

Labor/Management Working Group (LMWG)
Meeting Minutes
15 January 2014

Members present:

Union: President Elin, VP Foreman

Management: Fire Chief Kramer, DC Waeschle, Carmen Morris

HRO Representative: Patty Smith

EXISTING BUSINESS

1. Station Upgrades
 - a. 27-Package to change plans to avoid going thru living quarters to get to the apparatus bay has been submitted by the Union. 28 Status quo not funded but work orders have been submitted. Second form of egress is not correct. 62 is progressing. Union has the 95% plans and have reviewed. New office space and training rooms reviewed. Temp structure will be erected in March for the vehicle. Slated to be completed 31 August. No update on AC office at 61. Still being addressed. 79 Office space looked at by the Seabees. Electrician came over. 1013 is moving forward. Everett is status quo until the end state is determined. 61 rain damaged has not been fixed. Management will look into it. (1/16)
 - b. Reviewed the Everett plans. Move public entrance. Would like to have 8 rooms 4/5/6/7 rooms 4/5 already dedicated rooms don't extend out and make the TV room into a room. Put in three room 6/7/8. Take away laundry room make into a bedroom. Enlarge day room to add laundry room. Will make room larger. Put another door that goes through bench room area then to the bay. Would make it a hall way to avoid going through the work bench room. All open for discussion. One more bunk room and an exit directly to dayroom to the bay. Only issues they see. Union will adjust and resubmit to Management and Brown and Management will send to NAVFAC. Station 62 expansion to start this month. Tracking 31 Aug completion deadline. Project here in 1013 expansion truck bay and repaint and expand the parking lot. Exterior lighting will be added to the building. Status quo on others projects. Station 62 90% plans sent back. Sent 100% plan. The union sent them back due to issues. Exits were wrong. On hold for STA 79 kitchen and STA 61 on hold. Everett plan will be supported by NAVFAC. We're waiting on CNIC approval for increase. Not sure how they are funding it. While going through construction N9 opportunity to look at house. Need to Bruce Gulten to have AC Steil engage with N9 to relocate. Was discussed to have a Mobile trailer adjacent to the fire station. All has yet to be determined. STA 27 don't know the percentage know at this time for the earthquake retro fit. Last we heard were at 50%. 61 mold bunk rooms are completed. Back room pending remediation. Came in and looked at mold had no significant finding . Did air quality finding with no significant finding. Still waiting to hear from Sandy D'Andrea. OLF Coupeville working with NAVFAC. Has a MILCON # to remediate the area to accommodate fire fighters when they are there. UFC criteria being used. Once have a plan will show the Union. We only equip NAVFAC renovates. (3/22)
 - c. No movement/additional information on STA 27. Union sent back plans to be fixed to Darcy. AC Spaulding gave missing plans to Darcy. STA 62 started work. Have lay down are set up. We are tracking it as going along. Talking about erecting temp ladder structure in front of the station instead of the side. Management is concerned

about backing issues. Not a FF request. Was a contractor request. How will they lock up? The door replacement would also cause issues with an inability to secure the stations. Union want the living quarters to be locked from the bay to the living quarters and locks for their personal belongings for when they go out on calls. Union concern where FF are parking across the street in a grass lot if there is a heavy rain may make it difficult to get out if it turns to mud. Possibly of getting gravel laid to prevent vehicles getting stuck. No status on STA 79 kitchen project. It is established project, no funding. STA 29 plans have been seen by Union. Emailed to President yesterday. Pressing forward to get it funded this FY. CO wants to get it moved forward. 320K project to be funded. STA 91 boiler has been fixed. (5/15)

