

MINUTES
MICHIGAN PROFESSIONAL FIRE FIGHTERS UNION
EXECUTIVE BOARD MEETING
Offices of Kelley Cawthorne Consulting
Lansing, MI
June 6, 2016

Members Present:

Mark Docherty, President
Terrence H. Chesney, Secretary/Treasurer
Shaun Abbey, Vice President, Second District
Chris Reynolds, Vice President, First/Third District
Steven Heim, Vice President, Fourth District
Monty Ney, Vice President, Fifth District
Matthew Sahr, Vice President, Sixth District
Rich Clark, Trustee, Western District (excused at 4pm)
Mickey Wiewiura, Trustee, Eastern District
Aileen Pettinger, Northern Trustee

Guests:

The following guests were present at various times during the meeting:
Melissa Yutzey, Kelley Cawthorne Consulting
Brandon Dillon, Chair of the Michigan Democratic Party
Gretchen Whitmer, Former Senate Democratic Leader
Paul Hufnagel, IAFF 8th District Vice President

Call to Order

President Docherty called the meeting to order at 1015 hours. The board observed a moment of silence for all fire fighters that have passed since our last meeting. He welcomed new 5th DVP Monty Nye, and new Trustees Rich Clark and Mickey Wiewiura to the meeting.

President Docherty stated that the minutes of the last meeting and the financial reports were previously sent out via email. He asked if there were any questions.

Motion 05-2016: Moved by Abbey, supported by Reynolds to approve the minutes of the March 7, 2016 Executive Board meeting. Motion carried unanimously.

Motion 06-2016: Moved by Reynolds, supported by Heim to receive and place on file the MPFFU financial reports for the months of March, April, and May. Motion carried unanimously.

IAFF 8th District Report

President Docherty welcomed 8th DVP Paul Hufnagel to the meeting. DVP Hufnagel updated the board on several current issues, including the most recent polling of IAFF members across the country on the upcoming Presidential election, the IAFF's ongoing assistance to Local 352-Flint and Local 344-Detroit, and updates on secondary employment problems within Michigan and the other 8th District States. He thanked the entire board for their support and assistance during his term of office as 8th District Vice President.

Presidents Report

President Docherty welcomed Brandon Dillon to the meeting. Mr. Dillon is the Chair of the Democratic Party. Brandon gave a complete rundown on the key House races in the upcoming primary election. He encouraged the MPFFU to get our members actively involved in these races. The board discussed several of the races that they are familiar with. President Docherty thanked Brandon for attending our meeting and for sharing the information with us.

President Docherty and Melissa Yutzey jointly reported that three million dollars in funding for the First Responder Presumed Coverage Fund has been included in the conference report for the 16-17 budget. He stated that the Director of Workers Comp informed him that they are working procedures to process the claims and will share this information as soon as it is finalized.

They also discussed the LARA budget and how it relates to the Fire Marshal division and the Fire Fighters Training Council. The allocation of the revenues derived from the Fireworks legislation continues to be a major source of funding for this budget and it appears more money will be allocated in next years budget for grants to local departments for training related programs.

The proposed legislation to rewrite and update PA 291 is now being opposed by the State Fire Marshal and the Fire Chief organizations. The language contained in this bill was a joint effort by representatives from all the major fire service organizations so it is very disappointing for some of these same groups to now be in opposition. President Docherty stated that he has been attempting to find out the specific reasons for the sudden opposition but no one will provide any specifics. He stated that another issue is the Chief's support of the proposed legislation to greatly reduce the public's use of fireworks. Until a replacement source of the funding that would be lost if these bills pass, the MPFFU will not support this legislation.

Another bill that we are monitoring is SB218. This bill will provide insurance coverage to surviving spouses of police and firefighters that die in the line of duty. A complete list of bills that are being monitored by the MPFFU can be found at www.mpffu.org.

Melissa reported that the legislature will be going on summer recess very soon. They will not be in session very many days in September and October due to the November election. The lame duck session will need to be monitored very closely to make sure no adverse legislation is snuck through during that time.

President Docherty announced that the meeting will recess for lunch. President Docherty called the meeting back to order.

Melissa distributed packets of information to be used for the discussion on candidate endorsements. President Docherty and Melissa led a discussion on each of the House races and they reviewed the candidate questionnaires that were returned by the candidates. The board voted to endorse several candidates and gave provisional endorsements to several other candidates that still needed to return their candidate questionnaires or those that require discussion with the appropriate locals. A complete list of MPFFU endorsed candidates will be included in these minutes and can also be found on the MPFFU website. The website should be monitored for updates between now and the August 2nd primary elections.

Motion 07-2016: Moved by Abbey, supported by Heim to endorse the list of recommended and provisional candidates for State Representative. Motion carried unanimously

President Docherty welcomed former Senate Democratic Leader Gretchen Whitmer to the meeting. Gretchen Whitmer served in the Michigan Legislature from 2001-2015 and was elected by her colleagues as the Senate Democratic Leader in 2011, becoming the first woman to lead a Senate caucus in Michigan history.

Gretchen was an outspoken advocate for Michigan's families throughout her time in office. She led efforts to support our public schools, fought to protect seniors and championed the rights of women. She was also supportive of our issues and labor in general.

After leaving office, Gretchen returned to work as an attorney at Dickinson Wright law firm and had the honor of becoming a Towsley Policymaker in Residence at the University of Michigan's Gerald R. Ford School of Public Policy where she teaches students the importance of public service.

President Docherty explained that he invited Gretchen to our meeting to discuss her involvement and efforts in trying to regain Democratic control of the legislature. Ms. Whitmer provided her observations and opinions regarding the reasons that government in general is in such a dysfunctional state. The members of the board and Ms. Whitmer discussed a variety of topics. When asked if she is going to run for Governor, she

stated that she is giving it serious consideration but she has not made a decision at this time. The board thanked her for attending our meeting.

