

2018 CITY OF SAN JOSE - IAFF NEGOTIATIONS
TENTATIVE AGREEMENT

2/16/18
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IAFF PROPOSAL 3 – “48-96” Pilot Program
IAFF Proposed Language

Effective upon signing, ratification and approval of this contract, the Pilot Program for the 48-96 work schedule will be determined to have been successful, and immediately concluded without a recommendation for termination or extension.

As per the terms of the Side Letter Agreement, section 5 (c), the “48-96” schedule shall become the standard 56-hour work schedule for all 56-hour personnel excluding Arson.

As per Agreement term 14.11, this schedule “shall continue during the term of this Agreement unless mutually changed by the parties.” Also, as per the terms of the Side Letter Agreement, section 5 (c), a new section shall be added to the Memorandum of Agreement, as follows:

ARTICLE 51 RESPONSE TIME REQUIREMENT

As a condition of employment, all employees hired after January 1, 2017 shall reside within one hundred and twenty (120) minutes travel time from the nearest City of San José fire station. Travel time shall be determined by the total estimated automobile trip time without traffic as calculated by Google Maps™ or map program mutually agreed to by the parties. Employees who reside outside of this area on their hire date must change their residence to a location that complies with this requirement within one hundred and eighty (180) days of their completion of probation. Once a member’s residence has been determined to fall within the travel time requirements, it will continue to be considered to fall within the requirements regardless of subsequent road network, speed limit, fire station location, mapping service or similar changes that do not affect the physical location of the residence.

This term is proposed as a component of a package agreement.