

Detroit Emergency Medical Services

Police Officers Association of Michigan



DFD EMS Serving Detroit since 1972

STREETBEAT



NEWS



Important Dates

MARCH 18, 2011: The City of Detroit and POAM will attend a 4th step hearing over 15 grievances.

MARCH 25, 2011: Contract negotiations open between the City of Detroit and POAM to craft the next contract for Detroit EMS technicians.

APRIL 12, 2011: A second hearing over the unfair labor practice (ULP) covering lifting is scheduled for this date. Management of the Detroit Fire Department changed working conditions relative to a new lifting component **WITHOUT** bargaining. POAM presented the ULP in court November 12, 2010. The time and court room will be forthcoming.

MAY 12, 2011: POAM will be in court for an ULP filed over a violation of Weingarten Rights. Updates will be forthcoming.

ARBITRATIONS: For the Months of January and February 2011, POAM filed for arbitration on 37 grievances that could not be settled at 4th step meetings. To date we have 80 outstanding grievances in need of a 4th step meeting with the city. The agendas have been forwarded and we are working with Labor Relations to schedule dates.

UPDATES

William Garlington Memorial Award of Valor update: The award design has been forwarded and approved. The forms, guidelines and rules are now complete. Jerry Hunter and Stephen Strong have created a program and an award we can all be proud of. Additional updates will be forthcoming.

PUBLIC RELATIONS: In the February edition of the STREETBEAT we detailed our efforts to provide the Detroit Public Schools with an educational EMS program for children. The following members of Detroit EMS volunteered: **Pamela Rankin, Raymond Birch, Thomas Macek, Anthony Mitchell, Jeffery Gaglio, Tim Goodman, Rollin Mathews Jr. and Daniel Baxter.**

ADDITIONAL VOLUNTEERS ARE NEEDED !!!!!

COMMISSIONER WHEELER

POAM would like to thank you for taking the time to review disciplinary actions from 2009. A number of members had their discipline removed and their record expunged.

F.Y.I

This edition of the STREETBEAT is structured differently. It is important for our members to know that their union is addressing their needs and issues. A sampling of letters to EMS and Fire management are here for you to review.



JOSEPH BARNEY

PARAMEDIC/LOCAL BUSINESS REPRESENTATIVE



The recent news stories and events have brought to the forefront the plight of EMS. I have scanned the news reports and the daily newspaper to see the EMS reports.

I must admit, from what I have seen, this is a VERY ugly situation. This situation is ugly for EMS, ugly for the Fire Department, ugly for the Mayor, and ugly for the City of Detroit. How did we get to this? What is the solution?

It was interesting to see Deputy Mayor Saul Green in the Detroit News on March 5, 2011. This brief interview detailed the restructuring and rebuilding of EMS. Let's recap the information presented during the interview:

- There are 120,00-130,000 runs per year.
- 60% of the runs are non emergency.
- There are numerous unfilled vacancies for EMS technicians, mostly due to the high turnover rate.
- The numbers will have to be replenished by non-stop repetitive academies.
- Vehicles travel 30,000-40,000 miles per year and need to be "re-freshened".
- The purchase of new trucks.
- Better internal collaboration between administration, apparatus and vendors.
- Developing a new dispatch policy and a no-send policy for EMS and non emergency calls.
- Development of a plan on how and where to get services. Where they are needed?

Hmmmm...I read in the Detroit News editorial section that the union has filed a grievance "predictably" in an attempt to stop the restructuring of EMS. Hmmmmmm? Misinformation.... perhaps from the City?

Detroit has had a significant loss of population over many decades with estimates of approximately 900,000 residents. What is interesting, is that with the loss of residents, the run volume has remained the same. Why has the run volume remained constant while the population has declined?

