks are part of the external doors. 79/62 no movement on the kitchen. Furniture arrived for Sta 62. Desks available for use for the inspectors. Inspectors said they were too small. Previous desk were told by the prevention staff that they did not need it and it was reallocated. Two desks at Sta 62 now. QOL order desks in last FY. Sta 28 egress project from the bunkroom to the back deck down an external ladder on the side of the building. Having to leave AC Spaulding's office unlocked as alternate egress. Only one known is the hose tower ladder. Question is why it was approved. Need to have prevention look at the compliance of the egress. (11/20)
- d. 27 status quo. 28 funded the ladder and project is completed. FP Fernaays discussed egress at station 28. FP Bernhard, Ken Swartz and FP Fernaays did a walk through determined it is a mixed facility. Life safety code requires two primary means of escape. FP Engineer determined with FP Chief determined that requirement is met. Union alleges that the Ladder to the roof is not legal. Unless there is major renovation done it is still treated as an existing building. Has to be a means of escape not egress. Management request union send documents that refute this. Sta 61 Additional mold found in back corner of facility. NAVFAC approached contractor to mediate the migration of mold. Silver bullet was submitted to fix that. Lockers were moved back. Management will follow up on when the spaces are turned over to us. Everett project

- started. Crew are in the barracks. ID alerting radios or captains carry assigned radios. Only way to change the executing the alerting is to do at dispatching which is a change to working conditions for the dispatchers. We will have the captains carry the radios. If project extends out then will revisit the radios. OLF has been funded. No date on when they will start. They are going to demolish the tower. They are going to repair bldg. 1. And allow them to move back in until the building renovation is done. This is a MILCON project. (12/18)
- e. Everett project is ongoing. DC went through on a site visit on the 14th. Still tracking for Feb 11th. No heat in office for inspector's office at station 62. Need to put a work request in for heat the office. All other projects status quo. Station 61 NAVFAC waiting for contractors. Will follow up on 61 and Seabee self-help project. (1/15)
 - f. Everett moved in. Discussed the punch list. 27 meeting tomorrow at 1200 to go over plan review with construction team. Spaulding, Darcy and Elin will attend. All other projects status quo. 62 has a work request in for heating. 61 mold project done and signed back over. 63 unmanned fitness center approved. Were given instructions yesterday. (2/19)
 - g. 29 musty air issues. Work order should be put in. 62 ribbon cutting good. Mold at 62 in bathroom is not mold. Comparing it to a flood zone. 61 bunkroom mold not a concern. Tile at 61 has cracking tile issue and sewage gas smell in showers. 62 has drain flies and is aware of it and is being handled. Has there been a new work order put in and pursue issue with NAVFAC. (4/16)
 - h. Looking into air return at 29. AC Steil in obtaining an update on that at this time and working with NAVFAC. It is being addressed at the installation. Will provide an update later today. (Repairs Complete) 62 sewer gas smell and flies has been resolved. 61 bathroom tile is an issue and have sewer gas smell. Will bring up tomorrow to Keith Moss. Tickets are being put in and getting filled and happens again. Sent Union 61 plan for the epoxy replacement. 61 project will need a place to put equipment to move. Will bring up how to store items. Capt. Zwolfer asked about renovation projects at station 79 and was told about the minor project and no major projects done. No promises on the meeting they are doing an overview of NBK projects with 79 remodel. No movement on 27. Stove parts were ordered. Still have no accurate oven at 27. Class B requirements on the stove through EJB. Stove has been there 12-14 years. Waeschle suggested a QOL program find like item for replacement or submit a request have someone come in and service the stove. 91 AC units. We put the request into N8 and we had the energy personnel denied it. N8 said that blinds are a facility maintenance issue and won't approve it. Contract specifies with other living quarters. Management supports it internally. N8 has to approve the purchase it. Will work with AC Spaulding. On QOL(5/21)
 - i. NAVFAC blinds for window at 91. Have agreed to fund in FY15. 62 repairs have been completed. Outer office and Inspector heating/air will have to follow up on it. No update. 61 bathroom. Not leaking. It has been sealed and performing as it should. There is no health and safety concern. Has been tested for mold no mold issue. Smell is coming from drain. Need to put water down tile floor drain regular basis to keep the pea trap from drying out causing it to smell. 27 stove has been fixed. Remodel is status quo. 28 floor has been awarded to EJB and hire and have completed in 30 days. Date has passed AC Spaulding will engage to get it done. 79 phone is still not in. Has not been installed. DC will engage. 61 stall floors completed. All Everett repairs have been completed. Alarm system/stove shutoff is still ongoing. NAVFAC/SAFETY/Fire Protection are still going back and forth over it(7/21)

