

**MINUTES**  
**MICHIGAN PROFESSIONAL FIRE FIGHTERS UNION**  
**EXECUTIVE BOARD MEETING**  
**Lansing Radisson Hotel**  
**Lansing, MI**  
**September 12, 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  
Mickey Wiewiura, Trustee, Eastern District  
Aileen Pettinger, Northern Trustee

***Members Absent:***

Chris Reynolds, Vice President, First/Third District - Excused

***Guests:***

The following guests were present at various times during the meeting:  
Melissa Yutzey, Kelley Cawthorne Consulting  
Paul Hufnagel, IAFF 8<sup>th</sup> District Vice President  
Glen Scafidi, Chairman of MPFFU EMS Committee  
David Polite, MPFFU Communications Coordinator  
William Pawluk, MPFFU Education & Training Coordinator  
Viki Farr, Public Relations, American Income Life Insurance Company  
Beth Farm, Regional PR Manager, American Income Life Insurance Company

**Call to Order**

President Docherty called the meeting to order at 1048 hours. The board observed a moment of silence for all fire fighters that have passed since our last meeting, President Docherty announced that 3<sup>rd</sup> DVP Chris Reynolds absence is excused because he is recovering from a recent surgery on his leg. He also welcomed David Polite, the recently appointed MPFFU Communications Coordinator 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 14-2016: Moved by Abbey, supported by Heim to approve the minutes of the June 6, 2016 Executive Board meeting. Motion carried unanimously.**

**Motion 15-2016: Moved by Abbey, supported by Heim to receive and place on file the MPFFU financial reports for the months of June, July, and August. Motion carried unanimously.**

**Presidents Report**

President Docherty stated he has been in contact with the IAFF Legislative department regarding the Michigan House of Representative candidates. He recommended that the MPFFU endorse the following Congressional Candidates:

1<sup>st</sup> – Lon Johnson  
5<sup>th</sup> – Dan Kildee  
7<sup>th</sup> – Gretchen Driskell  
8<sup>th</sup> – Suzanna Shkreli

- 9<sup>th</sup> – Sander Levin
- 10<sup>th</sup> – Frank Accavitti, Jr.
- 12<sup>th</sup> – Debbie Dingell
- 13<sup>th</sup> – John Conyers
- 14<sup>th</sup> – Brenda Lawrence

The board discussed the candidates and the reasons for providing an endorsement.

**Motion 16-2016: Moved by Chesney, supported by Abbey to endorse the listed candidates for the United States House of Representatives. Motion carried unanimously.**

President Docherty welcomed MPFFU Lobbyist Melissa Yutzey to the meeting. A long discussion took place about the First Responder Presumed Coverage Fund. The board raised several questions about how the process is going to work and how much funding will be available. President Docherty stated that he will present a list of our questions and concerns to the Director of the Workers Compensation Agency since they are administrating the fund and the claims. He also stated that Senator Hertel is going to introduce legislation to include breast cancer as a recognized cancer in the bill. The Bureau is going to start processing claims on September 23<sup>rd</sup>.

Melissa reported that there has not been a lot of legislative activity since the last meeting because the legislators have been on summer recess. She stated that work has been done on SB 291 and SB 833. These bills are the firefighter training process among other items currently under the direction of the LARA and the State Fire Marshal. Melissa also reported that SB 218 was passed out of committee and should go to the floor for a vote very soon. This legislation would provide health insurance benefits for surviving spouses and dependents of fire fighters and police officers that die in the line of duty.

President Docherty stated that it will be important to keep a close watch on new bills being introduced prior to the lame duck session, especially if the Democrats should regain control of the House in the November elections.

Melissa reported that the recent 9/11 ceremony and luncheon was a big success and many

President Docherty stated that the board should formally vote on the amended list of endorsements of House candidates that was sent out after the August primary. These candidates were recommended:

- 15 – Hammoud
- 23 – Camilleri
- 30 – Notte
- 52 – Lasinski
- 56 – Sheppard
- 96 – Elder
- 106 – Kennedy

6<sup>th</sup> DVP Monty Nye requested that we include Theresa Abed in the 71<sup>st</sup> to the list.

6<sup>th</sup> DVP Matt Sahr stated that a couple of locals in his district were unhappy with at least one of the endorsements that were made by the MPFFU. The board discussed the endorsement process and the opportunities provided for a local to provide input. President Docherty and S/T Chesney stated that sometimes it is important and necessary to make an endorsement even if a local disagrees. They both stated that the duty and responsibility of the MPFFU Executive Board is to do what they feel is in the best interest of the entire MPFFU membership when it comes to making endorsements. President Docherty stated he would be open to reviewing the endorsement process and introducing resolutions at the next convention if it is decided that changes to the process are needed.

**Motion 17-2016: Moved by Nye, supported by Abbey to endorse the additional candidates listed for the Michigan House of Representatives, including Theresa Abed in the 71<sup>st</sup> District. Motion carried unanimously**

President Docherty reported on the request from Citizens Research Council for a donation. The board discussed the CRC and the periodic reports that they have issued over the years. They are supposed to be an independent and unbiased research group but there have been instances in the past that caused some people to question if all sides of the issue were presented equally and fairly. No action was taken on their request for a donation at this time.

### **IAFF 8<sup>th</sup> District Report**

President Docherty welcomed 8<sup>th</sup> DVP Paul Hufnagel to the meeting. DVP Hufnagel updated the board on several issues that have taken place since the IAFF Convention in August. The members of the board thanked Paul for his years of service and dedication to the members of the MPFFU and the labor movement in general.

### **Secretary-Treasurers Report**

S/T Chesney distributed his activity report for June, July, and August.

The board reviewed the preliminary draft of the 2017 MPFFU budget. S/T Chesney also distributed a report that provided an overview of the types of items included in each line of the budget. Members of the board were encouraged to review the budget prior to the December board meeting when the vote to approve it is scheduled to take place. S/T Chesney stated that a budget presentation and overview will be provided to the Trustees at their meeting on September 13<sup>th</sup>.

S/T Chesney reported that the IAFF approved the changes to the MPFFU Constitution and By-Laws. Copies of the new by-laws were distributed to the board and are available on the MPFFU website. Booklets will be available at the upcoming district meetings.

S/T Chesney reminded the DVP's to get prior approval from President Docherty for any speakers that are invited to the Fall MPFFU District meetings.

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 on the status of initial contracts for new locals can be found in the district reports.

At 1pm, President Docherty announced that the meeting will recess for lunch. President Docherty called the meeting back to order at 230 pm.

S/T Chesney reported that representatives from the American Income Life Insurance Company requested to meet with the Executive Board to discuss the board's decision to end our relationship with AIL. He stated he meet with them several weeks ago and he explained the problems and issues that lead to the board's decision.

S/T Chesney introduced AIL representatives, Beth Farm, Regional PR Manager and Viki Farr, the Public Relations Director in Michigan. Beth and Viki gave an overview and history of the longstanding relationship between AIL and labor unions, including firefighters across the United States. They also distributed hand-out materials and explained the multitude of benefits offered by AIL. They stated that they have reviewed and addressed many of our issues and have implemented several changes in their policies and operations to insure better customer service. Several members of the board asked questions and they provided answers to the questions that were asked. President Docherty thanked them for attending our meeting and stated that the board will have further discussion on the issue later in our meeting.

S/T Chesney stated that he believed the changes that AIL have implemented will decrease the number of complaints from our members and retirees. He stated that the MPFFU will do a better job of explaining the program to our members and will make permanent information about the AIL programs on the MPFFU website. He suggested that we continue the program indefinitely unless we receive a lot of complaints.

**Motion 18-2016: Moved by Chesney, supported by Abbey to reinstate our partnership with American Income Life Insurance Company. Motion carried unanimously**

### **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.

### **Trustee Report**

Northern Trustee Aileen Pettinger reported that the Trustees will be meeting tomorrow morning for the first time since the convention. She stated that they have been reviewing the monthly financial reports during this period and they would be issuing a report that would be included with the minutes of this meeting.

### **Committee Reports**

President Docherty spoke about his goals and objectives for each of the MPFFU committees. He asked the Committee Chairman to share these goals with their committees and assign committee members to the tasks necessary to complete them.

President Docherty gave an update on the activities of the Fire Coalition and the Joint Fire Service Council. He stated that Shaun Abbey would be replacing David Weisenberg on the MJFSC in January. He stated that the Fire Service Coalition is going to continue to meet. He reported that the State Fire Marshal has created a new committee and has invited members from different fire service organization to participate. She is asking the committee to consider an enhanced version of MABAS that would oversee firefighter training and disband the FFTC. The board discussed their concerns with this proposal and they directed President Docherty to continue to voice our concerns at future meetings with the State Fire Marshal as well as our friends in the legislature.

Monty Nye, MPFFU Liaison to MDA gave a brief update on recent MDA events. Monty will be attending the district meetings to discuss the recent Attorney General opinion about street solicitations and several personnel changes that have taken place at MDA.

