

RESOLUTION
CAL FIRE LOCAL 2881 58th ANNUAL CONVENTION
SACRAMENTO, CA
JANUARY 9 - JANUARY 12, 2025

SUBJECT: Abolish Shift Pattern 2

SUBMITTED BY: Butte

INTENT: Eliminate Shift Pattern 2

FINANCIAL (To be assigned by fiscal steering committee/state finance director)

IMPACT: Sunset Date: _____ Continues Indefinitely _____

Estimated Annual Revenue: _____

WHEREAS, (A) Under the 2024 Tentative Agreement, Shift Pattern 2 is only available for employees assigned to the ECC, Air Attack, and Helitack; and

WHEREAS, (B) Shift Pattern 2 consists of two consecutive 24 hour days followed by a 12 hour day one week and three consecutive 24 hour days followed by a 12 hour day the next week, the pattern then repeats; and

WHEREAS, (C) This repeating pattern creates forced overtime hours on days when aircraft cutoff extends beyond 2000; and

WHEREAS, (D) Shift Pattern 2 requires 39 more duty days each year than Shift Pattern 1, reducing the employee's opportunity to either work overtime days or spend time pursuing personal interests; and

WHEREAS, (E) There is no difference in compensation between Shift Patterns 1 and 2, which will create significant attrition in those positions assigned Shift Pattern 2, which is already starting to play out; and

WHEREAS, (F) Some Units are using Shift Pattern 2 to cover for staffing shortages and/or to remove the Air Attack Battalion Chief from the Air Attack staffing rotation and placing them on Shift Pattern 4 (4 days per week), thus eliminating the ability to use a qualified aerial supervisor and further increasing the workload on remaining staff; and therefore, be it

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RESOLVED, (A) CAL FIRE Local 2881 work with the department to eliminate Shift Pattern 2; and be it further

RESOLVED, (B) CAL FIRE Local 2881 work with the department to increase staffing in programs that currently utilize Shift Pattern 2, work to identify instances where Shift Pattern 2 is being assigned in a punitive or retaliatory manner, and develop any other methods necessary to discourage the use of Shift Pattern 2 with the ultimate goal of achieving the permanent abolishment of Shift Pattern 2; and be it further

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____