The answer lies with the poor economy and the social economic status of the populous served. Detroit is one of the poorest communities in the nation and that is reflected in the need for service. While I attended an American Ambulance Association conference regarding response times and Unit Hour Utilizations rates, the speaker detailed two communities with the same amount of population. One community utilized EMS at almost twice the rate of the other. This speaker reported that the unit to citizen ratio did not matter on the UHU rate. The social economic status of the community strongly influenced the increased use of EMS services. The number of citizens living in poverty and literacy play an important role. Levels of unemployment and transportation also weigh heavily, in addition, the amount of citizens uninsured is a major factor. The Detroit Fire Department does not respond to **all** calls for 911 and many calls are farmed out to private agencies. There are days when EMS has farmed out 50-100 calls in a single day. A true representation of the number of 911 calls for EMS is not reflected in the numbers released annually by the Detroit Fire Department.

The “Saul Green” interview placed the number of non-emergency calls at 60 percent. There are non-emergency calls for service during the course of every shift. This information is inaccurate as the true number of calls for service is not reflected in the numbers.

This is a decade old problem that will not go away. Who will take care of this growing segment of the population? Do you think a private ambulance service will be your savior? You better have significant supplemental cash for the privates over the long haul. Medicare and Medicaid reimbursement will take six months for the segment of the population that has state insurance. What about the significant numbers of populous that do not have insurance? Many cannot afford a ride or bus fare to the hospital or doctors office. The only alternative is 911 and EMS. Many do not have the means or intention of paying.

On December 15, 2010 the Detroit Fire Department announced the restricting of EMS. This was detailed in the January Newsletter. The Detroit Fire Department stated that there would be a public service campaign to address “when and why” to call 911. The Fire Department was going to work with the Health Department and social services to get help to repeated callers. The department detailed their 6 visits to callers and their program to address 10,000 repeated calls. It sure sounded good at the City Council hearing and made for nice print.

WOW! Realistically the Detroit Fire Department and the Detroit Health Department do not have enough man hours available to accomplish this task.

All of the public service campaigns have failed and will continue to do so. The last public service campaign utilized, glossy fliers sent to the Detroit residences.

The EMS unit at Warren and Lawton had a flier in their ambulance unit. When a caller called 911 for a prescription refill or a non-emergency, the citizen was asked if they were aware of the mailer. Many were homeless without access to mail or media. Others looked at the flier and said “they did what the mailer said to do” and called 911 (a clear indication that they could not read). The Detroit Fire Department EMS division does not have representation on the Public Relations division. The next generation of young impressionable Detroiters are not getting EMS public relations classes in the school setting. If The City of Detroit desires to educate it’s most impressionable residents on when to call 911, they must make a conscious decision to place EMS in the school system. The Detroit Fire Department has a budget and program for fire prevention. The EMS division does not have any budget for this.

New EMS trucks and a “refreshing” of the EMS fleet were addressed. How is this task going to be accomplished? The EMS fleet is completely decimated. The Apparatus division for many months has had only 2 –3 mechanics to service over 160 Fire Department Apparatus. Three weeks ago, over half of the units in service on the streets were past due on their preventative maintenance (P.M.). Vehicles have been sitting in the repair shop for years due to the lack of personnel to repair them.

Vehicle 540 has been at the repair shop since November 2009 for engine work. Vehicle 585 has been at the repair shop since June 2009. Vehicle 538 has been at the Ford Dealership since June of 2010.

The rational of fixing or refreshing the vehicles will not succeed with the present staffing. A fleet of 160 vehicles should have a minimum of ten mechanics. One (1) mechanic per fifty - five (55) vehicles is unacceptable. This past week, the Apparatus division has paid over time and pulled all personnel off of the "heavies" to get EMS vehicles in service with a vehicle p.m. The department has now fallen behind. What about all of the EMS vehicles that need repair and sit at the shop for years or months?

Detroit EMS vehicles are disposable vehicles that last approximately 2 years. The department is looking at heavy duty commercial grade vehicles hoping to extend vehicle life. This vehicle has a greater cost and will need regular maintenance. The previous Detroit EMS Medic 19 went 19,000 miles without an oil change. Medic 19 ended up out of service with a blown engine. This has been a problem for a very long time. Throwing money at a problem to purchase new trucks will not correct the problem or keep vehicles on the road. A real plan with proper staffing is essential.

