

1st collective bargaining
agmt

JT:dc
7-7-75

AN ORDINANCE **45470**

AUTHORIZING EXECUTION OF AN AGREEMENT BETWEEN
THE CITY OF SAN ANTONIO AND INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS LOCAL 624 IN
ACCORDANCE WITH THE FIRE AND POLICE EMPLOYEE
RELATIONS ACT.

* * * *

WHEREAS, the City of San Antonio has bargained in good faith with the International Association of Fire Fighters Local 624 in accordance with the provisions of the Fire and Police Employees Relations Act, and in accordance with bargaining rights granted Local 624 by the Citizens of San Antonio through referendum, and

WHEREAS, an agreement has been reached between the two bargaining teams on twenty-four (24) of twenty-six (26) items, with the unresolved demands being as follows:

WAGES

The City shall grant a six (6) percent across-the-board salary increase to all Firefighter classifications effective on the first pay period beginning on or after August 1, 1975.

The City shall grant a two (2) percent across-the-board increase to all Firefighter classifications, effective on the first pay period beginning on or after February 1, 1976.

In the event, other City employees receive a cumulative increase greater than eight (8) percent, the Firefighters shall be granted the equivalent percentage increase.

PARKING

The City shall provide without cost to the employees assigned to Fire Station Number 1, Fire Alarm, and Emergency Medical Service Dispatching, adequate parking space adjacent to or near those work locations.

and,

WHEREAS, these unresolved issues will ultimately be resolved by a Local District Court and will be binding upon the City, and

WHEREAS, the effective date of this agreement is to be August 1, 1975 and the expiration date is July 31, 1976; NOW THEREFORE:

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:

The City Manager is hereby authorized to execute a collective bargaining agreement in behalf of the City with the International Association of Fire Fighters Local 624. A copy of said agreement is attached hereto and incorporated herein for all purposes.

PASSED AND APPROVED this 10th day of July, 1975.

Richard J. Jaramila
MAYOR
PRO TEM

ATTEST: *J. H. Duellman*
City Clerk

APPROVED AS TO FORM: *J. M. Jarmila*
City Attorney

75-39

AN AGREEMENT
BETWEEN
THE CITY OF SAN ANTONIO
AND
LOCAL 624
INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS

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PREAMBLE

The following agreement by and between the City of San Antonio, Texas hereinafter referred to as the City, and Local 624, International Association of Fire Fighters (I.A.F.F.), hereinafter referred to as the Union, is recorded in accordance with the Fire and Police Employee Relations Act of the State of Texas. The City and the Union agree that the efficient and uninterrupted performance of the municipal fire fighting function is a primary purpose of this agreement, as well as the establishment of fair and reasonable compensation and working conditions for Fire Fighters of the City. The agreement has been reached through the process of Collective Bargaining with the objective of serving the aforementioned purposes and with the further objective of fostering effective cooperation between the City and its Fire Fighters. Therefore, this agreement is intended to be in all respects in the public interest.

ARTICLE 1 - DURATION OF AGREEMENT

This agreement shall be effective as of the 1st day of August, 1975 and shall remain in full force and effect until the 31st day of July, 1976.

ARTICLE 2 - RECOGNITION

The City recognizes the Union as the exclusive bargaining agent for all Fire Fighters of the San Antonio Fire Department with the sole exception of the Chief of the Department.

ARTICLE 3 - PAYROLL DEDUCTION OF DUES

The City agrees to deduct on the first period of each month, dues and assessments, in the amount certified to be current by the Financial Secretary of the Union and verified by the Director of Finance from his records, from the pay of those employees who individually request in writing that such deduction be made. The total amount of deductions shall be remitted, each month, by the City to the Financial Secretary of the Union.

ARTICLE 4 - LIMITATION ON UNION ACTIVITY

Union members or officers shall not conduct Union business on City time except as specified by this agreement or as further authorized by the City Manager or the Fire Chief.

The Union may schedule meetings pertinent to Union business on Fire Department property insofar as such meetings are not disruptive to the duties of the employees or the efficient operation of the Fire Department, and provided that permission for such meeting is obtained in advance from the Fire Chief or his designated representative.

Union members or officers may conduct Union business on City time, at their work location, as long as such Union business does not interfere with their Fire Department duties.

Union Negotiating Committee members who work a regularly scheduled 40-hour week will be given time off with pay for the purpose of attending bargaining sessions. Union Negotiating Committee members who are assigned fire fighting duties and/or who work shift work will be given time off with pay for the purpose of attending bargaining sessions, provided that the number of such committee members does not exceed three (3) at any one time.

Nothing in this agreement is intended to restrict or prohibit employees from attending meetings, conventions, conferences, seminars, or other Union functions on the employee's own time.

