

Achieving an affective Union/Work/Life Balance



Washington State
Council of Fire Fighters

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The Boss

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Course Objectives

- Communication importance
- A mindset of Inclusion
- Family Inclusion in our union
- Setting aside time for yourself
- The “actual Job” affects
- Setting aside family time



Relationship Communications

- Showing appreciation for one another goes a long way
- Mutual respect with the desire to help one another
- Do not forget the small things...

Its as simple as saying please and thank you



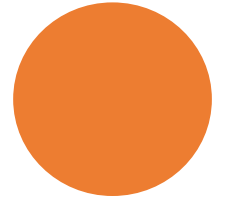
Including your family in what you do

- Give them a foundation
- Take them with you to events
- Ensure they understand what you are doing
- Talk about the types of things you do, why it matters (union vs RTW)
- Understanding the complexity of this career (IAFF, State, Station life, your shift/crew)



Finding time for yourself!

- What do you like to do?
- You have to recharge the batteries!
- Schedule it or it won't happen
- Ensure you communicate with those that you are responsible for.
- Recognizing the other person in the relationship and realize that they have needs too.



Bring them into CBA process

- Include your partner in aspects of your contract
- Communicate why it is important to attend your local meetings
- Consider having partners attend certain local business meetings
- Local Leaders need to use all available resources when negotiating a CBA

This should include our members spouses



Setting aside family time

- Camping
- Home time
- Kids Events
- One-on-one time (doesn't have to be trip to Disneyland, can just be a "date with dad")
- Small things DO matter
- View time off as vacation (set aside a day and "vacation," perspective shift)



Steering new members around trouble

- Educating couples early in their career
- New Member & Spouse welcome event
- Recognize the coping skills we “inherit” on the job, be aware they could be overlapping into home life (detachment)

“
GUARD YOUR TIME FIERCELY.
BE GENEROUS WITH IT,
BUT BE INTENTIONAL ABOUT IT.

”
— DAVID DUCHEMIN

Protect YOUR time

- Work/Life “boundaries”- not balance
- Interruptions = loss of quality time and presence in the moment
- It’s ok to say “no” to opportunities
- Get good at delegation



Team approach to time protection

- Have the conversation with the group
- What boundaries do you all want to put in place?
- What is acceptable?
- Who will cover for you when you are off-line or out of town?
- Clear communication = respect of other's time



Moms marital advise

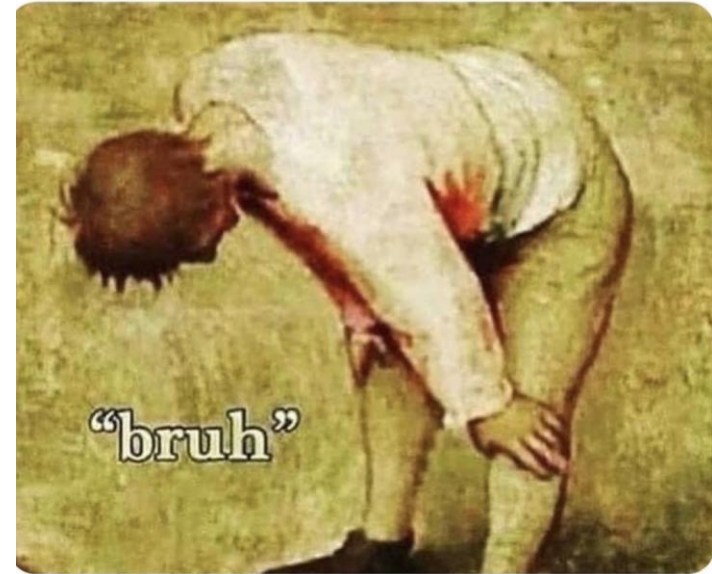


- Let your partner enjoy being at home before you give them the to do list
 - *But let the kids jump on them*
- Trust your partner but be aware



Share the hardships

- Your partner is not the only one to lean on
 - Family
 - Your Crew
 - Your Departments
- Remember you are not the only one
 - Your partner has challenges too
 - Each member of the family also has important challenges to them



Understanding what Jeff does and sees at work

- Jeff deals with Life and Death at work, those are difficult challenges
- How does Melissa make her challenges seem that important
- How Jeff responds to Melissa's challenges is very important

“The Goose Family arrives”



Dads marital advise

- Do what Melissa says son “Yes dear”
- “Jeff you just shut your mouth and do what she says!”
- “Don’t be a dumbass”
- “Hey dumbass remember what I told you”



Don't forget to have fun

- Have a little fun with things
- Not everything at work needs to be serious (this Job is serious enough)
- Don't save it for "when you retire"



Thank You for what you do!

