

UNION CENTER FIRE COMPANY

BOARD SESSION

November 21, 2013

PRESENT: M. Henry, B. Dieffenbacher, C. Hoyt, K. Miga, G. Greenlee, Toni Lehr
(Lourdes Occupational Health)

NOT PRESENT: A. Green

Toni explained how she has been in her position for about a year, merging Employee Health and Occupational Health into one department. She was focusing on the internal aspects of the merger at first and is now focusing on external customer service. She apologized for the poor service we have recently encountered and said that it has been addressed with her staff. She discussed the use of Lourdes Mobile for firefighter physicals. Chris said that the mobile unit did not work in the past due to problems with scheduling for everyone. Toni said that they could make the mobile unit available when it was most convenient for most people, such as evenings and weekends.

She discussed how our contract can be amended to suit our needs. We can add things like lifting tests to the standard firefighter physical if we would like. We will go over the contract, decide what we want, and let her know. She will write the contract, add in pricing, and then would like to meet with us again to go over everything. She would also like to bring her associate, Danielle, with her to do a formal site visit.

Using the mobile unit would cost us a \$75 site fee along with whatever ends up being the cost of our firefighter physicals for each person.

She told us about her credentials and those of her staff working in occupational medicine. Our provider is Dr. Mark Epstein, who oversees the physician assistants who do our physicals. All physical results which come from another provider (i.e. HAZMAT or Union Ambulance, etc.) should be sent to our provider to review and sign off (this will cost \$20). This also goes for anyone who has an injury or illness and wants to return to active status.

We discussed the drug-testing issue. Chris mentioned how before we do anything about drug-testing, we need to have a drug-testing policy in place for whatever we decide. Toni said that if any post-accident drug-testing needs to be done, it would be much easier to coordinate everything if the member is sent to Lourdes Hospital if this testing needs to be done outside the hours of 8 a.m. and 8 p.m. (hours that the member could be sent to Occ. Health or Lourdes Walk-In in the same building). Mark will contact our insurance company to see what they recommend for drug testing. Toni said that some

insurance companies offer a discount if we do post-accident drug screening. She also recommended testing for reasonable suspicion, but said that it is up to us to do what we want.

Discussion about how all members of the company should be having physicals.

After Mark and Toni left, Chris mentioned how we need to get an Employee Assistance Program going, because if anyone tests positive on a drug test or comes to us for help, we presently have nowhere to refer that person.

We discussed having service requirements for EMS, Auxiliary, Fire Police and Business members. This would take the form of a BOG similar to the present training BOG. Chris would like to see all classifications of members put in 10 hours per quarter in service. This could take the form of attending meetings, doing things around the station, fundraising events like the chicken barbecue, or in the case of EMS, taking the EMS home to respond to calls or waiting in the station for calls.

For those with “dual membership categories”, Chris suggested this ranking system: (1) Fire, (2) EMS, (3) Fire police, (4) Auxiliary, (5) Business. If we end up with different requirements for different classifications, then you would have to fulfill the requirements for the highest rank of membership. For simplicity’s sake, Chris would like to see everyone have 10 hours of service per quarter.

Respectfully submitted,

Karen S. Miga