Secretary-Treasurers Report

S/T Chesney reviewed the costs associated with the recent MPFFU Convention as well as an overview of the entire event. He also discussed necessary revisions to the MPFFU budget due to actions taken by the delegates at the convention.

S/T Chesney reported that the MPFFU per capita will \$14.02 on July 1st and the new member initiation fee will be increased to \$100 and that \$50 of that fee will be returned to the local for each new member that attends the MPFFU member orientation program.

S/T Chesney stated that the updated MPFFU Constitution and By-laws have been reviewed by all members of the board and trustees and was sent to the IAFF for approval. He stated that the revised bylaws will be distributed to locals after it is approved by the IAFF.

Motion 08-2016: Moved by Chesney, supported by Heim to approve the changes in the MPFFU Constitution and By-laws and to authorize its distribution to members upon receipt of approval by the IAFF. Motion carried unanimously

The board reviewed the updated MPFFU calendar and discussed dates and locations for future board meetings and district meetings.

S/T Chesney reported that he has received a few inquiries about joining the IAFF by individuals wishing to remain anonymous. He stated that he has provided information about the IAFF/MPFFU as well as explaining the process to organize. Updates were provided on the status of initial contracts for Highland Park, Glen Lake, and Peninsula Twp.

Trustee Report

S/T Chesney reported that there would not be a Trustee meeting today but he would make arrangements with the Trustees for their next meeting.

District Reports

Each District Vice President gave a brief oral report about high priority issues and problems in their districts. The board shared ideas and strategies for providing assistance to these locals. President Docherty reminded the DVP's to stay in touch with the locals in their district on a regular basis. A written report from each DVP is included at the end of these meeting minutes.

Committee Reports

President Docherty reported that applications for each of the MPFFU Standing Committees are due June 15th. President Docherty will announce the appointments sometime in early July. He reported that there is no longer a need for the CAAMSS committee so he would like a motion to disband it.

Motion 09-2016: Moved by Chesney, supported by Heim to disband the Consolidation and Mergers Committee (CAAMSS) effective June 30, 2016. Motion carried unanimously

President Docherty stated that applications are still being accepted for the MPFFU Communications Coordinator position and the MPFFU Education Coordinator position. He will contact the MPFFU Executive Board with his recommendations prior to announcing his appointments to these positions.

Monty Nye, MPFFU Liaison to MDA gave a brief update on the recent MDA Boot Camp that was held in Midland on June 1st. This year's boot camp was attended by a large number new participants.

New Business

Motion 10-2016: Moved by Reynolds, supported by Sahr to re-appoint Michael O'Hearon as MPFFU Legal Counsel. Motion carried unanimously

Motion 11-2016: Moved by Abbey, supported by Heim to re-appoint Kelley Cawthorne Consulting as MPFFU Legislative Lobbyist. Motion carried unanimously

S/T Chesney distributed copies of the two resolutions adopted by the delegates at the MPFFU Convention that required the MPFFU to submit to the IAFF Convention. He asked the board to review them and give approval to submit them as written.

Motion 12-2016: Moved by Chesney, supported by Nye to approve submitting these two resolutions to the IAFF Convention on behalf of the MPFFU. Motion carried unanimously

S/T Chesney reported that it will be necessary to convene the new Political Education committee prior to starting the Delegato-McColl Labor School Scholarship program due to the requirement that the committee develop the application and award process. President Docherty stated that the committee will be assigned to work on this so the award recipients can start in the winter session offerings.

The board discussed who will be attending the upcoming IAFF 8th District Caucus and IAFF Convention.

S/T Chesney reviewed the list of locals who have indicated they are not going to attend the IAFF Convention. He stated that DVP's should assist the locals in assigning their proxy votes to a delegate from another local that is attending the convention.

President Docherty spoke about ways to engage the board and local leadership to brainstorm about ways to improve the MPFFU and the services it provides to locals. He stated that more discussion on this issue will take place at another meeting in the near future.

Motion 13-2016: Moved by Nye, supported by Sahr to adjourn. Motion carried unanimously. The meeting adjourned at 5:45 pm.

MPFFU Endorsements for State Representative

<u>District</u>	<u>Candidate</u>	<u>District</u>	<u>Candidate</u>
3	Rep. Wendell Byrd	47	Henry Vaupel
5	Rep. Fred Durhal, III	48	Rep. Pam Faris
6	Rep. Stephanie Chang	49	Rep. Phil Phelps
9	Sylvia Santana	50	Rep. Tim Sneller
10	Rep. Leslie Love	55	Adam Zemke
11	Rep. Julie Plawecki	57	Harvey Schmidt
12	Rep. Erika Geiss	60	Rep. Jon Hoadley
13	Rep. Frank Liberati	62	Jim Haadsma
15	Brian Stone	66	Annie Brown
16	Rep. Robert Kosowski	67	Rep. Tom Cochran
18	Kevin Hertel	72	Robert Coughlin – <i>Primary</i>
19	Rep. Laura Cox	75	Rep. David LaGrand
22	Rep. John Chirkun	76	Rep. Winnie Brinks
23	Sherry Berecz	88	Rep. Roger Victory
24	Dana Camphous-Peterson	91	Collene Lamonte
25	Rep. Henry Yanez	92	Terry Sabo
26	Jim Ellison	95	Rep. Vanessa Guerra
27	Robert Wittenberg	98	Geoff Malicoat
30	Diana Farrington – <i>Primary</i>	99	Bryan Mielke
30	Michael Notte – <i>Primary</i>	100	John Wilterink
31	Bill Sowerby	101	Dan Scripps
36	Rep. Peter Lucido	102	Douglas Gabert
37	Rep. Christine Greig	107	Kathy Twardy
41	Rep. Martin Howrylak	108	Scott Celello
42	Timothy Johnson		
46	David Lillis		

Secretary-Treasurers Report

Activity since March 6th Board Meeting

Membership activities (roster changes, additions, subtractions)

Daily and Monthly, and Quarterly Financial Activities (banking, income, disbursements, payroll, payroll reports and taxes)

Prepared and Submitted Quarterly PAC report to State

Started Local Union membership audits

Daily Phone and email assistance to locals

Daily updates to Website, Facebook, & Twitter accounts

Email Communications to Local

Researched and planning activities to assist Locals with MERC audits.

