



# 2025 Collective Bargaining Negotiations – New Fire CBA

City of Austin

Roxana I. Stevens | Deputy Labor Relations Officer | Lead Negotiator for City of Austin | August 13, 2025



# Negotiations for New Collective Bargaining Agreement

## Good Faith Collective Bargaining

- Good Faith Bargaining under Chapter 174 of the Texas Local Government Code
- 60-day statutory bargaining period – may be extended by mutual agreement for 15-day increments
  - Bargaining began on July 30, 2025
- Negotiations are public in compliance with Texas Local Government Code 174.108, City of Austin Resolution No. 2025022029 and the Texas Open Meetings Act.
- Ground Rules



# Collective Bargaining Negotiations

Good Faith - Process

- July 30, 2025– 1<sup>st</sup> Public Session
- August 13, 2025 – 2<sup>nd</sup> Public Session
- August 14, 2025 – Scheduled and Posted for 3<sup>rd</sup> Public Session

# Collective Bargaining Negotiations

Good Faith - Process

- July 30, 2025– 1<sup>st</sup> Public Session
  - City proposed Ground Rules for Negotiation Process
    - AFA indicated no issues but would review
- Neither party shall bargain with the other side's principal, members or representatives thereof, outside of this re-opener negotiation session. However, it is understood that casual conversations, as opposed to an effort to negotiate by by-passing the other side's team, is not a violation.
- All negotiations shall be compliant with the City of Austin Resolution No. 2025022029 and Texas Local Government Code 174.108, and as such, all negotiations shall be held exclusively in publicly recorded and broadcast meetings that are accessible to the public.
- All negotiating sessions will be open to the public and notice of the sessions shall be posted in accordance with the Texas Open Meetings Act. Although the negotiations are open to the public, no persons other than negotiating team members, the negotiating teams' attorneys, resource persons, and designated consultants will be entitled to speak or otherwise participate in the meeting.

# Collective Bargaining Negotiations

## Good Faith - Process

- July 30, 2025– 1<sup>st</sup> Public Session
  - AFA made a presentation with a conceptual proposal of the following:
    - Reduced Work Week of 50.4 Hours
      - Reduced 1.6 hours from current 52 Hours per week
    - 4-Year Contract with across-the-board Salary Increases
      - 6%, 5%, 5%, 4%
    - City responded that it would return with questions

# Collective Bargaining Negotiations

Good Faith - Process

- Aug 1– AFA by email
  - AFA sent an unpresented proposal in the form of the entire contract with footnotes:
    - A9 Wages & Benefits, Sec. 1 (B) Base Wage Increases - Union proposal as follows: FY 2025-2026 Six Percent (6%); FY 2026-2027 Five Percent (5%); FY 2027-2028 Five Percent (5%); and FY 2028-2029 Four Percent (4%).
    - A14 Hours of Work - Union is prepared to discuss a reduction in hours.
    - All other articles - Union does not have a proposal at this time

# Collective Bargaining Negotiations

## Good Faith - Process

- August 11 – AFA by email – 1:48 p.m.
  - AFA sent an email with proposal on ground rules.
  - AFA sent clarification on work week reduction proposal
    - “I also wanted to clarify a bit on our work week reduction proposal. Our proposal is a 50.4 hour work week with the "Portland" schedule which would change the shift schedule, increase the hourly rate, and have an over time threshold that is commensurate with the work hours.”

# Collective Bargaining Negotiations

## Good Faith - Process

- August 13, 2025
  - Negotiation and finalization of the Ground Rules
  - COA seeks for the AFA to present and explain the August 11, 2025 “clarifications” of its reduced work week proposal and provide a formal proposal on the details of the items it seeks in conjunction with a reduced work week
  - COA discussion and proposals



# Collective Bargaining Negotiations

Good Faith - Process

- August 13, 2025
  - **COA Questions on AFA's reduced work week – what are we really discussing?**

## July 30, 2025 AFA Formal Proposal

- Reduced Work Week of 50.4 Hours
  - Reduced 1.6 hours from current 52 Hours per week
- 4-Year Contract with across the board Salary Increases
  - 6%, 5%, 5%, 4%

## August 11, 2025 Email “clarification”

- Reduced Work Week of 50.4 Hours
  - Reduced 1.6 hours from current 52 Hours per week
  - **“Portland” schedule which would change the shift schedule**
  - **Increased hourly rate**
  - **Overtime threshold commensurate with the work hours**
- 4-Year Contract with across the board Salary Increases **on top of the Reduced Work Week**
  - 6%, 5%, 5%, 4%



