

SAPFFA Counterproposal (Promotions and Union Leave), 05-01-2024

ARTICLE 32 - PROMOTIONS

Sections 1-8. [Same as 2020-2024 CBA]

Section 9. Appointment to Assistant Chief and Deputy Chief.

The Chief shall have the right to appoint six (6) Assistant Chiefs which rank immediately above the rank of District Chief and rank below the Deputy Chief in the chain of command. The Chief shall have the right to appoint ~~two (2)~~ four (4) Deputy Chiefs which rank immediately above the rank of Assistant Chief and rank below the Chief in the chain of command. ~~Effective October 1, 2011 the Chief shall have the right to appoint one (1) additional Deputy Chief for a total of three (3) Deputy Chiefs.~~

[Remainder same as 2020-2024 CBA]

ARTICLE 6 - UNION ACTIVITY

Sections 1-3. [Same as 2020-2024 CBA]

Section 4. Union Leave Pool.

Effective the first full pay period after October 1 of each year in accordance with Article 17, Section 2, ~~three (3)~~ six (6) additional hours vacation leave per filled Fire Fighter position per year will be deducted to establish and maintain a pool of leave hours. This leave will establish a pool of paid time to be granted to individuals selected by the Union to conduct Union business hereinafter referred to as "Union Leave." Leave usage will be governed by the following guidelines:

1. ~~No~~ Carry-over of leave pool hours shall be permitted.
2. Limit to the number of persons off at any given time: Fire-3, EMS-2, and one (1) each from Services, Arson, Fire Prevention, Training, and Communications.
3. Limit to the number of persons off per Firefighting company-1.
4. Not more than six (6) persons off at the same time.
5. Leave increment must be equal to or greater than eight (8) hours for Firefighting or EMS divisions and four (4) hours for all forty (40) hour divisions.
6. Where leave increments are above the minimum hours, said increments must be not less than two (2) hours.
7. Request for leave must be made by the Union President or her/his designee.
8. Request for leave must be directed to the Fire Chief or her/his designee, via e-mail or fax.
9. Request for leave must be received at the Fire Chief's Office prior to 12:00p.m., (noon), of the shift prior to the shift of leave usage.
10. Request for leave must be in writing, signed by the Union President or her/his designee, include the names and assignments of employees selected to be on Union Leave and indicate the duration of leave requested for each employee.
11. Employees participating in initial specialized training, (Paramedic or Arson), shall not be authorized to utilize Union Leave while participating in said training.
12. The Fire Chief may deny a request for Union Leave where said request is for an employee assigned to the following positions: Special Projects, Professional Standards, Personnel, Training, Services, Fire Prevention, Arson, Special Teams Coordinator, Safety Officer, and personnel performing special projects receiving higher classification. However, members of the Union Executive Board in any such position shall be subject to Section 4.A.13. of this Article.
13. The Fire Chief may deny a request for Union Leave where approval of said request would be operationally detrimental to the Department. In the event that the Chief denies such a request, the Union may request the reason for the denial. If this occurs the Fire Chief shall explain the reason for said denial in writing.

14. The Fire Chief retains the right to recall employees to duty during an emergency or special event involving an overriding need for protection of the citizens of San Antonio.

Nothing in this Article has any effect on rights and prerogatives of the Union, employees, or the Fire Chief with respect to employees attending meetings, conventions, conferences, seminars, or other Union functions on the employee's own time or Union lay-off time.

Sections 5-7. [Same as 2020-2024 CBA]

ARTICLE 17 - VACATIONS

Section 1. [Same as 2020-2024 CBA]

Section 2. Additional Vacation Hours.

In addition to the vacation accrual amounts outlined in Section 1 of this Article, beginning the first full pay period after October 1, of each year, each employee shall receive an additional ~~3 hours~~ 6 hours of vacation each fiscal year. This Section provides hours for Article 6, Section 4 Union Leave.

Sections 3-7. [Same as 2020-2024 CBA]

Date: _____

For the City

For the Union