

RESOLUTION  
CAL FIRE LOCAL 2881 53<sup>rd</sup> ANNUAL CONVENTION  
SACRAMENTO, CA  
JANUARY 10-13, 2019

SUBJECT: Shift Pattern Voting

SUBMITTED BY: District VI

INTENT: Although the MOU states that shift patterns will be changed through mutual consent, neither the MOU nor, the C&OP outline how mutual consent is obtained. In the past, varied processes have been used to change shift patterns. It is likely that shift patterns will continue to be debated in the future, and because a schedule change is often contentious and can negatively affect the membership and their view of our union, it is in our best interest to agree on a single process for voting and changing shift patterns. It is the intent of this resolution to solve these issues by stating a specific voting process and adding it to the C&OP.

FINANCIAL  
IMPACT: NONE

Sunset Date: \_\_\_\_\_ Continues Indefinitely XX

Estimated Annual Revenue: \_\_\_\_\_

WHEREAS, (1) many shift pattern variations exist throughout CAL FIRE, with some being approved and listed in the MOU/Side Letter Agreements, and other variations not; and

WHEREAS, (2) the MOU Section 8.11 states that where these variations occur, "These patterns will continue absent mutual agreement;" and

WHEREAS, (3) neither the MOU nor the C&OP identifies a specific voting process for obtaining mutual agreement and changing a shift pattern; and

WHEREAS, (4) shift pattern variations outlined in the MOU as well as other unlisted shift patterns have been voted on and implemented in the past using varied processes; and

WHEREAS, (5) shift patterns will continue to be attempted to be changed in the future; and

WHEREAS, (6) shift patterns are often divisive and contentious to the membership and for the union; therefore, be it

RESOLVED, (A) that a standardized voting process be agreed upon with language added to the C&OP for all members and representatives to understand and adhere to; and further be it

RESOLVED, (B) that this language be of a similar format as current C&OP voting and election procedures, and that the language be added to Section 900 as; subsection

**940 Shift Pattern Ballot Voting Standards**

- .01 Any member in good standing shall be able to inquire with their chapter/district representative about the possibility of instituting and shift pattern variation.
- .02 It shall be the responsibility of the chapter/district representatives to evaluate the validity of the request and survey the options of the membership prior to committing to a shift pattern vote.
- .03 All members in good standing who are currently or may be in the future, reasonably affected by the considered shift pattern variation will be allowed to vote.
- .04 Specialty groups/modules, such as battalions, shall have the right to vote amongst themselves on shift pattern variations.
- .05 The members allowed to vote will be confirmed by and identified by the most current available PDR with names and member standings checked by the chapter/district holding the vote, prior to voting.
- .06 Prior to the vote, members shall be reasonably informed of any known changes in working conditions that may occur by the implementation of the shift pattern variation (I.E. approved vacation, MOU side letters, etc.).
- .07 A designated timeframe for voting shall be established and made known prior to the vote beginning.
- .08 Written, electronic or other means of voting may be used with the approval of the director of rank and file.
- .09 Vote collection will be reconciled nightly to ensure the correct members are voting.
- .10 Approval of shift pattern variations shall be by a majority vote as represented by 50%+1 of affected membership.
- .11 The chapter/district shall retain all voting communications and materials for auditing purposes for 4 years
- .12 The director of rank and file shall review the process for validation prior to a meet and confer.

**ACTION:**

To Executive Board of Directors \_\_\_\_\_ Adopt in Original Form \_\_\_\_\_

Adopt as Amended \_\_\_\_\_ Adopt as a Consolidation of Resolutions \_\_\_\_\_

Withdrawn by Author \_\_\_\_\_ Reject \_\_\_\_\_