### **New Business**

S/T Chesney reported that the President Docherty, the Trustees and himself will be meeting to discuss the structure and finances of the MPFFU. He said they would do some preliminary work to assist with the appointed structure committee members who will be meeting in 2017. He distributed a timeline and an outline for the committee for the board to review.

President Docherty reported that he will be working with MPFFU Communications Coordinator David Polite to discuss plans and thoughts for improving our communications to our members.

**Motion 19-2016: Moved by Nye, supported by Sahr to adjourn. Motion carried unanimously. The meeting adjourned at 5:45 pm.**

# MPFFU Endorsements

## District Candidate For State Representative

3 Rep. Wendell Byrd  
5 Rep. Fred Durhal, III  
6 Rep. Stephanie Chang  
9 Sylvia Santana  
10 Rep. Leslie Love  
12 Rep. Erika Geiss  
13 Rep. Frank Liberati  
15 Adbullah Hammoud  
16 Rep. Robert Kosowski  
18 Kevin Hertel  
19 Rep. Laura Cox  
21 Rep. Kristy Pagan  
22 Rep. John Chirkun  
23 Darrin Camilleri  
24 Dana Camphous-Peterson  
25 Rep. Henry Yanez  
26 Jim Ellison  
27 Robert Wittenberg  
30 Michael Notte  
31 Bill Sowerby  
33 Jeff Yaroch  
36 Rep. Peter Lucido  
37 Rep. Christine Greig  
41 Rep. Martin Howrylak  
42 Timothy Johnson  
46 David Lillis  
47 Henry Vaupel  
48 Rep. Pam Faris  
49 Rep. Phil Phelps  
50 Rep. Tim Sneller  
52 Donna Lasinski  
55 Adam Zemke  
56 Jason Sheppard  
57 Harvey Schmidt  
60 Rep. Jon Hoadley  
62 Jim Haadsma  
66 Annie Brown  
67 Rep. Tom Cochran  
69 Rep. Sam Singh  
71 Theresa Abed  
75 Rep. David LaGrand  
76 Rep. Winnie Brinks  
88 Rep. Roger Victory  
91 Collene Lamonte  
92 Terry Sabo  
95 Rep. Vanessa Guerra  
96 Brian Elder  
98 Geoff Malicoat  
99 Bryan Mielke

## District Candidate for State Representative

101 Dan Scripps  
102 Douglas Gabert  
106 Robert Kennedy  
108 Scott Ceello

## Michigan State AFL-CIO Endorsements

(Districts where the MPFFU didn't endorse)

1 Brian Banks  
2 Bettie Cook  
4 Rose Mary Robinson  
7 La Tanya Garrett  
8 Sherry Gay-Dagnogo  
11 Jewel Jones  
14 Cara Clemente  
17 Bill LaVoy  
20 Colleen Pobur  
28 Patrick Green  
29 Tim Greimel  
34 Sheldon Neely  
35 Jeremy Ross  
39 Michael Stack  
40 Nicole Bedi  
53 Yousef Rahbi  
54 Ronnie Peterson  
61 John Fisher  
64 Ronald Brooks  
65 Bonnie Johson  
68 Andy Schor  
79 Marletta Seats  
84 James Wencel  
85 Anthony Karhoff  
86 Lynn Mason  
89 Tim Meyer  
109 John Kivela  
110 Scott Dianda

## U.S. House of Representatives

1 Lon Johnson  
5 Dan Kildee  
7 Gretchen Driskell  
8 Suzanna Shkreli  
9 Sander Levin  
10 Frank Accavitti Jr.  
12 Debbie Dingell  
13 John Conyers  
14 Brenda Lawrence

## Michigan Supreme Court

Deborah Thomas

*Michigan Professional*  
**FIRE FIGHTERS UNION**

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**TRUSTEES REPORT**

DATE: September 13th, 2016

TO: MPFFU and Affiliated Locals

FROM: Aileen Pettinger; Northern Trustee, Rich Clark; Western Trustee,  
Mickey Wiewiura; Eastern Trustee.

**RE: Review of MPFFU Financial Operations/Audit**

The MPFFU Trustees met on September 13th, 2016 to review and discuss the financial operations of the State Union. The meeting was held at the Radisson Hotel in Lansing, with Trustees Aileen Pettinger, Rich Clark, and Mickey Wiewiura, along with Secretary-Treasurer Terry Chesney in attendance at this review.

The internal review completed by the Trustees determines whether the financial operations fulfill the criteria of the Constitution and By-Laws and Policies of the MPFFU. Expenditures and Revenues were reviewed for the period covering June 2016 through August 2016. The collection of revenues and the distribution of expenditures were checked for their appropriateness and compliance with one or more of the following criteria: Constitution and By-Laws of the MPFFU, Executive Board Action, or convention resolutions.

All revenues and expenditures during the period reviewed were properly accounted for and met the guidelines of the organization.

The Trustees recommend that the Executive Board review and clarify the compensation policy to the new Coordinators and Trustees, which will ultimately assist the Trustees when reviewing expense reports.

In closing, the Trustees would especially like to thank Secretary-Treasurer Chesney for his cooperation and assistance in performing this review of the MPFFU financial operations.

Rich Clark  
Western Trustee

Aileen Pettinger  
Northern Trustee

Mickey Wiewiura  
Eastern Trustee

**Fall 2016 MPFFU Second District Update**  
Submitted by Second District VP Shaun Abbey  
September 12, 2016

**Belding L-2451**

**President Don Eady**

**Date contacted: September 9, 2016**

Waiting to hear back from President Eady. He was scheduled to retire in August and I have not heard who is the next President.

**Big Rapids L-1776**

**President Sean Wethington**

**Date contacted: August 26, 2016**

They are still trying to resolve a few issues to settle their CBA. They are dealing with some wages/hours issues.

**Blair Twp. L-4355**

**President Eric Somel**

**Date contacted: September 9, 2016**

Past Local President and retiree Nicole Blonshine won her election for Township Supervisor.

**Cadillac L-704**

**President Mark Feister**

**Date contacted: September 7, 2016**

They have no major issues.

**Cedar L-4953**

**President Tim Johnson**

**Date contacted: August 31, 2016**

They have no major issues.

**Cutlerville L-4385**

**President Mark Grooters**

**Date contacted: September 8, 2016**

The Township Supervisor they endorsed lost her election to term-limited Representative Tom Hooker. There is discussion about breaking up the authority and going back to two townships.

**Egelston Twp. L-3901**

**President Dan Brentana**

**Date contacted: September 7, 2016**

Charter Local President Danny Willea retired this summer. They hired two, increasing the Local by one member. No issues at this time.

**Fruitport L-2352**

**President Troy LaNore**

**Date contacted: September 12, 2016**

No report given.

**Glen Lake L-5086**

**President Bill Parker**

**Date contacted: September 6, 2016**

They have negotiated and ratified their first CBA. They were able to secure their two major proposals – wage scale and schedule. They continue to have some minor issues with administration.

**Grand Haven Twp. L-4475**

**President David Peterson**

**Date contacted: September 9, 2016**

No report given.

**Grand Rapids L-366**

**President Joe Dubay**

**Date contacted: September 8, 2016 (also during convention)**

Their CBA was ratified in June. The Department hired a new Chief and the Union has a good relationship with him. They point to their strong political action for their recent successes – the CBA and keeping another anti-union candidate out of the Chief position. Working with Chief on a MERC recert for some chief positions.

**Holland L-759**

**President Joel Cook**

**Date contacted: September 9, 2016**

They are in negotiations. We had a pension meeting with their PD unit in June. The PD was taking their CBA to 312 over pension changes.

**Kentwood L-3174**

**President Kurt Nuffer**

**Date contacted: September 7, 2016**

No major issues. Working on some charity things this fall. President Nuffer will be stepping down in January.

**Leelanau L-5056**

**President Jeff Hester**

**Date contacted: August 31, 2016**

They passed their millage in August. They will be adding members and continue moving towards ALS. They are looking to start negotiating their wage reopener earlier and their Township Supervisor agrees.

**Manistee L-645**

**President Doug Dominick**

**Date contacted: September 7, 2016**

They have a new city manager that comes from law enforcement and seems fair. He has told them that he is not looking to take anything from them.

**Muskegon Heights L-615**

**President Dennis Roesler Jr.**

**Date contacted: September 8, 2016**

They have had 6 members laid off as a SAFER grant expired. The IAFF is working with them. They have had a couple issues. One dealing with discipline and another dealing with members on long-term time off. Past Local President Terry Sabo is running for State Representative.

**Muskegon L-370**

**President Pete Hughes**

**Date contacted: September 7, 2016**

No other major issues.

**Muskegon Twp. L-4132**

**President Jacob Grabinski**

**Date contacted: September 8, 2016**

They are working on getting involved with the MPFFU PAC Partnership. I am attending their Union Meeting on 10/24 to help them get members informed about the program.

