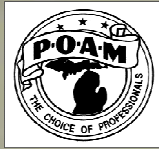


# DETROIT EMS TECHNICIANS

# STREETBEAT



December, 2011



Paramedic Jerry Hunter giving C.P.R. instructions to Congressman John Conyers

## BREATHE LIFE INTO DETROIT 2011

## Breathe Life into Detroit 12/03/11



The Emergency Medical Technicians of the Detroit Fire Department participated in a health fair at the Ford Center on Detroit's east side. The event was co-sponsored by Congressman Clarke and Conyers. The Breathe Life into Detroit program was placed in a prime location at this venue. We had an extremely large turnout by

the general public and our technicians. We were able to provide CPR to the public with eight mannequins and audio visual aids provided by Jeff Gaglio.

United States Congressman John Conyers spent a significant amount of time at the DEMS exhibit and really enjoyed the hands on guidance and

demonstration of CPR by Paramedic Jerry Hunter. The staff of the Congressman has offered to work with DEMS to locate grants and write grants for our needs. POAM and DEMS technicians were invited to this event as a result of our Russell Bazaar health fair event. We have agreed to work with the Congressman for future events.

“The union filed multiple grievances and contacted human resources-”

## Bates Academy

12/16/11

The POAM office received a request for our Emergency Medical Service Technicians to come out to the school for their students health fair. The school had numerous groups come to the school to discuss health and nutrition. The Emergency Medical Service Technicians of POAM had the opportunity to

address all of the students from the kindergarten to the eight grade. Jeff Gaglio and Lynette Wood provided excellent instruction to the grade school students. We were able to provide instruction to individual classes in the early afternoon. The afternoon group session in the auditorium was adminis-

tered by EMT Joseph Fielder with assistance from all of the DEMS techs that volunteered. We would like to thank the Bates Academy for the delicious lunch. We would also like to thank the DEMS training section for their participation in this event.

## Promotions



The department and the city have suspended all promotions at this time. The department has recently promoted several members from our bargaining unit to positions of Acting/ Lieutenant. The department promoted without a list or testing. The union filed multiple

grievances and contacted human resources to protest the manner in which the members were promoted. There were a number of members excluded due to past discipline who have not had a departmental trial board or their day to clear their name. The union wrote

several letters requesting the criteria that human resources is using in their prescreening process. We also requested an answer covering all of this past discipline which has excluded our members? There is not a solution to date.

# Meeting, Human Resources

12/9/16

The Human Resource Specialist for the Fire Department Roger Williams, answered the letters drafted by the union with a request for a meeting between the parties. Chief James represented the department while Jeff Gaglio and DEMS rep Barney represented the unions interests. The union was able to present 50 sets of charges that

have been expunged from our members due to the department not having trial boards. We also provided a copy of the spread sheet of all of the past grievances awaiting trial boards. We shared the most recent grievances and the letters of exclusion from the promotional process that our members received. We made our case that our

members are being excluded due to discipline while not having a trial board for years. We offered a settlement which would benefit all parties. Chief James refused any and all settlements while maintaining the discipline was necessary. It was obvious that nothing would be accomplished.



# Meeting, Commissioner 12/14/11

Human Resources set up a meeting over promotions and discipline with Commissioner Austin and Fred Wheeler. Labor Relations specialist Dwight Thomas, Chief James and Roger Williams was present at this meeting. POAM and DEMS was represented by John Barr, Joe Barney and Jeff Gaglio. The union presented all of the same information to the parties that had been presented in the earlier meeting on 12/09/11. We also included the arbitration award covering departmental trial boards. There was much discussion with EMS management maintaining that the union just wants the city to expunge everyone's record. The union main-

tained that "yes" individuals may have broken the rules. We were not suggesting that every individual was innocent. The union maintained that the departments discipline and appeals process is broken. We offered a viable solution in which everyone would benefit. The department that maintained they would not review any of the past discipline, is now suggesting they are going to review the discipline that led to some 200 grievances this past year. The department has taken a stance that the discipline process will change and has. We have seen a decrease in charges for our members and we acknowledged that fact. The Commissioner wants

the trial boards to convene immediately. His goal is to have marathon sessions to clear up this back log. The human resource specialist has acknowledged the departmental discipline and appeals process is broken and needs to be repaired. His goal is to have this corrected before the city resumes the promotional process. The union made it clear that in its current state, the whole process is broken and to move forward with promotions it must be repaired. We shall see if the department moves forward with reviewing past discipline and the departmental trial boards.