Various activities associated with Organizing new locals

Committee & EXBD Support via phone/email

Planning, Preparation, and Registration activities for:

- MPFFU Convention
- Fall 2016 District meetings

Communication Results of MPFFU Convention to Locals

Communications to Locals regarding MPFFU Committees and Coordinator Positions

Prepared revisions to MPFFU Constitution and By-Laws

Preparation for Executive Board Meeting

Summer 2016 MPFFU Second District Update
Submitted by Second District VP Shaun Abbey
June 6, 2016

Belding L-2451

President Don Eady

Date contacted: May 31, 2016

They just settled their CBA. The best contract they have had in a while. Two percent raises each year for four years. They will be sending in a copy soon. Local President Don Eady will be retiring in August after 37 years of service. They will be hiring another firefighter.

Big Rapids L-1776

President Sean Wethington

Date contacted: May 31, 2016

They are in the process of wrapping up negotiations. They have a few issues that need to be dealt with. They are not receiving all emails from the MPFFU.

Blair Twp. L-4355

President Eric Somel

Date contacted: May 31, 2016

The Township voted not to conduct a fire department study. The Local worked with the IAFF and got several firms rejected. They continue to get help with a GIS and grants from the IAFF. Past Local President and retiree Nicole Blonshine is running for Township Supervisor and her campaign is gaining momentum. Conversely the outgoing Supervisor is being difficult before he leaves.

Cadillac L-704

President Mark Feister

Date contacted: May 31, 2016

They just ratified their CBA. Details will be coming. Everything else is going well.

Cedar L-4953

President Tim Johnson

Date contacted: May 31, 2016

I stopped by the station on May 11th. They are in the process of finishing up a new CBA. The consolidation of the fire department covering four townships is complete. They are in the process of hiring three new firefighters. They are planning on hiring three more in 2018.

Cutlerville L-4385

President Mark Grooters

Date contacted: May 31, 2016

They have hired some part-time firefighters for daytime coverage. They are endorsing current Twp. Supervisor Audrey Nevins because she is being challenged by term-limited, anti-labor State Rep. Hooker. They have a new Chief and things are going well.

Egelston Twp. L-3901

President Dan Brentana

Date contacted: May 31, 2016

Charter Local President Danny Willea will be retiring in June. They plan on hiring one and possibly two. No issues at this time.

Fruitport L-2352

President Troy LaNore

Date contacted: June 3, 2016

No report given.

Glen Lake L-5086

President Bill Parker

Date contacted: May 31, 2016

I am working with them to secure their first CBA. We have had three negotiation sessions and are making progress. They have a ULP hearing at the end of June.

Grand Haven Twp. L-4475

President David Peterson

Date contacted: May 31, 2016

No report given.

Grand Rapids L-366

President Joe Dubay

Date contacted: May 24, 2016

They have come to an agreement on a new CBA. It goes to the membership June 6&7 and they feel pretty good about the deal. They were involved in the process of finding a new Chief. They are also looking to add a third party for 457 and are looking at the IAFF/Nationwide plan. I will be meeting with Local President Joe Dubay in June.

Holland L-759

President Joel Cook

Date contacted: June 2, 2016

They are in negotiations and have had two sessions. They are having a meeting regarding healthcare and pension on June 8. I will be attending the meeting.

Kentwood L-3174

President Kurt Nuffer

Date contacted: May 27, 2016

They came to an agreement on a new CBA. It was ratified unanimously in May. Two percent raises for all three years. There is an HSA component to their healthcare plan now. They changed their retiree health to RHS individual plans. The City deposited their share of the previous plan into each members account. They were able to keep their schedule, hours and actually increased food fund allowance.

Leelanau L-5056

President Jeff Hester

Date contacted: May 11, 2016

I met with Local President Jeff Hester on May 11th. They are working on passing a millage that would sustain their members as well as possibly add members. They are working on officer positions in their new CBA.

*Manistee L-645

President Doug Dominick

Date contacted: March 2, 2016

They were attempting to change their schedule to 48/96 but the city labor attorney would not allow them to violate PA 125. No major issues at this time.

Muskegon Heights L-615

President Dennis Roesler Jr.

Date contacted: May 31, 2016

They have had a couple minor issues. Their SAFER grant was extended until November. They are in the process of securing another grant to keep their firefighters. Past Local President Terry Sabo is running for State Representative.

Muskegon L-370

President Pete Hughes

Date contacted: May 31, 2016

They are hoping hire soon for openings that need to be filled. They are covering with OT. No other major issues.

Muskegon Twp. L-4132

President Jacob Grabinski – New President

Date contacted: May 31, 2016

They are working on getting involved with the MPFFU PAC Partnership.

Norton Shores L-2559

President Casey Rosenberg

Date contacted: June 3, 2016

They are in negotiations and have had two meetings. The city has been ill prepared to this point. There is a POC fire union that is arbitrating their CBA asking for huge wage increases. Some of their POC FF's are working full time hours and drawing benefits. They are going to see at what point do they leave the POC union and join theirs.