**Norton Shores L-2559**

**President Casey Rosenberg**

**Date contacted: September 7, 2016 (also during convention)**

They have become a target of the Mackinac Center due to the funding of their pension fund and retiree health care account. They have a local "pension expert" stirring things up as well. They brought everything up at a meeting and the news happened to be there. They broke that their pension fund is around 50% funded and their retiree health is around 4%. The IAFF is working with them to get the facts, find solutions and manage PR.

**Plainfield Twp. L-2559**

**President Pat DuVall**

**Date contacted: September 1, 2016**

They are taking a couple contract issues to mediation.

**Peninsula Twp. L-5096**

**President Brent Strom**

**Date contacted: May 24, 2016**

We have been moving along on their first CBA. We have our next meeting on September 16<sup>th</sup>. We are through the non-economic and into the economic. Their entire board was voted out in August including their Supervisor. This could make the remaining negotiations interesting. They held several successful Fill the Boot events this Summer.

**Suttons Bay – Bingham L-4827**

**President Mark Bowen \*\*New President\*\***

**Date contacted: September 7, 2016**

They are preparing for upcoming negotiations. They will be hiring one to replace a member that went to another department.

**Traverse City L-646**

**President Chad Rueckert**

**Date contacted: September 8, 2016 (also during convention)**

No major issues.

**Wyoming L-2758**

**President Lacey Koens**

**Date contacted: August 28, 2016**

They have an issue where a member was fired for working as a fire chief as a side job. He has sued the City. The Union has not been named in the suit.

**Fourth District Report**  
**Fall 2016**

**Allen Park\*- Local 1410**

Current Contract: 7/1/13-6/30/16

Department Manpower: 26

Members in Bargaining Unit: 24

Members on Lay Off: 0

- New Board has met with the City to begin contract negotiations, progress is slow.

**Ann Arbor- Local 693**

Current Contract: Reached agreement awaiting update on duration.

Department Manpower: 90

Members in Bargaining Unit: 87

Members on Lay Off: 0

- Working under current agreement. Several internal issues they are working through.
- Still doing fairly well.

**Ann Arbor Township-Local 2003**

Current Contract: 8/1/12-12/31/15

Department Manpower: 6

Members in Bargaining Unit:6

Members on Lay Off: 0

- Settled new contract with 3.5, 3, 3 wage increases
- The local was able to reduce health insurance premium sharing for its members.
- Still fighting for health care post retirement

**Brownstown- Local 4112**

Current Contract: 1/1/14-1/1/17

Department Manpower: 30

Members in Bargaining Unit:29

Members on Lay Off: 0

Doing well. Nothing to report this quarter.

**Canton Township-Local 2289**

Current Contract: 1/1/13-12/31/16

Department Manpower: 65

Members in Bargaining Unit: 64

Members on Lay Off: 0

- Department continues to work towards national accreditation.
- Continuing preparations for negotiations.
- Fire Chief made Director of Public Safety by township. The Fire Department and Police Department administrations have been restructured with the fire chief position being retitled.
- Working through several internal issues with additional updates to be provided.

**Dearborn- Local 412**

Current Contract: 7/1/2012-6/30/2015

Department manpower: 127

Members in Bargaining unit: 125

Member on Lay off: 0

- The local continues to fight with their fire chief on a myriad of contractual violations.
- In contract negotiations, have begun arbitration with the assistance of Helveston's office. They are insisting on increasing work hours. The change in work hours has been taken to MERC.
- They had requested an air quality test be completed by an outside agency at their New Training Center site. It is an old sewage department building and smells like sewage constantly. The building recently flooded with raw sewage and continues to be an issue.

**Dearborn Heights- Local 1355**

Current Contract: 7/1/11-6/30/16

Department Manpower: 53

Members in Bargaining Unit: 52

Members on Lay Off: 0

- Doing well..

**Dexter Area- Local 4090**

Current Contract: 1/1/14-4/30/16

Department Manpower: 9

Members in Bargaining Unit: 9

Members on Lay Off: 0

- Contract is now expired. Currently in negotiations with Authority. The local requested assistance from the IAFF and I have been assigned to provide assistance.
- The new chief has scheduled mandatory physicals for the membership without bargaining impact. He is arguing that annual physicals are mandated by law since the fire fighters are Haz Mat certified to the Operations level.
- The local is still addressing (1) Firefighter on workers comp. and (1) Firefighter on medical leave.

**Ecorse\*- Local 684**

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

Department Manpower: 5

Members in Bargaining Unit: 4

Members on Lay Off: 6 reclassified as part time.

- The local continues to struggle with extremely low manpower and PSO issues.
- The City hired a new City Manager.
- The contract expired 7/30/14. The City appears to be acknowledging that the local has bargaining rights and have signaled that they may be more inclined to reach an equitable agreement.

- Collective bargaining rights have been returned. Union won City's appeal.

**Frenchtown Township- Local 3233**

Current Contract: 12/31/13-

Department Manpower: 17 w/ 12 POC

Members in Bargaining Unit: 17

Members on Lay Off: 0

- Several members off on long term duty injuries.
- The local has won several grievances as they pertain to their health care. The latest said the township had violated their workers compensation language by changing providers without bargaining. The local continues to try and work through the decisions impact.

**Garden City- Local 1911**

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

Department Manpower: 19

Members in Bargaining Unit: 18

Members on Lay Off: 0

Members on SAFER: 1

- Contract is two years expired. Attempting to rework changes to pension multiplier for newer employees. All other bargaining units have been working on settling new agreements and without some of the changes that had been placed on the local in the last round.
- Working under millage that was passed in 2015. All of the employees hired under their SAFER grant have been absorbed into the bargaining unit after the grants expiration. One member remains on the SAFER Grant as part of an extension he received for being in the military.

**Hamtramck- Local 750**

Current Contract: 7/1/14-6/30/15

Department Manpower: 26

Members in Bargaining Unit: 25

Members on Lay Off: 0

- The Hamtramck Firefighters are continuing to work under a concessionary contract from the State.
- The City has hired an outside chief, Dan Hagan from Eastpointe, and so far has been doing well.
- The City has been operating dilapidated rigs in ill repair.
- The City continues to utilize it's Auto-aide agreement with Detroit and Highland Park.

**Highland Park-**

- The Local has been working to finalize a contract under the assistance of Secretary Treasurer Chesney.
- The local leadership has been very pleased with current progress.
- As bargaining unit increases in size they have expressed interest in additional union training.

**Inkster\*- Local 1577**

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

Department Manpower: 22

Members in Bargaining Unit: 21

Members on Lay Off: 0

- At 21 in suppression. The highest number in their history.
- Hired Chuck Hubbard from Ann Arbor as chief and so far is going well.
- Contract is expired, preparing for negotiations.
- The local built a good working relationship with their chief who has recently had come under scrutiny after being arrested for domestic violence and taking a second full time job as the Parks and Recreation Director in Westland while maintaining his chiefs position.
- The chief is going to be replaced with their current chief seeking the job of city manager in Inkster.

**Lincoln Park- Local 1292**

Current Contract: 11/1/14-6/30/17

Department Manpower: 18

Members in Bargaining Unit:18

Members on Lay Off: 0

- Four new hires have all reached one year of employment with the City.
- Fire Chief has announced his retirement after receiving a job offer from Mason City, Iowa.
- Rapid Response continues to provide a poor response.
- The EMD program adopted by the city continues to be problematic .The system has lacked oversight and implementation has been slow though our consolidated dispatch. The issue has been taken over by the new City Manager and we are hoping for improvement.
- Operated with four man minimum staffing throughout the summer. On pace to be over six thousand calls for 2016. We have maintained a call volume exceeding 500 calls a month.

**Livonia- Local 1164**

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

Department Manpower: 82

Members in Bargaining Unit:81

Members on Lay Off: 0

- Contract expired 11/15. Continuing to negotiate contract. They are close to bringing a proposal back to their membership. Details to follow.
- Executive Board was charged with harassment by one of its members. The e board was cleared of the charges. HR has now directed an inquiry into the actions taken by the charging member. This matter is all but resolved.

**Metro Airport- Local 741**

Current Contract:

Department Manpower: 72                      Members in Bargaining Unit:70  
Members on Lay Off: 0

- Things are going really well
- Hired 13 new firefighters. 9 above previous staffing levels
- Going from 14 to 17 for daily staffing.
- Chief Evans has been doing well so far.

**Monroe\*- Local 326**

Current Contract: 1/1/15-12/31/15

Department Manpower: 14                      Members in Bargaining Unit: 13  
Members on Lay Off: 0

- Council continues to be sympathetic to our fight for more manpower, hired Firefighter/paramedics, not PSO. Hired additional fire fighters. Had several fire fighters leave for other departments but have been replacing them as they leave.
- The City fired its Labor Attorney after he appeared to bargain in bad faith with the local during contract negotiations.
- The new fire chief is still doing well.

