

2022 Collective Bargaining Negotiations
City of Laredo and the Laredo Fire Fighters Association, Local 872

TENTATIVE AGREEMENT

ARTICLE 10

DUTY HOURS

10.1 Every firefighter and fire investigator, who is a member of the fire suppression force shall be required to work the following work schedule:

- a. A 24-hour work shift; followed by,
- b. A 48-hour rest period; then repeating itself, except when changing from one shift to another.

The 24-hour work shift and workday shall begin at 8:00 a.m. unless a firefighter is otherwise directed by management or by federal law.

10.2 Firefighters not assigned to the fire suppression force shall observe a workweek of forty (40) hours that shall be scheduled in the most efficient and economical manner by the Fire Chief.

10.3 For the purpose of preventing a Did Not Report (DNR), two (2) emergency exchanges per contract year shall be allowed for all Employees who work at the same fire station, subject to the approval of that Fire Station's district chief or captain if there is no district chief at that station. These exchanges shall be for maximum of four (4) hours each. Employees requesting emergency exchanges must make such requests prior to 8:00 a.m., on the day requested for exchange and provided that the person filling in as part of the exchange is qualified to perform the duties for the person requesting the exchange, and that such exchange will not disrupt normal Fire Department operations.

10.4 Firefighters may be granted up to five (5) exchanges per month upon the approval of the Fire Station's district chief, captain, or acting captain. Further, provided that the person filling in as part of the exchange is qualified to perform the duties for the person requesting the exchange, and that such exchange will not disrupt normal Fire Department operations. Shift exchanges will be paid back hour for hour, date of payback must be stated on work exchange form but may be changed as needed and agreed upon by the employees. If there are any changes to the initial date of payback, the firefighters must notify the Station's district chief, captain, or acting captain.

10.5 "Ready for Duty". All members of the classified service who fail to report for duty at their designated time shall be considered to not have reported for their shift. They shall not be allowed to remain or return to duty and shall not receive any pay or benefits for the time period specified in Article 10.6. For the purposes of Sections 10.5 and 10.6 only, both parties waive their rights and

obligations imposed by Chapter 143 of the Texas Local Government Code.


10.6 Any tardiness will be classified as a DNR (Did Not Report) for duty at 8:00 a.m., and the member will be charged with absence without leave unless otherwise determined by the Chief. The Chief will have up to thirty (30) days to charge the member under this Section. Further,

- a. A first DNR will warrant a 12-hour suspension (1 calendar day). In cases where the first DNR is less than fifteen (15) minutes and a member has gone twelve (12) months without a DNR, the 12-hour suspension will be waived, but will count as the first DNR for all subsequent DNR's received.
- b. A second DNR within the preceding twelve (12) months will warrant a 24-hour suspension (2 Calendar days)
- c. A third DNR within the preceding twelve (12) months will warrant a 48-hour suspension (4 Calendar days)
- d. A fourth DNR within the preceding twelve (12) months will warrant a 72-hour suspension (7 Calendar days)
- e. A fifth DNR within the preceding twelve (12) months will warrant a 96-hour suspension (10 Calendar days)
- f. A sixth DNR within the preceding twelve (12) months will warrant a 120-hour suspension (15 Calendar days)
- g. A seventh DNR within the preceding twelve (12) months will warrant an indefinite suspension.

Tentatively agreed, subject to agreement on the entire contract, on this 15th day of SEPTEMBER, 2022 at 5:00 p.m.


For the City

Roxana I. Perez Stevens
Printed Name


For the Association

Carlos R. Lozano
Printed Name

