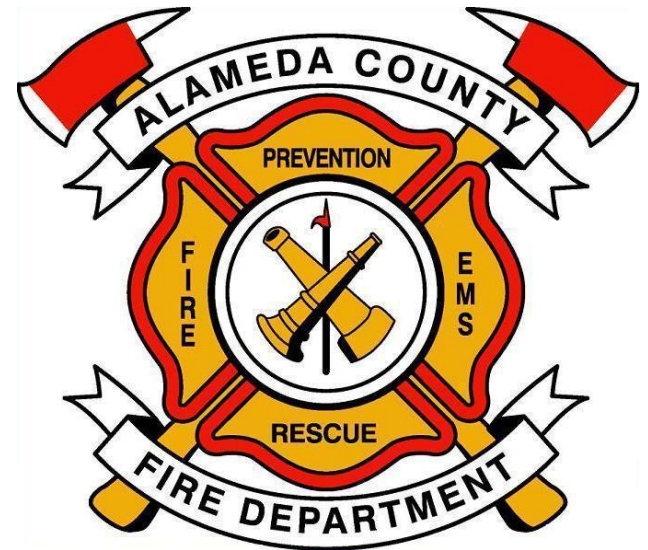


# 2x4 Transition



# ACFD History of 2/4

- **March 14, 2008:** Becker made a motion: “The ACFFA Union supports and pursues implementation of the 48/96 schedule with the goal of achieving enactment of the schedule as soon as possible for a 1 year trial period. Terms and conditions are subject to negotiations and approval.”
- **July 9, 2008:** First proposal, lead by Captain Becker, was given to E-Board.
- **August 2008:** First proposal was submitted to fire chief.
- **October 10,2008:** During command team 2/4 was discussed formally for the first time. Administration felt that there were holes in the report. President Torres and Chief Rocha felt it was best to form another committee where we can incorporate other ACFD members in looking at OAG’s and task force training.
- **December 2008 –January 2009:** Committee met three times to discuss issues.
- **March 9, 2009:** Sideletter of agreement is signed by the Fire Chief.

# March 30<sup>th</sup> and 31<sup>st</sup> 2009

## **Special Meeting Goal:**

- Update our members on the terms and conditions of the 2x4 schedule so each individual can make an informed decision when voting.

$2/4$  vs  $48/96$

# OAG Changes

- 10.000 Payroll & FLSA- There are no changes to the wording of this OAG specifically, however, the FLSA cycle will change to a twenty-four day cycle and will need to be changed on Telestaff. Information regarding FLSA calculations are contained in the 2/4 committee report.

# Transition Sequence to a 24 day cycle

14	15	16	17	18	19	20
B	C	A	C	A	B	B
21	22	23	24	25	26	27
C	C	A	A	B	B	C

A shift: Has 4 days off before first 2/4 tour.

B shift: Has 4 days off before first 2/4 tour.

C shift: Has 3 days off before first 2/4 tour.

**Advantage:** More equal sequence of days off before starting 2/4. Platoons from ACFD and LP will be working the same days allowing us to train together.

# OAG Changes

**14.000 MOU- A sideletter of agreement has been signed by the fire chief on March 9 2009. It reads:**

1. The normal tour of duty for each employee assigned to fire suppression shall be 48 consecutive hours, commencing at 8am. The average number of scheduled hours per week shall be 56. The fire suppression schedule shall include two consecutive 24 hour shifts on-duty and four 24 hour shifts off-duty  
XX 0000 XX
2. This modification in fire suppression schedules shall become effective June 2009 or January 2010 as determined by a vote of the membership of the Union.
3. Any dispute over implementation, application or interpretation of this sideletter shall be resolved through the grievance procedure of the MOU.

# OAG Changes

15.000 Rules & Regulations- No changes.

20.000 Vacation Selection- The wording of this OAG will change slightly to describe a tour meaning two shifts instead of three. Please refer to original 2/4 committee report for the exact wording.

# OAG Changes

20.015 Staff Work Schedules- No changes.

23.000 Trades- Although it may seem that our trade policy may change because we are now working 48 hours strait, we will still consider each shift to be 24 hours not 48 hours.

Therefore, the Trade OAG will not change.

