

# INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 696

555 30TH STREET  
ASTORIA, OREGON 97103  
503 325-8482



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12/22/2016

## **IAFF L696 Proposal**

**All proposal items will be retroactive to 7/1/2015 unless otherwise stated in the proposal language.**

### **Article VI 6 Wages**

Section 1. Effective July 1, 2015 the cost of living adjustment is 4% for all classifications.

Section 2. Effective July 1, 2016 the cost of living adjustment is 4% for all classifications.

Section 3. Effective July 1, 2017 the cost of living adjustment is 3% for all classifications.

**Article 7 Section 1.** Employees who are members of the Hazmat Team shall be compensated at 2.5% of firefighter schedule B range 22 Step A. On 7/1/2017 hazmat pay calculation will move to firefighter schedule B range 22 step E. Section 1 remains the same language.

**Article 22 ( Increase from 25 miles to 50 miles)**

**Article 15 (Fitness) No changed proposed by union.**

**Article 35 ( Light Duty or Change in Job Classification) Remain open with contract agreement as both parties work on language.**

**Article 10 Health and Welfare Benefits ( agree to remove dependent coverage)**

**Article 21 Vacation (Increase Section 2 all rates by 2 hours effective on contract ratification. City proposal section 4 (no change).**

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## Items Tentatively Agreed Upon

Article 12 (Stability Pay A to E)

Article 31 (Alternative Work Schedules)

Article 9 (Uniform remove \$275.00 language)

Article 6 Wages Section 4 only (Section 4. Effective July 1, 2015 employees with the following certifications or licenses shall receive the following based on Schedule B Range 22 Firefighter

- Step A.   A. EMT Advanced       2%  
          B. EMT Intermediate   4%  
          C. EMT Paramedic     7.25%

Astoria Firefighters IAFF L696 Bargaining Member:

Aaron Bielemeier, President

IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

\_\_\_\_\_  
City Management Team Member

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~~8/21/2015~~  
9/22/2015  
15

## IAFF L696 Proposal

### Article VI Wages

Section 1. Effective July 1, 2015, the cost of living adjustment is **8.00%** for all classifications.

Section 2. Effective July 1, 2016, the cost of living adjustment is **6.00%** for all classifications.

Section 3. Effective July 1, 2017, the cost of living adjustment is **6.00%** for all classifications.

Astoria Firefighters IAFF L696 Bargaining Member:

Aaron Bielemeier, President

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IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

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City Management Team Member

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9/11/2015  
9/15/2015


## IAFF L696 Proposal

### Article VI Wages

Section 4. Effective July 1, 2015 employees with the following certifications or licenses shall receive the following based on highest step Firefighter. ( 22E )

A. EMT Advanced	3%	} Yes
B. EMT Intermediate	5%	
C. EMT Paramedic	7%	

Astoria Firefighters IAFF L696 Bargaining Member:

  
Aaron Bielemeier, President

\_\_\_\_\_  
IAFF Bargaining Member

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Brett Estes, City Manager

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City Management Team Member

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9/11/2015

## IAFF L696 Proposal

### Article VI Wages

Section 5. Effective July 1, 2015 employees who attain the following certifications will receive the following increases in pay. The City agrees to not impede or fail to attain certifications for individuals seeking advanced certifications. The City will work with individuals seeking advanced certifications in an effort to promote higher education and knowledge.

A. NFPA Firefighter I or equivalent certification	1%
B. NFPA Firefighter II or equivalent certification	1%
C. NFPA Driver or equivalent certification	1%
D. NFPA Pumper/Operator or equivalent certification	1%
E. NFPA Fire Officer I or equivalent certification	1%
F. NFPA Aerial Operator or equivalent certification	1%
G. NFPA Hazmat Technician or equivalent certification	1%
H. NFPA Instructor I or equivalent certification	1%
I. NFPA Instructor II or equivalent certification	1%
J. NFPA Fire Officer II or equivalent certification	1%

Section 6. Employees who attain the following college degrees will receive the following increases in pay.