EMS had 279 budgeted positions in 2009. To date, EMS staffing is at approximately 160 paramedics and emergency medical technicians. The turn over rate of Detroit EMS is one of the highest in the industry. Given the horrible work conditions and the abrasive sweat shop mentality management exhibits, this is not surprising. Tenured Medics have left in numbers. Able bodied, tenured members have been separated from the service needlessly. The union has filed multiple Unfair Labor Practices (ULP) and grievances to address the departments failure to bargain.

The department has abandoned the progressive steps of discipline and has suspended members. The suspensions result in days off with out pay. Technicians are called in to work overtime in place of the suspended individuals. Some 150 outstanding grievances stand as a testament to this point. Management has allowed this to happen. The stewards of the City have allowed EMS to become depleted and operationally ineffective. **YOU MUST MAINTAIN UPDATED LISTS OF POTENTIAL CANDIDATES TO REPLENTISH THE RANKS.**

Tiered dispatch? First and foremost this is not a tiered system. A tiered system would ensure that Advanced Life Support (ALS) ambulances are dispatched to all runs and available to the Basic Life Support units. Detroit's dispatch system is nothing more than eliminating ALS units. The rational of declassifying 8 responding EMS units to BLS is simple. A BLS unit does not spend as much time on a scene as an ALS unit. A BLS unit has decreased "drop times", meaning, they can get out of the hospital quicker. The department needed to put a positive spin on this failing system. They needed to get less units to respond to the same run volume EMS has maintained for years. The department's new tiered response is a failure.

In 1998 Commissioner Bush testified that EMS had a response time of 16 minutes in a DFFA proposal for Fire first responder. The run volume has not changed, just the staffing levels. EMS needs to be properly staffed, funded and managed. Detroit EMS medics are producing UHU levels that are unsustainable and unrealistic. Quit pointing the blame at the workers. The workers and the union does not run the Detroit Fire Department or EMS. Deflecting from your failures will not fix EMS.



JOHN T. BARR

POAM BUSINESS AGENT



Another month has passed and the Detroit Fire Department Administration has not found a solution to overtime. EMS crews are left in the field pulling runs with paid relief sitting in quarters. The fiscal irresponsibility of the department continues and the dollar amount keeps growing.

Local Business Representative Joseph Barney provided copies of letters sent to management in this edition of the STRETBEAT. The vast majority of letters sent to Fire and EMS administration will ask for a meeting to discuss an issue. To date there are twelve letters outstanding that the department did not respond to.

On March 8, 2011, the Detroit News printed an editorial opinion commending Mayor Bing for attempting to change City of Detroit policy requiring EMS response to all calls whether they are emergencies or not. The editorial attacked the union and the Emergency Medical Technicians. The information was incorrect and portrayed the union as an unwilling partner.

A response to the Detroit News was drafted by POAM Members service director Ed Jacques and sent March 10, 2011. POAM has attempted to work with the City of Detroit and management. To date management has asked to meet once, on December 15, 2010. POAM accommodated that request in an effort to move EMS forward. To date the Fire Department has not responded to a single request for a meeting by the union.

For the record, each and every grievance is mailed with a letter asking for a meeting to discuss the grievance.

Last month POAM detailed that the Fire Administration responded to 4, of 116 grievances written. Detroit Fire Department administrators did not show up to 4th step grievances hearings.

Working with the City of Detroit will only improve Detroit EMS. POAM has afforded the City of Detroit every opportunity to be a partner and work with the union.

ASSAULTS

EMS technicians have some of the highest occupational injury rates related to assault.

Within the last month we have had 4 Technicians assaulted.

The last assault occurred Saturday in the midtown district. EMS Supervisor Michael Kearns sustained a laceration to his face and broken glasses assisting his crew. POAM would like to thank Supervisor Kearns for his dedication and support of the men and women of Detroit EMS. BE SAFE EVERYONE!



