



## Manitowoc Fire Rescue Department

# Memo

**To:** Personnel Committee

**From:** Todd Blaser, Chief of Fire Rescue *TMB*

**Date:** August 5, 2024

**Re:** Local 368 Grievances

After careful consideration of the grievance submitted concerning the return to work at 10:00 AM, I am writing to communicate the decision to deny the grievance based on the following points:

- The local contends that the requirement for staff to return at 10:00 AM violates Article 5, Section 2(b) of the Collective Bargaining Agreement (CBA). However, management's position is that this directive is compliant with the CBA, particularly in light of our current staffing challenges.
- It is important to note that management is exercising its rights according to the CBA; to address staffing shortages by holding one employee over from the 7:00 AM to 10:00 AM shift. This action is necessary to maintain the required staffing levels for safety, which currently stand at 12 members. The decision to mandate staff to return for additional hours is made with the intent to ensure operational integrity and safety standards are met.
- The crux of the disagreement appears to hinge on the interpretation of the CBA as it relates to the management's rights to fill vacancies when staff are not available to volunteer for additional shifts and fire administration is mandating personnel to return to work at 1000 hrs. to complete the shift. Given the circumstances, it is my opinion that management's actions are justified.
- We have experienced a total of 16 incidents for this calendar year to date. Twelve of those occurrences occurred on the weekend (Friday-Sunday).

As we continue to work towards filling our vacancies, we anticipate that these staffing challenges will improve. However, in the interim, we must prioritize the safety and functionality of our operations, which may necessitate the enforcement of additional work hours when voluntary options are not available.

In conclusion, the decision to deny the grievance is based on our interpretation of the CBA and the necessity of maintaining adequate staffing levels. We have been meeting with local leadership to address workable solutions.