



## Uniform Collective Bargaining Agreements

### What is Collective Bargaining?

Negotiations between employers and a group of employees to determine conditions of employment, such as wages, working hours, overtime, holidays, sick leave, vacation time, fringe benefits, training, and working conditions.

Employee/employer negotiations result in a written agreement also known as a collective bargaining agreement (CBA) that lasts a set time period, such as three years.

In San Antonio, voters approved CBA's for Police and Fire employees only. These agreements last for five years.

**The City of San Antonio** negotiated its first CBA with the Police and Fire Unions in 1975/1976

[Click here to see the current Police and Fire Collective Bargaining Agreements](#)

**Current Collective Bargaining Contracts:**  
Current contracts with Police and Fire Unions are set to expire on September 30, 2014

The City of San Antonio will begin collective bargaining negotiations with the Police and Fire Unions in March 2014.