ED JACQUES POAM

POAM MEMBER SERVICES DIRECTOR



POAM WORKING BEHIND THE SCENES TO PROTECT YOUR 312 RIGHTS

BY ED JACQUES, DIRECTOR OF MEMBER SERVICES

On February 8, 2011, Representative Joseph Haveman (R-Holland) introduced House Bill 4205 which would repeal Public Act 312, providing for compulsory arbitration of labor disputes in municipal police and fire departments. POAM's Legislative Director Kenneth E. Grabowski and our lobbyist Tim Ward from Michigan Legislative Consultants have already contacted a number of legislators and are conducting an educational program to inform House members on the ramifications of repealing P.A. 312 and the positive track record that this 40 year legislation has had on labor relations and public safety in Michigan. POAM will continue to advocate for improvements in the legislation to streamline its process and help employers minimize a majority of their legal expenses in the process.

In the meantime, please contact your State Representatives and Senators and inform them of House Bill 4205's potentially devastating impact on public safety. Remind them that P.A. 312 was enacted in 1969 to eliminate strikes and has accomplished its original goal. Don't forget to mention that public safety unions have been giving concessions to their employers for the last five years and the vast majority of arbitration decisions have been in favor of municipalities. POAM will be updating our website with the latest information and strategies to protect Michigan's first responders and the citizens they protect.

Go to www.poam.net and click on the post-it note on the home page. There is a ton of information there to assist you in drafting a letter, or, if you prefer, we have drafted a letter on the web site and given you the ability to send it to all 138 of Michigan's legislators with three clicks of the mouse. It is paramount that you do your part in defending your arbitration privileges.

On February 23, 2011, the same day that testimony was taken on H.B. 4205, POAM sponsored its annual Legislative Reception at Troppo's Restaurant, directly across the street from the State Capitol. The vast majority of legislators and their staff attended the event and POAM Executive Board members took the opportunity to inform these politicians, many of them newcomers, on the history and practical aspects of 312.

Detroit EMS employees should also use the POAM web site to educate themselves on Senate Bill 153 which would give an Emergency Financial Manager the right to nullify contracts if they are put in place by the State.

This is not the time to scream, beg or march on the Capitol. It is the time to work the back doors and get our point across. Most legislators do not understand the damage they are doing to public safety personnel, and it is our job to educate them. When you e-mail, write or call legislators, tell them to listen to the proposals of POAM because there are reasonable ways to address the concerns of both employers and first responders.

Please call me at the POAM office if you need further direction.

RECEIVED

March 1, 2011

MAR 04 2011

John T. Barr, Business Agent
Police Officers Association of Michigan
27056 Joy Road
Redford, Michigan 48239-1949

2:04 PM

**Re: Year 2009 Trial Board Requests
Written Reprimands**

Mr. Barr:

In reviewing trial board hearing requests for the year 2009, the department has identified nineteen (19) EMS personnel that were charged with violations of department rules and policies which resulted in penalties of written reprimands¹.

While assessing the violations relative to the above-referenced charges, the department has decided not to proceed with those trial board hearings. In lieu of that, those charges against the noted members have been expunged from their disciplinary records without prejudice².

A copy of there letters are attached for your records.

Please note these expunged charges do not include those individuals who received written reprimands that subsequently resulted in progressive discipline.

Sincerely,


Fred B. Wheeler
Interim Deputy Fire Commissioner

FDW:dw

Attachments

c: Cheryl A. Campbell, 2nd Deputy Fire Commissioner
Jerald K. James, Superintendent, EMS Division
Joseph C. Barney, President, POAM
File

BB	FT	GP	KC	JD	PS	GP	TF
FG	MC	DA	OM	LS	WB	JB	KL
DK	CS	ET	WZ	Regor's			
Memo		Other:					

¹ Copies of charges

² Copies of letters



**POLICE OFFICERS
ASSOCIATION OF MICHIGAN**

27056 Joy Road • Redford, Michigan 48239-1949 • 313 937-9000 • FAX 313 937-9165

January 19, 2011

• No Response -
grievance written
2/18/11

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: Written Reprimands

Dear Commissioner Wheeler:

Enclosed you will find a copy of General Rule 6.2. Specifically this letter concerns 6.2.B. WRITTEN REPRIMAND. The Police Officers Association of Michigan has been the certified bargaining agent since July 1, 2009.

