

June 2, 2023

Hello All,

Effective June 29, 2023, Members will be restricted from working more than 120 consecutive hours.

This stipulation was enacted because of the MOU voted into place in June of 2022, and affects the following policies:

- OAG 23.000 Trade Policy
 - Section II. B & C.
- OAG 23.003 Overtime Call In
 - Section I. O-Q.
- OAG 23.004 Daily Staffing Guidelines
 - Section II. F-H.

However, upon its immediate implementation, we will reside within the outlined criteria that “the 120-hour consecutive maximum will be *annually suspended on June 24 through July 14* and again on December 14 through January 4.” Therefore, we can expect the earliest restrictions to possibly take place on July 15, 2023.

The policies outline three parameters that can be utilized to temporarily suspend the maximum consecutive 120-hour rule. However, the policies state “the Fire Chief or their designee *MAY* override the 120 consecutive hours worked limitation.” *May* override, not *shall* override. There is a possibility that the maximum consecutive 120-hour rule remains in effect even if the parameters are met.

It is unknown yet how this rule will affect Member’s abilities to work overtime, our daily staffing, and the impacts it may have on this department. It is also unknown exactly how Members will be notified of the suspension of the maximum consecutive 120-hour rule, or how long suspensions will last. There may very well be a rough adjustment period to this change.

Telestaff will have built in restrictions that prevent Members from working more than a consecutive 120-hours.

As of June 1, 2023, none of the parameters are met for qualification to temporarily suspend the maximum consecutive 120-hour rule.

Indignantly,
Eddie Dutch

Questions and Answers

- How many days is 120 hours?
 - o 5 consecutive days.

- Can I work overtime my entire 4-day and get DB for my regular shift since it puts me past 120 consecutive hours?
 - o No. Telestaff will prevent you from working overtime or a trade based on your normally scheduled shifts and how it factors into the consecutive 120-hour max.
 - Example: **Day 1, Day 2, OT, OT, OT, OT, Day 1, Day 2**
 - Telestaff will prevent you from working one of the OT days based on when you are awarded overtime and how it coincides with your regular duty days.

- What if I take Vacation or Comp Time?
 - o That will count towards your 24 hours off (required per the policies) and change where/how 120 consecutive hours may affect you.
 - Example: **Vacation, Day 2, OT, OT, OT, OT, Vacation, Vacation**

- Can I work more than 120 hours if I'm on a trade?
 - o No. Trades fall under the same restrictions as overtime.

- Can I receive Mandatory Overtime past 120 hours.
 - o No.
 - o The trial period of Day 1 and 2 mandatory only will also be in effect during the 120 hour rule.