**Northville Township- Local 3961**

Current Contract: 1/1/13-12/31/15

Department Manpower: 30                      Members in Bargaining Unit: 29  
Members on Lay Off: 0

- Reached potential impasse with Township during negotiations. Currently in mediation.
- The fire chief was let go with conflicting reports as to how and why it happened. Mariucci has filed a law suit against the City for wrongful discharge.
- The Township has taken applications for the fire chief's position from members in the bargaining unit.
- Transporting continues to be of benefit

**Pittsfield- Local 3008**

Current Contract: 1/1/14-12/31/16

Department Manpower: 26                      Members in Bargaining Unit:25  
Members on Lay Off: 0

- Able to fill 1 vacancy the township sought to freeze.
- Prepping for upcoming contract negotiations.
- Working through some growing pains over the last few months.
- They had settled a dispute over requiring their officers to handle disciplinary issues within the same bargaining unit

**Plymouth Township\*- Local 1496**

Current Contract: Expired March 2016

Department Manpower: 14  
Members on Lay Off:

Members in Bargaining Unit:13

- Settled their first contract in years without arbitration. Details to follow.
- Members won arbitration limiting pension contributions. Local had been paying 31% of pay for pension from last 312 Award.
- Twp. Supervisor that had been fighting with union has been replaced. New Manager seems more sympathetic to fire and EMS issues.
- Things remain well and they are cautiously optimistic.

**Redford Township -Local 1206**

Current Contract: 4/1/13-3/31/16

Department Manpower: 34

Members in Bargaining Unit:33

Members on Lay Off: 0

- Working on new contract.

**River Rouge\* -Local 517**

Current Contract: expired

Department Manpower: 6

Members in Bargaining Unit:5

Members on Lay Off: 6

- Multiple members have retired. The City has denied promoting to fill the vacancies created.
- The City has refused to replace any firefighters or call back any laid off members.
- It appears the City is content with allowing the firefighters to be eliminated through attrition. The City has hired 7 part timers and put them through Driver/Operator training. The daily staffing has been changed to 1 F.T and 1 P.T and allowing inexperienced personnel to be Driver/Operators. We are opposed to this policy and have voiced our opinions through conversations and communications with the Chief, City Council, Safety Commission and Mayor. To which our concerns about our safety and that of the community have fell on deaf ears.

**Romulus-Local 4126**

Current Contract: expires 2016

Department Manpower: 14

Members in Bargaining Unit:11

Members on Lay Off: 0

- The local president has been disciplined for questioning an ordinance officer while working an election poll off duty during the recent primary.
- Daily staffing level of 5 or 6 depending on the day.

**Scio Township\*- Local 4891**

Current Contract: expires 4/16

Department Manpower: 13  
Members on Lay Off: 0

Members in Bargaining Unit: 5

- Currently down to only 5 members in the bargaining unit, but are in the process of hiring a replacement.
- One member who left for Winston-Salem FD.
- Current contract expires at the end of April and we are currently conducting negotiations which are going decent.
- We are trying to implement a new pay scale and not go by years of service, but years of service in the job classification that we have.

**Southgate -Local 1307**

Current Contract: 7/1/15-6/30/17

Department Manpower: 28  
Members on Lay Off: 0

Members in Bargaining Unit:27

- Everything is doing well. No issues at this time.

**Superior Township- Local 3292**

Current Contract: 3/18/15-12/31/17

Department Manpower: 11  
Members on Lay Off: 0

Members in Bargaining Unit:9

- The local is doing well. New Supervisor is standing behind them.
- Bargained new agreement and got what they were asking for. They are going to send out copies in the next week.

**Taylor\*- Local 1252**

Current Contract: 6/30/11-6/30/16

Department Manpower: 39  
Members on Lay Off: 11

Members in Bargaining Unit:38

- Local President retired. New President Bill Currie was elected.

**Trenton- 2701**

Current Contract:

Department Manpower: 28  
Members on Lay Off: 0

Members in Bargaining Unit:27

- The City has budgeted for 2 less firefighters on July. They have said no layoffs but they have only one retirement announced.
- Still without a contract. A deal has been reached but they have not been able to get the votes with council. There is a dispute over pension roll ins.

**Western Wayne\*- Local 1279**

Current Contract: Westland Chapter 7/1/14-6/30/20

Wayne Chapter 7/1/11-6/30/15

Department Manpower: 86

Members in Bargaining Unit:84

Members on Lay Off: 0

- City of Wayne will have a structural deficit in September of 2017
- City of Wayne residents voted down ballot proposal to Join the Authority between East Pointe and Hazel Park under public act 57
- Wayne received SAFER Grant.

**Wyandotte- Local 356**

Current Contract: expires 12/31/21

Department Manpower: 30

Members in Bargaining Unit:29

Members on Lay Off: 0

- Added a guy so we have 29 on shift.
- Signed a 5yr Deal. 2016- 3.5%, 2017-3.5%, 2018-1.0%, 2019 & 2020- 0.0%
- Got a sick time sell back program at retirement for our 401 K guys.
- Increased tuition reimbursement from \$2000 TO \$ 5000/ YR
- Still run minimum 6 guys /day and running Auto aid with Southgate Fire.

**Ypsilanti- Local 401**

Current Contract:

Department Manpower: 19

Members in Bargaining Unit:18

Members on Lay Off: 0

- Attended local meeting with members this week addressing new member orientation and local mentoring.
- City faces budget shortfall. The fire department had already planned on staffing eliminations through retirements and attrition after SAFER grants expiration. Cuts to PD are being explored.

**Ypsilanti Township- Local 1830**

Current Contract: Expires 12-2016

Department Manpower: 22

Members in Bargaining Unit:22

Members on Lay Off: 0

- No report provided this quarter

**MPFFU 5<sup>th</sup> District  
Fall 2016 Report**

**Adrian                      L-1511**

President – Jason Hallenbeck

Contract –06/17

Members - 15

Layoffs –

EMS – ALS transport (Part-Time) when HVA is not available.

**Notes:** 08/29/16 Jeff Betz just retired bringing their numbers down to 15 without any plans by the city to rehire. They are going on 3 months with an acting Chief.

**Battle Creek                      L-335**

President – Chris Love

Contract –07/17

Members -76

Layoffs –0

EMS –MFR

**Notes:** 08/29/16 Everything is going well. They have an ULP filed involving 2 separate charges.

**Benton Twp                      L-1562**

President –Michael Tavalacci

Contract –12/31/19

Members - 11

Layoffs –0

EMS –0

**Notes:** 09/06/16 Things are going well. They settled a disciplinary grievance.

**Coldwater                      L-2555**

President – Steve Trall

Contract –6/30/20

Members - 13

Layoffs – 0

EMS – Basic non-trans

**Notes:** 08/29/16 New 4 yr contract, 2% ea yr, \$1000. Signing bonus, 1% increase in employer contribution (10%) in DC plan. Massive hog processing plant going on line Sept 17<sup>th</sup>.

**Covert Twp                      L-4174**

President – Vincent Virsik

Contract – 6/30/17

Members - 6

Layoffs – 0

EMS – ALS transporting

**Notes:** 08/29/16 & 09/06/16 left voice messages requesting a call back.

**Delta Twp                      L-2846**

President – Ken Barnes

Contract – 12/31/18

Members -38

Layoffs –0

EMS –ALS transporting 5

**Notes:** 08/29/16 They have an arbitration date of 9/15 for their promotional process and just won a grievance over the release of promotional test scores.

**East Lansing                      L-1609**

President –John Newman

Contract – 6/30/16

Members -49

Layoffs –0

EMS – ALS transporting

**Notes:** 08/22/16 Currently in mediation, next meeting in Sept. City is holding tight on replacing DB plan with DC. Looking for language on work place cohabitation of married ff's.

**Grand Ledge                      L-2627**

President – Cliff VanDeusen

Contract – 6/30/16

Members – 9

Layoffs – 0

EMS – ALS transporting

**Notes:** 08/30/16 Hiring process for a chief has been cancelled due to concerns by citizens and the local about 2 of the candidates. Assisted the local with getting MFA documents, 2<sup>nd</sup> negotiations meeting the Fire Authority committed an ULP with a regressive offer. ULP filed

**Hillsdale                      L-961**

President – Steve McDowell

Contract – 6/30/16

Members - 3

Layoffs – 0

EMS –

**Notes:** 09/06/16 Negotiations were set for 8/23 but were cancelled the day prior by the city. A 3rd contract offer was sent to the local by the City without a meeting.

**Lansing Area      L-421**

President – Eric Weber

Contract – 6/30/16    421A

Members – 152 w/ 1 Service Fee Payer      421A 13 **Total 164**

Layoffs – 0

EMS –ALS transport

**Notes:** 09/06/16 Currently in negotiations with the City, they are working with the City, Mark Treglio, E18 to develop a millage renewal campaign. They had a major fire on 08/05, 2 ff's received cyano kits 5 total were sent to the hospital, all are back at work and doing well.