Since that time we have never received a copy of reprimands any of our members have received. The last line of subsection B. clearly states, "The fourth copy should go to the member's union."

I am requesting that this General Rule provision be adhered to from this day forward. In addition, I am requesting that a copy of all reprimands given to any of our members since July 1, 2009 be forwarded to the POAM office as soon as possible.

Please contact me should you have any questions and thank you in advance for your attention to this matter.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
John T. Barr
Business Agent

JTB/hai

cc: Dwight Thomas, Labor Relations
Superintendent Jerald James





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February 15, 2011

Superintendent Jerald James
Detroit Fire Department
Emergency Medical Service
250 W. Larned
Detroit, MI 48226

Re: Thumper Breathing Tube

Dear Superintendent James:

There have been a number of complaints to the POAM this past week over the Thumper Breathing Tube. The disposable tubing marked "single use only" is being reused.

Paramedics have reported they are to wash the disposable item and reuse them. Could your department please clarify this in writing?

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
Business Agent

JTB/hai

cc: Fred D. Wheeler, Interim Deputy Fire Commissioner
Dwight Thomas



**POLICE OFFICERS
ASSOCIATION OF MICHIGAN**

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February 17, 2010

Superintendent Jerald James
Emergency Medical Services
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: [REDACTED] /Uniform Pants

Dear Superintendent James:

Emergency Medical Technician [REDACTED] has only two pair of uniform pants. The standard uniform allowance has not been met for 2010 due to the supply shop being unable to accommodate his long lean pant size.

EMS management and Labor Relations were made aware of this situation on December 15, 2010. Management's remedy was to send Technician [REDACTED] to a uniform shop to be measured and sized with a special order.

To date our member has not been measured for uniform pants and he has been instructed he will have to wait until the next uniform allowance in February.

Could you please respond to this office in writing with a solution to our member's current uniform status?

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John I. Barr
John Barr
Business Agent

JB/jlh

cc: Fred D. Wheeler, Interim Deputy Fire Commissioner
Dwight Thomas, Labor Relations
Joe Barney, POAM Local Business Representative.



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February 21, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: Incident Command and Dispatch Failure

Dear Commissioner Wheeler:

On Tuesday February 8, 2011 at approximately 1858 hours medic 9 was dispatched to a fire scene standby at 8900 Dix. The crew was informed that there was a bomb threat and Detroit Fire Department personnel were on scene. The EMS crew was advised to stage at Lonyo and Dix. The EMS crew also called the dispatch center to obtain the proper radio channel so they could monitor the radio traffic.

The EMS crew staged at their assigned staging location, driving past fire and police units. After posting at their assigned staging location, they were approached after ten minutes by Fire Chief seven (7). The chief insisted that the EMS unit move as they were staged in the "hot zone" and the explosive was less than twenty (20) feet from their medic unit.

The crew immediately began their egress from the hot zone when they heard and felt an explosion. The bomb squad attempted to detonate the explosive without success with the unit approximately thirty (30) feet from the device. The detonation commenced later with EMS staged at a safe distance.

The failure of the scene incident command and dispatch illustrate another glaring safety issue. Failure to adhere to accepted incident command practices placed an EMS crew in the "hot zone" where they could have sustained serious injury or even death.

