

IAFF LOCAL S20

07/22/2023: 1330 hrs

Executive Board: Present

Mike Brennan/ President

Marty Harn/ Vice President

Tim Head/ Sec-Treas

Richard Grajek/ 2nd VP FFS

Ryan Rhodes/ District Rep Bunnell

New Business:

President Report:

Covered current Class Action Grievances

FFS Class Actions are awaiting scheduling for Arbitration. The Arbitrability hearing we won and the State/Agency was advised that given the filing articles they had failed to provide proof that they notified the FSFSA of changes and allowed for us our right to bargain.

Class Action with DCF is awaiting a return response from the Agency to address concerns.

President advised that members need to review Weingarten/Garrity rights. They need to become familiar and understand what their rights are and what management is allowed. If you get called into a meeting the very first question should always be, "Can anything discussed in this meeting result in disciplinary action?". They must answer Yes or No. If Yes then they need to request Union Representation and the Agency must submit the request through DMS. If they state No, but once questions begin and you feel that the answers or questions can result in disciplinary action. You have the right to stop the discussion and advice you want from your Union Representation. The State/Agency does not provide a representative simply because they are a Union Member. The Representatives for Disciplinary Actions or Investigations are assigned by the Executive Board via a list provided to DMS.

Bargaining for this year's results is the same as in the past. DMS provided no bargaining on any items or discussions. They filed for Status Quo. We presented to the

Committee on Collective Bargaining and the Legislative LEaders saw through their game, and advised them that what we were asking was not out of ability and we should be granted our requests. However as the Committee is only an advisory and has no authority, DMS ignored them and we never heard back. After the Session the Contract was returned with no movement by the Legislature to address our issues and as such remains unchanged with none of our continued changes being addressed.

Officers Positions currently Open:

AHCA 2nd VP

DCF 2nd VP

FFS Region 2

FFS Region 3

FFS Region 4

FFS Multiple District Positions

VP: Report:

Membership is increasing greatly and we need to keep the momentum.

Still working with Management as they requested our participation to address Seniority and Pay Compression. We cannot discuss the results at this time. But the end results are going to be something everyone will be happy about. Once we can release the end results we will provide that info. We are also discussing plans for Senior Ranger Incentives.

Sec/Treas Report:

CHKING: 78348.59

SAVING: 1101.11

GW: 135.16

Application Process is now electronic and you fill out the application online and it is routed for processing to make it easier for all. Welcome Packages are now being processed and sent out once all Application completed.

Please make sure you have a personal email with processing as you cannot utilize work email for notifications. Please if you did fill out a paper application and yet you do not see dues being deducted ensure you refile your application through the website electronically. Given we changed Sec/Treas there has been found a discrepancy in the way paper applications were handled from OOctober 2022 through June 2023 and some

never got processed through the Agencies. We regret this issue and are trying to work through it. Once Processed again those persons will receive their Welcome packages

Wells Fargo Accounts Review:

Upon review of the account it was found that the Current Principal Officers are not listed as Executive Account privileged. This has caused some issues with maintaining accounts online as of privileges needed. We must remove the old Executive Account Holder by Vote and choose new Executive Account Holders to gain full access and privileges.

Vote held and Membership approved to remove all previous Executive Account holders. The President and Secretary Treasurer shall be placed as Executive Account holders for Florida State Fire Service Association.

(Majority Membership Vote Unanimous Approve)

2nd VP FFA Report:

The Union Website www.iafflocals20.com is updated and currently in service. All applications and links are up for signing up and getting your application processed asap. If you had a previous account please make sure your profile has been updated with proper contact info. We will be using the New abilities of the web page to start contacting and providing Members with more updated info. Do not forget to also utilize the Facebook pages. There is a Private Group Page and Public Group Page. Private Group does require you to request to join. Lots of info is provided and members can communicate.

Was able to find a vendor to produce single color shirts for New Members given the price of the 6 color shirts. Cost is much less but a quality shirt to provide for New Membership.

(Majority Membership Vote Unanimous Approve)

FFS District 3 REP:

Currently IG Investigation is ongoing in the District and members have requested Representation during interviews. Have been covered with permission from the DM and those unable have been covered by the President and VP.

No other issues at this time.

BUDGET: Presented a Budget proposal to membership from the Board. Only increase to the budget was to return the Stipends to normal given membership has increased over the 160 level and increased Officer Needs.

We added additional funding as well to travel and for the FPF Conference to allow for more membership gatherings around the State and for training sessions for future and new Officers.

Members were advised that this would not require an increase to stipend from the Board.

Members advised they wanted additional funds to be provided for the Meetings travel and training and to increase the stipend to \$50.00 monthly to allow for the additional increase. Discussion was held given provision within Bylaws that requires a 30 day notice be provided to Members for a Stipend Increase Vote to be held. Given the ANnual Members meeting was properly notified to all membership 30 days in advance and that the Membership proposed the increase after the proposed budget from the board with no increase needed, the additional notification was not required.

(Majority Membership Vote Unanimous Approve)

OFFICER POSITION ELECTIONS:

SGT@Arms: Phil Dimaria
2nd VP DCF: Zackery Smith
2nd VP AHCA: Brian Alexander
FFS Region 2: Jeff Mervau
FFS Region 3: Rhyan Rhodes
FFS Region 4: Chris Jacobson
FFS District 10: Carl Bowman
FFS District 12: Rhyan Hunt
FFS District 16: Noah Hines

(Majority Membership Vote Unanimous Approved)

All New Officers were advised that upon the position that before the duties of Representing in Discipline actions or Investigations they will need to attend assigned training sessions as they come available throughout their first year before being allowed

to handle individually. They would be assigned to the Lead Representative and provide any help needed to gain the experience needed.

Honorary Membership Nomination:

Marty Harn nominates long-time 2nd VP FFS Michael Corgnell who was recently promoted outside FSFSA.

(Majority Membership Vote Unanimous Approve)

Michael Brennan nominates long-time former President Tommy Price who stepped aside and was promoted out of FSFSA.

(Majority Membership Vote Unanimous Approve)

CONTRACT RATIFICATION VOTE:

Membership was provided the returned contract through electronic means for review prior to the Annual Meeting. The returned Contract for 2023-2026 was returned as Status Quo with no address of the Unions continued submittal. DMS refused to provide bargaining or discussions on our presented Article Language. Upon presentation to the Legislative Committee on Collective Bargaining all our items were provided explanations and the Legislature's advised DMS that they felt none of our items were expansive and they should be granted. They advised DMS to work with us and to bring these items forward. However none of our items were addressed by DMS and there was never any further contact from them to address our issues or follow the responses of the Committee. Legislature during their session provided no means to address our request even though the Committee agreed our requests should be granted. Given this returned Contract has again not addressed our requests which have been submitted for multiple years there is truly no changes provided other than those items provided by date and Governor's budget. Since these changes have no contractual effect the members brought the Contract as returned from the State to Vote.

(Majority Membership Vote NOT TO RATIFY)

Motion to Adjourn: 1745 hrs

(Majority Membership Vote Unanimous Approve)