The Commissioner wants the trial boards to convene immediately.



## Contract Negotiations

12/06/11

POAM was contacted by Labor Relations head Joseph Martinico on 12/05/11. Mr. Martinico conveyed to POAM that the Mayor's office desired to meet to discuss the concessions and the financial difficulties facing Detroit. The meetings with union heads were to commence at 10:00 A.M.. POAM Business Agent John T. Barr and DEMS

Representative Joseph Barney represented the interest of DEMS technicians. After signing in, the Mayor's staff notified the union officers assembled in his lobby that if an individuals name was not on the list they would not be meeting. Representative Barneys name was not on the list, only John T. Barr was scheduled to meet with the Mayor. Mr.

Barr notified the city of the oversight and the city maintained that if a name was not on the list, they would not be admitted. Mr. Barr advised the Mayor's staff that he does not meet without the representative of his members present. The POAM left without meeting as did a number of other unions including the DPOA.



## Contract negotiations

12/07/11

The City of Detroit set up a mass meeting of the unions at the Cobo Center for 12/07/11. The meeting was to take place at 10:00 a.m. The union was sent notification of this meeting via an e-mail at 8:30 p.m. on 12/06/11 to a closed POAM office. While on the phone discussing an issue with the Commissioner he asked if

I were at Cobo, as he was late. I advised him that I was in my office working. While I was discussing this with the Commissioner I received the e-mail from the POAM secretary. The e-mail read that there was a meeting at 10:00 a.m., it was already 10:25 a.m.. We did not have the opportunity to be a participant at an-

other city sponsored negotiation/ concession meeting with city officials.

"we would not allow any other group to bargain on behalf of DEMS technicians but DEMS represented by the POAM."

## Contract Negotiations

12/09/11

POAM representative Barney and Steward Gaglio met with Labor Relations Director Joseph Martinico Who said "sorry" for all the mistakes on notifications to the union. He also said that we were General City employees who the Cobo groups had elected a

group of individuals to bargain for all unions. He said we could "observe" but not bargain as we were stragglers. We advised Mr. Martinico that we were public Safety and should be treated as such and that we are not like any other worker in that building (City/County

Building). We also advised Mr. Martinico that we would not allow any other group to bargain on behalf of DEMS technicians but DEMS represented by the POAM.

## Contract Negotiations

12/19/11

POAM met with the City of Detroit for really what could be described as concession negotiations. The city is desperately trying to avoid an EFM. The city was represented by two financial advisors from Ernest and Young, Labor Relations Director Patrick A. Quart, LR Manager Reginald Jenkins, LR Specialist Dwight Thomas and Chief James. POAM was represented by POAM Business Agent John T. Barr and DEMS Representative Joseph C. Barney.

The city provided a long laundry list of concessions and work changes. The concessions changed again since the last negotiation meeting in November. The city does want a 10% wage concession with major pension changes and health care concessions. The health care concessions were not as bad as the November meeting. They are now asking for 80/20 split; last month the city demanded a 70/30 split. There would be a list of changes with the hospitalization co-pays and the prescriptions drug co-pays. POAM wanted

a breakdown of what plans all of our members were in.

The city desired changes to the current pension program. The city would like to move all new hires to a defined contribution plan. They desire to change the trustee vote on the pension board as the city cannot afford to keep paying out 7.9% interest every year to it's members. The city did not have an answer on what is the defined contribution plan and who is the third party. The members from Ernest and Young could not answer on the savings of a new program as there would be no new money coming into the old plan and the difference would have to be up by the city.

The department is going to eliminate several paramedic units and run the ALS units allegedly with a three man paramedic ride. The department wants to eliminate the 40 vacant paramedic positions as chief James said this will amount to a \$ 1.7 Million savings to the city this year. The department also wants to establish two separate over-

time lists for the paramedics and the EMT's. Essentially this would wipe out overtime for the paramedics. The city did not want to discuss negotiations on what we wanted. It was essentially, what are you willing to take. The demeanor and actions of the city has left me with a vision of this being nothing more than a cash grab for the city to ward off the EFM so many privileged, entitled officials can maintain their positions. We spared over ordering bigger, more expensive EMS units and the extra expense of the hoists for these bigger units. Mind you in the same meeting the department said that they could not service their vehicles.