Plainfield Twp. L-2559

President Pat DuVall

Date contacted: June 3, 2016

They are beginning negotiations on June 23. They are also endorsing three candidates for the Township Board. They have contributed a nice check to each of them from their MPFFU FirePAC account.

Peninsula Twp. L-5096 **New Local**

President Brent Strom

Date contacted: May 24, 2016

I met with the new Local leadership on May 12 and we have our first meeting with the Township on June 20 and 21. I have been working with them over the last month to develop our initial proposal. They attended their first MDA/MPFFU Boot Camp and plan on holding a MDA fundraiser.

Suttons Bay – Bingham L-4827

President Gary McGhee

Date contacted: June 2, 2016

No major issues. They will be hiring one to replace a member that went to another department.

Traverse City L-646

President Chad Rueckert

Date contacted: May 11, 2016

I stopped by two stations on May 11 and met with Chad. No major issues.

Wyoming L-2758

President Lacey Koens

Date contacted: May 31, 2016

They are working with the City to open another station 24/7 for a 6 month trial period.

Fourth District Report
Summer 2013
Submitted June 11, 2013

Allen Park*- Local 1410

Current Contract: 6/30/10-6/30/13

Department Manpower: 24

Members on Lay Off: 0

Members in Bargaining Unit: 22

Members in Bargaining Unit per contract: 28

Talked with President O'Riley multiple times throughout quarter by phone.

- Contract Negotiations with EM Joyce Parker have started.
- EM Parker looking at multiple consolidation/ merger plans with neighboring communities.
- Union won MERC unfair labor court case in September 2012 requiring the City to hire 6 firefighters, maintain 7 man daily minimum, and pay all back pay with %5 interest quarterly. City appealed decision. No MERC appeal decision as of today.
- FEMA switched a New Hire Safer Grant to a Retention Safer Grant for 6 firefighters at \$1.2 million for two years. City has until the end of March to accept or forfeit.

Ann Arbor- Local 693

Current Contract: 7/01/10-6/30/14

Department Manpower: 76

Members on Lay Off: 3 to return 6/18/12

Members in Bargaining Unit: 79

The local did not provide a report this quarter.

Ann Arbor Township-Local 2003

Current Contract: 8/01/12-12/31/15

Department Manpower: 6

Members on Lay Off: 0

Members in Bargaining Unit: 6

Emailed information by President Kemp 11/12.

- Working under a three year contract for 2%, 2%, and 2% increase.
- New BC/BS medical coverage with \$2500 deductible. Twp puts the \$2500 into a HSA account for employee to use to cover cost.
- Any cost for BC/BS over 3% per year is the employee's responsibility.
- MERS Health savings retirement account. Twp pays only cost of plan and employee makes the contributions.
- Some shared services with STFD Local 3292 both locals and Chiefs involved in the planning and so far all is well.
- FIRE CHIEF RETIRING IN JUNE. LET THE DOOR HIT YOU IN THE ASS WHEN YOU LEAVE

Brownstown- Local 4112

Current Contract: 1/1/10-12/31/13

Department Manpower: 33

Members in Bargaining Unit: 31

Members on Lay Off: 0

Talked with President Dave Zurawski by email and phone several times throughout quarter. Emailed update on 6/10/13.

- Preparing for contract negotiations

Canton Township-Local 2289

Current Contract: 7/1/08-7/30/13

Department Manpower: 61

Members in Bargaining Unit: 60

Members on Lay Off: 0

Emailed update by Secretary Thoms 11/29.

- Two year extension was added to CBA. Currently in negotiations for new contract.
- Josh Meier was promoted to Fire Chief.
- Greg Sprys-Tellner promoted to Deputy Chief (position still in bargaining unit).

Dearborn- Local 412

Current Contract: 7/1/09-6/30/12

Department Manpower: 121

Members in Bargaining Unit: 119

Members on Lay Off: 0

Talked with President Thorington multiple times this quarter.

- City of Dearborn and Melvindale attempt to finalize their proposed merger in the next few weeks.
- A deal was reached by both locals on how the merger would affect their bargaining units.
- The merger would pick up the Melvindale fire fighters as employees of the Dearborn Fire Dept.

Dearborn Heights- Local 1355

Current Contract: 7/1/08-6/30/11

Department Manpower: 41

Members in Bargaining Unit: 40

Members on Lay Off: 0

President Mickey Wiewiura provided update via email

- As of today we are down a total of 11 members.
- Promoted DC, FM, FI, 3 Capt, 3 LT & 3 Pump Operators
- Filled 4 spots in the last 8 months
- Hiring another 5 by April 1
- Received EVIP money from state for talks w Garden City but now have stalled after the firing of GC City Manager.
- Mayor stating that city expected to have a \$2 million fund balance this year

- IAFF Fireground Survival class to be given to all members after train the trainer course hosted by local 1355.

Dearborn Industrial- Local I-35

Current Contract: 07/01/12-12-31-14

Department Manpower:14 Members in Bargaining Unit: 15

Members on Lay Off: 0

Members on Medical: 1

Last updated by President Anthony Nixon 9/12.

- Settled and ratified new contract on 08/20/12.
- 8% increase over the next 3 years.
- Looking for different options for medical coverage for all members.
- Will be creating 5 new officer positions.
- Company has ordered and waiting to receive shipment of new sets of turnout gear for all members.

Dexter Area- Local 4090

Current Contract: 1/1/11-12/31/13

Department Manpower: 8 Members in Bargaining Unit: 8

Members on Lay Off: 0

President Don Dettling emailed update on March 9, 2013

- Financially the village & townships are still doing well
- Starting contract negotiations (will be looking for help in the Health Care section)
- No cutbacks, working lots of OT covering sub-station open shift
- Regional talks still continuing with Scio Twp.
- Started Joint Labor Management Committee
- 1 grievance working it's way through the system

Ecorse*- Local 684

Current Contract: 7/1/05-6/30/11

Department Manpower: 20 Members in Bargaining Unit: 8

Members on Lay Off: 6 have been moved to part time status

I talked with board multiple times throughout the quarter.

