

CARIBOU ADMINISTRATION  
25 HIGH STREET  
CARIBOU, ME. 04736



**MEMO**

**TO:** Caribou City Council Members  
**FROM:** Dennis Marker, City Manager  
**RE:** Resolution 01-03-2019 Approving a Memorandum of Understanding with the International Fire Fighters Association, Local 5191  
**DATE:** January 9, 2019

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Resolution 01-03-2019 approves a one-year extension of the contract with the city's fire/EMS union, i.e. the International Fire Fighters Association (IFFA), Local 5191. The fire/EMS staff changed union representation from the Teamsters Firefighters Unit to the IFFA in December 2018. Because of the change, they have not had time to renegotiate their previous contract, which was effective January 1, 2016 through December 31, 2018.

If the Council desires to further discuss the terms of this MOU before adopting the resolution, it is recommended that such discussion take place with the union representatives in an executive session, as allowed under Maine Statute, 30-A §405.6.D.

**Budget Impact:** None. The MOU provides for a 2% increase in wages, which was included in the 2019 expense budget. The Union has indicated that they will request a larger increase through negotiations for the new union collective bargaining agreement.

**Resolution 01-03-2019**  
**A Resolution of the Caribou City Council**  
**Approving a Memorandum of Understanding with**  
**the International Fire Fighters Association, Local 5191**

**WHEREAS**, the City of Caribou is a Local Unit of Government under the State of Maine, and

**WHEREAS**, the City of Caribou Fire/EMS Department has elected to be part of a collective bargaining unit as permitted under Maine Statutes and more specifically represented by the International Fire Fighters Association, hereafter "Union"; and

**WHEREAS**, the Union has requested an extension of the previous contract made between Caribou City and the Teamsters Local Union, No. 340, which was effective January 1, 2016 through December 31, 2019; and

**WHEREAS**, the City Council and the Union recognize that an extension of the previous contract would be mutually beneficial until such time that a new collective bargaining agreement can be drafted between the parties.

**NOW THEREFORE BE IT RESOLVED**, that

- 1) the City Council of Caribou approves the memorandum of understanding attached hereto as Exhibit A and authorizes the City Manager to execute the same.

This resolution is duly passed and approved by a majority of the City Council of the City of Caribou this 14<sup>th</sup> day of January 2019.

\_\_\_\_\_  
R. Mark Goughan, Mayor

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Jody Smith, Deputy Mayor

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Thomas Ayer, Councilor

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Nicole Cote, Councilor

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Hugh Kirkpatrick, Councilor

\_\_\_\_\_  
David Martin, Councilor

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Joan Theriault, Councilor

Attest:  
\_\_\_\_\_

\_\_\_\_\_  
Jayne R. Farrin, City Clerk

# **Caribou Professional Firefighters Association, IAFF Local 5191**

## **City of Caribou, Maine**

### **Memorandum of Understanding Extension of Collective Bargaining Agreement [CBA]**

This Memorandum of Understanding [MOU] is entered into by the City of Caribou, Maine, herein referred to as the “Employer” or the “City” and the Caribou Professional Firefighters Association, Local 5191, herein referred to as the “IAFF” or the “Union” and jointly referred to as the “Parties”.

**Purpose:** The purpose of this MOU is for the Parties to extend the Collective Bargaining Agreement [CBA] between The City and Teamsters Local Union No. 340 until such time that the Parties negotiate a New CBA for the newly established IAFF Local 5191 bargaining unit.

**Background:** On October 12, 2018, the Maine Labor Relations Board received and processed a duly executed Petition for Decertification/ Bargaining Agent Election (MLRB Form 2A) filed pursuant to 26 M.R.S.A. § 967(2) by Scott Dow, an employee of the Caribou Fire Department. Since the requirements set forth in Chapter 11 of the Board Rules were met, a Decertification and Bargaining Agent Election by mail ballot was scheduled to be conducted among employees in the collective bargaining unit described below between Monday, November 19, 2018, and Friday, December 7, 2018.

On October 26<sup>th</sup>, 2019, sample ballots and notices of the election were prepared and distributed as required. On November 19, 2018, ballots were mailed to all members of the Teamsters Firefighters Unit. On December 7<sup>th</sup>, 2018 the votes were counted and the MLRB certified that IAFF Local 5191 was the Exclusive bargaining agent representing the interests of all bargaining unit members [Firefighter/Paramedics and Captain/Paramedics] of the Caribou Fire Department.

**Action:** On December 19<sup>th</sup>, 2018, the parties agreed to pursue negotiating an MOU to extend the Teamsters CBA. To this end, the Parties have agreed to the following:

1. Effective January 1st, 2019 the parties have agreed to extend the Firefighters Teamsters Union No. 340 CBA for a period of one [1] year or until a new CBA between the parties has been ratified by the members of IAFF Local 5191 and approved by the Caribou City Council.
2. The Parties agree to commence CBA Negotiations as soon as possible but no later than March 15<sup>th</sup>, 2019.

**For the Union [IAFF Local 5191]**  
Initials \_\_\_\_\_ Date \_\_\_\_\_

**For the Employer [City of Caribou]**  
Initials \_\_\_\_\_ Date \_\_\_\_\_

**Memorandum of Understanding  
Extension of Collective Bargaining Agreement [CBA]**

3. In addition to the Teamsters CBA, the Parties agree that all personnel policies, practices and/or matters affecting the general working conditions of bargaining unit employees will remain in full force and effect until a successor CBA is ratified by the Parties.

**Labor-Management Partnership:** The Parties agree to create and maintain a labor management relationship where the City, the Union, and all Fire Department employees shall work together to maintain a workforce that is highly motivated, multi-skilled, and technologically advanced to meet the ever-changing needs of the Fire Department and the City of Caribou. Furthermore, the parties agree to implement this relationship with a firm commitment to avoid an adversarial relationship and work together towards maintaining a quality labor-management relationship that fosters mutually beneficial outcomes.

To support and further this goal, the parties will meet as necessary at a mutually agreed upon date/time and location for the purpose of providing a means for allowing the City and the Union to identify and/or raise problems, areas of concern, changes to working conditions within the organization and to develop viable solutions to these issues/problems so that the mission of the Fire Department can be accomplished in a more cost effective and efficient manner, while striving to enhance the working conditions of all Fire Department employees. During the Parties initial meeting they will develop a set of guidelines that will be utilized to conduct the committee's business.

In the interest of achieving this, it is the intent of the Parties to establish a Labor-Management Committee, the specific make-up and organization of which will be mutually agreed to by the Parties.

4. **Cost of Living Adjustment:** Under the extended CBA, the City agrees to provide bargaining unit employees with a COLA adjustment of 2% effective January 1<sup>st</sup>, 2019.

This Memorandum of Understanding [MOU] is effective upon its execution and will remain in full force and effect until it sunsets on December 31st, 2019 unless otherwise agreed to by the parties.

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Scott Dow, President  
IAFF Local 5191

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Dennis L. Marker, City Manager  
City of Caribou

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Date

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Date