Documentation of safety issues are being recorded by the union and we will take appropriate action if these conditions are not corrected.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
Business Agent

JTB/hai

cc: Dwight Thomas, Labor Relations



POLICE OFFICERS ASSOCIATION OF MICHIGAN

27056 Joy Road • Redford, Michigan 48239-1949 • 313 937-3000 • FAX 313 937-9165

February 24, 2011

Superintendent Jerald James
Detroit Fire Department
Emergency Medical Service
250 W. Larned
Detroit, MI 48226

Re: Code 30 response by basic units at the end of their shift.

Dear Superintendent James:

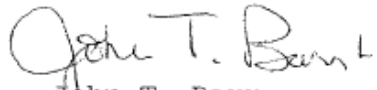
There have been a number of calls to the union office requesting the policy for the Code 30 response by basic units at the end of their shift.

Crews have been told they are to hold over at the end of their shift and respond to the Code 30 non-life threatening run while their relief is in quarters. Other crews have been told they can make crew change and respond to the non emergency run.

There has been confusion surrounding this verbal policy and the union requests the written policy of the Detroit Fire Department EMS for the basic units at the end of their shift with Code 30 runs.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN


John T. Barr
Business Agent

JTB/hai

cc: Fred D. Wheeler, Interim Deputy Fire Commissioner
Dwight Thomas



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February 24, 2011

Superintendent Jerald James
Detroit Fire Department
Emergency Medical Service
250 W. Larned
Detroit, MI 48226

Re: Units being closed

Dear Superintendent James:

Medics have been advised by supervisory staff that when their unit is closed at the end of their shift they are not to go out of service to quarters.

Many of these units will not make it back to quarters and are forced to work fourteen hour shifts.

What is the Detroit Fire Department written policy on a unit going out of service at the end of their assigned shift when their unit is closed?

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
Business Agent

JTB/hai

cc: Fred D. Wheeler, Interim Deputy Fire Commissioner
Dwight Thomas



February 24, 2011

To: John T. Barr
POAM Business Agent

RE: Multiple Concerns

Mr. Barr:

Code 30 Responses by Basic Units at the end of their shift.

As it relates to the above topic the EMS Division has never allowed a vehicle to make a crew change after they have been dispatched to a run. It is the expectation to respond to all calls for service immediately regardless of the priority. The priority of the run only dictates the type of response, not when to respond. If you could advise me as to the shift or supervisor who projected this information we can correct this error in responsibility.

Units Being Closed

As it relates to the above listed topic, units are expected to remain in service for runs unless there are mechanical issues with their ambulance. Other than mechanical issues no unit is to be placed out of service unless they have received prior approval from their supervisor, with the exception: being two hours past the end of their scheduled shift a supervisor, for safety reasons, may allow the unit to go out of service. I have attached a copy of General Rule 15.4.6 Duty Hours for your review. There is not now, nor has there ever been a policy stating that if a unit is closed that they are allowed to go out of service back to quarters.

Technician [REDACTED] was directed to contact [REDACTED] to assist with his issue due to his unusual length. According to [REDACTED] he was given the directions on how to proceed. [REDACTED] was given the same directive in December, at no time was he told by this office that he would have to wait until February to be accommodated.

Uniform Pants delivered 2/28/11
75 days AFTER NOTIFICATION



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February 18, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Dear Commissioner Wheeler:

On February 18, 2011 POAM received a verbal notification by Superintendent James that the contractual allotment of uniforms for Detroit EMS workers will be delayed until the month of March, 2011. The delay was caused by the fact that the supply shop does not have uniforms due to a delay with the purchase order and purchase of the uniforms. The union has also received notice that there will not be enough uniforms for our members once the uniform shipment is delivered and it will be on a "first come, first served" basis.

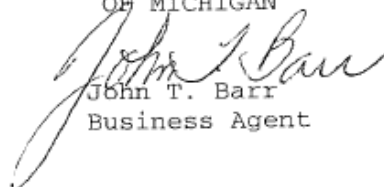
We have significant uniform issues with our members, many of whom lack uniforms and winter coats. A substantial number of members do not have winter coats and there is no timeline in the foreseeable future of when winter/departmental coats are to be delivered. One Emergency Medical Technician received his winter/departmental coat after waiting for three years.