- The local continues to struggle with extremely low manpower and PSO issues.
- Fatal house fire received some publicity after it was made public only two fire fighters were on duty.
- President Douglas has expressed on several occasions his extreme displeasure with IAFF members instructing the Academy and pump operations classes offered to the PSOs. I met with President Docherty and the Local's Executive Board in regards to the matter. A request has been submitted to the IAFF General President requesting an investigation to determine if the work was done in violation to the IAFF Constitution.

Frenchtown Township- Local 3233

Current Contract: 1/1/13- 12/31/13

Department Manpower: 17 w/ 12 POC

Members in Bargaining Unit: 17

Members on Lay Off: 0

President Chuck McBride passed away from natural causes at the beginning of May. Carson Poupard filled in the position as President. I attended the funeral services and talked with Carson multiple times this quarter.

Garden City*- Local 1911

Current Contract: 7/1/11-6/30/14

Department Manpower: 14

Members in Bargaining Unit: 14

Members on Lay Off: 0

President Brian Finneren provided last update by email on 6/1/12.

- The Local was successful in negotiating a new contract in spite of the City bringing nearly forty items to the table. There were some concessions made for new hires, no raises for current employees for the term of the contract, as well as the current members paying 20% of medical costs starting August of 2012. (approx. \$150/pay or \$3900/year for a family plan).
- A SAFER grant application was sent in to get 4 new firefighters hired, but no decision has been made by FEMA yet.
- Michael Terch and Darren Candela were recently promoted to the Engineer/Pump Operator rank.
- Millage was successful in May, 4-years at 3.4 mils for Police/Fire.
- Received AFG grant for new fire truck, putting specs together now.
- Attended meeting with 8th District VP Hufnagel, Western Wayne and Garden City E Boards to discuss possible consolidation.

Hamtramck- Local 750

Current Contract: 7/1/09-6/30/14

Department Manpower: 26

Members in Bargaining Unit: 25

Members on Lay Off: 0

Emailed update by President Matt Wyszczelski on 6/10/13. Met with E Board and membership multiple times throughout quarter.

- They are down 4 members in suppression due to the City not hiring, even though the 4 positions are all covered by SAFER
- State Financial Review team gave report that City is in Financial Emergency and recommends action by State. This report focuses on the inability of the City to manage itself and avoid the mess it is in
- We expect Governor to make his decision on an EFM this week
- City is trying to spin the whole financial crisis as they asked for the State's help before it got too bad
- Both ambulances are still OOS for Mechanical reasons

- We have a ULP hearing on a PERA violation concerning the ambulances on June 20th.
- We have 4 grievances heading to arbitration, two scheduled in August and 2 pending, concerning Ambulance outsourcing, Fire Outsourcing, EMT pay denial and HSA accounts not being filled fully
- Working with IAFF on GIS
- Entire E board attended the Collective bargaining Seminar in Ypsilanti

Inkster*- Local 1577

Current Contract: 7/1/09-6/30/12

Department Manpower: 18

Members in Bargaining Unit: 16

Members on Lay Off: 0

I Talked with President Ben Ferguson by phone multiple times this quarter.

- The Local has been arguing with the City over temporary personnel. The City has been using temporary replacement personnel to fill in as manpower. Still working below required contractual minimums.
- The city is talking about laying off 20-25 employees, rumored that PD will lose 15. The Local feels they are probably going lose their DC(non union) for now. It was said that the manager wanted to layoff 3-6 of us but they have solid manning clause and a NO layoff clause for the duration of the CBA.
- Chief has been making promotions without posting for test as required by the CBA. Working through several complications in the promotional process.
- The City is working under a Consent Agreement with the State. Not really sure what to expect from here on out.
- Currently operating with 15 in suppression. Due to recent vacancies through attrition. This is being pursued in arbitration.
- The City has applied for PSO Grant through the State that was not awarded.

Lincoln Park- Local 1292

Current Contract: 7/1/11-6/30/13

Department Manpower: 25

Members in Bargaining Unit: 25

Members on Lay Off: 0

- The local continues to work on consolidation talks with surrounding communities.
- The City has projected a budget deficit of several million dollars this year.
- City requested each bargaining unit in the City reopen their contracts again. Council passed resolution to cut one million dollars from the fire department budget.
- The City denied SAFER Grant after several modifications.
- The City applied for PSO Grant through the State which was not awarded.

Livonia- Local 1164

Current Contract: 12/1/12 thru 11/30/15

Department Manpower: 82 Members in Bargaining Unit: 81

Members on Lay Off: 0

Emailed update from President Rob Domenzain on 6/10/13.

- Contract through 11/15
- Hiring (2) FF/Paramedics due to retirement and retention.
- New Heavy Rescue in service replacing a 25 y/o truck.
- Public Safety Millage good thru 12/1/16
- Livonia Spree 6/25-30. Come see us at our pizza tent.

Melvindale- Local

Current Contract: 1/1/10-12/30/14

Department Manpower:

Members in Bargaining Unit:

Members on Lay Off:

I Talked with President Schultz by phone multiple times in quarter.

- Local continues to work on consolidation efforts with Dearborn

Metro Airport- Local 741

Current Contract: 11/30/08

Department Manpower: 62

Members in Bargaining Unit: 56

Members on Lay Off:

President Bill Dennison provided update by email.

