

2018 IAFF Labor Agreement Summary **:

Two-year agreement (2019, 2020)

Economic:

- Article 8, “Wages”:
 - 2019: 2.5% COLA:
 - 2020: 3.0% COLA:
 - \$1.00 per hour premium pay added for Firefighters, FOA’s, and Fire Captains that perform Advanced Life Support (ALS) duties in the capacity of a paramedic (effective January 1, 2019).

Non-Economic:

- Article 1, “Recognition”:
 - Fire Protective Equipment Technician position added to the IAFF agreement (moved from AFSCME representation).
- Article 6, “Hours of Work”:
 - All newly hired employees assigned as a cadets were added to the fixed week work cycle.
- Article 8, “Wages”:
 - Step-pay tables were added for Emergency Vehicle Technician and Fire Protective Equipment Technician; and clarification language on the setting of step anniversary dates being adjusted.
 - Section 12, A and B language removed, now covered with the addition of the language for the ALS initiative.
- Article 9, “Overtime”:
 - Extra duty language in Section 3 moved to SFFR Administrative Policy, and referenced as such.
 - Removed obsolete language in reference to 204 hours that was related to guaranteed overtime.
- Article 10, “Emergency Call-In”:
 - Added a new Section 2, “Administrative Policy” detailing that Emergency Call-In would be regulated by AP 400.1, and that any changes must be mutually agreed upon by the Committee for Union-Management Cooperation before implementation.
- Article 12, “Certification and Promotion”:
 - Emergency Vehicle Technician position will be required to possess a Commercial Driver’s License.

- Article 22, “Vacations”:
 - Clarification language added in Section 4 to better define how the annual vacation pick process is administered.

- Article 23, “Holidays”:
 - Clarification language added in Section 4 and 5 regarding the process for use of holiday leave and holiday pay eligibilities.
 - New “Exhibit F” was added detailing specific holiday calculation methods.

- Article 24, “Military Service Leave”:
 - Clarification language added regarding current practice of military leave involving pay augmentation, and time off for initial active duty or military other training.

- Article 26, “Sick Leave Payout”:
 - Obsolete language in Section 1-C regarding sick leave payouts was removed.

- Article 27, “Funeral Leave”:
 - Obsolete language in Section 2 was removed.

- Article 29, “Firefighter Occupational Health and Safety”:
 - Added language in Section 2 related to the Health and Safety Committee’s process to address any physical performance requirement changes.
 - Union-Management Cooperative Committee reviewed the article and updated it to reflect current operations, and added reference to the future development of a “Mental Health and Well-Being Program”.

- Article 30, “Occupational Medical Program”:
 - Updated references to Union/Management committee and administrative policy.
 - Added Fire EMS Educator and Fire Protective Equipment Technicians as positions that will require annual medical evaluations to determine fitness for duty.
 - Clarification language referencing to the most current applicable NFPA standards, rather than naming a specific standard edition.

- Article 31, “Health-Related Fitness Program for SFFR Members”:
 - Clarification language referencing to the most current applicable NFPA standards, rather than naming a specific standard edition.

- Article 32, “Insurance and Bonds”:
 - Removed obsolete language in Section 2 related to the employer requiring an employee give bond (obsolete). Article renamed “Insurance”.

- Article 34, “Uniforms and Equipment”:

- Clarification language added as to when the annual uniform allowance would be paid to employees.
- Article 43, “Committee for Union-Management Cooperation”:
 - Language added to allow an open number of representatives (by mutual agreement) that may serve on the committee.
 - Clarification language referencing to the most current applicable NFPA standards, rather than naming a specific standard edition.
- Article 44, “Definitions”:
 - Section 8 was removed by mutual agreement, redundant language.
- Article 46, “Personal Leave”:
 - The language in this article was moved to become Article 28, all other articles were re-numbered in the final agreement.
 - Clarification language added concerning use of personal leave balances. Employees with less than one-hour of personal leave balance must use the remaining the balance in its entirety.
- Article 48, “Discipline and Discharge”:
 - Language was removed related to disciplinary reports being forwarded to the Civil Service board. This does not happen unless there is an appeal made to the Civil Service Board by an employee.
- Article 50, “Substance Abuse Prevention Policy”:
 - Language was updated to reflect current City policy.
- **NEW** Article 52, “Advanced Life Support (ALS)”:
 - Documents the City’s and SFFR procedures for providing Emergency Medical Services (EMS) at the Advance Life Support (ALS) level; as established and regulated by SFFR Standard Operating Policy 300.9
- Article 54, “RHS Plan”:
 - Obsolete language was removed related to a requirement of participation in the plan by a firefighters hired before December 31, 2016 with at least 12-years of service. The language no longer applies to any current employees.
- Article 55, “Employee Savings Plan”:
 - Effective January 14, 2019, all contributions to the plan must be made on a percentage basis and all employees not currently participating in the Plan will be enrolled at a one (1) percent contribution rate of pre-tax earnings. Employees have the option to opt-out of the plan at any time after enrollment.

** Articles 28 and 52 affected the numbering of articles in the new agreement, causing re-numbering in the final agreement. Article numbers as noted on this document are stated as the original article numbers before bargaining was completed.