We requested a lot of information from the city and we agreed to nothing. We will agree to work with the city, however it is not a one way street. The city must recognize our demands so we can all move forward.

The city cannot afford to keep paying out 7.9% interest every year to it's members.





CITY OF DETROIT  
HUMAN RESOURCES DEPARTMENT  
LABOR RELATIONS DIVISION

COLEMAN A. YOUNG  
MUNICIPAL CENTER  
2 WOODWARD AVENUE, SUITE 332  
DETROIT, MICHIGAN 48226  
PHONE: 313-224-3860  
FAX: 313-224-0738  
WWW.DETROITMI.GOV

November 30, 2011

Dear Union Presidents:

By letter dated November 21, 2011, Mayor Bing wrote to you regarding the severe financial crisis presently and immediately confronting the City of Detroit, and urging your acceptance of the cost cutting proposals that were made at his joint Union Presidents meeting on November 8, 2011.

In the days and weeks that have followed the November 8 meeting, I have met with many of you to further discuss these cost cutting measures and to explain the critical and precarious nature of the position in which we presently find ourselves. Several of you have expressed informally, a willingness to consider "some" of the proposals the City has made. However, we have not as yet received any formal and/or unified response from the vast majority of our unions.

As the Mayor stated in his letter, we are willing to meet at any time and place to discuss how we can work together to address the City's fiscal crisis. As the Administration's labor relations representative, these discussions will be conducted on behalf of the City by the Labor Relations Division; either by myself or a member of my staff. Please contact my office at 313-224-3860 to arrange a time to meet and/or to convey any questions you might still have regarding our cost reduction proposals.

Time is of the essence if we are to ourselves maintain control over the future of our City. I am urging, in the strongest terms possible, that you closely study and accept the proposals that have been presented, and that you respond, in writing, to them. I look forward to meeting with you in the coming few days regarding these vital issues.

Very truly yours,

Joseph P. Martinico  
Director of Labor Relations

Cc: Kirk Lewis, Chief of Staff  
Chris Brown, Chief Operating Officer  
Patrick Aquart, Director of Human Resources  
Labor Relations Staff

TP	DR	CS	312	Negot's	Other: a.s.f. E.m.s
FG	MC	DG	GM	LS	WB
DK	CS	EJ	312	Negot's	
Membr					



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NOV 28 2011  
P.O.A.M.

COLEMAN A. YOUNG MUNICIPAL CENTER  
2 WOODWARD AVE., SUITE 1126  
DETROIT, MICHIGAN 48226  
PHONE: 313-224-3400  
FAX: 313-224-4128  
WWW.DETROITMI.GOV



CITY OF DETROIT  
MAYOR'S OFFICE

November 21, 2011

Dear Union Presidents:

Beginning in April 2011, I began meeting with you at joint Union President meetings to explain the dire economic crisis confronting our City and ask for your help in addressing our cash short-fall. Most recently, on November 8, 2011, I laid out the specific steps that must be taken to allow the City to maintain control of its own future, rather than having our future determined by others.

As I indicated at our meeting, action regarding the wage, benefit and work rule concessions that we discussed is urgent. I announced further comprehensive steps last week in a citywide address including a 10% concession from city contractors and the need for uniformed officers not currently taking the citywide pay cut to share in our sacrifice.

My administration proposed that you promptly create a Steering Committee among your organizations and appoint a financial advisor to review financial reports and information detailing the crisis before us. Moreover, we asked for a response to our proposal by November 21. Although several organizations have expressed, informally, a willingness to consider accepting many, if not all, of the proposals we made, we have received no formal response, either individually or collectively from the vast majority of our unions.

Time is not our ally, and we are rapidly approaching the point where alternative actions will need to be taken in the absence of agreements with our unions. I stated that the City would need to make massive layoffs in such circumstances, and last Friday I announced the planned layoff of 1000 City of Detroit employees.

Based on your lack of action, I have no confidence that union leadership desires to be part of the solution or shared sacrifice we are asking from all other stakeholders. Your refusal to issue a formal response is not in the best interest of residents who all of us are paid to serve or your rank and file members who are most vulnerable to further cuts.

My administration is willing to meet at any time to discuss how we can better work together to address the City's fiscal crisis. Continued failure to do so will only push the city further toward losing control of our destiny and result in more damaging workforce reductions.