**Lansing Twp      L-2258**

President – Gary Spalding

Contract –2018

Members -15

Layoffs –0

EMS – ALS transport

**Notes:** 08/30/16 New President, Gary Spalding, and VP Todd Hendy. They are not happy with the IAFF/MPFFU they have not heard from them/us or feel they are being offered anything. Pres Spalding said he would send a local meeting date and I will attend to answer any questions/concerns.

**Madison Twp      L-4225**

President – Stacy Robinson

Contract –12/31/18

Members - 6

Layoffs –

EMS –

**Notes:** 07/13/16, 08/30/16 Left a voice message requesting a return call.

**Marshall      L-1929**

President –Matt Parks

Contract – 6-30-16

Members - 6

Layoffs – 0

EMS – MFR

**Notes:** 07/13/16, 08/30/16 Left a voice message requesting a return call.

**Meridian Twp L-1600**

President – Jason Everest

Contract –

Members - 32

Layoffs – 0

EMS – ALS transport

**Notes:** 08/30/16 In negotiations, the twp is hitting their pension hard. I provided information on IAFF EDF loans and approval received approval for them to speak with Tim Hill at the IAFF re: pension issues.

**Niles L-2317**

President – Bill McAllister

Contract – 10/16

Members - 9

Layoffs – 0

EMS – Basic non-trans.

**Notes:** 7/13, 9/1, and 9/7/16 contract is up Oct 16 they start negotiations the second week of Sept. business's are leaving the city and revenue is down. Provided him with information on an MFA and possible comparables. Their part time program is going away, still have paid on call.

**Niles Twp L-2428**

President – Marc Brandon

Contract –

Members - 6

Layoffs –

EMS –

**Notes:** 9/01/16 Made contact with Marc he was unable to talk at that time, I also left a message for VP Craig Lear requesting a return call. Have not heard back from either.

**Pennfield L-2588**

President – Jeff Bammer

Contract –

Members - 3

Layoffs –

EMS –

**Notes:** 09/01/16 Attempted to make contact with Jeff, his voice mail is full. I sent an email and have not received a response. The phone number for the Sec/ Tres Jeff Collins is not valid.

**Portage                    L-1467**

President – Jim Snowdan

Contract –07/20

Members -33

Layoffs –0

EMS –MFR

**Notes:** 08/17/16 Met with Jim and Secretary Kevin Hawkey at convention. They are having an issue with their wellness program and what information is released to the city. Jim has requested a member orientation class for his members which I passed on to Shaun.

**South Haven                    L-2658**

President – Keith Bierhalter

Contract –12/31/18

Members -13

Layoffs –0

EMS –ALS Transport

**Notes:** All is going well nothing new to report.

**St Joseph                    L-1670**

President – Russel Schrub

Contract – 6/30/15

Members- 6

Layoffs – 0

EMS – None

**Notes:** 09/01/16 left a voice message requesting a call back.

**Sturgis                    L-722**

President – Andy Kiss

Contract –10/16

Members- 9

Layoffs –0

EMS –

**Notes:** 09/01/16 Things are going well, they just hired 3 additional ff's bring their total up to 9. PSO issue, the city didn't like the financials and it would have required an additional millage.

**Summit-Jackson L-1306**

President –Scott Stoker

Contract –03/18 S, 06/16 J

Members-15 S, 16 J

Layoffs –8 J

EMS –Basic Non-trans

**Notes:** 09/06/16 Jackson is currently in negotiations and have met twice. The city was awarded \$1.6 million safer grant and is using their acceptance of the grant as leverage and wants pension concessions. Conference call with the Local, IAFF and MPFFU was held. Press release, possible op-ed piece to be drafted.

**Three Rivers      L-3102**

President – Paul Schoon

Contract – 6/1/17

Members- 12

Layoffs – 0

EMS – ALS Transport

**Notes:** 09/01/16 left a voice mail requesting a call back.

**MPFFU Sixth District Report  
Fall report 2016**

**Armada Twp. Local 5053**

President- Andrew P

Contract - Expires June 30, 2019

Members - 8

Grievances - 0

**Notes:** Sept 5,

Very politically active, got their candidate elected to supervisor. Doing union run charity events to raise community profile.

**Auburn Hills Local 4404**

President - John Hearing

Contract - Expires Dec 31, 2017

Members - 12

EMS Level - Transporting ALS

Grievances - 0

**Notes: Sept 9, 2016**

Passed millage that will allow city to hire additional full time firefighters

**Birmingham Local 911**

President - Jeff Scaife

Contract - June 31, 2017

Members - 28

EMS Level - Transporting ALS

Grievances - 1

**Notes: Sept 5, 2016**

New President VP and Secretary. All three stepped down mid term. Elections were held and Jeff Scaife is new President. Currently have one grievance. Looking forward to new station and possible improvement in daily manning.

**Bloomfield Township Local 3045**

President - Ryan Husch

Contract - March 31, 2017

Members - 60

EMS Level - Transporting ALS

Grievances - 0

**Notes:**

Sept 8, 2016

Starting negotiations. Mostly in the preliminary steps. Pension issue with Twp. worked through IAFF and union attorney to get resolve.

### **Bruce Township Local 4076**

President -

Contract - June 31, 2017

Members - 13

EMS Level - Transporting ALS

Grievances - 0

**Notes:**

### **Chesterfield Township Local 4011**

President - Gordy Tuzinsky

Contract - DECEMBER 31, 2017

Members - 18

EMS Level - BLS Engines

Grievances - 1

**Notes:**

Sept 1- Preparing for negotiations where they expect to make gains in pay and manpower. Twp has hired but have lost them to other FD's.

### **Clinton Township Local 1381**

President - Paul Brauer

Contract - March 31, 2017

Members - 75

EMS Level - ALS Engines

Grievances - 0

**Notes:**

Sept 1, 2016 New hires and recent promotions. Status quo recent discipline of members but no outstanding grievances. Chief retired then withdrew retirement letter.

### **Commerce Township Local 2154**

President - Jim Liker

Contract - Dec 31, 2019

Members - 15

EMS Level - BLS Transporting

Grievances - 0

**Notes:**

Sept 9- Manning is status quo, still experiencing a lack of POC response which puts hardship on full time staff. No grievances. New supervisor in 2017 hoping for improved relations with Twp.

### **Eastpointe Local 1561**

President - Nick Sage

Contract - June 30, 2017  
Members - 22  
EMS Level - ALS Engines  
Grievances - 0

**Notes:**

Sept 3- Recieved FEMA grant for SCBA's, written by VP Zangara. New hires completed probation, two still on probation. City has stabilized in last two years looking to make gains in future CBA. Since last report two probies fired.

**Farmington Hills Local 2659**

President - John Kastran  
Contract - June 30, 2017  
Members - 48  
EMS Level - ALS Transporting  
Grievances - 0

**Notes:**

Sept 8- City agreed to staffing 2 of the 5 stations with full time. Looking to get 24 hour shifts in future CBA. Status quo otherwise.

**Ferndale Local 812**

President - Pat Sheehan  
Contract - Dec 31, 2015  
Members - 23  
EMS Level - ALS Transporting  
Grievances - 1

**Notes:**

Sept 9- City to hire for first time in 3 years. Keeping manning at current 25. Still working on new CBA. Sheehan believes the union is in good position to make gains but unsure if city is willing to bargain in good faith.

**Harper Woods Local 1188**

President - Nate Butler  
Contract - Expired Dec 31, 2014  
Members - 9  
EMS Level - ALS Engines  
Grievances - 1

**Notes:**

Sept 1- Mike Head won his grievance on being terminated. Won all back pay but did lose rank. City appealing arbitrator's decision. City is still negotiating on allowing Detroit to house a fire Co. in HW fire station. Union has made demands clear on what is acceptable. Still no resolve. Working on CBA hoping to avoid 312 Arb.

**Harrison Township Local 1737**

President - Matt Sahr

Contract - Expires DEC, 31 2016

Members - 27

EMS Level - ALS Transporting

Grievances - 1

**Notes:**

Sept 1- Since last report have hired 4 new hires. Currently in negotiations for new CBA. Brother Andrew Russell died following a duty injury that required surgery. Twp is fighting workman's comp claim. Local is very appreciative to all the locals who reached out and donated time and manpower to make funeral and viewing how the family wanted.

**Hazel Park Local 1414**

President - Chris Kenny

Contract - DEC 31, 2016

Members - 19

EMS Level - ALS Transporting

Grievances - 0

**Notes:**

Sept 10- In contract negotiations. Major issue is pension. HP is working with IAFF pension divisions to see what exactly is the issue and how the funding dramatically changed in less than 2 years.

**Macomb Township Local 5023**

President - Dave Nowak

Contract - Dec 31, 2017

Members - 7

EMS level - EMT ECHO

Grievances - 1

**Notes:**

Two members, President and VP are fired and currently under guardian. Both are headed to arbitration. Twp is continuing to stall and put up roadblocks. New FF position is being negotiated but unknown if Twp will act on it.