- The Authority rejected the deal discussed at the 4th District meeting.
- Starting 312 arbitration in March 2011 and expect to have the award back 3/09/12.
- The minimum daily staffing is still down from 16 per shift to 14 which covers Metro and Willow Run.
- Had several battles with PA54 while on contract extension. Management has forced to pay fabricated Health care increases and have been denying seniority based vacation increase's.
- Approved for an EDF loan from the International to help with our mammoth legal fees.

Monroe*- Local 326

Current Contract: 7/1/11-12/31/14

Department Manpower: 15

Members in Bargaining Unit: 15

Members on Lay Off: 1

Emailed update by Vice President Foley 3/10

- Continue to deal with the PSO system.
- The local was able to secure a contract until Dec. 2014.
- The City is discovering the training that the police received was marginal at best and difficult to deal with when they are needed.
- The city called back one of the laid off fire fighters.

Northville Township- Local 3961

Current Contract: 1/1/10-12/31/12

Department Manpower: 26
Members on Lay Off: 0

Members in Bargaining Unit:

Emailed update by President Marcotte on 6/6.

- In the process of hiring one Firefighter/Paramedic to replace a position due to retirement.
- Full-time staffing remains 26 with 24 of those positions in suppression.
- Will begin negotiations on a new collective bargaining agreement in the near future.

Pittsfield- Local 3008

Current Contract: 1/1/9-12/31/14

Department Manpower: 23

Members in Bargaining Unit: 22

Members on Lay Off: 0

Talked with Vice President Scott Koepp regarding a potential disciplinary action of one of their members last week.

Plymouth Township*- Local 1496

Current Contract: Exp March 31, 2013

Department Manpower:

Members in Bargaining Unit: 16

Members on Lay Off: 9

I attended several planning sessions with President Atkins and Local Executive Board in the last quarter. I have also talked with Dan multiple times throughout quarter by phone.

- Township has proposed changes to reflect the recommendations of the ICMA study from the City of Plymouth. The study from ICMA called for reductions in full time personnel, privatization of ambulance service, PSO and a variety of other options that could severely impact the Local. Township has given Local an ultimatum PSO or they will contract with city of Northville/Plymouth for fire service and HVA will handle all EMS no fire response.
- The City of Plymouth has signed a 12 year deal with the City of Northville (paid on call) to provide fire coverage and Huron Valley Ambulance to provide EMS. The twelve year commitment has heavy penalty for withdrawal.
- Local currently has nine members laid off. The township closed one station and reduced the daily staffing.
- Starting the next round of negotiations.

Redford Township -Local 1206

Current Contract: 4/1/09-3/31/13

Department Manpower: 34

Members in Bargaining Unit: 33

Members on Lay Off: none

Updated by President Bernie Brosnan by email 06/09/2013.

- We are currently staffed at 12 person units. All full-time.

- The POAM arbitration award is due this week. The only item that was being arbitrated was for a DROP. In all likelihood 15 POAM members will retire when the DROP comes in.
- We are still in contract negotiations. No progress.
- 2 of our probationary firefighters left to go to other departments in May. This is mostly attributable to the lack of family medical care.

River Rouge* -Local 517

Current Contract: expired 2007

Department Manpower:

Members in Bargaining Unit:

Members on Lay Off: 6

I Talked with President Doug Savitskie by phone multiple times throughout quarter.

Attended a retirement party at their station last Sunday.

- 6 still on lay off. 1 was recalled and offered the Police Academy...he accepted
- 4 RRPD officers completed the Fire Academy ending around 3rd week of march....4 more are in next class
- Fire Marshall half way through Police Academy
- City accepted EVIP grant (\$600,000) from State for PSO program shared with Ecorse
- Jan. 2, 2012 city stopped fire based EMS delivery and contracted with Health Link for service. We do not even first respond
- Jan. 2nd reduced manpower to 3 a day with threats that when PD members are out of academy we might be at 2 a day
- Requested SOP/SOG in Feb. still reviewing response
- Requested to first respond with manpower and have Health Link transport....trying to work out details
- Still have automatic aid with Ecorse
- Signed TA in Nov. 2011 expires June 30th 2012..gave up 4% in pay, 3% into pension, 1.5% into healthcare fund, gave up 4 vac.,4 holiday and 2 sick days and went from BC 1 to BC 3 with 10/40/80 drug card
- 1 member resigned and City refuses to replace or promote
- Accepted SAFER grant to fund 6 current firefighters. City amended grant to cover current employees instead of laid off members as planned.
- Met with Ecorse to discuss possible merger talks of both/either ... department or union

Romulus-Local 4126

Current Contract: 2013

Department Manpower: 14

Members in Bargaining Unit:14

Members on Lay Off:

Emailed update by President John Thiede on 6/10/13.

- Working on 3 years contract with slight change in our health care
- 1 member leaving to take an overseas firefighting contract job

- looking at an option for retiree health care which our 2 new members have. Would be a DC plan.
- Safer grant valid til June 30th

Scio Township*- Local 4891

Current Contract: expires 4/13

Department Manpower: 4

Members in Bargaining Unit: 4

Members on Lay Off: 0

Talked with President Burke several times this quarter.

- Settled new contract after the Local's separation from the Teamsters.
- Merger talks between Scio and Dexter are on-going
- Township announced it will be hiring three firefighters.
- Working on next contract

Southgate -Local 1307

Current Contract: 7/1/13-6/30/15

Department Manpower: 28

Members in Bargaining Unit: 27

Members on Lay Off: 0

Last updated on 6/10/2013 by President Michael Farrah:

- We just completed contract negotiations and took concessions on our health care with no raises. The new contract is for two years from 7/01/2013 to 6/30/2015.
- Started having meetings about merging with Wyandotte. More meetings are scheduled.

Superior Township- Local 3292

Current Contract: 3/18/13- 12/31/15

Department Manpower: 11

Members in Bargaining Unit: 9

Members on Lay Off: 0

Updated on 06/8/13 by President Lance Pierce via email.