A. Associates Degree	3%
B. Bachelor's Degree	6%
C. Master's Degree	9%

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Aaron Bielemeier, President

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IAFF Bargaining Member

City of Astoria Management Team:

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9/11/2015

## IAFF L696 Proposal

### Article VI Wages

#### Section 7.

A. Effective July 1, 2015 the City will offer a deferred compensation program as permitted under applicable federal law and Internal Revenue Service rules. Members may designate, on a monthly basis, any amount as a percentage of their base wage up to the legal maximum to be placed in their deferred compensation account. The member is responsible for the submitting of appropriate paperwork in a timely manner. The City assumes no liability for any errors in omission.

B. A committee consisting of bargaining unit members elected by the unit membership will meet on an ad hoc basis to oversee deferred compensation issues as needed.

C. The City will match 4% of the employee's monthly contribution each month.

Astoria Firefighters IAFF L696 Bargaining Member:

A handwritten signature in black ink, appearing to read 'Aaron Bielemeier', written over a horizontal line.

Aaron Bielemeier, President

\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

\_\_\_\_\_  
City Management Team Member

ARTICLE VII

SECTION 1. Employees who are members of the Haz Mat Team shall be compensated \$500-1,000 (One thousand dollars) per year while an active team member.

An active team member is defined as a member who participates in 5075% of training and notifications that include 6-9 of 12 periodic drills/training and 5075% of haz mat incidents. In lieu of 5075% of drills/training and haz mat incidents a member can attend classes and other special training approved by the Chief. If a member discontinues participating on the Haz Mat Team the annual compensation will be pro-rated for the months the member was active on the Team during the calendar year (December - November).

Counter = 2% OF TOP STEP FF. E. monthly

9/15/2015



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8/27/2015  
9/15/2015

## IAFF L696 Proposal

### Article XI Sick Leave

Section 1. SubSection A. No limitation to sick leave accrual.

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A handwritten signature in black ink, appearing to read 'Aaron Bielemeier', written over a horizontal line.

Aaron Bielemeier, President

\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

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8/27/2015

## IAFF L696 Proposal

### Article XXI Vacations

Section 2. Increase monthly vacation accrual for all years by 4 hours monthly beginning July 1, 2015. Increase monthly vacation accrual for all years by .5 hour monthly beginning July 1, 2016 and July 1, 2017.

Increase maximum vacation accrual to 720 hours.

Astoria Firefighters IAFF L696 Bargaining Member:

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Aaron Bielemeier, President

\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

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Brett Estes, City Manager

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11/4/2016

## IAFF L696 Proposal

### Article XXII Residency Requirement General Call Back

Section 3. The City of Astoria Fire Department will issue general call back for each occurrence where volunteer or part time fire personnel are used to provide coverage or respond to emergencies in the City of Astoria or when the City is providing mutual aid emergency services outside of the City.

Astoria Firefighters IAFF L696 Bargaining Member:

A handwritten signature in black ink, appearing to read 'Aaron Bielemeier', written over a horizontal line.

Aaron Bielemeier, President

\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

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Brett Estes, City Manager

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City Management Team Member

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8/27/2015

## IAFF L696 Proposal

### Article XXII Residency Requirement

Section 1. There shall be no residency requirement.

Astoria Firefighters IAFF L696 Bargaining Member:

\_\_\_\_\_  
Aaron Bielemeier, President

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IAFF Bargaining Member

City of Astoria Management Team:

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Brett Estes, City Manager

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City Management Team Member

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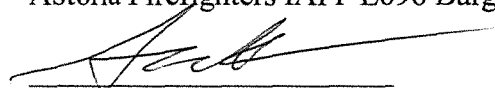
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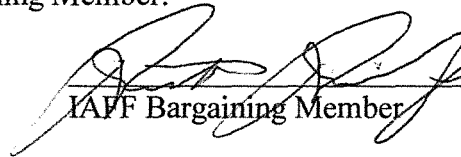
## IAFF L696 Proposal

### Article XXIX or 29 Staff Retention

Section 1. The City agrees to maintain at a minimum 9 full time 56 hour career staff firefighter positions throughout this contract period.

Astoria Firefighters IAFF L696 Bargaining Member:

  
\_\_\_\_\_  
Aaron Bielemeier, President

  
\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

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Brett Estes, City Manager

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City Management Team Member

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3/3/2016

## IAFF L696 Proposal

### Article XXX or 30 Legal Defense

Section 1: The City agrees to provide and pay for a defense for any employee who becomes a defendant in any civil action suit or proceeding brought against him/her resulting from or arising out of:

Section1.1: Any action taken or work performed in his/her official capacity while in the course of his/her employment, excepting intentional malfeasance or misfeasance.