**Madison Heights Local 1357**

President - Mike Stefanka

Contract - July, 1 2017

Members - 25

EMS Level - ALS Transporting

Grievances - 0

**Notes:**

Sept 11-

Left a message, currently hiring. Have hired 4 new hires over last year. Like other communities the financials for the city have stabilized.

**Mount Clemens Local 838**

President - Greg Shipman

Contract - June 30, 2017

Members - 12

EMS Level - MFR

Grievances - 0

**Notes:**

Sept 1- One year extension of CBA. Two retirement and promotions. Otherwise status quo.

**Novi Local 3232**

President - Paul Mullett

Contract - Jun 30, 2018

Members - 26

EMS Level - ALS Engines

Grievances - 0

**Notes:**

**Oakland Township Local 4918**

President - Dave Ludington

Contract - Mar 31, 2017,

Members - 7

EMS Level - Transporting ALS

Grievances - 0

**Notes:**

Sept 7-

Left a message.

**Oxford Township Local 4763**

President - Kevin Snell

Contract - Dec 31, 2019

Members - 12

EMS Level - ALS Transporting

Grievances -1

**Notes:**

Sept 4- Officer test was given and the union is working on getting a better system for promotion. Twp is currently still working with union on new CBA language on it.

**Royal Oak Local 431**

President - Scott Gardner

Contract - June 30 2017

Members - 54

EMS Level - ALS Transporting

Grievances - 1

**Notes:**

Sept 1-

Status quo. New eboard is working together to prepare for new CBA.

### **Rochester Hills Local 3472**

President - Paul Wright

Contract - Dec 31, 2018

Members - 30

EMS Level - ALS Transporting

Grievances - 1

#### **Notes:**

Sept 11 - New hires had probation extended due to injuries, city is withholding pay raises.

President Mullett is processing a grievance to recover lost wages.

### **Roseville Local 1614**

President - Scott Bala

Contract - 2017

Members - 43

EMS Level - ALS Transporting

Grievances - 0

#### **Notes:**

Sept 5-

Brother Gerald Kemp was involved in a serious motorcycle crash that resulted in his girlfriend being killed and him sustaining multiple injuries. Gerald has a long road to recovery. The local has donated time to him and is doing trade relief to insure he is getting full pay. The union is working on a new CBA and have TA'd a few items. CBA will be an opportunity to regain lost items from previous CBA's.

### **Saint Clair Shores Local 1744**

President - Chad Hyvonen

Contract - June 30, 2017

Members - 48

EMS Level - ALS Transport

Grievances - 0

#### **Notes:**

Sept 3-

Union easily passed an increase for fire and police by nearly 70%. They did this with help from eastpointe on campaign strategy and the IAFF media center. New engines are on the horizon. Status quo otherwise.

### **Shelby Township Local 1338**

President - John McCoy

Contract - 2017

Members - 56

EMS Level - ALS Transporting

Grievances - 0

#### **Notes:**

Sept 1-

Approval and construction on a new fire house in Shelby was approved. Additional 3 new hires was also approved. Things continue to roll in the positive direction.

### **Sterling Heights Local 1557**

President - John Farah

Contract - June 30, 2018

Members - 90

EMS Level - ALS Engines

**Grievances 1**

**Notes:**

IAFF and local 1557 have worked on and presented a plan for transport to the city. Its all positive and the local is putting the final touches on a revised version. Multiple new hires are coming off of probation. New equipment and manpower to be added in 2017.

### **Southfield Local 1029**

President - Rob Scott

Contract - EXPIRED 2012

Members - 90

EMS Level - ALS Transporting

Grievances - 1

**Notes:**

Sept-1

Filed for arbitration on new CBA. New Chief in last two months. Working with administration trying to build a better relationship.

### **Warren Local 1383**

President - Chris Andary

Contract - June 30, 2016

Members - 127

EMS Level - ALS Transporting

Grievances - 0

**Notes:**

Sept 5-

New contract agreed on with city and ratified overwhelmingly. It will get tier 2 FF's a 14.5 % rise over 3 years and a 7% raise for tier 1 FF's. City is working on getting new engines. Fleet of suppression vehicles is old and unrepairable/ Sterling Heights is letting WFD borrow an Engine under an apparatus sharing agreement.

### **Washington Township Local 3299**

President - Tony Augugliaro

Contract - Dec 31, 2017

Members - 25  
EMS Level - ALS Transporting  
Grievances - 0

**Notes:**

Sept 10-

New hires are coming off of probation. No major issues. Preparing for negotiations. New station in the planning stages.

**West Bloomfield Township Local 1721**

President - Mike Shimsky

Contract - Dec 31, 2016

Members - 96

EMS Level - ALS Transporting

Grievances - 0

**Notes:**

Sept- 11

Morale is good. Status quo otherwise. A member is singing national anthem at Tiger game on 9/11.

Matthew Sahr  
Vice President  
MPFFU 6th District  
[vpiaff1737@gmail.com](mailto:vpiaff1737@gmail.com)  
586-549-5384

# Secretary-Treasurers Report

## Activity since June 6<sup>th</sup> Executive 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 Locals and Committees

Prepared resolutions for submittal to IAFF Convention

Attended IAFF Convention

Attended Labor Day Parade

Attended L421 Memorial Service for Dennis Rodeman

Assisted with pick-up and delivery of MDA/MPFFU Boot for local Fill the Boot dates

Sent out several surveys to locals and compiled information for distribution

Took part in several conference calls with IAFF staff and locals

Various activities associated with Organizing new locals

Committee & EXBD Support via phone/email

Work on Candidate endorsements and contributions

Planning, Preparation, and Registration activities for Fall 2016 District meetings

Planning for MPFFU Master Calendar for 2016-2018

Worked on timeline draft for WSU Labor School Scholarship Program

Prepared proof for printing of new MPFFU Constitution and By-Laws

Prepared budget presentation for Trustees

Prepared draft of 2017 MPFFU Budget

Preparation for Executive Board Meeting

Michigan Professional Fire Fighters Union  
2016 Budget and Proposed 2017 Budget

	actual as of Sept 9, 2016	Budget for 2016	Proposed 2017	Per Cap	NOTES
<b>Income</b>					
INITIATION FEES	9,550.00	6,500.00	\$10,000	\$0.24	
OTHER INC.	2,482.10	0.00	\$0	\$0.00	
PER CAPITA	413,262.27	579,200.00	\$590,000	\$14.05	
Registration Fees	47,535.00	45,000.00	\$15,000	\$0.36	
ROYALTY PAYMENT	27,437.27	20,000.00	\$25,000	\$0.60	
<b>Total Income</b>	<b>500,266.64</b>	<b>650,700.00</b>	<b>\$640,000</b>	<b>\$15.25</b>	
<b>Expense</b>					
ACCOUNTING	6,568.25	6,000.00	\$7,000	\$0.17	
CHARITIES	1,385.00	2,000.00	\$3,000	\$0.07	
COMMITTEE	8,451.95	31,400.00	\$33,000	\$0.79	
Conferences EXT	10,441.65	35,000.00	\$35,000	\$0.84	
Conferences INT	113,423.15	106,500.00	\$75,000	\$1.79	
DUES-FEES	6,053.73	9,000.00	\$10,000	\$0.24	
EQUIPMENT	4,117.45	6,000.00	\$6,000	\$0.14	
EX.BOARD	12,563.52	34,000.00	\$40,000	\$0.95	
GRANT	6,000.00	9,000.00	\$9,000	\$0.21	
INSURANCE	945.75	4,000.00	\$5,000	\$0.12	
LEGAL FEES	5,887.50	12,000.00	\$12,000	\$0.29	
LEGISLATIVE	36,813.60	54,000.00	\$55,000	\$1.31	
OFFICE EXP.	15,477.74	20,000.00	\$20,000	\$0.48	
PUBLIC RELATION	1,407.80	2,750.00	\$4,000	\$0.10	
RENT	23,997.92	30,000.00	\$30,000	\$0.71	
TAXES	302.02	1,000.00	\$1,000	\$0.02	
UTILITIES	21,918.08	34,000.00	\$35,000	\$0.84	
6560 - Payroll Expenses	170,185.03	254,050.00	\$260,000	\$6.18	
<b>Total Expense</b>	<b>445,940.14</b>	<b>650,700.00</b>	<b>\$640,000</b>	<b>\$15.25</b>	

# Explanation of Line Item Budget Categories

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## **REVENUE – Projected: \$640,000**

### **Per Capita – Proposed: \$590,000**

Jan – June @ \$14.02 x 3500 members

July – Dec @ \$14.02 = CPI x 3500 members (2% CPI generates about \$6000)

### **Initiation Fees – Proposed: \$10,000**

New members x \$100. Past experience is about 80-100 new members per year. ***Equivalent to approximately 24 cents per capita.***

### **Registration Fees – Proposed: \$15,000**

District meetings & seminar registration fees generate this revenue. ***Equivalent to approximately 36 cents per capita.***

### **Royalty Payments – Proposed \$25,000**

Our long-term partnership is with Front Line Support (formerly Xentel/Gehl Group). Their results have declined over the last several years for several different reasons. Last year we entered into a trial agreement with a spin-off company called United Partners Outreach. Last year they raised approximately \$26,000 which offset the decreased revenue of FLS. Both companies provide us with a 20% royalty. With both companies calling in 2017, our projected revenue of \$25,000 is both conservative and realistic. There is a potential to receive more than this amount but it is not fiducially responsible to include it in this proposed budget. ***Equivalent to approximately 60 cents per capita.***

### **Other Income- Proposed: \$0**

Refunds, reimbursements, rebates, etc. Nothing guaranteed. Some carry-over from 2016 possible.

