2019 AFA Priorities and Enabling Actions (proposed)

- **Priority One - Pension Protection**
  - **Enabling Actions**
    - Membership education and PAC Drive (see committee assignments)
    - State wide road trip to visit members within their own district (see committee assignments under legislative)
    - Develop new contribution plan for changing political environment

- **Priority Two - 4-Person Staffing**
  - **Enabling Actions**
    - Work toward City Council Ordinance on 4-person staffing
    - Fire Ops 101
    - Data Reports Displaying Staff Hours On-Scene for Fire Related Calls

- **Priority Three – City Council Elections**
  - **Enabling Actions**
    - Continue investments in the SPAC
    - Hire Political Consultant for Council elections
    - With AFA PAC Committee, develop campaign

- **Priority Four – Workplace Culture Development to Effect a more Positive and Inclusive Workplace**
  - **Enabling Actions**
    - Continue to Invest in the AFA Human Relations (HR) Committee
    - Invest in Human Relations Committee training and travel
    - Educate AFA Members on Utilizing AFA as a resource when filling Harassment and/or other workplace complaints
    - AFA Eboard to implement recommendations from AFA HR Committee when indicated

- **Priority Five – Oversee Policy Changes to Vehicle Accident Discipline and Non-Ops Transferability to Staff**
  - **Enabling Actions**
    - Management made a video during bargaining that promises substantive changes to the transferability and to stop routine discipline of vehicle accidents - Monitor and work with management to insure they comply with their promises
    - Primary monitoring by LMI Committee and LMI Sub-Committees

- **Priority Six – Facilities Projects**
  - **Enabling Actions**
• Continue to monitor progress on phase six of the locker room project
• Continue to lobby Council on critically needed fire stations
• Develop P3 (Public Private Partnership) to build needed fire station quicker and cheaper

❖ Priority Seven - Wildfire Division
   • Enabling Actions
   - Increase actions to ensure that all prescribed burns within COA that are conducted by non-AFD COA personnel are under the command and control of AFA uniformed personnel.
   - Continue work on legislative action if this cannot be fix with COA policy change

❖ Priority Eight – EMS Merger Feasibility Study
   • Enabling Actions
   - Determine Membership Desire to Conduct Study
   - Set goals and objectives
   - Staff committees to meet goals and objectives

❖ Priority Nine – Promote Programs to Assist Firefighters with the Emerging Health Concerns of PTSI and Cancer
   • Enabling Actions
   - Develop resource web page on www.Local975.org to educate firefighters about the issues of PTSI (formerly known as PTSD) and cancer.
   - Make it a priority of the Joint Labor/Management Health and Safety Committee to develop and adopt policies that will:
     • For PTSI, treat this disease as non-punitive and develop policies both within AFD and COA HR that will assist the firefighter with treatment.
     • For cancer, make changes to COA HR cancer treatment policies that will allow firefighters diagnosed with cancer to be covered under Workers Compensation.