

April 6, 2023

Hello Members,

Tomorrow, April 7, 2023, we will begin a 6-month trial period in how Mandatory Overtime is administered. This trial was spurred by a motion made at the December General Membership meeting that read:

“To change the overtime policy for 56-hour members. Mandatory overtime can only be assigned on days 1 and 2 of a member’s four day. Exception of this rule would be anytime mandatory is assigned 8-9 days out. This would be a 6-month trial study and need to be voted in at the end. If at any time the E-board and management agree that this policy change creates hardship, the trial study can be altered or terminated. The trial period would start on April 1st of 2023.”

The motion was sent to the Membership for a vote and passed on January 3, 2023.

This trial period has been discussed and agreed upon by Labor and Management and was announced in Memo #97-003 Mandatory Overtime Assignment Trial Period (56-hour Personnel) issued on March 31, 2023.

Effective April 7, 2023, Members will only be eligible for Overtime Mandatory on Day 1 and Day 2 of their 4-Day only.

A Shift would be eligible for mandatory on B Shift, but not C Shift.

B Shift would be eligible for mandatory on C Shift, but not A Shift.

C Shift would be eligible for mandatory on A Shift, but not B Shift.

There are two exceptions to this trial study. The first comes from the motion, “exception of this rule would be anytime mandatory is assigned 8-9 days out.” These include the following instances:

*Site 300 Control Burn
Independence Day
Thanksgiving Day
Christmas Eve
Christmas Day (9 Day Out)*

The second exception is in the event there are no more available bodies of any rank to staff apparatus. This would prevent “brownouts” of any ACFD stations and/or apparatus. In this instance, individual(s) may receive Mandatory Overtime on Day 3 and/or Day 4 of their 4-Day. This would be a very special circumstance.

Outside of those two exceptions, Members are not eligible for Mandatory Overtime on Day 3 or Day 4 of their 4-Day. This is not affected if a person works Voluntary Overtime or is Trade Working at any point during their 4-Day.

Example 1: A person works Voluntary Overtime (or Trade Working) Day 2 of their 4-Day. They are not eligible for Mandatory Overtime Day 3 and/or Day 4 of their 4-Day.

Example 2: A person works Voluntary Overtime (or Trade Working) Day 3 of their 4-Day. They are not eligible for Mandatory Overtime Day 4 of their 4-Day.

Members will only be eligible for Overtime Mandatory on Day 1 and Day 2 of their 4-Day only, outside of the two previous exceptions.

Members are also not restricted from working Voluntary Overtime Day 3 and/or Day 4 of their 4-Day.

A perceivable side-effect of this trial study is the potential for out of rank Mandatory. If there are no more within rank personnel to Mandatory, OAG 23.003 Overtime Call-In Section III.C.4. outlines “as a last resort, qualified members may be mandated out of rank to maintain staffing.” This practice already occurs under certain circumstances and is codified in policy.

If there are any questions or discrepancies, please seek proper resolution following Policy 23.003 Overtime Call-In, Memo #97-003 Mandatory Overtime Assignment Trial Period (56-hour Personnel), and your ACFFA District Rep.

Labor and Management will review this trial study regularly and evaluate its impacts on our Members and the ACFD. Per the motion, and Memo #97-003 “this trial period may be terminated at any time within the six months by Management or Labor.”

Thank you,
Eddie Dutch

