


GRIEVANCE SETTLEMENT

between IAFF Local 689 and City of Alameda
regarding MOU Section 16, Holidays
September 25, 2018

The International Association of Firefighters Local 689 (IAFF L689) and the City of Alameda (the City) hereby agree to the following clarification of Section 16, Holidays, of the Memorandum of Understanding dated November 1, 2015 – December 18, 2021.

- A Holiday for all 40 hour work week employees will be taken as a day off and shall not be calculated based on hours of work or assigned work schedule.
- Holidays are days not fractional days or hours of leave/time off.
- The city will honor 13 holidays, two of which are floating holidays.
 - The thirteen (13) holidays are New Years Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day, the Day after Thanksgiving Day, Christmas Day, and two (2) Floating Holidays each calendar year, to be scheduled by mutual agreement between the employee and the Department Head or designated representative. The employees may take the two (2) floating holidays only after completion of twelve (12) months service with the City.
- If a holiday listed above falls on an employee's scheduled day off, that employee will schedule an alternate day off with approval of the Fire Chief.
- If an employee is assigned to work on one of the 11 holidays named above, that employee will schedule his/her day off with approval of the Fire Chief.
- If an employee is called back to work on one of the 11 named holidays, or on one of the 2 floating holidays that were previously scheduled, that employee's holiday shall be added back to Telestaff Calendar and the employee shall be notified of the availability.
- At the beginning of the calendar year, holidays will be added to each employee's Telestaff Calendar in order to notify the employee of how many holidays he/she has available.
- Holidays shall be tracked by Alameda Fire Department Administration and shall be available for audit by the City or by IAFF L689.
- Holidays have no cash value.
- Holidays will not be available retroactively, nor will they be carried over from year to year.
- All holidays will be used within the calendar year.

Upon execution of this settlement, IAFF L689 will withdraw the grievance dated _____.



For the IAFF L689



For the City

10-19-18

Date

10-19-18

Date