23.001 Transfers & Assignments- No change

# 23.003 Overtime

- Exact changes to OAG 23.003 are in the latest proposal package on Local 55 website.
- These changes are an attempt to resolve staffing issues on the second day of the 2/4 tour.
- Theoretically speaking, during this second day there will be no individuals coming off duty for BC's to mandatory for the second day. Calling people from home can take a significant amount of time depending on the time of year and our staffing levels.
- Even though most of the year we have several people on trades and overtime that can be available for mandatory, we still wanted the mandatory pool to be larger.

# Overtime Scenarios

- Scenario 1: At 1900 on the second day of A shift's 48 hour tour, there is a firefighter vacancy at station 1 for 24 hours on the first and second shift of B shift. If all attempts to fill these vacancies off of the availability call back list are unsuccessful, the Firefighter first on the on-duty mandatory list will be placed on the first 24 hour shift at station 1 and the second Firefighter on the list will be placed on the second shift at station 1. Both Firefighters will be contacted at their station on A shift the night before the B shift tour begins. Firefighter 2 will have to go home for a day and come back for mandatory overtime the next day.

# Overtime Scenarios

- Scenario 2: On the afternoon of A shift's first shift of the 48hr tour a firefighter at station 2 becomes sick and needs to go home causing a vacancy for 20 hours for the first shift and 24 hours for the second shift. The voluntary OT list has been exhausted for the first day, and a firefighter is needed. Here we will use normal mandatory OT calling practices and fill the position for the rest of the shift. At 1900 on the night of the first shift, there is still a 24 hour vacancy for the second shift. The long hour call list will be used to fill the vacancy. If unable to fill, the BC will mandate personnel per existing policy. Personnel on trades, overtime, and mandatory overtime will be considered available for mandatory on the second shift.

# OAG Changes

23.004 Daily Staffing Guide- No Change

25.000 Safety Personnel Uniforms- No Change

26.000 Jury Duty- No Change

26.001 Compensation Time Use- No Change

26.002 Emergency Leave- No Change

26.006 Sick Leave- No Change

27.000 Physical Fitness Policy- No Change

31.000 Emergency Recall- No Change

35.001 EOC/DOC Staffing- No Change

# OAG Changes

37.002 Out of County Mutual Aid- We might need to revisit.

40.002 Station Visitation- No Change

40.007 Operational Scheduling Guideline- No Change

40.010 Fire Station Demeanor- No Change

42.000 Fire Station Maintenance Schedule- All personnel will continue to maintain apparatus, equipment, and stations the same as before because we are still treating each day as an individual 24 hour shift. There are no changes to this OAG.

61.000 Fire Company Assigned Activities- No change.

63.001 Station Tours- No change.

63.003 Public Education Scheduling- No change.

71.001 Apparatus Maintenance- No change.

87.000 Incident Report Writing- No change.

Trial Period

# Christmas Eve/Christmas day

22	23	<b>24</b>	<b>25</b>	26	27
A	A	B	B	C	C
A	B	A	B	C	C

Is there going to be a Re-bid for  
station assignments?

# Service Day Change

# Implementation Dates

## **June 19, 2009**

- Additional vacation picks.
- Possible additional calendar order.
- Additional trip down south to make Telestaff changes.
- Apply new task force training model to the master calendar for EMS and Training Division for second half of 2009.

## **January 21, 2010**

- Vacation picks and calendar orders for 2010 will be in the month of November 2009.
- Annual trip to southern California for Telestaff committee will be made.
- EMS and Training Division will complete task force training schedule for 2010 in October of 2009.

# Arguments for certain transition dates

## June 19, 2009

- “We’ve waited too long already. Let’s start now!”
- “We can always get trades if we can’t secure our original vacation dates.”
- “I won’t have to use as much vacation.”
- Fear of losing 2x4 if we wait too long.

## January 21, 2010

- “We need more time to secure a court date for child custody.”
- “I will need to take more vacation days that I didn’t expect.”
- Fear of losing vacation picks.
- “I don’t like the schedule.”

# Personal Responsibility

- Check out your equipment!
- Fulfill training requirements!
- Pick up your phone!
- Participate and get involved!