- Township Board approved contract on 3-18-13.
- New contract runs three years with a 2% raise every year.

Taylor*- Local 1252

Current Contract: 6/30/11 – 6/30/16

Department Manpower: 52

Members in Bargaining Unit: 50

Members on Lay-Off: 0

Emailed update by President Quirez on 3/11.

- Station 2 & 3 still shuttered. Mayor opened both stations for a few hours during in climate weather.
- Waiting for official response to the MOU on ALS transporting.

- City discussing with Local to upgrade to ALS Engines and have suppression members to conduct Fire Inspections.
- Hired one more off current list. The list is officially exhausted and will create new list to hire 3 more.

Trenton- 2701

Current Contract: expires 6/30/2012

Department Manpower: 28 Members in Bargaining Unit: 27

Members on Lay Off: 0

Emailed update on 3/13 by President Bnedetti.

- 7 new hires, 6 from a Safer Grant and one to replace a non duty illness who was let go as of Feb this year.
- Brings us up to 33 Union Members and 36 total department staff.
- Contract is good till June 30th 2014.
- We have been cut to a six person daily staffing level so that is the only bad thing

Western Wayne*- Local 1279

Westland Chapter Contract: 7/1/07-6/30/12 extended to 6/30/14

Wayne Chapter Contract: 6/30/11-6/30/15

Department Manpower: 88 Members in Bargaining Unit: 85

Members on Lay Off: 0

Talked with President Mitch Tokarski multiple times by phone and email as well. Worked with local throughout May after one of their members, Brian Woehlke, was fatally injured in a commercial fire.

- The local pulled together and worked diligently and professionally throughout the entire tragedy surrounding Brian's death. The IAFF was very helpful throughout the ordeal. Local 1279's Executive Board and membership where extremely focused and dedicated to ensuring that Brian and his family were cared for in a thoughtful and considerate manner throughout this tragedy and should be commended. It was truly an honor to have been able to work beside them.
- Current daily minimum staffing remains at 19 out of five stations running approximately 14000 runs
- Met with GCPFFU February 13th with Paul Hufnagel and Steve Heim.
- City of Westland hasn't paid FLSA pay in 22 months preparing to file a lawsuit for this issue
- Finally getting printed copies of the Wayne Chapter CBA after 19 months
- Transition for merger with Wayne/Westland has been received well by most members, operations have been almost seamless with no significant problems
- Evip grant money is in and most of it has been spent (\$800,000)

Wyandotte- Local 356

Current Contract: 2/1/2012-12/31/2015

Department Manpower: 23 Members in Bargaining Unit: 23

Members on Lay Off: 0

I Talked with President Ray Wagoner multiple times throughout quarter.

- Contract ends December 31st, 2015.
- Started 80/20 healthcare for Community Blue plan#3 and blue care network.
- Currently at 23 on shift and still at a min. 6 /day.
- In the process of hiring 5 guys, 1 to get back to 24 on shift and 4 from a safety grant.
- Had 1 meeting with Southgate about consolidating very preliminary, Chiefs are meeting with SEMCOG.
- If you opt out of healthcare coverage you receive \$400.00/ month up from \$125/month.
- Made 2 senior Engineer positions which got a pay raise of 1.25% of a normal Eng wage.

Ypsilanti- Local 401

Current Contract:

Department Manpower:19

Members in Bargaining Unit:18

Members on Lay Off:0

Emailed update by President Ken Hobbs on 10/08/1

- Department manpower Jan. 2013 will either be 15 or 14 depending on retirements. This will also include the fire chief who will retire Dec. 20, 2012.
- City has hired Ralph Lange as its new City Manager. Mr. Lange is making has every intention to implement PSO. Mr. Lange has disqualified all internal candidates for chief. Will hire the 1st outside chief of the department in its 125 year history to implement this plan.
- Local 401 has filed grievances on staffing reduction, denial of time off, improper posting of chiefs position and failure to promote.
- YFD met with Monte Nye (MPFFU PSO committee) to plan strategy against PSO.
- Also met with 4th Dist. VP Steve Heim and Ypsi. Twsp firefighters to discuss mergers.
- Meeting with Ann Arbor city firefighters to discuss mergers.
- 2 ULPs filed
- Continuing negotiations

Ypsilanti Township- Local 1830

Current Contract:

Department Manpower:

Members in Bargaining Unit:

Members on Lay Off:

The Local has not reported this quarter.

MPFFU 5th District
Summer 2016 Report

Adrian L-1511

President – Jason Hallenbeck

Contract –

Members - 18

Layoffs –

EMS –

Notes: 5/3/16 Chief retired and they are working on acting Chief language. 1 member retiring in June, the city has said they aren't going to replace him. City wants to reduce staffing to 15.

Battle Creek L-335

President – Chris Love

Contract –

Members -

Layoffs –

EMS –

Notes: 5/23/16 Left a voice message

Benton Twp L-1562

President – Michael Tavalacci

Contract –

Members - 11

Layoffs –

EMS –

Notes: 5/23/16 Mike Tavalacci is no President and Jim Fogerty is VP. The Twp entered into 2 auto-aid agreements and contracting to cover another area without negotiating. They now cover approx 100 sq miles.

Coldwater L-2555

President – Steve Trall

Contract –

Members -

Layoffs –

EMS –

Notes: 5/23/16 Things are going well nothing to report.

Covert Twp L-4174

President – Vincent Vrsik

Contract – 6/30/16

Members - 6

Layoffs - 0

EMS - ALS transporting

Notes: 5/23/16 New station to be complete by the end of the year.

Delta Twp L-2846

President - Ken Barnes

Contract - 12/31/18

Members - 38

Layoffs - 0

EMS - ALS transporting 5

Notes: 5/23/16 Twp is trying to circumvent and manipulate the promotional process.