There are uniform requirements for the Detroit Fire Department in addition to OSHA and the bloodborne pathogens requirements. The department is deficient in this area and is in need of immediate attention.

Please contact me at the POAM office to schedule a timely meeting or respond in writing.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN


John T. Barr
Business Agent

JTB/jlh

cc: Dwight Thomas, Labor Relations





POLICE OFFICERS ASSOCIATION OF MICHIGAN

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March 1, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

RE: 2nd Correspondence
Bloodborne Pathogens policy

Dear Commissioner Wheeler:

There is a concern over the Bloodborne Pathogens Policy for the Detroit Fire Department EMS division. The Union has a copy of the Department's Bloodborne Pathogens Policy adopted in 1995.

The office of the Superintendent conveyed to the Union verbally that the Departmental Bloodborne Pathogens Policy would be improved and updated this past year. Several incidents raised red flags and the Union was advised that written policies would be forthcoming. One year has passed and there are a number of concerns as detailed:

- Where is the new, written Detroit Fire Department Bloodborne Pathogens policy?
- Are there two policies? Within the last week a crew was advised that there are two policies. They were advised that there is a policy during the course of your shift and a policy for the end of your shift in the last hour where management is to take the member's uniform.
- Emergency Medical Service members have been stripped of their uniforms and forced to ride in a vehicle and enter public buildings wearing only paper gowns.
- The department does not have the ability to get a quick turnaround time (laundry) on uniforms that have been soiled, two weeks and in several cases, months.
- The department has not addressed the lack of available uniforms and the responsibility of the department to



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March 1, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: Commissioner's Trial Board for [REDACTED]

Dear Commissioner Wheeler:

The Commissioner's Trial Board for [REDACTED] was scheduled for Tuesday March 1, 2011. At approximately 7:00 a.m., POAM representative Paramedic Joseph Barney was contacted by [REDACTED] and informed that the charge package was incomplete.

We informed [REDACTED] that we were prepared to go forward. [REDACTED] also informed us that even if we appeared as scheduled there was no guarantee that the Trial Board would be conducted. We reluctantly agreed to an adjournment.

[REDACTED] has been suspended **WITHOUT PAY** since December 9, 2010. The failure of the Fire Department, specifically the Emergency Medical Services Division, to not be prepared to move forward is totally irresponsible. To notify the POAM on the date of the hearing, almost three (3) months after the suspension, is a glaring example of the ineffective leadership of 2nd Deputy Commissioner Cheryl Campbell, Superintendent Jerald James and Assistant Superintendent Joe Wilson.

There is no apparent regard for the fact that [REDACTED] has been without a paycheck since December 2010. It is time to hold those in charge of the Emergency Medical Services Division accountable and responsible.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
John T. Barr
Business Agent

JTB/jlh

cc: Mayor Dave Bing
Deputy Mayor Saul Green
Joseph Martinico, Labor Relations



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March 2, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: Dispatch/2nd Correspondence

Dear Commissioner Wheeler:

There have been a number of complaints received by the union of dispatch not giving the priority of dispatched runs. There appears to be a great deal of confusion and errors with the coding of runs dispatched to medic units.

Emergency Medical Technicians have been advised that dispatch does not have to give the medic unit the priority coding of the run they are to respond to. Medics have been sent to the same type of run code 10 and code 30. Being able to discern what code a unit is to respond to is very important for the crew and the citizen.

Is there a written policy in place that states that dispatch does not have to give the responding medic unit the code of the run?

Why doesn't the Detroit Fire Department disseminate this very important information with every run dispatched? If Emergency Medical Technicians are held to strict response rules; a verbal clarification of the run coding is necessary due to the lack of mobile computers.