- d. No change to STA 27/28. Bldg Manager meeting don't know who Darcy Shapley is. Need to know who the real POC is for the repairs and orders. Is Darcy involved at 27. Management will look into who is the POC. 62 progress is proceeding as planned. Network drops are approved. Gravel is in lot. Paint on exterior is an issue. Will have to do abatement for the tie in. AC Wentworth is working the issue. No change at 79. Boiler at 91 was resolved. 29 project is 300K to add the bunk rooms and open up building and remodel day room and kitchen. No change on this. No funding obligated yet. Building 1 OLF Coupeville project list of items provided to union. No funding on this yet. Bldg 1 is condemned. 1391 has been propagated. Will provide to Union with the scope of work. BFR validations of requirements as listed today. Additional resources are in a location that is occupied by Port Ops and Fire. Will have to address securing the equipment with a chain link fence. Management will address the question. No tie in with bldg 1. Trailers are an option at this time. Concerned with trailer lasting in this area due to weather. (6/19)
- e. NSE Chain Link Fence (7/17)
- f. 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)
- g. 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)

- h. 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)
 - i. 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)

2. OT/LS Review

- a. Reviewed OT and SL. (1/16)
- b. Unable to generate reports except for S-F. We are still executing just under target. Will see if we can produce next month. (3/22)
- c. No impact either way. Has been a morale boost. Discover program is not working to process it. Will work with N8 on this issue. Bremerton OT will be high due to several employees out. (5/15)
- d. 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)
- e. Not reviewed. (7/17)
- f. Finished up FY. Reviewed over all percentages. OT reduction is significant. SL has reduced some. (10/16)
- g. Reviewed OT percentages. SL is down. Trend is going down still. (11/20)
- h. Reviewed OT data. Tracking well at this time. Still trending downward. (12/18)
- i. Reviewed OT data. December was down by over 2%. SL was down as well. (1/15)

3. Fitness assessments

- a. Management direction to WI is that they will not make 30th deadline. All other stations can meet the requirements. AC Steil is inquiring of N9 why others locations can make the requirements but WI cannot. Gym is recommending IAFF program. Have FF attend Peer Fitness classes for Navy. Need to figure out how they select personnel and where they will attend. (5/15)
- b. Batt II done. Everett is done. WI had N9 manager came over and did a walk through and determined that staffing had been cut too far. Appointments are supposed to be made. Union wants to know if they will be doing them correctly this time around. Everyone is supposed to follow the same standard. Need to have them provide what was done at WI and Bremerton and make sure they are following the same standard. (6/19)

- c. Waivers for hold harmless given at WI. Dr has cleared them so not needed. Only need to put name, contact info and specific goals. Same issue as last year only now at WI. Want N9 to destroy the forms. Employee can chose to schedule on own or with the group. This will stop the harassment and allow people to feel comfortable to meet their goals. Management will put out clear guidance on when and how the assessments will be done. Will close once everyone is completed. (7/17)
- d. Assessments are done for this year. Would like to develop a new data request form to be used by N30 personnel. Contain basic information that N9 wants and what we are willing to provide. Work with the Union/N9/Anderson to develop what they really need and what we will provide. We will bring in the agreed upon document that was developed with N9 leadership. No waiver, training on equipment, and provide what we are willing to provide. Takes out the issues with N9 so it doesn't occur every year. Union according supposed to be a gym use class. Review the SOG on what was to be provided. Mike Hoyt talked to Union on needing to get people trained on equipment. Union believes they should be trained on the equipment they use. They should not use the equipment until they are trained on it. As part of assessment can list equipment that they plan to use and have a note that they shall seek training on any other equipment that they want to use. Not something that mandates they are required to get training. People get trained on the plan that are put together for them. Problem is firefighters are stepping out of the plan and not receiving guidance when they change the plan. We are trying to ensure the employees are trained and using the equipment to avoid possible injuries. Avoid holding the employee liable for the injury. Management will work with the Union on the language. (10/16)
- e. Developing a new form for N9 of what we will provide vs. what they want. Should have it in Dec for the Union to review. Will add a baseline fitness health questionnaire as an option for them to use. (11/20)
- f. Reviewed PPT. Retrain if hurt on equipment. Injuries down overall but increase in physical training injuries. Overall concerns from safety is injuries occurring on the same equipment. Back injuries and weight lifting is safety's assessment on the increase in injuries. It was suggested that a trainer be required to be used to work with until 100%. Union will review the questionnaire and make any necessary changes and return to DC. (12/18)
- g. Management sent email back to Union that they agree to the changes. Want to clarify can use either Occ. Heath or personal physician. Change back page and added in fitness test according to our policy or using current NFPA 1582 requirements. Will send back to N9 with the changes. (1/15)

