

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

SUBJECT: Donation of Working Time

SUBMITTED BY: Sonoma-Lake-Napa Chapter

INTENT: To Provide Avenues of Financial, Mental and Emotional Security During Times of Hardship, Injury and Disaster, when Traditional Avenues are not Available and/or Viable.

FINANCIAL  
IMPACT: Sunset Date: Continues Indefinitely **X**

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

- WHEREAS, (1) Events such as the destructive wildland fires have highlighted a void in financial stability for Local 2881 employees.
- WHEREAS, (2) Currently if an employee’s home event is destroyed or other catastrophic there are few available options for said employees, and they can be left in financial and mental despair.
- WHEREAS, (3) In certain Situations, such as an injury off duty may also cause the employee financial hardship.
- WHEREAS, (4) Catastrophic Time Bank release is not an option for every employee in every circumstance.
- WHEREAS, (5) The Catastrophic Time Bank requires management approval, as well as a considerable length of time to implement
- WHEREAS, (6) Catastrophic Time Bank requires that the employee must exhaust all leave credits for a purpose other than their intent of allowing employee time away from so that employee may be mentally healthy for work.
- WHEREAS, (7) Catastrophic Time Bank, requires the donation of leave credits which some employees may not have or be able to provide.
- WHEREAS, (8) The donation of work time can be more feasible financially for those whom wish to help.
- WHEREAS, (9) The work time donation can be quicker than some current leave avenues, so there would be no lapse in income for employee.
- WHEREAS, (10) Extra income, overtime, helps employees deal with associated costs of catastrophe.

WHEREAS, (11) Unlike monetary donations to affected union member from working overtime, the donor does not accrue the tax liability, when donating their extra time in the form of overtime.

RESOLVED, (A) Employees that are qualified at the same level or above, may donate their time, on their own accord, by working for another employee who is unable to fulfill regular duties with no expectation of reimbursement from any party; and be it further,

RESOLVED, (B) Employees that are qualified at the same level or above, on their own accord, by working for another employee that is qualified at the same level or above beyond the standard scheduled hours so that the employee who is unable to work may accrue overtime compensation.

**ACTION:**

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

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

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