2. OT/LS Review

- a. Was able to pull the data but have not be able to work the data out. Will be able to provide next month. (6/19)
 - b. Not reviewed. (7/17)
 - c. Finished up FY. Reviewed over all percentages. OT reduction is significant. SL has reduced some. (10/16)
 - d. Reviewed OT percentages. SL is down. Trend is going down still. (11/20)
 - e. Reviewed OT data. Tracking well at this time. Still trending downward. (12/18)
 - f. Reviewed OT data. December was down by over 2%. SL was down as well. (1/15)
 - g. Reviewed SL data. Up 800 hours. Does not account for on duty injuries only for off duty injuries. Discussed off and on the job injuries. OT is the same amount of hours. Percentage is different due to FTE's. Directly related to injuries. (2/19)
 - h. OT is tracking well. No concern on LS. (4/16)
 - i. No concerns on either. (5/21)
 - j. Reviewed LS/OT. Overall LS is up. YTD we are still down. 100 hrs. is put on 40 hour week employees is 2 ½ weeks. Where for firefighters is 4 days. Discussion should be informing only. This is non punitive discussion only. (7/21)
3. OLF Military assignments
- a. When did the original agreement it was two-fold. In station when no flight ops. When MIL on leave cover in voluntary to cover flight ops. Revisit our personnel doing things at OLF. MILCON project to bring facility up to UFC. Agreement states that they don't fly if they don't schedule it three days out when we can't cover it. No flying if no volunteers to provide coverage. Can an addendum be added? HRO will check if possible. Agreement is vague. Training has been ongoing. The MIL are being trained. FF are not following through with the training. Issues with training that is not on the schedule/training schedule does not happen. Individuals coming up can sometimes be fit in. Union concern is that it is not a FF job to train a FF it is a Leads or Captains job. Sign off have to be one level above them for certification. The training is not happening at WI for the OLF MIL pers. Need Union to come back with specifics on what is not happening with the training. Union wants to clarify the agreement. Need to send original agreement to Patty Smith to review. Do not have a location to go to. Bldg. 2709 has a restroom and sitting area. Until facility fix don't force them to work due to situation of bldg. 1 being shut down. They are staying in Bldg. 2709. Management will go back and look at previous practice before agreement in respect to bldg. 1. What are we doing differently now? (2/19)
 - b. Still don't have EMT. LPO is transferring in Oct along with another one. We agreed they would pursue them and took the class but they did not pass the class. Still issues with training. It's operational work assignment. Can pull them in training. MILPERS are not having their LPO holding them accountable. Integration is still a battle. Was told it was getting better. Hoping when a training officer is in place will help. (4/16)
 - c. Still waiting on notification to talk about the integration movement of the LPO office. No notification of when new LPO will be arriving. (5/21)
 - d. No update on new LPO. New MILPERS are going to Goodfellow for training. Requested 3 ABH's for reserve support. Will have to have same requirements. (7/21)
4. Navy EMS Protocols
- a. Initiative to establish Navy protocols. In final stages of being complete. Will establish a time line to be trained and understand them. There is going to be an MPD out of San Diego for all of the west coast. No longer an ER at NH Bremerton. Who will they call for a waiver or refusal? This in an enterprise wide solution. We function under the protocols of the MPD which is what our license requires. We currently test under

