

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF OAKLAND AND  
IAFF, LOCAL 55 REGARDING the 48/96 SCHEDULE**

The City of Oakland ("City") and IAFF, Local 55 ("IAFF"), collectively referred to as the "Parties" hereby enter into the following agreement in accordance with Arbitrator Goldman's Conditional Arbitration Award issued on or about January 10, 2019.

The City agrees to move IAFF, Local 55 members to a 48/96 schedule for a one (1) year pilot program commencing July 1, 2019 on the following conditions:

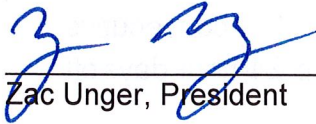
- A. The City and IAFF agree to a "48/96" work schedule that shall be defined as a regular schedule under which employees work two (2) consecutive, uninterrupted, 24-hour shifts followed by four (4) consecutive 24-hour days off.
- B. Unit members shall keep their regular day off (RDO).
- C. The City and IAFF agree to form an eight (8) person 48/96 Committee (four (4) Union representatives and four (4) City representative) that will meet on an agreed upon schedule. The City and IAFF agree that the 48/96 Committee will discuss and negotiate any policies and procedures that may require revisions due to the 48/96 schedule.
- D. The City and IAFF thereafter agree to form a Join Labor Management Committee to meet no less than quarterly during the one year pilot program. The Committee will evaluate metrics and standards regarding the efficacy of the 48/96 pilot program and the impacts to the department and IAFF members, including but not limited to:
  - 1. Overtime costs
  - 2. FLSA pay period and compensation
  - 3. Sick leave
  - 4. Vehicle accidents
  - 5. Employee injuries
  - 6. EMS/Patient Care
  - 7. Near miss occurrences
  - 8. Employee removal for Fatigue
  - 9. Mandated compliance
  - 10. Station/equipment maintenance
  - 11. Turnout time
  - 12. Residence data

- 13. Absence rates
- 14. Disability leave costs
- 15. Ability/Inability to fill shifts

This 48/96 pilot program shall expire on June 30, 2020 after one year and shall only continue if both the City and IAFF agree to continue the 48/96 schedule, otherwise the shift schedule automatically reverts to the 24/48.

SO AGREED.

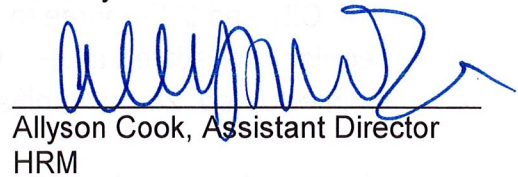
For IAFF, Local 55

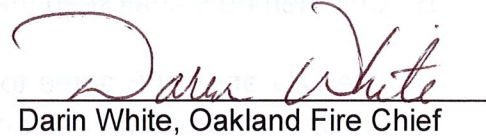
  
\_\_\_\_\_  
Zac Unger, President

  
\_\_\_\_\_  
Dan Robertson, Vice President

Date: \_\_\_\_\_

For City:

  
\_\_\_\_\_  
Allyson Cook, Assistant Director  
HRM

  
\_\_\_\_\_  
Darin White, Oakland Fire Chief

Date: 7/1/19