East Lansing L-1609

President - John Newman

Contract -

Members -

Layoffs - 0

EMS - ALS transporting

Notes: 5/22/16 Left a voice message requested a call back.

Grand Ledge L-2627

President - Cliff VanDeusen

Contract -

Members -

Layoffs - 0

EMS - ALS transporting

Notes: 5/23/16 In the process of getting a new Chief, in negotiations for acting Chief position.

Hillsdale L-961

President - Steve McDowell

Contract - 6/30/16

Members - 3

Layoffs -

EMS -

Notes: 5/26/16 I have been assigned as a Service Rep, we are currently in contract negotiations.

Lansing Area L-421

President - Eric Weber

Contract -

Members -

Layoffs –

EMS–ALStranport

Notes: 5/23/16 In contract negotiations first meeting was 5/26/16

Lansing Twp L-2258

President – Dan Friedly

Contract –

Members -

Layoffs –

EMS– ALStranport

Notes: 5/20/16 left a voice message to make an introduction and see if the local needed anything.

Madison Twp L-4225

President – Stacy Robinson

Contract –

Members - 6

Layoffs –

EMS–

Notes: 5/24/16 Left a message, requested a call back.

Marshall L-1929

President –Matt Parks

Contract –

Members -

Layoffs –

EMS–

Notes: 5/24/16 No phone number on file, I sent an introduction email and request phone #

Meridian Twp L-1600

President – Jason Everest

Contract –

Members - 32

Layoffs –

EMS– ALStranport

Notes: 5/24/16 Chief states something is coming (usually bad) wouldn't elaborate, status quo.

Niles L-2317

President – Bill McAllister

Contract –

Members -

Layoffs –

EMS–

Notes: 5/24/16 the phone number on file is for the station, they took my number and would have Bill Call me back.

Niles Twp L-2428

President – Marc Brandon

Contract –

Members - 6

Layoffs –

EMS–

Notes: 5/24/16 Things are going well, nothing new to report.

Pennfield L-2588

President – Jeff Bammer

Contract –

Members - 3

Layoffs –

EMS–

Notes: 5/24/16 Jeff requested information on MPFFU and IAFF Alumni, which I forwarded. Everything else is going well.

Portage L-1467

President – Jim Showdan

Contract –

Members -

Layoffs –

EMS–

Notes: 5/24/16 left a message requesting a call back.

South Haven L-2658

President – Keith Bierhalter

Contract –

Members -

Layoffs –

EMS–

Notes: 5/24/16 Things are going well, they will be hosting the Fall District Meeting.

St Joseph L-1670

President – Russ Schruba

Contract – June 2015

Members -

Layoffs –

EMS-

Notes: 5/24/16 In negotiations since Feb. Wage is the hang up, City is proposing to go from a 25/55 on pension to 30 and out.

Sturgis L-722

President – Michael Kiss

Contract –

Members - 6

Layoffs –

EMS-

Notes: 5/24/16 Spoke with Jason Albarran, Mike Kiss is now President. Council rejected PSO because it wouldn't save money. In contract negotiations for wage, it looks good.

Summit-Jackson L-1306

President – Scott Stoker

Contract – J6/30/16

Members -

Layoffs –

EMS-

Notes: 5/24/16 Summit has 1 grievance out. Jackson started contract negotiations 5/26, Arb is set for first group of laid off FF's for 6/7 and a second arb is set for Aug.

Three Rivers L-3102

President – Paul Schoon

Contract –

Members -

Layoffs –

EMS-

Notes: 5/24/16 Talked with Paul, everything is going well, nothing to report.

June 3, 2016

Due to the short turnaround time from the convention to the board meeting my report will be condensed. 25 of the locals were represented at the convention. We had a good two days of business and networking.

We have multiple locals that are dealing with labor disputes that in some cases are new, and in others ongoing.

Harper Woods continues to fight off PSO. They are also now in the midst of having Detroit Fire potentially move into their station to provide mutual aid per Harper Woods PSO director and City Manager. DFFA 344 has been in communication with Nate Butler but Nate is getting the feeling that they are being less than forthcoming.

Macomb Township has two Eboard members currently terminated. It has been a struggle to make our way through the grievance procedure but we are beginning to get some leverage on the township politicians thanks to an aggressive social media campaign. The service levels in the Township are very low and dangerous for both our members and the residents. The IAFF guardian policy in place and the IAFF lawyers are working diligently to get our members back to work.

Novi has been attempting to get more attention from city officials about staffing but the city still puts more value on the Police than Fire services. President Paul Mullett is still fighting his way through the education process of the politicians and is doing what he can to move his membership forward. The IAFF media department is a service that will be able to assist this local in the future for the purposes of community and political education.

Southfield firefighters have filed for 312 arbitration on their CBA. They have been without a contract for years have had their department staffing dip to a 10-year low. 312 is still not always the best option but in some cases it does provide us the leverage to force the employers hand into negotiating a fair contract for our members. Thank you to Southfield for sending representation to the Sander Levin Luncheon this past week.

Roseville has recently received two grants. One for a new engine and the other for physical fitness equipment. Negotiations are beginning soon so having these two grants will free up more money in the FD budget for upcoming negotiations.

Commerce Township has the new officers positions that I have reported on over the last year. This still a significant issue due to comparables come negotiations for other locals. If you have had Commerce as a comp in the past it is worth noting that they now have sworn officers in full effect.

Warren, Saint Clair Shores, Auburn Hills, and a few other locals have ballot initiatives coming up this late summer and fall. I will keep you posted with updates as they arise.

I will be reaching out to each local this summer and hope to stop by and see the locals at union meetings and station visits.

Matthew T. Sahr
6th DVP
MPFFU