# Collective Bargaining Negotiations

Good Faith - Process

- **August 13, 2025**
  - **COA Understanding of AFA's reduced work week – what are we really discussing?**
    - **A “Portland” Schedule with a 50.4 Hour Work Week for Fire Suppression**
      - Reduction of 1.6 hours from 52 Hour Work Week
      - Chief determines the schedule through Rules and Regulations and General Orders based on the needs of the department (Portland Fire CBA)
      - The Chief may utilize work schedules consisting of:
        - 1/3/2/3 fire suppression shift schedule (24 hours on duty, 72 hours off duty, 48 hours on duty; 72 hours off duty) with 12 Kelly Days
        - 24/48 fire suppression shift schedule (24 hours on duty, 48 hours off duty) with 12 Kelly Days
        - Five 8-hour days with 2 consecutive days off
        - Four 10-hour days with 3 consecutive days off
        - Any schedule presently worked by Union members; or
        - Any other schedule mutually agreed upon by the parties.



# Collective Bargaining Negotiations

Good Faith - Process

- **August 13, 2025**
  - **COA Understanding on AFA's reduced work week – what are we really discussing?**
    - **A “Portland” Schedule with a 50.4 Hour Work Week for Fire Suppression**
      - There is a limitation that a firefighter may only work 96 consecutive hours with 24 consecutive hours off before their next work period including regular, overtime and trade time.
    - **Increased Hourly Rate for 50.4 Hour Work Week**
      - Work less for the same annualized pay out resulting in an increase in the hourly rate by 5.16%
      - Overtime now calculated with the increased hourly rate
    - **Lowering the FLSA Overtime Threshold**
      - Lower the Federal Maximum number of hours that must be worked before premium pay
      - Work less to be eligible for overtime at 1 ½ times the increased hourly rate
      - Work same amount with more premium pay – increase in overtime costs

# Collective Bargaining Negotiations

Good Faith - Process

- **August 13, 2025**
  - **COA Understanding on AFA's reduced work week – what are we really discussing?**
    - **Across the Board Wage Increases for 4 years at 6%, 5%, 5%, 4%**
      - This is on top of the **5.16%** increase in the hourly rate for less work (50.4 Hours) and same pay
      - Compared to today's hourly rates you are really asking for **11.47%, 17.04%, 22.90%, 27.81%** for less working hours and more premium pay
      - Overtime calculated at the increased hourly rate
    - **More Kelly Days**
      - 3 to 4 More Kelly Days resulting in 12 Kelly Days
      - Additional Kelly Days means more vacancies to fill with the current number of firefighters at increased overtime rate
      - Increase in mandatory overtime and overtime costs

# Collective Bargaining Negotiations

Good Faith - Process

- **August 13, 2025- COA Proposals**
  - Anticipated No Change Articles
    - Article 1 Preamble
    - Article 3 Recognition of Association
    - Article 5 Non – Discrimination
    - Article 7 Association Dues & Payroll Deduction
    - Article 8 Civil Service Commission
    - Article 11 Shared Communications Between City & Association
    - Article 18 Investigation & Disciplinary Actions
    - Article 21 Personnel Development Evaluations
    - Article 22 Health Related Benefits
    - Article 24 Testing for Impairment
    - Article 25 Pre-Emption of Civil Service and Other Provisions
    - Article 26 Entire Agreement
    - Article 28 Savings Clause
    - Article 29 Notices
    - Article 31 Merger with ATCEMS
    - Article 32 Line of Duty Deaths

# Collective Bargaining Negotiations

Good Faith - Process

- August 13, 2025 – COA Proposals
  - Articles to be Discussed
    - Article 2 Definitions
      - Discussion
    - Article 4 Management Rights
      - Discussion and Proposal
    - Article 15 Overtime
      - Discussion and Proposal
    - Article 17 Hiring and Cadet Training
      - Discussion
    - Article 20 Contract Grievance Procedure
      - Discussion and Proposal

# Collective Bargaining Negotiations

## Good Faith - Process

- August 13, 2025 – COA Proposals
  - Article 17 Hiring and Cadet Training
    - AFA has identified hiring as an issue they would like to address
    - COA is looking for flexibility in hiring
    - What existing limitations and requirements in the hiring article is AFA willing to remove

# Thank You

City of Austin

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