



20-010
3/16/2020

Special Order

ISSUER: DeMarco

1 of 1

PULL DATE: None

Emergency Changes to Working Conditions

Emergency Working Conditions

Under the existing state of emergency, working conditions are evolving, and impact the collective bargaining agreement. The following provisions will be implemented and memorialized by MOU as emergency measures to protect the members and community. Therefore, effective immediately:

Voluntary Vacation Cancellation

Members may choose to voluntarily accrue scheduled vacation hours. The 385-hour contractual cap will be lifted for 2020 to 481 hours for now. This may lift again if necessary. Contact your BC to cancel any vacation days you choose.

Sick Leave Incentive

The language allowing for the annual sick-leave incentive is hereby suspended. The end-of-career buyback remains in place. This is intended to reduce the motivation for reporting to work if you are not healthy.

Division Chief Comp Time Cap

Division Chief and OEM staff comp time caps are lifted to 100 hours.

Working out of Classification

Working out of classification that is deemed in the best interest of the community is allowed. All proposed assignments that fall outside normal classifications must be reviewed and approved by the AC Operations.