Section1.2: Any injury to person or property resulting from the dangerous or defective condition of any City property.

Section 1.3: The dangerous or defective condition of any City property alleged to be the result of carelessness or negligence of the employee.

Section 1.4: The negligence of carelessness of the employee occurring in the course of his/her official duties.

Astoria Firefighters IAFF L696 Bargaining Member:

  
Aaron Bielemeier, President

City of Astoria Management

Brett Estes, City Manager

Need to talk  
to CIS

Tell us about  
personal liability  
cases

Member

Member

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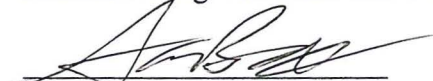
3/3/2016


## IAFF L696 Proposal

### Article XXXI or 31 Sickness and Injury Leave

Proposal to develop language surrounding the area of Sickness and Injury Leave to include adding 40 hour work week calculations for union staff members.

Astoria Firefighters IAFF L696 Bargaining Member:

  
Aaron Bielemeier, President

  
IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

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City Management Team Member

Tell us more  
Bob - Liberty Insurance  
then CIS concerns how to  
be paid

Union to get language  
on how other juris. do it

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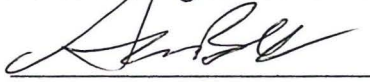
3/3/2016

## IAFF L696 Proposal

### Article XXXII or 32 Income Protection Insurance

Proposal: The City shall provide for full time staff income protection insurance that will provide a minimum of 75% of employee's total compensation averaged over employee's highest three years of employment. This plan shall provide benefits through normal social security retirement age. This plan is provided as direct compensation to the employee for sickness or disability from the date of hire effective sixty days of continuous sickness or disability. This plan is based on the employee being unable to perform their job classification within the fire department.

Astoria Firefighters IAFF L696 Bargaining Member:

  
\_\_\_\_\_  
Aaron Bielemeier, President

  
\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

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Brett Estes, City Manager

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City Management Team Member

Source and cost?

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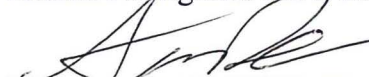
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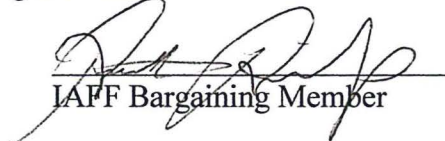
## IAFF L696 Proposal

### Article XXXIV or 34 Benefits during Sickness and Injury

Proposal: The City shall provide all benefits to employees during time of sickness and/or injury. The City shall continue to provide health insurance for employees who become PERS disabled if the injury was a result of being job related.

Astoria Firefighters IAFF L696 Bargaining Member:

  
Aaron Bielemeier, President

  
IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

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City Management Team Member

Need to put some  
limit on this but  
good in concept

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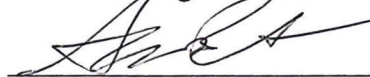
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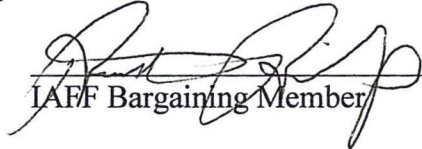
## IAFF L696 Proposal

### Article XXXV or 35 Light Duty or Change in Job Classification

Proposal: The City shall provide light duty assignments for employees with sickness or injury. If the City offers a different employment position because an employee is unable to perform the duties of a firefighter, the employee will receive all pay and benefits within the Local 696 contracts and suffer no loss of benefits or compensation.

Astoria Firefighters IAFF L696 Bargaining Member:

  
\_\_\_\_\_  
Aaron Bielemeier, President

  
\_\_\_\_\_  
IAFF Bargaining Member

City of Astoria Management Team:

\_\_\_\_\_  
Brett Estes, City Manager

\_\_\_\_\_  
City Management Team Member

IF member works  
fewer hours how  
do we justify  
96 hours pay

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~~9/15/2015~~  
9/15/2015

## IAFF L696 Proposal

### Article XI Sick Leave

Section 1. (56 hour employees) increase sick leave monthly accrual by 1 hour beginning July 1, 2015, additional 1 hour beginning July 1, 2016 and an additional 1 hour beginning July 1, 2017.

