



PROFESSIONAL FIRE FIGHTERS OF MAINE Organizing and Field Service Program



Organizing & Field Services Committee – Report to PFFM Board/Affiliates

As requested by President Martell and the Executive Board (EB), the Organizing and Field Services (O&FS) Committee convened to review the current program and recommend policy changes to ensure that the program is stable and sustainable for years to come. The OF&S budget was the area that raised the majority of concerns with the Executive Board. More specifically, we were asked to review the Staff Representative's salary and Consultants & Contingency line.

According to the current O&FS policy, "The policy will be reviewed bi-annually by the O&FS Committee. Any participating affiliate may submit recommendations for the program to the Chairman of the Organizing & Field Services Committee for the committee's review and action." To this date, the OF&S Committee has not received any recommendations from affiliates.

The Constitution and By-Laws charges the O&FS Committee with reviewing, considering and making recommendations to the Executive Board concerning policies, programs, and services offered, including proposals from the participating PFFM Affiliates, related to organizing and on-site affiliate labor-management services. The committee's jurisdiction includes:

1. Review current policies, practices, programs, services and publications pertaining to organizing and field services, including the IAFF's organizing and field service materials, programs and services available and/or provided to IAFF affiliates.
2. Evaluate standard operating procedures for onsite field services, including issues that qualify, method of deployment, expertise of personnel to be deployed, notification of assignments and deployment, PFFM's representative's preparation, record keeping and reporting.
3. Evaluate the opportunities for future organizing efforts in two areas – new locals and existing locals without 100% membership. Review and recommend updates for operating procedures for organizing new locals, including first contract assistance and providing other labor-management services to affiliates.

One of the concerns was related to the Staff Representative's salary. Until 2018, the Staff Representative, Michael Crouse, was not taking his full salary in order to build the surplus or Consultants & Contingency line in the O&FS program. The EB and Budget Committee believed it was time for the Staff Rep to start receiving his full salary. The previous Staff Rep, Bob Bourgault, was being compensated \$37,000 per year. Michael's salary for 2017 is \$13,020, \$23,980 short from where it should be. With the salary the Staff Rep is not taking and the unpaid service dues, the O&FS program was budgeted to have \$33,550 rollover into 2018. If the Staff Rep was being paid the appropriate salary and dues were paid up to date, the budgeted rollover on the Consultants & Contingency line would have been \$1,620. In order to make the current program sustainable and stable for years to come, we need to be rolling over more than \$1,620.

The committee has brought forward the following recommendation after much discussion about ways to ensure that the program is stable and sustainable for years to come. The discussions involved ways that would adjust the current fees, limit the liability of the PFFM, keep costs reasonable for the affiliates, and look at the additional burden placed on the PFFM due to multiple contract within one Local. So, the following proposal will eventually establish a contingency line equivalent to the 2017 budget while compensating the Staff Rep and ensuring a sustainable program for the near future.

Proposed Changes

- Monthly Fee
 - The monthly fee will be increased incrementally as described below.
 - Effective January 1, 2019, the fee will be annually adjusted by 2%. Included in the fee below.
 - Effective January 1, 2019, the fee will increase by \$25 to \$331.50.
 - Effective January 1, 2020, the fee will increase by \$25 to \$363.63.
 - Effective January 1, 2021, the fee will increase by \$25 to \$396.40.
 - Effective January 1, 2022, the fee will increase by \$25 to \$429.83.
 - Effective January 1, 2019, all **NEW** affiliates will be requested to have only one contract per Local. If the Local wants multiple contracts, they would be charged an additional service fee of \$100 per month for each additional Collective Bargaining Agreement (CBA). An example would be, an affiliate that wants two CBAs, a Firefighters and an Officers. That affiliate would pay \$331.50 for the initial monthly fee and \$100 for the second CBA for a total of \$431.50.

State Local, County Locals, or Locals Smaller than Six Members

- The monthly fee for participating in the Organizing and Field Services Program is one-fifth (1/5) of the Advanced Service Level fee per member per month.

Staff Representative and District Vice Presidents Pay Increases

- The following proposal will be forwarded to the Budget Committee.
 - Currently, the Staff Representative is compensated with a \$33,687 salary and the District Vice President (DVP) is compensated with an office allowance and paid either hourly at \$15 per hour or per diem at \$120 per day which is defined as more than four (4) hours. In recognition that the current pay structure of the Staff Representative and District Vice Presidents, for work associated with the Organizing and Field Services Program, has not changed since 2012, the Committee deemed that a process should be in place that would implement small increase to the salary, hourly, and per diem rates.
 - The Committee laid out a plan to increase the salary and hourly rates over the next four years. Starting in 2019, the DVPs hourly rate would be increased by \$2.50 per hour for the next four years until it reached \$25 per hour. The per Diem rate would be increased by \$20 per day for the next four years until it reached \$200 per day. Starting in 2021, the Staff Representative's salary would be increased by 2% in 2021 and 2022.