4. OLF Military assignments

- a. Issued when assigned to Engine Company and not crash vehicle at station 71. Lack of training and knowledge and EMT skills to carry out the engine company tasks. Primary mission is they are on the crash truck. Has the Mil been trained site specific? They do it and are away from the structural and they have no idea of the skills that they have previously learned. They need to be on crash side and gain their skills before going to structural side. They are not getting the training. Three have been through EMT and have not passed the exam. Should be assigned to crash truck and know the job function there. They are not safe to be on structural truck. Cannot provide BLS care. 1 passed and 3 have not taken the test. This is a training issue and needs to be brought up to the supervisors on the concerns. Some supervisors will not put them on the structural vehicles. ABH Supervisor, AC Steil and BC Merrill are the only ones that can put in the training into the records. No policy to do it and how to do the training report. Can't enter them on the training report or NFIRS reports. Will look

- into this training issue pertaining to Crash/Structural and Training Reporting. Vehicles are not being maintained when no flights being held at OLF. Apparatus are checked daily. Both trucks have been taking to Station 71 when not in use. A rig check should be done daily. Will go back to the BC and discuss how to do these checks. Three concerns, ESAM, NFIRS, Safety on trucks and trucks not being checked. Per Training Chief Snider can access the ESAMS and add trainers that are needed to enter the training reports for the Military. Have to have Instructor 1 to enter training into ESAMS. (7/17)
- b. One crew is being used on structural and one crew not. They were going to fill in crash positions once qualified. There is no intention to use only on crash truck. Long term to train them. OLF is shut down. Suit is still ongoing. Navy intends to begin flying in Jan 3 days a week. All sailors are enrolled in the ESAMS duty tasks. No more than 2/3. They are F&ES members. Union believes that because of how flex works should reduce to 2 counting towards staffing. Coming in for the partial shift will help fix some of the ill will. Flexible Scope of Service is the issue. Could look into the sailors being on a 24 hour shift like an A/B shift. Were supposed to have 7 assigned to OLF just not manned up to that amount. If they fly at Coupeville they were be there. (10/16)
 - c. Issues with the training for OLF Mil Firefighters. Provided Union and reviewed investigation finding slides that will be presented to the fire fighters. Old Captains room is for all to use not for one designated party. Mil don't have a place to change or keep their clothes and storage of their personal belongings. There is nothing for them. No one wants to take ownership of them and train them. Management is taking action on the management level. If they are asking a firefighter for training they should get the same treatment as if they are a GS firefighter. One of Union concerns is the cutting of the OT. Believe it will go a long way if they only backfill by 2 with the military. Agreement was 2/3. Creates ability to take LAI during the day if needed with the extra body. If approving the leave till 1700 employee has to return at 1700. Why not add to leave policy that they can flex down to the flex point if it does not cause OT and let them take the whole day off in conjunction with LAI. Management would have to review this before agreeing to it. Management will brief the Union more on the investigation. (11/20)
 - d. Ongoing with training plan with OLF MIL. Resolved training report issues with ESAMS. Resolved apparatus check out. Chief Steil has for action on facility and integration for the Mil with input from the crew. DC will go up in Jan and give the brief to those who were missed. When they flex by 3 military and they leave have to call in a third person. Should flex by the same number. Union will go back to Dec and look at how many times this happens where utilized Mil and had to call someone in to cover after Mil has left. Will review at next meeting. (12/18)
 - e. It was looked at only 5 times in a calendar year and was all voluntary OT. No impact to the workforce. Not going to currently make any changes. Going forward with training plans and workforce development Action Training Systems through online process. (1/15)
5. Everett Airfield / WI Training for shipboard.
- a. Plan to get shipboard training in accordance with HPD Advisory.(7/17)
 - b. Training has put together the plan. Will not be implemented until the HPD Advisory has been released. Will come out and be 20 hours a year. Only one live fire required. Night fire requirement will be gone. (10/16)
 - c. Have put together a proposal and are waiting on the advisory to come down. Trying to get down for 6 hours a month to 20 hours a year. CNIC was in agreeance Naval Reactor is not in agreeance with it. Want to apply the NFPA standard. Would reduce it

