

**BARNSTABLE FIRE DISTRICT
1841 PHINNEY'S LANE
BARNSTABLE, MA 02630**

PRUDENTIAL COMMITTEE MINUTES OCTOBER 3, 2017

The meeting was called to order by Prudential Committee Chairman William Jones at 4:10 PM at the District Fire Station. Also in attendance was Prudential Committee member Joshua Miller and Peter Eastman Fire Chief Frank Pulsifer and Clerk Charles Eager.

The only order of business is to hold a Step 2 grievance hearing with Barnstable Fire Fighter's Local 3276. The Prudential called the meeting after receiving a letter from the President of the Local dated September 18, 2017.

Vice President Brian Cabral of the Union said the Union was never made aware the agreement Firefighter John Fleming had made with the Prudential Committee to reimburse the tuition for his paramedic studies signed in June they believe. The Union did not become aware until July of the agreement. The Union had notified Chief Pulsifer on July 7, 2017 of their disagreement with reimbursement agreement. They had further discussions on July 18, 2017 and received a verbal no to their request. On August 14, 2017 the Union received written denial of their request to stop the reimbursement from the Chief. On August 24, 2017 the Union filed it grievance. The Chief denied the grievance first for be untimely and second because it doesn't violate the collective bargaining agreement.

Mr. Cabral believes there is a violation Article 21, Section 2, Educational which provided for reimbursement if candidate fails the course which Mr. Cabral says John Fleming did not fail. He also says the original agreement between John Fleming and the District agreeing to send him for Paramedic T training does not state he must reimburse the District if he doesn't obtain Paramedic certification. The agreement just protects the District in case Firefighter Fleming becomes a Paramedic and leaves the District within three years of certification. Mr. Cabral said two other recent paramedics were never under the impression the they not obtain their Paramedic Certification they would have to repay their tuition for the class.

Chairman Jones said the Committee with take the matter under consideration and would respond within the timeframe of the grievance process.

Motion made, seconded and passed to adjourn the meeting.