

## Labor Management Agreement Services Changes FY 2001

Effective October 2000, the Department of Fire-Rescue will increase service levels by adding personnel to eight Squad units to make them Rescue units. To accomplish this modification, personnel must be reassigned and some current procedures, practices and agreements must be modified. The Department and Local 587 agree to the following changes as they apply to current or past practices, policies and/or Labor Management agreements:

1. Personnel assigned to the 42-hour workweek shall be reassigned to a 48-hour (or a 52-hour if eligible) workweek. The 42-hour workweek shall not be eliminated and shall still be a contractual possibility, unless eliminated through the collective bargaining process at a future date. If the new service changes prove to be ineffective or wasteful, 42-hour positions may be re-staffed.
2. All personnel reassigned due to this change will have previously scheduled vacations for calendar year 2000 honored. Personnel on 42-hour workweeks re-assigned to 48 or 52-hour workweeks will select R days as specified within the Labor Management Agreement dated September 29, 1992.
3. Eight new ALS firefighter positions shall be added to all stations having a two person Squad Unit (Stations 1,2,5,6,7,9,10,12). The eight two person units will be transformed into three person Rescue units and staffing of two person units shall cease and all ALS units shall be staffed as Rescue units.
4. The Training Shift Officer positions will be added to swing officer positions as determined by the Department.
5. The current practice of staffing the Hazardous Materials apparatus with a 24-hour driver engineer shall cease.
6. All Paramedic and Emergency Medical Technician re-certification training shall occur off duty, for personnel assigned to 48 and 52-hour workweeks. These personnel shall be paid time and a half, as per the collective bargaining agreement for hours worked. The Department agrees to continue to allow flexibility in the scheduling of personnel, as is the current practice. This will require the Department to continue to offer an ample amount of re-certification courses to allow that flexibility.
7. The following positions shall be included in the Officer or Firefighter vacation selection process; whichever is applicable, effective for vacations commencing January 2001:
  - EMS Captains
  - FCIO personnel
  - Air Truck personnel
8. The Department shall staff all units as specified within the collective bargaining agreement,
9. The new number for daily staffing for shift strength shall be 129. During shift change the Department agrees to hire holdovers to maintain minimum service levels until on duty and

overtime personnel are in place as follows:

- Stations with one unit – personnel required to staff one pumping type apparatus.
- Stations with more than one unit – personnel required to staff one pumping type apparatus and one rescue unit.

10. For department-sponsored courses that occur on-duty, the Department shall place no more than 3 units out of service. This does not include the on duty paramedic program agreed to between Labor and Management.

11. All positions that are created from this change in service shall be bid citywide and awarded using seniority and qualifications as outlined in the current assignment policy.

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