## **EXPENSES- Projected: \$640,000**

### **Accounting – Proposed: \$7000**

This is the amount paid to our CPA firm for doing the annual financial review and preparing the IRS 990 Income Tax returns as well as any other additional services that might be required throughout the year. ***Equivalent to approximately 17 cents per capita.***

### **Charities- Proposed \$3000**

Nominal participation in various charities or Local charitable events. ***Equivalent to approximately 7 cents per capita.***

### **Committees – Proposed: \$33,000**

This is the line item where the five standing committee expenses are paid. Committee expenses include daily compensation rate payments, mileage, parking, and other approved expenses. The ad hoc committee is paid out of this line item as well. Board member and Trustee committee participation with committees are not listed here. They are in the payroll line due to W-2 tracking requirements. We should discuss issuing a 1099 or a W-2 to committee members exceeding \$600 per year. ***Equivalent to approximately 79 cents per capita.***

# Explanation of Line Item Budget Categories

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## **Conferences EXT – Proposed: \$35,000**

Attendance at IAFF functions, State and Provincial meetings, other training and education not sponsored/conducted by MPFFU. *Equivalent to approximately 84 cents per capita.*

## **Conferences INT – Proposed: \$75,000**

12 District meetings, seminars and conferences, conventions and other events sponsored by MPFFU. Includes food and beverage costs, lodging, speaker fees, and other hotel costs associated with holding the event. *Equivalent to approximately \$1.79 per capita.*

## **Dues & Fees – Proposed: \$10,000**

Organizational membership fees for NCPERS, MAPERS, FSPPFF, NFPA, etc. Also includes registrations with State of Michigan for fundraising, Non-profits status, corporation filing fees, etc., and bank charges for all accounts. *Equivalent to approximately 24 cents per capita.*

## **Equipment – Proposed: \$6,000**

Lease charges for copier/scanner, and maintenance agreement. Also includes the purchase of any office equipment such as computers, servers, laptops, projectors, furniture, etc, costing more than \$1000. Purchases less than \$1000 are expensed to office supplies. *Equivalent to approximately 14 cents per capita.*

## **Executive Board – Proposed: \$40,000**

Includes reimbursement of approved expenses for Executive Board members and Trustees. Also includes expenses associated with board meetings, such as lodging, meals, beverages and parking. *Equivalent to approximately 95 cents per capita.*

## **Grants- Proposed: \$9,000**

Millage grant requests of \$9000/year approved by convention action. *Equivalent to approximately 21 cents per capita.*

## **Insurance: - Proposed: \$5000**

Office insurance, bonding, and workers comp insurance. *Equivalent to approximately 12 cents per capita.*

## **Legal Fees – Proposed: \$12,000**

Expenses are billed on hourly rate as services are needed. Amount includes a fixed rate of \$600 for each district meeting (includes attendance, travel, and speaking) in Lower Peninsula. *Equivalent to approximately 29 cents per capita.*

## **Legislative – Proposed: \$55,000**

Lobbyist (\$42,000/yr), legislative subscriptions, lobby day, expenses associated with fire service legislative activities, and PAC incentives are all included in this line item. *Equivalent to approximately \$1.31 per capita.*

## **Office Expenses – Proposed: \$20,000**

Postage, paper, toner, all disposable supplies, stationery, business cards, printing, small office equipment, software, items associated with seminars and conferences, etc. *Equivalent to approximately 48 cents per capita.*

# Explanation of Line Item Budget Categories

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## **Public Relations – Proposed: \$4000**

Miscellaneous expenses related to funerals, flowers, and other PR type items such as small contributions to other labor organization fundraisers. *Equivalent to approximately 10 cents per capita.*

## **Rent – Proposed: \$30,000**

Office rental costs for Trenton and Lansing offices. *Equivalent to approximately 71 cents per capita.*

## **Taxes – Proposed: \$1000**

Mainly for Personal Property taxes on equipment at Trenton and Lansing offices. *Equivalent to approximately 2 cents per capita.*

## **Utilities – Proposed: \$35,000**

Water, gas, electric, telephone, and communications allowances. *Equivalent to approximately 84 cents per capita.*

## **Payroll – Proposed: 260,000**

*Equivalent to approximately \$6.19 per capita.*

State and Federal payroll taxes: approx \$20,000

Mileage reimbursements: approx \$30,000

Salaries of President, Secretary/Treasurer: \$96,000 (\$48,000 x 2)

Executive Assistant: \$42,000

Daily Compensation Payments: approximately \$54,000

- \$34,000 – DVP's (\$6,800 x 5 DVPs for administrative days, exbd , committee and district meetings.)
- \$ 6,000 – Trustees (\$2000 x 3 Trustees for exbd, committee, and district meetings.)
- \$32,000 for additional assignments of DVP (2.5 days per month)
  - ✓ Providing services to locals not covered by IAFF Service Rep Assignments
  - ✓ Attending IAFF and MPFFU Seminars and Conferences
  - ✓ Legislative Assignments, including lobbying, testimony at hearings, and rally's
  - ✓ Instructor Assignment Activities including preparation and teaching
  - ✓ Fire Fighter Training Council Meetings
  - ✓ FFTC sub-committees and curriculum task forces
  - ✓ Fire Coalition
  - ✓ Joint Fire Service Council
  - ✓ Michigan State AFL-CIO Executive Board meetings
  - ✓ Michigan State AFL-CIO Political Director meetings
  - ✓ Other Labor Group activities and meetings
  - ✓ Other assignments approved by MPFFU President

