



**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 4658**

Professional Paramedics & EMTs of Charles County

PO BOX 1532, WHITE PLAINS, MD 20695

July 14, 2020

TO: Michelle Lilly, Director
Emergency Services

FROM: Aaron Kidder, Vice-President
IAFF Local 4658

SUBJECT: Informal Grievance related to Committee Membership

Pursuant to Chapter 11 of the Personnel Policy and Procedures Manual, and Section 10.3 of the Collective Bargaining Agreement, IAFF Local 4658 is grieving the decision by the Department to not permit the Union to have an employee representative on committee discussing Run Card Assignments.

Summary of Facts and Procedural History

1. The Collective Bargaining Agreement between Local 4658, International of Fire Fighters, AFL-CIO and Charles County, Maryland, henceforth known as CBA, became effective on July 1, 2020.
2. Article 2, Section 2.9 of the CBA states that “The Union shall have the option to have one employee representative on all EMS Departmental Employee/Employer committees to represent the interests of the Union. This representative shall be selected by a vote of the Union membership.”
3. The Department is asserting that since the Run Card Assignments Committee was formed prior to the effective date of the CBA that the Union is not entitled to membership on the committee. The first meeting of the Run Card Assignments Committee took place on June 30, 2020, which is one day prior to the effective date of the CBA.

Argument

The Union contends that the Department has violated Article 2, Section 9 of the CBA by not giving the Union the option to have a member on the Run Card Assignments Committee to represent the interests of the Union and its members, as they would be impacted by any changes to run card assignments.



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The Department is asserting that because the Run Card Assignments Committee was established prior to the implementation of the new CBA that the Union does not have to be given a seat at the table. This assertion was confirmed by you when I came to discuss the matter with you prior to the filing of this grievance.

The aforementioned rationale by the Department is flawed for the following reasons:

- The plain language of the CBA does not state that the Union would only be given representation of newly formed committees. It provides for membership on all EMS Departmental employee/employer committees.
- The intent the language contained in Article 2, Section 2.9 allows both the Union and the Department to collaborate to ensure fair and equitable working conditions by practicing the principals of a high-performance organization.

Conclusion

Additionally, the Union is concerned by the appearance that the Department was acting in bad faith by scheduling the first meeting of the Run Card Assignments Committee during the last day of the previous CBA in an attempt to avoid having a Union representative on the committee.

Therefore, the Union urges the Department to fulfill it contractual obligation by giving the Union the option to have a representative on the Run Card Assignments Committee prior to proceeding with any further committee meetings.

If you require additional information or wish to discuss this further prior to answering this grievance, please contact me.

Respectfully,

A handwritten signature in black ink, appearing to read 'AK'.

Aaron Kidder
Vice-President
IAFF Local 4658

Attachments:

- 1- Collective Bargaining Agreement
- 2- Email from Assistant Chief Finch (Dated 6/30/20)

Aaron Kidder

From: Stephen Finch
Sent: Tuesday, June 30, 2020 4:55 PM
To: EMS Division Leadership Team
Subject: Run Card Assignments

Lieutenants,

First of all, the run card assignment group was set up on June 23rd and our first meeting was today. This in no way goes against the current CBA.

Last week Butch and I were talking run card assignments with Tony. Tony asked Butch and I to get a Lt from each of our respective divisions and we would get Kathy to set in on the meeting since she knows how the run card assignments are done in the CAD. I chose Joe as he was standing in the hallway. We set a goal today to have the MDO's operate more efficiently and not make any drastic changes. We were discussing how we split up run card types. For example, the run card type that has a boat in distress taking on water is the same run card type that has a drowning. We are looking to move the drowning to a different run card type to keep MDOs on drownings without running the extraneous calls on the existing run card. This, again, is an example of what we are looking to accomplish. These are merely changes that came from input that the MDO's have recommended over the last few years. Now I am being told we can adjust these run card types. We are also looking at codes and will require that the minimum amount of personnel on scene is 8. Joe will be the liaison between the MDO's and work group.

I also want to mention that what was said in the town hall yesterday by Butch regarding the MDO's being more of an ALS resource was not accurate. The goal is to have the MDO's play more of an operational role by spending more time supervising the field providers and less time doing admin work. That has been the outcry for years and now we have a chance to fix it. I want the MDO's to be the field presence that is expected of a supervisor; we owe this to our field personnel. It is not my intent to have you "running calls" as a chase medic or "glorified float".

There are a lot of moving parts with the changes we as a division are going through, some moving quicker than others. The communications in our division, while still needing improvement, is much better than it has been in the past. However, this communication stream must go both ways to be effective. None of us are perfect. It took some time to get where we are and will take time to get it where it needs to be. I have the MDO's best interest at heart and want you all to be as effective as you can be in the field. I think we are making huge strides as this is a work in progress but we will get there.

As always, if you have any questions please feel free to reach out.

Thanks,

Steve Finch, Asst. Chief of EMS

Charles County Emergency Medical Services, Marine Unit
[240-776-6669](tel:240-776-6669) *Office*
[240-507-3113](tel:240-507-3113) *Cell*
[301-392-3796](tel:301-392-3796) *Fax*
finchs@charlescountymd.gov



CHARLES COUNTY GOVERNMENT
Department of Emergency Services

Michelle Lilly, MPH, CEM
Director

Phone 301-609-3400
Fax 301-609-3410
Email DES@CharlesCountyMD.gov

July 15, 2020

Aaron Kidder, Vice President
IAFF Local 4658
PO Box 1532
White Plains, MD 20695

RE: Informal grievance related to Committee Membership

Dear VP Kidder:

The Committee membership clause in the Collective Bargaining Agreement (CBA) was not effective until July 1, 2020. The Committee in question, the Run Card Workgroup Committee, was formed prior to the CBA effective date. Emergency Services is not required to have a Union selected member as part of this or any other committee that has been formed prior to the effective date.

However, I believe that an additional Union member contributing to the discussion regarding run card assignments would be beneficial. Therefore, I would like to ask you to select an additional Union representative to join the Run Card Workgroup Committee moving forward. Once we have a name, we will add them to the committee invitation list.

Please understand that the Department's decision to add this additional Union member to the Run Card Workgroup Committee had been made in an effort to work cooperatively with the Union. This decision is non-precedential, and it should not be viewed as the Department's agreement that all committees formed prior to July 1, 2020 must have a Union representative selected in accordance with Section 2.9 of the Collective Bargaining Agreement.

Thank you for requesting to contribute to the discussion and for your continued support of Emergency Services. Please let me know if you have additional questions or issues regarding the run card committee.

Respectfully,

A handwritten signature in blue ink, appearing to read "Michelle L. Lilly".

Michelle L. Lilly

Director