Astoria Firefighters IAFF L696 Bargaining Member:

\_\_\_\_\_  
Aaron Bielemeier, President

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IAFF Bargaining Member

City of Astoria Management Team:

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11/4/2016

## IAFF L696 Proposal

### Article XXXV 35 Light Duty or Change in Job Classification

**35.1** The City provides insurance coverage for all employees through the State Workers' Compensation Board for injuries and illnesses arising out of and in the course of employment with the City. When an employee must take time off from work as a result of such injury or illness, they shall receive compensation as scheduled by the State Workers' Compensation Board. Additional payment by the City via an insurance program, or an amount equal to the difference in payments received from the state and the employee's regular salary will be made for a period not to exceed twelve (12) months. Medical progress reports may be required for approval of such payments. Upon receiving a workers' compensation check(s), the employee will sign over said check(s) to the City. Any insurance payment(s) shall be turned in to the City to replace the wages and benefits already paid by the City.

**35.2** An employee away from work on a compensable injury will make contact with the Fire Chief or his/her designee as arranged between the employee and Fire Chief at the onset of the leave.

**35.3** The employee will promptly submit to the City his/her physician's release clearing him/her to return to work. If the City questions the sufficiency of the release, it may require an independent medical evaluation at its expense. Any dispute over the employee's return to work shall be resolved through the grievance procedure in this agreement. The employee shall be returned to work as long as his/her seniority is sufficient to bump the most junior person in the fire department. During the period that the employee is off work, the employee shall continue to accumulate seniority for purposes of this contract.

**35.4** The City may assign the employee to reasonable alternate duty work consistent with the employee's medical restrictions before the employee is fully released to return to

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regular work.

**35.5** The City will determine when and for how long such alternate duty work can be made available. If the City had been notified of outside employment by an employee prior to an on the job injury at the City, the City will consider any conflicts with the outside employment obligation once the employee has been cleared for alternate duty. After all alternatives have been considered and exhausted, if the employee is unable to complete the number of hours of alternate duty per work week which the employee has been cleared for due to conflicts with outside employment, their vacation leaves shall be docked for the remaining number of hours per week.

**35.6** Members on sick or injury leave are to be returned to alternate duty as soon as possible, subject to approval by the member's physician and the Fire Chief and his/her designate. While a member is working on alternate duty he/she shall accrue sick leave. The rate shall be concurrent with his/her alternate duty work schedule.

**35.7** Members on alternate duty for a period longer than two (2) weeks shall have their vacation and sick leave accruals changed to forty (40) hour rate. Reference 40 hour calculation outline.

**35.8** In the event of a recognized forty (40) hour holiday occurring while on alternate duty, such day will be treated the same as a weekend. No vacation time or sick time shall be deducted.

**35.9** When personnel are assigned to alternate duty and said person is released to full-time active duty, the return date will be the next assigned shift with a minimum of 24 hours off duty. The alternative work schedule will be from 08:00hrs to 18:00hrs Monday through Thursday or Tuesday through Friday.

*10  
hour days*

**35.10** While on alternate duty, a member who has to go to a doctor for any scheduled medical test may do so without such time being charged to them.

**35.11** An employee, when assigned to alternate duty in relation to an off-duty injury or illness, may use sick time or vacation in the event of needing to use said leave. This leave

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will be hour-for-hour off the corresponding leave account.

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Aaron Bielemeier, President

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IAFF Bargaining Member

City of Astoria Management Team:

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Brett Estes, City Manager

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City Management Team Member

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## Proposal

08-27-15 A

Proposal to the City of Astoria by the International Association of Firefighters (IAFF) for negotiation meeting of August 27, 2015:

IAFF L696 proposes the use of the following comparable Oregon cities for bargaining of the 2015 IAFF Union Local 696 contract.

City:	Population :
<b>City of Astoria</b>	<b>9,525</b>
Baker City	9,890
North Bend	9,720
Damascus	10,595
Fairview	8,930
Eagle Point	8,575
Monmouth	9,720
Prineville	9,720
Cottage Grove	9,785
Sandy	9,990
Sweet Home	9,065

**X**

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Brett Estes  
Interim City Manager

**X**

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Aaron Bielemeier  
IAFF L696 President