

RESOLUTION 2012-W

A RESOLUTION OF THE COUNCIL OF THE TOWN OF EATONVILLE APPROVING AND RATIFYING A LETTER OF UNDERSTANDING WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 483, ADDRESSING THE WORK SCHEDULE OF THE TOWN'S FIREFIGHTERS AND PARAMEDICS

WHEREAS, the International Brotherhood of Electrical Workers, Local 483, (IBEW) is the bargaining unit for the Town's employees, including firefighters and paramedics;

WHEREAS, IBEW agreed on December 20, 2011, to a Letter of Understanding (LOU) addressing the work period for the Town's firefighters and paramedics;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE TOWN OF EATONVILLE AS FOLLOWS:

Section 1. The Town Council hereby ratifies the Mayor's execution of the Letter of Understanding with the International Brotherhood of Electrical Workers, Local 483 (hereinafter "IBEW"), which is attached hereto and incorporated herein by reference, and said ratification shall be construed to represent the Council's authorization from the date on which the Mayor executed said Letter of Understanding.

Section 2. If the ratification described in Section 1 shall be adjudged by any court of competent jurisdiction to be invalid, then the Mayor is hereby authorized to execute a Letter of Understanding with IBEW containing the same substantive terms as the Letter of Understanding attached hereto, including a term that gives said LOU retroactive effect to January 1, 2012.

Passed by the Council of the Town of Eatonville at a regular meeting this _____ day of April, 2012.

Ray Harper, Mayor

ATTEST:

Chrystal McGlone, Town Clerk

APPROVED AS TO FORM:

Town Attorney

Letter of Understanding
Between
IBEW Local 483
And
The Town of Eatonville

The Town of Eatonville and the International Brotherhood of Electrical Workers, Local 483 agree that a Letter of Understanding is needed to establish a new work schedule for the shift Firefighters/Paramedics. The following schedule shall supersede the schedule in the Collective Bargaining Agreement (CBA) Article 16.1.B. The new schedule shall commence January 8, 2012. Either party may elect to discontinue this schedule and return to the schedule in Article 16.1.B with sixty (60) days notice of change. The new schedule will be a one (1) year trial and will become permanent after that, if both parties agree. The following changes shall supersede the current CBA.

Art. 16.1

B. Firefighter/Paramedic: The "work period" recognized under section 7(k) of the F.L.S.A. shall be twenty-six (26) days.

A shift is defined as a twenty-four (24) hour period from 07:00 to 07:00.

The schedule worked by the Firefighters/Paramedics (FF/PM) is known as the Forty-Eight/Ninety-Six (48/96) schedule. The shift schedule shall consist of two (2) shifts on, followed by four (4) shifts off. The schedule will repeat every six (6) days. There will be three (3) assigned shifts and one (1) cross-shift rover shift. Each FF/PM shall work eight (8) shifts in a work period. The shift that is assigned more than eight (8) shifts in a work period shall take the last two (2) shifts off, without pay, during that work period. The fourth FF/PM would be the cross-shift rover and would be used to fill the vacation, sick, furlough, TSR and Kelly Days of the other three (3) FFs/PMs.

Example: A-shift is assigned ten (10) shifts, B-shift is assigned eight (8) shifts and C-shift is assigned eight (8) shifts to total the twenty-six (26) day work period. A-shifts shall take the last two (2) shifts off without pay, to be worked by the Cross-shift Rover FF/PM. The rover FF/PM shall work eight (8) shifts, as assigned by the supervisor, during a work period.

Art. 16.3 Overtime:

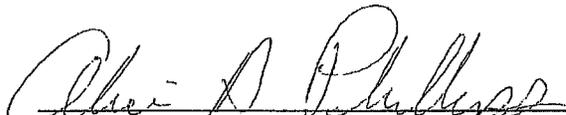
C. Firefighter/Paramedic: Work on Sunday is considered a regular shift and no special pay is required unless it is on one of the selected holidays as listed earlier. For the purpose of calculating overtime, the Town will follow the 7 (k) F.L.S.A. twenty-six (26)

day duty cycles. Any hours worked over one hundred ninety-seven (197) in a twenty-six (26) day duty cycle will be paid at the overtime rate.

Art. 19.5

Firefighter/Paramedic hourly rate shall be determined by dividing the monthly rate of pay by two hundred twenty-four (224) hours.

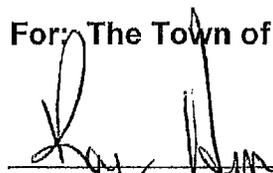
For: Local 483, International Brotherhood of Electrical Workers



Alice A. Phillips, Business Manager

12/20/2011
Date

For: The Town of Eatonville



Ray Harper, Mayor

12/21/2011
Date