

LETTER OF AGREEMENT

Article 9. Hours of Work
48/96 Schedule Pilot Program

This Letter of Agreement is entered into between the State of Oregon by the Department of Administrative Services (DAS), Labor Relations Unit on behalf of the Military Department (Agency), and the International Association of Firefighters, Local 1660 (Union).

Background:

The Firefighters have traditionally worked a cycle consisting of twenty-four (24) hours on and forty-eight (48) hours off. (see Article 9: Section 1 of the collective bargaining agreement) It is anticipated that transitioning the work unit to a cycle of forty-eight (48) hours on and ninety-six (96) hours off will improve operations, morale and remain cost neutral. The parties agree that the purpose of this letter of agreement is to pilot a schedule change from 24/48 to 48/96.

Agreement:

The work unit will transition to the new 48/96 cycle effective May 30, 2018 according to the attached schedule. All three shifts (A, B and C) will each be rotating in two (2) day blocks, (48 hours) with the following four (4) days (96 hours) off. The transition will occur as follows; C Shift will begin the new schedule by working May 30 and 31. A Shift will be taken off of the current schedule for May 31. A shift will start their 48- hour block on June 1 and 2. B Shift will start their 48- hour block on June 3 and 4. None of the actions required for transition from a 24-hour shift to a 48-hour block will cause overtime or a reduction in pay.

The Parties agree to meet and review the schedule, identify concerns and improvements at any time throughout the pilot period, but no less than every three months.

This initial pilot schedule will run for seven (7) full months ending on December 31, 2018 and may be extended by management until June 30, 2019. This pilot is non-precedent setting and may be ended without further notice on December 31, 2018. This letter of agreement expires on June 30, 2019.

For the State:



Kimberly B. Proffitt, J.D.
DAS; Labor Relations

5-21-18

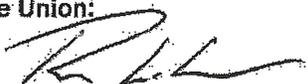
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Ibzan "Omar" Ortiz MSgt. ORANG
Installation Fire Chief, Portland

Date

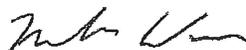
For the Union:



Rocky Hanes, IAFF Representative

5/17/18

Date



Mike Wou, IAFF Local 1660

5/18/18

Date