## Michigan Professional Fire Fighters Union Ten-year Comparison January 2006 through August 2016

	Jan - Dec 06	Jan - Dec 07	Jan - Dec 08	Jan - Dec 09	Jan - Dec 10	Jan - Dec 11	Jan - Dec 12	Jan - Dec 13	Jan - Dec 14	Jan - Dec 15	Jan - Aug 16
<b>Income</b>											
Fundraiser	0.00	0.00	0.00	5,226.00	8,902.50	5,146.00	377.00	10,900.00	0.00	0.00	0.00
INITIATION FEES	8,200.00	7,400.00	5,550.00	7,500.00	4,350.00	4,700.00	6,400.00	5,800.00	7,198.50	7,748.00	7,400.00
OTHER INC.	13,065.08	12,367.68	31,244.21	2,731.35	5,534.73	3,082.52	2,507.71	1,097.77	8,657.34	3,216.74	2,482.10
PER CAPITA	499,193.87	520,552.50	541,360.75	556,378.73	565,817.94	516,864.67	517,581.32	555,591.11	566,930.61	605,008.31	372,986.78
Registration Fees	57,110.00	28,772.50	61,010.00	31,750.00	73,665.00	25,845.00	62,675.00	13,025.00	51,078.27	17,800.00	47,535.00
ROYALTY PAYMENT	324,000.00	91,810.26	80,579.30	56,741.37	55,585.37	42,782.12	33,846.41	23,523.63	25,301.58	41,264.37	26,957.34
Special Assessment	0.00	0.00	0.00	0.00	0.00	361,346.08	131,225.00	3,200.00	0.00	0.00	0.00
<b>Total Income</b>	901,568.95	660,902.94	719,744.26	660,327.45	713,855.54	959,766.39	754,612.44	613,137.51	659,166.30	675,037.42	457,361.22
<b>Expense</b>											
ACCOUNTING	5,000.00	4,750.00	6,725.00	5,425.00	6,675.00	6,000.00	6,000.00	6,275.00	6,000.00	6,000.00	6,588.25
BUILDING FUND	12,600.00	10,390.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CHARITIES	9,020.00	9,605.00	7,638.00	2,000.00	2,850.00	4,550.00	1,000.00	850.00	1,100.00	1,530.00	1,385.00
COMMITTEE	12,804.45	29,540.11	31,157.04	15,116.85	33,722.90	39,916.92	38,007.07	38,125.06	35,148.97	31,071.46	8,451.95
Conferences EXT	27,535.12	23,518.39	22,586.44	15,732.58	32,567.81	32,278.46	30,543.57	25,547.70	27,769.36	21,593.83	10,441.65
Conferences INT	204,414.81	142,590.80	181,068.15	105,209.31	171,649.60	106,879.81	116,007.54	66,385.18	118,341.36	93,775.49	113,423.15
DUES-FEES	7,727.43	2,747.50	4,998.16	5,086.36	3,230.00	6,259.44	6,864.15	8,444.82	8,627.40	9,191.29	6,053.73
EQUIPMENT	12,361.09	9,915.84	8,583.63	8,768.36	6,886.34	8,587.20	6,612.96	7,346.09	4,743.12	6,390.52	4,117.45
EX-BOARD	31,565.26	30,250.14	29,526.89	21,095.20	23,911.82	20,235.67	26,157.18	31,581.25	28,878.43	34,411.15	12,563.52
GRANT	16,000.00	38,644.50	3,000.00	9,547.05	23,112.28	22,500.00	10,500.00	5,000.00	6,000.00	4,000.00	6,000.00
INSURANCE	3,222.00	3,215.00	3,482.00	3,053.00	3,081.00	3,494.00	3,034.00	3,151.00	3,358.00	3,260.00	945.75
LEGAL FEES	68,853.23	84,459.55	66,090.77	7,586.25	12,733.13	27,266.04	10,996.26	7,329.38	11,212.50	9,438.50	5,887.50
LEGISLATIVE	13,568.02	14,814.97	17,446.00	15,266.27	8,504.32	0.00	6,822.68	0.00	0.00	0.00	0.00
MAGAZINE COSTS	47,241.46	35,987.57	38,958.02	34,527.59	33,715.92	37,358.58	32,382.08	34,492.39	25,123.44	23,298.24	15,477.74
OFFICE EXP.	13,875.37	7,320.87	7,612.32	688.54	1,718.13	950.00	1,382.24	1,766.66	869.71	1,499.98	1,407.80
PUBLIC RELATION	30,212.85	29,478.03	30,030.98	30,157.97	30,084.68	29,792.99	29,728.47	29,363.01	31,108.50	29,996.48	23,997.92
RENT	27,900.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Restricted Savings Acct.	1,160.20	2,350.37	1,157.89	957.51	1,608.17	1,755.66	1,023.97	510.09	161.03	276.52	302.02
TAXES	31,252.13	34,900.13	36,294.70	35,817.37	30,840.08	34,182.74	34,842.21	38,195.33	38,221.31	36,955.13	21,918.08
UTILITIES	312,456.19	303,428.41	299,317.79	268,065.84	290,193.68	321,716.94	285,302.10	263,583.26	275,591.98	284,949.00	170,185.03
6560 - Payroll Expenses	888,769.61	823,692.53	803,323.78	640,777.20	773,529.40	981,020.17	767,109.00	630,196.66	671,624.97	630,655.59	445,940.14
<b>Total Expense</b>	12,799.34	-162,789.59	-83,579.52	19,550.25	-59,673.86	-21,253.78	-12,456.56	-17,059.15	-12,456.67	44,381.83	11,421.08
<b>Net Income</b>											

# Michigan Professional Fire Fighters Union Calendar of Events

<b>2016</b>	<b>Meeting</b>	<b>City</b>	<b>Location</b>	
Sept 12, 2016	MPFFU EXBD Mtg	Lansing	Radisson Hotel	
Sept 13, 2016	MPFFU Committee Mtgs	Lansing	Radisson Hotel	
October 14, 2016	3 <sup>rd</sup> District Meeting	Flint		
October 17, 2016	2 <sup>nd</sup> District Meeting	Traverse City		
October 18, 2016	5 <sup>th</sup> District Meeting	Battle Creek		
October 19, 2016	6 <sup>th</sup> District Meeting	St. Clair Shores	Blossom Heath	
October 20, 2016	4 <sup>th</sup> District Meeting	Westland	Hellinic Cultural Center	
TBD	1 <sup>st</sup> District Meeting	TBD		
December 5-6, 2016	MPFFU EXBD & Committee Mtgs	Lansing	Radisson	

<b>2017</b>	<b>Meeting</b>	<b>City</b>	<b>Location</b>	
January 24-26	IAFF ALTS	Anaheim	California	
March 5-8, 2017	IAFF Legislative Conference	Washington	Hyatt	
March 10, 2017	3 <sup>rd</sup> District Meeting			
March 13, 2017	2 <sup>nd</sup> District Meeting	Grand Rapids		
March 14, 2017	5 <sup>th</sup> District Meeting			
March 15, 2017	6 <sup>th</sup> District Meeting			
March 16, 2017	4 <sup>th</sup> District Meeting			
TBD	1 <sup>st</sup> District Meeting			
March 20, 2017	MPFFU Executive Board Meeting	Lansing	Radisson	
March 21, 2017	MPFFU Committee Meetings	Lansing	Radisson	
August 6-10, 2017	IAFF Redmond Symposium	Vancouver	British Columbia	
September 11, 2017	MPFFU Executive Board Meeting	Lansing	Radisson	
September 12, 2017	MPFFU Committee Meetings	Lansing	Radisson	
September 16, 2017	IAFF Fallen Fire Fighter Memorial	Colorado	Colorado Springs	
September 22, 2017	2 <sup>nd</sup> District Meeting	Holland		
September 25, 2017	3 <sup>rd</sup> District Meeting			
September 26, 2017	5 <sup>th</sup> District Meeting			
September 27, 2017	6 <sup>th</sup> District Meeting			
September 28, 2017	4 <sup>th</sup> District Meeting			
TBD	1 <sup>st</sup> District Meeting			
December 11, 2017	MPFFU Executive Board Meeting	Lansing	Radisson	
December 12, 2017	MPFFU Committee Meetings	Lansing	Radisson	

<b>2018</b>	<b>Meeting</b>	<b>City</b>	<b>Location</b>	
March 12, 2018	MPFFU Executive Board Meeting			
March 13, 2018	MPFFU Committee Meetings			
March 16, 2018	3 <sup>rd</sup> District Meeting			
March 19, 2018	2 <sup>nd</sup> District Meeting			
March 20, 2018	5 <sup>th</sup> District Meeting			
March 21, 2018	6 <sup>th</sup> District Meeting			
March 22, 2018	4 <sup>th</sup> District Meeting			
TBD	1 <sup>st</sup> District Meeting			
May 8-9-10, 2018	MPFFU Convention	Bay City	DoubleTree Hotel	

## **Objectives and Timelines for MPFFU Ad-hoc Committee on Structure & Finance**

Initially, the MPFFU President, Secretary-Treasurer, and Northern, Eastern, and Western Trustees will meet to review MPFFU membership and budget information, previous recommendations by the last ad-hoc Structure committee, previous strategic plan information, and to analyze the existing structure for opportunities to improve budgetary efficiencies and enhancement of services to locals. This group will brainstorm new ideas and concepts for future consideration.

### **September 2016**

Review and discuss Membership and Financial information. Discuss and finalize necessary resources needed and timeline for committee to meet.

### **December 2016**

Review and discuss previous strategic plans, compensation committee reports, and ad-hoc committee reports.

### **March 2017**

Develop a list of ways to improve operations without and with increases in budget. Develop a list of ways to reduce existing expenditures.

### **June 2017**

Prepare a report preliminary recommendations

### **July 2017**

MPFFU President appoints five (5) additional ad-hoc Structure committee members.

### **September 2017**

Present overview and preliminary recommendations to newly appointed ad-hoc Structure committee members. Begin review and discussion on their thoughts and ideas.

### **October 2017**

Ad-hoc Structure committee meets and begins work on its report.

### **November 2017**

Ad-hoc Structure committee meets and finalizes its report

### **December 2017**

Ad-hoc Structure committee presents its report to the MPFFU Executive Board meeting.

# Michigan Professional Fire Fighters Union

## Member Orientation Classes

From brand new member to seasoned vet – This class has something for you. Great overview of our union, how it works, and what resources are available to you. It is being offered at four convenient locations. Attend the one that is most convenient for you.

October 12, 2016

Grand Rapids L366 Union Hall  
1930 Fuller N.E.  
Grand Rapids Michigan 49505  
0900-1500

October 13, 2016

Michigan State AFL-CIO Office Building  
419 S. Washington Square – First Floor Conference Center  
Lansing, MI 48933  
0900-1500

October 19, 2016

Dearborn Heights Fire Station  
1999 N. Beech Daly (just south of Ford Road)  
Dearborn Heights, MI 48  
0900-1500

October 20, 2016

Chesterfield Township Fire Station  
33991 23 Mile Rd.  
Chesterfield Twp., MI  
0900-1500

**These classes are FREE but you must register to attend!**  
**Class size is limited to 20 people at each location.**  
**Lunch & Beverages will be provided.**

**Locals will receive \$50 for each member hired after June 30, 2016  
that attends one of these seminars.**

**E-mail [tchesney@mpffu.org](mailto:tchesney@mpffu.org) or call 734-675-0206 to register.**

