

Firefighters – Additional information on 2009 tentative agreement

24/48 Schedule negotiated

The Committee negotiated a 24/48 schedule to be implemented after facilities are prepared for on-site sleeping.



Under this schedule, you work two scheduled days per week and receive round-the-clock pay. Every Saturday will be scheduled as voluntary overtime and paid at time and one-half for all hours worked.

You will receive 8 hours pay for every designated holiday, whether you are scheduled to work or not. You will receive double time pay for the first 12 hours and straight time for all other hours worked when your work day begins on a designated holiday.

You will receive time and one-half pay for the entire 5-hour period if you are called to an emergency response and cannot get 5 continuous uninterrupted hours of rest. A shift bonus of 20 cents per hour will be paid for all hours worked.

Updated Firefighter job description and Fire Inspector qualifications

The firefighter job description was modified to reflect the role of initial command at an incident scene. Captains will arrive at the scene via an alternate vehicle – no longer on the truck.

Fire Inspector Qualifications were revised to permit senior firefighters to fill open positions and obtain the necessary certificate within 12 months after selection. The training necessary to obtain the Fire Inspector certification will be Company-paid and on Company time.

Technical and Office Labor Grade Structure 27 effective April 20, 2009

Labor Grade	Base Rate	
	Minimum	Maximum
T27	\$13.36	\$29.74

No mandatory overtime

The Committee rejected the Company’s proposal to force mandatory overtime; all overtime is voluntary, but firefighters are encouraged to accept overtime if offered. Stewards will now receive overtime reports at the beginning of each shift.

Employees on military or union leave will not be considered or charged for overtime.

DoT Compliant Driving Assignments by Seniority

Senior Firefighters may volunteer to present a CDL Class A or B license to receive priority for driving assignments for on-site and off-site driving of Fire Apparatus Vehicles.

An emphasis on timely problem resolution

The Union and Company will meet monthly to discuss and resolve problems regarding employee relations, equipment, training, safety, etc. These meetings will be in addition to department Steward activity to represent department employees.

