

COLLECTIVE BARGAINING 2019

JANUARY 22, 2019



COLUMBIA • PROFESSIONAL
FIREFIGHTERS

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HISTORICALLY

- **2017 - Collective Bargaining begins**
 - **Local 1055 signed a 2 year contract**
 - **Failed to reach agreement on Compensation, Staffing, and Union Insignia**
 - **Set up procedures and processes that guide collective bargaining now**
- **2018 - Only negotiated on open items and compensation**
 - **Failed to reach an agreement on compensation, and Union Insignia**
 - **Did not come to an agreement on a Staffing plan**
 - **Realized the process set up the prior year may not work as intended**
 - **End the collective bargaining process in Mediation in June 2018**
- **2019 - Reopen entire contract for negotiation**

WHAT TO EXPECT

Compensation

- Step pay plan - As we have discussed
- Incentive pay - For completion of certain defined accomplishments

Staffing

- Increase to 4 person staffing
- SAFER Grant - Short term solution
- Property Tax - Long term solution

Union Insignia

Binding Arbitration

- Experience tells us, mediation means little

Clean up some items relating to collective bargaining process

COMPENSATION

- **Local 1055 has presented twice now showing current compensation issues**
- **Prepared to submit a version of this plan to resolve compensation issues**

FY 2019 Pay Scale Proposal													
Rank	1-5	Min	Mid										Max
Pay Grade	6-10	0	1	2	3	4	5	6	7	8	9	10	
Captain	0.925	18.491	19.416	20.340	21.265	22.189	23.114	24.382	25.651	26.919	28.188	29.456	
F8	1.268												
Lieutenant	0.841	16.810	17.651	18.491	19.332	20.172	21.013	22.166	23.319	24.473	25.626	26.779	
F7	1.153												
Engineer	0.637												
F7	0.913	15.919	16.556	17.192	17.829	18.465	19.102	20.015	20.928	21.842	22.755	23.668	
Fire Fighter II	0.579												
F5	0.830	14.471	15.050	15.629	16.208	16.787	17.366	18.196	19.026	19.856	20.686	21.516	
Fire Fighter I	0.526												
F4	0.755	13.156	13.682	14.208	14.735	15.261	15.787	16.542	17.296	18.051	18.805	19.560	

[illegible]

COMPENSATION

Incentive Pay

- **Currently**
 - Paramedic - 2.5%
 - Associates Degree or Equivalent Hours - Firefighter II Promotion
- **Proposed**
 - Paramedic - \$1000/ year
 - Associates Degree or Equivalent Hours - \$1000/year
 - SORT Team Member - \$500/ year
- **Goal: Make the incentives currently offered equal across the board**
 - With percentage pay, members who are in a higher grade, get paid more for the same incentive as members in a lower grade

STAFFING

- **Local 1055 will submit a proposal to apply for and if approved, retain a grant for the proposed increase in staffing of 60 Firefighters**
- **Local 1055 will also propose that along with this, the City submit a ballot initiative to the voters to increase property taxes to pay for the increase to staffing for the long term.**
- **It is time to develop a plan to address the lack of staffing in the Fire Department**
- **CFD is currently in the process of building two new stations with no plan to increase staffing to appropriately staff them.**

UNION INSIGNIA

- Representing more than 313,000 members in 3200 affiliates, the IAFF is the parent organization of the Columbia Professional Firefighters, Local 1055. The IAFF logo, seen in the bottom corner of this slide is recognized worldwide as a sign of the efforts of hundreds of thousands of members who continue the work for better pay, safety and benefits for Firefighters. Display of this logo signifies the brotherhood/sisterhood shared amongst members all over North America. It is a proud and profound symbol for IAFF members.

Local 1055 will propose that members be allowed to display this logo as follows:

- Uniform T-Shirts (2"x2" embroidered)
- Cold Weather Job Shirts (2"x2" embroidered)
- Baseball Hats/Stocking Caps (2"x2" embroidered)
- Uniform Shirts (3"x3" patch)
- Decal on apparatus (4"x4" on window of apparatus)
- Honor Guard Uniforms (3"x3" patch)



BINDING ARBITRATION

During the collective bargaining cycle in 2018, the City of Columbia forced Local 1055 to request and complete mediation in accordance with Chapter 19.

- City failed to submit any proposal on budget driven items until the last week of May, days before the deadline for requesting mediation passed on June 1.
- City failed to submit any counter proposal to the proposals submitted by Local 1055
- If the City considers the rejection of a proposal a counter proposal, it is clear that the intent is not to reach agreement

Mediation cost for 2018 tallied \$4080.00

- Local 1055 and the City did not reach agreement on compensation
- Local 1055 and the City did not reach agreement on staffing
- Local 1055 and the City did not reach agreement on Union Insignia

This process further solidified the stance of Local 1055 that the City was not interested in bargaining in good faith in an effort to reach an agreement on these items.

Local 1055 will propose that Mediation be replaced with a process for Binding Arbitration

- Less costly than going to court
- Provides a solution to the issues, rather a non-binding mediator's opinion

CHAPTER 19 “CLEAN-UP”

Negotiation Timeline

- Consideration for continuing negotiations past June 21
- Process for budget amendments if this occurs
- Process for beginning budget discussion prior to April

Complaint and Grievance Process 19-238

- Definitions of terms found within chapter 19
- Forms used in chapter 19
- Extensions

FINAL WORDS

- **The Columbia Professional Firefighters, Local 1055 look forward to a productive and professional negotiation process in 2019**
- **As we have stated before, we are interested in finding solutions to the issues, not bickering about whether they are issues or not; and we are willing to do the work necessary to find those solutions**
- **We look forward to City Council's direction as defined in Chapter 19 to drive the negotiation process from the City's team**
- **We are optimistic that we will not have to stand before you all again until the approval process in September**
- **We would ask that City Council and the City administration remember that our bargaining group is the only one that has continually operated strictly by the guidelines set out in Chapter 19 during these negotiation cycles.**

QUESTIONS OR COMMENTS



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