# COA GENERAL MEMBERSHIP MEETING MINUTES

November 18, 2021

0900 Hours

Location: Virtual Zoom Meeting

Call to Order: 0907 hours

Flag Salute and Moment of Silence

**Roll Call/Quorum Established – Kepner**

Board members present: Chief Moore, Drake, Nelson, Zipperman, Fields, Calvillo, Kepner

**Treasurer’s Report – Nelson 0909 hrs**

* Reviewed current Financial Statement (November)Total balance for 2 accounts = $285,993.93
  + Checking = $91,795.17
  + Savings = $193,998.76
  + Income = $92,907.67
  + Expenses Year to Date = $22,000.00

Motion made to approve financials: Approved

**Agenda Items – Moore 0911 hrs**

* COVID 19 Vaccination Mandate Updates from Fire Chief
* Department Morale
* COA Board Positions/Nominations
* EDF Update

**Report from the Fire Chief – 0913 hours**

**Vaccination Mandate Update**

* Thanked members for adhering to the mandate – 92% vaccinated
* Bluestone may have inaccurate information and members just need to log in and update their information
* LAFD is 75% vaccinated as of today (info taken from Bluestone & Covid Division)
* There may still be inaccurate information in Bluestone and members must log into Bluestone and update their information

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* Medical and Religious Exemptions will be reviewed first by a panel of individuals at City Personnel who will either approve or deny the requests
  + Members can appeal the decision and the General Managers will have the final determination to approve or deny
    - Dr. Sanko will review medical exemptions
    - FC is still reviewing factors for religious exemptions
  + If an exemption request is ultimately approved by the FC, a member will be reasonably accommodated in the City

**Update on Current Members who are Non-Compliant – Chief Perez 0917 hrs**

* There are 220 members on the non-compliant list who will be served the 48-hour notice today
* 167 members whose status are still being determined
* Each Bureau Commander received the names of members in their Bureau along with instructions on how to serve members and a Google Sheet to track service
* To update a members’ status, they have to log into Bluestone and record their status
* 402 members have submitted exemption requests

**Corrective Action Process – Chief Everett 0923 hrs**

* Reviewed the Final Notice to Comply letters that will be distributed to members with the 48-hour notice to satisfy the applicable requirements
* Chief Officers are not ordering members to act they are just notifying them that they have been identified as non-compliant with the vaccination ordinance and have 48-hours to comply
* Reviewed the script/instructions that Chief Officers should read when serving members the final notice to comply
* Some members have been giving the Chief Officers a “Notice of Infringement of Constitutional Rights” letter when they are served – accept the letter and don’t engage in discussion
* If a member does not comply within 48-hours they will be sent home, leave no pay and can utilize their CTO time (TS and VC only). Members will be able to finish their 24-hour shift prior to going home
* PSD will become involved at that point – all due process/Firefighter Bill of Rights will be adhered to through the disciplinary process
* Discussions are being held to potentially detail members to PSD to assist with the disciplinary process and increased number of Board of Rights

**Miscellaneous Updates**

* Staffing Update
* Drill Tower Graduations (November 2021 – 54 recruits; January 2022 approx. 40 recruits)
* Covid Division shutdown in January – 30 members returned

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* Modified staffing plan is an option but no action is being taken at this time
  + Considerations: degraded mode, 2-platoon system, detail members from special duty
* Promotions – 50 promotions in Dec 2021; 40 in February 2022
* Visitors at the Fire Station for Thanksgiving is still being determined
* Members may be charged with insubordination if they go home without approval during a Limited Recall
* How will the Dept. address the negative press regarding vaccination mandates? When appropriate the Dept. will make a statement or put out a press release but right now there are no media requests
* If Captains do not allow Chief Officers into the fire station to serve the notices, what action should be taken? Chief Officers can enter any fire station and if they are not allowed to enter, that member will be considered insubordinate and proper notifications should be made
* Members are concerned that their private information will be released when providing information on Bluestone, is this accurate? Bluestone is a HIIPPA compliant site
* Any threats made to LAFD members are evaluated and monitored by the City’s Threat Assessment team
* Members can become compliant to the mandate after they are sent home at any time prior to termination
* Booster shots may become mandatory at some point but it is unknown at this time

**New Business – Moore 1016 hrs**

**Department Morale**

* We as Chief Officers need to do everything, we can to keep up morale and lead by example

**COA Board Positions/Nominations**

* COA Executive Board nominations and elections are currently happening for four Board positions – please send nominations to Leticia Gonzalez.

**EDF Update – Zipperman 1026 hrs**

* Current Account Statement - $303,704.00
* $200,000 annually – If all of the money is not utilized in the calendar year it will roll over to the next year
* $15,000 available per member per year

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**Open Forum – 1030 hrs**

* **Zipperman** – Identified the role of the COA in the vaccination mandate process and that the Board is addressing all Chief Officers’ concerns. The Board members continue to fight to ensure the rights and working conditions of Chief Officers are not being violated.

**Adjournment**

1031 hrs