Please feel free to respond to the POAM office in writing or schedule a meeting to discuss this very important issue.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Bari
John T. Bari
Business Agent

JTB/jlh

cc: Dwight Thomas, Labor Relations



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March 1, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: 4th Correspondence
POAM Grievances 11-061 [REDACTED] 11-070 [REDACTED]

Dear Commissioner Wheeler:

In preparing for the above-referenced grievance, arbitrations and departmental Trial Boards, the Union requests the following information:

1. A copy of the formal Fire Department complaint taken against Emergency Medical Technicians [REDACTED].
2. A copy of any and all official Detroit Fire Department investigative paperwork pertaining to this incident, including the CAD report, GPS report, a copy of the run sheet, and any other recordings, statements and related documents.
3. A copy of all Detroit Fire Department procedures, general rules, and policy directives for dispatching units for the City of Detroit, especially, but not limited to, Policy Directive 14.1.
4. A recorded copy of all dispatch tapes associated with [REDACTED].

This information is necessary to properly prepare for these matters. Thank you for your attention to this request.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
John T. Barr
Business Agent

JTB/hai

cc: Dwight Thomas, Labor Relations
Cheryl Campbell, 2nd Deputy Commissioner
Joseph Barney, POAM Representative
Tony Spitznagel, Steward



POLICE OFFICERS ASSOCIATION OF MICHIGAN

27056 Joy Road • Redford, Michigan 48239-1949 • 313 937-9000 • FAX 313 937-9165

March 9, 2011

Fred Wheeler
Interim Deputy Fire Commissioner
Detroit Fire Department
250 W. Larned
Detroit MI 48226

Re: Trial Board - [REDACTED]

Dear Commissioner Wheeler:

A Commissioner's Trial Board was scheduled for [REDACTED] on March 1, 2011. A copy of my letter to you dated March 1, 2011 is attached.

The POAM even agreed to make sure that the REVISED Trial Board package would not have to be sent by Registered Mail to [REDACTED]. The Trial Board was rescheduled for Monday March 7, 2011. However, upon receiving the package it was noted that the second department member, Deputy Fire Chief Winchester, was removed and made the alternate. The original alternate, Assistant Fire Chief Victor Bryant, was made the second panel member.

Local Business Representative Paramedic Joseph Barney contacted your office to object to the switching of Trial Board members. It was apparent if Deputy Fire Chief Winchester was the alternate, he was available for the March 1st date.

Paramedic Barney was told to contact 2nd Deputy Fire Commissioner Cheryl Campbell. Paramedic Barney did so and Commissioner Campbell incorrectly told him that this was our one (1) adjournment. Please let the record be correct. We did not request an adjournment. We were ready to participate. However, it was the Department that changed the composition of the Trial Board.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

John T. Barr
John T. Barr
Business Agent

JTB/jlh

cc: Dwight Thomas, Labor Relations



Fred Wheeler
March 2, 2011
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provide uniforms to be compliant with OSHA Bloodborne Pathogen guidelines.

- Supervisory staff will quote policy relative to retaining uniforms and Bloodborne Pathogens; however, there is not a written policy to present when asked.

A sufficient amount of time has passed to develop and disseminate the Departmental Bloodborne Pathogens Policy to the rank and file. Failures of management to address this issue has resulted in members wearing their soiled uniforms at the end of the night due to the aggressive hostile manner in which supervisors have administered "Departmental Policy." Emergency medical personnel have also worn blood soaked uniforms due to the fact that they possess only one or two uniforms total. In fact, one member had to take their lone uniform to the laundromat on duty to clean the contaminated uniform.

Individuals have decided they would rather wear a soiled uniform rather than have to parade downtown and be humiliated publicly in a paper gown. The union fielded a number of complaints from female members over the paper gown and the exposure of wearing one.

There is a concern over the health and safety of our members, their families and our patients due to the failure of the Detroit Fire Department to address this issue.

Please contact me at the POAM office to schedule a timely meeting or respond in writing.

Sincerely,

POLICE OFFICERS ASSOCIATION
OF MICHIGAN


John T. Barr
Business Agent

JTB/jlh

cc: Dwight Thomas, Labor Relations
Krystal A. Crittendon, Corporate Counsel