



**Thurston County Fire Protection District 8  
Special Board of Fire Commissioners' Meeting  
December 10, 2018**

MINUTES of the Special meeting held December 10, 2018. Board members present were Commissioners Harper, Berman, Gleckler, Engle and Zvirzdys. Chief VanCamp, Secretary Stumpf and Assistant Chief LeMay were also in attendance. Legal counsel Dave Luxenberg was also in attendance. The meeting was called to order at 11:00 am held at the Pellegrino's Italian Kitchen, located at 205 Cleveland Ave SE, Tumwater.

The purpose of the workshop is meet with legal counsel for a labor relations training workshop.

- Using a Power Point presentation, Dave Luxenberg presented a *Management Employment & Labor Training* that included the following topics:
- Employee complaints and concerns
- Preventing harassment and discrimination in the workplace
- Disabilities and Reasonable Accommodations
- Union Issues and Collective Bargaining Agreements
- Laws, lawsuits and best practices


Following the presentation, questions were asked for clarity. Certificates of attendance were provided.

**Adjourn:**

The Board announced that next regular meeting will be held on December 11, 2018, beginning at 5:30 pm and will be held at the South Bay Station 8-1. There being no further business the motion was made and seconded to adjourn. The motion was passed and the meeting adjourned at 3:00 pm.

**ATTEST:**

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Tom Engle, as Chair for TCFPD 8

  
Richard Gleckler, as Commissioner for TCFPD 8

  
Michael Berman, as Commissioner for TCFPD 8

  
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Gloria Zvirzdys as Commissioner for TCFPD 8

  
William Harper, as Commissioner for TCFPD 8

  
Heidi Stumpf as District Secretary for TCFPD 8