

EMS Report January 2025

Brothers and Sisters, Welcome to 2025, I hope you finished 2024 happy and healthy. I'm certain you all are trying very hard to stick with those resolutions. One resolution that we should all make is to be more careful when driving to and from calls. Unfortunately, we are off to a rough start this year with a number of serious ambulance accidents so let's all recommit to a safer 2025! The end of the year and early January are generally a little slower at the hall and this year was no different, so I only have a few updates. Here are the issues and updates for January.

Arbitration Updates:

- **CDPH CARES Program No Subcontracting:** Day two of the arbitration hearing was successfully completed. The case is now with the arbitrator, with written briefs due in mid-March. A decision is expected sometime this summer.
 - **A45 Unjust Discipline:** The arbitration regarding the officer's suspension following the flooded viaduct incident remains pending.
 - **A71 Termination Case:** The arbitration decision, anticipated last month, has not yet been issued. Despite speaking with the arbitrator at an arbitration seminar earlier this month, who indicated a decision before Christmas, we are still awaiting the outcome.
 - **A10 Excessive Discipline:** Arbitration dates for this case have been scheduled for late spring.
 - **Other Grievances:** I am actively working to secure arbitration dates for multiple other grievants.
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- **IAFF ALTS -** This month, I attended the Affiliate Leadership Training Seminar in Louisiana alongside approximately 1500 fellow IAFF union representatives. This valuable conference provided comprehensive training on various aspects of union stewardship. I actively participated in sessions covering Public Speaking, Navigating the Thicket of Disability Law, IAFF Union Leadership: Self-Awareness, Protecting Yourself and Your Membership, Social Security Benefits and Pension Offsets, Parliamentary Procedure, Reaching New Members in an Established Local, and Crisis Communication.
- These informative sessions will enhance my ability to effectively serve our membership. I consistently return from these conferences energized and rededicated to my role as a union representative, eager to share the acquired knowledge and best practices with our Local. To that end I produce a report on the sessions I attended as well giving presentations on the material to our stewards.
- **Fitness for Duty Drug Testing -** I have received a number of calls inquiring about drug testing for promotions or cross over processing. Both of these circumstances are considered "For Cause" and are subject to the standard used for fitness for duty testing. Please conduct yourselves accordingly and if you are struggling with addiction our EAP is here to assist you.

- Contract Negotiations - We have not met with the City since early December, so I don't have any news to report. The next negotiation is January 30th and 31st.

That's my report for January 2025. I would like to congratulate PIC Ed Froelich on his election to the Foreign Fire Tax board. Ed is the first single role paramedic to be elected to this board and I'm confident he will represent us well. Lastly, when it comes to labor, your first call should be to your union stewards.

Fraternally,
Anthony Snyder
Director of EMS