- protocol tests who will give it, how will we test on it. More to be provided when we have the information. (1/15)
- b. Management answered question on ER and MPD piece. (2/19)
 - c. Who is going to provide training, protocol test, how will test on it. Currently go to the county. We will be licensed by CNIC. Currently from Jefferson County. No change in way we do business. Still call for medical control to the receiving facility. Our protocols do not end at the blue line. Call the receiving facility for refusal. Who do we call for waiver and refusal for transport? (4/16)
 - d. Waiting for date and time to meet with the Union. (5/21)
 - e. Meeting on Aug 1st. Issue with AEMT's that are no longer qualified. They can no longer filled spot. PD has not be revised. State has cancelled IV certs. Need to route new PD. (7/21)
5. Position Rotations (IE Driver/Captain)
- a. Approx. Jan supervisory Captain in Battalion 1 put out a rotation into the captains position that has caused multiple problems. Driver does not rotate to other stations so they can cover captain. Causing problems. Driver is an assignment as it keeps them more proficient and in line for advancement. Others want to rotate in. FF not getting as much opportunity as the Driver to promote. Some Drivers will allow the rotation others will not. Captain can chose to have a Firefighter drive and a driver fill the Firefighter. Need to mentor and coach. Make it a regular topic in management meetings. Make it a topic of the quarterly Fire Chief's briefs. (2/19)
 - b. With the way the PD is written the driver will rotate to the Captain position. What are the thoughts from the floor? There are arguments for both sides. Proficient driving and knowing the vehicles. Nice to have someone second in line who knows the position. Same time need opportunity to move up. Drivers should know the rigs but the people in the apparatus program know more about it. Drivers are starting to treat position as promotion and it's owed to them. Could change PD or eliminate the PD. Think Driver should be a competitive process. Could eliminate the driver position and grandfather the current drivers. Union and management will take it up to their perspective people. (4/16)
 - c. Still occurring. Union will send up language to the AC to eliminate the driver, and grandfather current drivers in. The current concern with PD is over the current language that states drivers will move into the acting Captain position. (5/21)
 - d. Mike provided the language. People following intended language. Under consensus to revise PD to say "may" or abolish. Send up Pen & Ink to change to "May" instead of abolishing PD. Management would prefer to change language. Not put out at Captains discretion and have them use a rotation list. Management will review previous notes and get back to the Union on decision. (7/21)
6. AEMT Training
- a. No training. Ended the old online OTEP. Was supposed to be in place and have not been instructed on it. Other continuing education has not happened. Terry Anderson is in the process of rolling out the instructor training. Done at Battalion 3 this week. CPR training was not rolled out in Jan. Need training to enter into National Registry and will need help. No official EMS all hand training on National Registry. (2/19)
 - b. Union sent list of items to Management. Management sent reply back to Union. Reviewed responses. Hand delivers paperwork to DOH that processes the applications. State has an ongoing issue with losing the packages. Concern that privacy information is missing. Online OTEP has encountered problems. All the training has been exceeded. Everything is going to be compliant. Brief is being built

- by Bobby to do the National. Has not been released yet. Propose on Friday have the DC and EMS Chief go to Bremerton to discuss this with the Union. (4/16)
- c. Waiting for date and time to meet with the Union. (5/21)
 - d. Still having issues on getting the training done. Was in PowerPoint. Training will take place after meeting on 1st Aug. Invite went out and DC gave to the BC's the expectations.(7/21)

7. Mandatory workout status

- a. How to move forward to track. Will talk to Russ Gail to obtain tracking. Have NBK N9 that can support Mon/Wed/Fri site visit during safety week. All installations can support with the exception of Everett. (5/21)
- b. Tracking to make sure they are working out most were in supervisory positions. Get N9 to get key fob records to track who goes to gym. DC will go back to Russ Gail to get the records. Peer Fitness class on the IPL at this time. (7/21)

NEW BUSINESS

1. Grievance Settlement

- a. Union provided a write up and presented to Management. FC review and agrees with language. (7/21)

2. Uniform Issues

- a. Some errors and some employees were over/under paid. This came out of an IG. Management will provide Union list. Will notify supervisors to notify employee. Will work with N8 on how FF's should resolve indebtedness. (7/21)

Next meeting scheduled for 20 August 2014 at 0930 – Management Hosts