	DVPs Hourly/Per Diem	Staff Representative Salary
2019 -	\$17.50/\$140.00	\$33,687.00
2020 -	\$20.00/\$160.00	\$37,000.00
2021 -	\$22.50/\$180.00	\$37,740.00
2022 -	\$25.00/\$200.00	\$38,494.81

The following is the proposed changes to the Organizing and Field Services Program Policy

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Effective Date: ~~July~~ January 1, 201~~9~~29

- New effective date

Purpose: The purpose of this policy is to enhance the existing Full Service Program by establishing an Organizing & Field Services Program that is designed to provide PFFM affiliates with quality labor/employee-management representation, education for local union officers, ~~advancing legislation that enhances public/federal sector union/employee rights/benefits, improves and/or protects the health/safety of PFFM members, defends against any administrative/legislative attempts to weaken and/or abolish public/federal sector labor/employee rights, benefits and/or the health & safety of our members~~ and provides financial assistance to PFFM Affiliates to help defray the cost of fulfilling their representational responsibilities through grants or an interest free loan.

- ~~Removed because it's the purpose of the Political Education Fund.~~

Background- 2nd paragraph

These services have been historically provided by the PFFM's Staff Representative. Since 1989, the PFFM amended the Full Service Program in 1994, 1996, ~~and 2001, and 2012~~. The Full Service Program and its related services and fees have not been reviewed and/or revised since ~~October 2004~~ April 2012. Since ~~2007-2012~~ the PFFM's President and District Vice-Presidents have taken on a more active role in servicing PFFM affiliates under the Full Service Program.

- Updated dates

Scope: The Organizing & Field Services Program is available to "all" IAFF affiliates that belong to the PFFM. The current ~~twenty one [21]~~ PFFM/IAFF Affiliates participating in the existing ~~Organizing & Field Services Program~~ Full Service Program agree to ~~create~~ amend and maintain the ~~new~~ Organizing & Field Services Program based on the terms/conditions of this policy. The current ~~five [5]~~ PFFM/IAFF Affiliates that is not participating in the Organizing & Field Services Program ~~Full Service Program~~ will be grandfathered from the ~~new current~~ program, unless they express an interest in participating in the program. All new PFFM affiliates will be required to participate in the Organizing/Field Services Program as outlined in this policy.

- Amend the paragraph to remove the references to the number of affiliates and the Full Service Program.

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c. Existing PFFM Affiliates³

- Assist in drafting proposals a successor CBA
- Assist in negotiating a successor CBA⁴
- Assist in preparing for and presenting outstanding CBA issues to Mediation⁵
- Assist in preparing for and presenting outstanding issues to Fact Finding⁶
- Assist in preparing for and presenting outstanding issues to Arbitration
- Assist with preparing/presenting grievances
- Assist in preparing/presenting grievances to Mediation/Arbitration⁷

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- Assist in preparing/presenting ULP's to Labor Board8
- Added arbitration because it was missing from the original policy and it is our current practice.

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Other Services Available to Affiliates ~ Continued

~~The PFFM will provide political and legislative representation at the National and State Levels by advancing legislation to improve union/employee rights, health/safety and other employee benefit issues. The PFFM will also oppose any legislation that adversely affects existing union/employee rights, fire fighters health/safety and other employee benefits currently enjoyed by PFFM Affiliates and members.~~

- ~~Removed because it's the purpose of the Political Education Fund.~~

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g. Organizing & Field Services Program Revenues: The monthly fee for participating in the Organizing and Field Services Program is ~~_\$300.00~~ per month per affiliate. The Organizing and Field Services monthly fee shall be adjusted annually by two (2) percent effective January 1st of each year, based on the U.S. National Consumer Price Index [CPI] as issued by the Department of Labor [DOL] for the 12 month period not to exceed 4.5 percent starting ~~TBD~~. The monthly fee shall be increased incrementally as described below. The fee includes the two (2) percent annual adjustment.

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Note: This policy was reviewed and approved by the ~~24~~ PFFM Affiliates participating in the Organizing & Field Services Program ~~Full Service Program~~ during the PFFM's April-October 20128 Quarterly Meeting ~~at Point Lookout~~.

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