- to 34 hours a year. Shouldn't all of the radiological training that John Burch gives count as well. (11/20)
- d. Still waiting for guidance. (12/18)
 - e. Status quo. (1/15)
6. VTC at Bangor/NAVMAG/Everett
- a. Issue when there is a Chiefs meeting the crew is removed and can't use the kitchen/day room. Many places where it is on a cart and they can move it around. Our current VTC system does not utilize all our ports. With the addition of the new training lap tops looking at utilizing them as a hub. Either a laptop will be the solution or go to station 62. Change NAVMAG to a dial in voice and not utilize the VTC. (10/16)
 - b. Comms program wants to keep the old VTC and put in Capt office, not viable system will be obsolete and not be supported. May be able to set up the laptops and will run a CAT5 to the cable cpu. Can be done at NAVMAG as well. Might be issue at Bremerton at 27 when they get it in. COMMS is working the issues with N6. (11/20)
 - c. No change. Laptops waiting on N6. Jan/Feb VTC units are supposed to be installed. (12/18)
 - d. Status quo. (1/15)
7. Region Tobacco Use Policy
- a. E-cigarette, smokeless use in the station is in the region policy. Was revised by the region to include e-cigarettes. ID chewing tobacco. We don't have a department policy to regulate have the region policy for vehicle use that we follow need to follow the region policy. We can create a local policy that would mirror the Region policy that would just ref the Region's policy. Will send out a link that will take them directly to the policy or provide the policy. The smoking areas are not located close to the buildings for response time. We need to go out and survey who do not have a smoking area and designate areas where they will use their E-cigarette and the smokeless tobacco. Until such time we make a recommendation of where to go. We will not discipline over it. Effective immediately there are no E-cigarettes or chewing tobacco use in the stations in accordance with Region policy. (11/20)
 - b. It is on the share drive. Created a proposed policy for union to review and make changes. Not every Installation has a smoking policy. No regional policy. Most follow SECNAV policy. Has to be 50 feet from the building. Requirements are to establish a smoking area and are working with getting material that has to be set up in the area. Noncombustible can. (12/18)
 - c. Received the information required for the smoking cessation and finalize the smoking destination areas. (1/15)
8. Station 91 Investigation
- a. Concern brought forth by an employee over issues at the station. They are affecting everyone. Will brief the Union in private. When interviews are set up it will include HRO and the Union. (11/20)
 - b. Tabled till Jan. (12/18)
 - c. No change tabled until further notice. CLOSED (1/15)
9. Fire Inspectors ULP
- a. In regard to the reassignment of duties. Set up to align the work for the Battalions. We want to realign to the battalions as they are requires, JPARK and Hospital aligned to Battalion 1 not 2. Decrease the burden on Battalion 2. Batt 1 will have 2 buildings added, the hospital and daycare. It is an assignment of work. Understand

management should have courtesy notification to the Union so they knew what was going on. Union has no problem with the assignment of work. Needed to consider the other burdens that are occurring. Management does not see a significant impact on the changes to the employees. Union sit with the employees to see what is involved and drop the ULP or get something in writing saying should have courtesy notification and ULP dropped. Right to assign work and align the work correctly. Inspectors are not behind in their work load. It's not about adding work it's about realigning work of that area. Every building is prescheduled every month every year. Not de minimis when work load changes. Union will go back and talk to the crews. (11/20)