Sincerely,

Dave Bing  
Mayor

WB	JT	GR	KG	JD	FS	CP	TF
FG	MC	DG	GM	LS	WB	TR	KL
DK	CS	EJ	312	Negot's			
Membr							
Other:	a.s.f. E.m.s						

DAVE BING, MAYOR



**POLICE OFFICERS  
ASSOCIATION OF MICHIGAN**

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

November 30, 2011

Brenda Jones  
Detroit City Council  
2 Woodward Ave, Ste 1340  
Detroit, MI 48226

Dear Brenda Jones:

The Detroit Emergency Medical Service Technicians, represented by the Police Officers Association of Michigan (POAM) would like to thank you for taking the time to meet.

We continually strive to protect and improve upon the conditions of the community that our members service.

The men and women of Detroit EMS are committed to providing quality service and look forward to partnering with City government to move forward during this difficult time. We hope that this positive dialogue can continue and we can meet periodically to address issues or needs that may arise.

Sincerely,

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

John T. Barr  
Business Agent

Joseph C. Barney  
Local Business Representative



**POLICE OFFICERS  
ASSOCIATION OF MICHIGAN**

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

November 30, 2011

Kwame Kenyatta  
Detroit City Council  
2 Woodward Ave, Ste 1340  
Detroit, MI 48226

Dear Kwame Kenyatta:

The Detroit Emergency Medical Service Technicians, represented by the Police Officers Association of Michigan (POAM) would like to thank you for taking the time to meet.

We continually strive to protect and improve upon the conditions of the community that our members service.

The men and women of Detroit EMS are committed to providing quality service and look forward to partnering with City government to move forward during this difficult time. We hope that this positive dialogue can continue and we can meet periodically to address issues or needs that may arise.

Sincerely,

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

John T. Barr  
Business Agent

Joseph C. Barney  
Local Business Representative





**POLICE OFFICERS  
ASSOCIATION OF MICHIGAN**

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

December 6, 2011

Mayor Dave Bing  
City of Detroit  
Coleman A. Young Municipal Center  
2 Woodward Ave, Suite 1126  
Detroit, MI 48226

Dear Mayor Bing:

I received a phone call from Labor Relations Director James Martinico on Monday, December 5, 2011 at 4:15 p.m. Mr. Martinico advised me of a meeting at your office today at 10:00 a.m.

After I signed in at the meeting, an announcement was made that only those on the list would be allowed inside. I looked at the list of unions to meet with you. For the Emergency Medical Services, the POAM contractual designated representative, Paramedic Joseph Barney was not on the "LIST."

I am the business agent, and it would have been ridiculous for me to meet without a member of the bargaining unit. I so informed the receptionist personnel as well as the person who came out from your inner office that if Paramedic Barney was not allowed, I would not be able to meet.

Enclosed please see my most recent article in the Street Beat. We have always been ready to meet with you and resolve the contract. We would be willing to reschedule a meeting.

Sincerely,

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

*John T. Barr*  
John T. Barr  
Business Agent

JTB/jlh

cc: Paramedic Joseph Barney



**POLICE OFFICERS  
ASSOCIATION OF MICHIGAN**

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

December 23, 2011

Donald Austin  
Executive Fire Commissioner  
Detroit Fire Department  
250 W. Larned  
Detroit MI 48226

Re: [REDACTED]

Dear Commissioner Austin:

The POAM submitted a letter to your office dated December 20, 2011 covering the myriad of complaints compiled by [REDACTED]. Since drafting that correspondence, additional complaints have been forwarded to my office for this supervisor.

The union is asking the department for relief on this matter. [REDACTED] has conducted his supervisory duties in a manner that just does not bode well for management employee relations. The Superintendent of EMS assured that the actions of [REDACTED] would not be tolerated and would cease. The union was assured that the department would take swift action if there were further issues with Lieutenant [REDACTED].

If the department cannot, or will not act on these complaints we will forward our paperwork to the law department.

Sincerely,

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

*Joseph Barney*  
Joseph Barney  
Local Business Representative

cc: John T. Barr, Business Agent POAM  
Jerald James, Superintendent EMS



**POLICE OFFICERS  
ASSOCIATION OF MICHIGAN**

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

December 20, 2011

Donald Austin  
Executive Fire Commissioner  
Detroit Fire Department  
250 W. Larned  
Detroit MI 48226

Re: [REDACTED]

Dear Commissioner Austin:

This correspondence is drafted due to the numerous complaints of my members generated by Lieutenant [REDACTED]. During the month of June the union office was inundated with calls and complaints detailing the actions of this supervisor. In July the union submitted two letters to the superintendent detailing the continued problems with [REDACTED].

