



Local 4925 <local4925@gmail.com>

## Philomath Fire

1 message

Michael Tedesco <mike@tlglabor.com>

To: Mark Wolf <mark@localgovtlaw.com>

Cc: Philomath IAFF <local4925@gmail.com>, Zachary Green <zachary@tlglabor.com>, Matt Brozovich - President IAFF 314 <President@salemfirefighters.net>

Wed, Jun 29, 2022 at 3:25 PM

Mark:

There are new issues regarding the Chief in Philomath. The IAFF and the Volunteer Association sent to the Board of Directors a "no confidence" letter concerning the Fire Chief. There was an effort by the Union to reach out to the Chair of the Board to discuss the matter before the issue became public. However, the Chair did not want to meet and discuss the issues. Predictably, the Chief's reaction was extreme when he learned of the letter.

At the morning meeting today, he made several statements designed to intimidate and threaten the union members in attendance. He stated, "You should be willing to die every day you walk in the door here. You should be prepared to die for anyone here." Chief went on to state that "no one would pull my ass from a burning building" except for DC Ferguson and Lillie.

He addressed the article in the newspaper wherein the no confidence letter was described and stated he wanted to talk about "trust and integrity" in the Department. He stated that these are two things we need to have in the Department. The implication is clear that the actions of the Firefighters called in to question their trust and integrity. He indicated that the article did "damage" to the reputation of the Department. He said that people who didn't like working in the Department should leave.

As you know, the Union and its members are protected by ORS 243.662 from retaliation. Unfortunately, the Chief's response to the no confidence letter is unhinged and threatening. Further, as members of the public, IAFF members (and the volunteers) are protected under the Oregon and Federal constitution in their right to free speech.

The Chief's outburst is so disturbing that it is the position of the Union that he should be placed on immediate administrative leave while the District investigates this matter. Furthermore, his presence at the Station is a serious concern to the IAFF members. Should the District not restrict the Chief from the Station or from threatening and intimidating department members from wherever he is, the IAFF will file an unfair labor practice and will likely send a tort claim notice over his actions.

His behavior is illegal and way out of bounds for a leader of the District. This sort of behavior caused the no confidence letter to be sent.

I await your response. Thank you.

Michael J. Tedesco

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