

RESOLUTION
CAL FIRE LOCAL 2881 55th ANNUAL CONVENTION
SACRAMENTO, CA
JANUARY 13 - JANUARY 16, 2022

SUBJECT: Minimum Vacation

SUBMITTED BY: MMU Chapter

INTENT: Vacation change

FINANCIAL
IMPACT:

Sunset Date: Continues Indefinitely X

Estimated Annual Revenue: None

WHEREAS, (1) The department is unwilling to provide adequate vacation time to allow for a reasonable amount of time off to all employees; and

WHEREAS, (2) Our employees with lesser seniority are given a two week (14 day consecutive) vacation and are gaining vacation time that is unusable; and

WHEREAS, (3) Our employees are being forced out of county on assignments or in unit coverages behind those out of county on assignments for upwards to 30-90 plus days at a time; and

WHEREAS, (4) Our employee divorce rates are skyrocketing causing more stress leave and time missed from work; and

WHEREAS, (5) Our employee drug and alcohol abuse rates are at some of their highest in our history causing more time missed from work; and

WHEREAS, (6) Our employees are getting force hired constantly due to all of the other employees on sick leave, stress leave, workers comp, FMLA etc. due to never having vacation; and

WHEREAS, (7) The department has had to spend millions of dollars to create new programs such as ESS, EAP, Etc.to deal with an ever-growing issue; and

WHEREAS, (8) The department is making unilateral changes without notification to CAL FIRE Local 2881, of the maximum length of time employees can take at a time for vacation; therefore, be it

RESOLVED, (A) CAL FIRE Local 2881 immediately negotiate to change MOU Section 10.2.2 to read as *“Each Employee shall be allowed a minimum of four weeks (28 days or four full shifts consecutive, which ever is more) annually, providing he or she has sufficient vacation/annual leave credits to cover the period of absence. In the instance of a lack of time, such as those that earn less than that, that maximum shall be what they earn annually. This four week block shall not cut off any additional shoulder days that may come with them. If the department can not provide the four weeks consecutive, the department shall add available days for all to select from within that scheduling module until those affected employees have been granted the four week blocks. While the employee can bid for a minimum of four weeks, he/she shall be able to bid the maximum amount of leave credits that he/she will accrue in the following calendar year. Extended vacations/ annual leave will be granted by management providing the schedule falls within these guidelines.”*

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____