- b. Tabled till Jan. (12/18)
- c. Timeline for inspectors. We have received the authority/RAM for 3rd fire inspector for NBK. Waiting for funding. Will become support for shipboard firefighting and address Miami requirements. Rivera position has been accepted by Fernaays. Effective date 29Dec. Temp promoted to Prevention Fire chief position NTE 180 days. Waiting to find out when DiGiovanni is returning. Authorized 5 at NBK. WI inspector starts on 27th of January. Plan as it stands. Have overseas return 23rd of Feb. Hesmondhalgh comes back, Waeschle returns to position and Wentworth returns to Prevention position in May and will extend if needed and Fernaays will go to the inspector's position. (1/15)

10. OWCP-Light duty

- a. Union sent Inquiry to IFF on an informal poll on fed departments on what they do for their light duty personnel. Due to sequestration they have changed their response to claims to 45 days. Takes an employee into 2 months then they move to a LWOP status. Every other employee works their full shift on light duty in the region where fire does not. Changes to schedule affect the employee. Feedback from Naval District WA works normal shift for light duty. Norfolk works 40 hour work week. There is not standard out there. Changes to schedule and causes undue financial burden on the employee. Union will continue with their poll to find a fix to the issue. He also affects annual leave and sick leave accrual.
- b. Went out with survey. 6 responses to how they are documenting hours. Not treated based on hours and are losing LA/LS. Might need to look at what we are doing. Might want to look at our change in the light duty current practice. Requiring them to come in M-F instead of their normal hours. Tabled to wait on more responses to the Union to present what is done in other areas. (12/18)
- c. Response from 12/13 departments. 50/50 for 72 vice 40 hour. Union will write up a proposal and barging on how to do light duty assignments. Took 2 months to get a check from OWCP. LS/LA is not correct and pay is also incorrect. (1/15)

11. Firefighter Sports Injuries

- a. Tabled by management at this time (11/20)
- b. Realize Unions concern in cutting activities. Realize that close quarter activities and aggressive completion leads to significant amount of OT and OWCP. Union states it's not specific to the sport that causes it. Managements concern is it causes OT and OWCP problems for the employee. Union believes it's related to the person's fitness level not the sport. Management will have Terry Anderson run a report to track the injuries and monitor before making a decision. Will talk again in January concerning Racquetball, softball and baseball. Management is open to suggestions from the Union. (12/18)
- c. Went back and provided union with 5 years of injuries and broke by event type. FC has not made a decision. Still more injuries on training ground. (1/15)

12. Shipboard Training Drills

- a. Want us to use charge hose and not get water on desk. Concern on carrying training gear regular gear. We have training nozzle and need to call a training time out to put on nozzle. Going back and having safety officer verify couplings are connected and not leaking. Charged hose in sub and can't discharge hose have to carry charged hose up four decks and ship board personnel do not use a charge line. Management will look into it. (12/18)
- b. Discussed with training. Only one nozzle was available. Training office handed the nozzle to the personnel. Ships forces did not charge the hoses as directed. No way to correct the system of draining charged hoses. Is a requirement to charge the hoses. We can make the request to the ships forces to pull/remove the charged hoses. It is fine to call training time out to utilize the hose. Anderson developing training jump bags for use on drills. (1/15)

13. Acting In Position Over 30 Days

- a. Have had Aaron Atkins in the position for 30 days. Why no one else is qualified to fill in? HRO will look into what is requirement for 30 days vs. 90 days to get paid. Past practice we know we are going to have a position we rotate them. No date was put out on Whitmore's move. (12/18)
- b. Did an RPA for other duties detail. CLOSE(1/15)

NEW BUSINESS

1. Use of front Line Vehicles during drill

- a. Using front line ambulance vehicles for the audit we have a primary vehicle no mucked up for a call that come in while on drill. Use reserve ambulance vehicle for CIP drill and have front line ambulance available close by for the call. Discuss with training weather and other issues. CLOSED(1/15)

2. 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)

3. Wet hose line drills

- a. Doing drills when 32 degrees out. Is a safety issue to pull wet lines. If it is freezing outside should not be using water. Discuss with Training. CLOSED(1/15)

4. Uniform Allowance Payouts

- a. They are processing and paying out. All were submitted. CLOSED(1/15)

Next meeting scheduled for 19 February 2014 at 0930 – Union Hosts