In August of 2011 the union met with Superintendent James and EMSOA President Paul Edwards. Superintendent James made it very clear that the complaints need to stop and the failure to do so would result in discipline, counseling and training for [REDACTED].

The union has received additional e-mails of complaints covering the actions of [REDACTED]. Further discussion of the actions of our member and that of supervision revealed that Mr. [REDACTED] violated our members' Weingarten Rights under PERA and conducted an illegal investigation while claiming ignorance; Furthermore, [REDACTED] ordered the same member to violate departmental rules and MIOSHA rules covering Blood Borne Pathogens.

The union has enclosed the following documents for you to review:

- A copy of the MERC agreement between POAM and the City of Detroit for Case No. C11 A-003.
- A copy of the MIOSHA complaint sent to the State of Michigan



Donald Austin, Executive Fire Commissioner  
December 20, 2011  
Page 2

- Copies of all the e-mails compiled by POAM Steward Jeff Gaglio.
- Copies of the correspondence sent to Superintendent James from the union for the month of July 2011.
- A copy of Fire Department General Rule 6.1 C

This letter is to serve as a notification that the union will not tolerate the continued behavior of this supervisor towards our members. Please feel free to call the POAM office to schedule a timely meeting to discuss this matter.

Sincerely,

POLICE OFFICERS ASSOCIATION  
OF MICHIGAN

*Joseph Barney*  
Joseph Barney  
Local Business Rep.

cc: John T. Barr, Business Agent POAM  
Jerald James, Superintendent, Detroit EMS  
Dwight Thomas, Labor Relations



## JOSEPH BARNEY, DEMS REPRESENTATIVE



Well, 2011 is in the books and it has not been a good year for DEMS. The EMS is demoralized with stagnated management and vehicles that are worn out and broken down. The department has failed to live up to a reasonable expectation that a professional rescuer would expect from an organization. DEMS is ill equipped and trained to meet the needs of protecting an international border. The leadership concentrated on beating its employees into submission just to meet the unreasonable needs of the city due to too few units and too many runs. Leadership in all of the divisions of the fire department is woefully inept and cannot meet the local, state and federal requirements. The department will not improve into 2012 as trucks have not been ordered and there is not an immediate injection of cash. EMS generates well over \$1 million dollars a month in revenue. If the city took that revenue and put it into the purchase of the needed EMS

units, all would have been taken care of and paid for in three months. No need for alternative financing or hiding fire division purchases in the EMS division budget. Really the rig situation could have been solved long ago if someone really wanted to solve it. We pay over \$1.6 million for 2 private EMS units to sit at the casinos. Hmmm.....Makes you wonder how much the city would pay for 20-25 units after a few years? Remember, not only do the privates get paid, they keep what they bill for as well, double dipping the taxpayers. EMS has not been run as a business, the fire department has not been run as a business. If you look at our expenses and what we generate, it is easy to see it is cheaper to keep EMS than to get rid of EMS. Why would you not just invest in your EMS program where the revenue streams are endless and limitless if some visionary would just get a few qualified individuals to lead.

This is just an opinion, however, I am appalled with the manner in which the city conducts business. Who calls for a meeting with the Mayor and does not include the individual who represents actual members you are asking for concessions from. Who sends an important e-mail about a meeting the next day to a closed building knowing that the individ-

ual will not get the e-mail? Who tells a group that they are spectators and someone else will bargain for their group? Who moves individuals to a plan that doesn't exist? Who changes their bargain/ demands every time you meet? Everything is done at the last minute and there is not a real plan. We were told the city needs to generate immediate savings and cash now. This all amounts to a cash grab to save the entitled and their trappings. The worker loses either way, concessions, a consent decree, EFM or bankruptcy. Where has management been? Where have your financial advisors been? This just did not happen over night, who was placing their head in the sand or just did not care? You cannot just cut your way out of this. You have too many layers of management in this city in every department. The Fire Department has way too many supervisors and officers and have not downsized. When EMS went from 279 FTE to 221 FTE the Supervisors gained two positions. The budgets are really a sham and to date the books have not been opened to reveal a true operating cost of EMS. This problem will persist and will not improve until we start to address the glut of managers, waste and poor planning.