

Memorandum of Understanding
Between
IAFF Local 851("Union")
and
Eugene Springfield Fire ("Department")

The purpose of this MOU is to establish an apprenticeship program for Eugene Springfield Fire

Apprentices:

Apprentices shall be entitled to all portions of the collective bargaining agreement except as expressly outlined in this MOU

Apprentices shall be fully represented by Lane Professional Firefighters Local 851.

Wages: The Apprentice wage scale is part of the wage appendix. Base wage will follow the OSFFC JATC (Oregon State Fire Fighter Council Joint Apprenticeship Training Committee) MA# 1182 Standard. In year one of the apprenticeship program, apprentices will receive 73% of Firefighter step 1. After 6 months of the apprenticeship program, apprentices will receive 73% of Firefighter step 2. In year two, apprentices will receive 80% of Firefighter step 3. If an apprentice enters year three of the apprentice program, they will receive 100% of Firefighter step 4. At no time will the apprentice wage be less than the federal or state minimum wage rate.

Schedule: Apprentice schedule will be consistent with the 24-hour suppression employee schedule per Article 10. Apprentice schedules will mirror their Journey Level Firefighter (JLFF) Field Training Officer (FTO).

Overtime: While overtime shifts will not be standard during the apprenticeship, occasional holdover for a late call, or in rare occurrences, department operational need which is deemed necessary by the Fire Chief or designee. At no time will an apprentice replace or sit in a JLFF position on an apparatus. Any required related training and education that occurs outside of the apprentices on duty hours will not be counted as overtime hours.

Operational replacement: Time off for school required apprentice related training or accrued leave will not be back filled unless approved by the Fire Chief or designee, with union notification. Apprentice firefighters will be provided with department paid shift relief for any required in-person attendance or required on-line attendance, while on shift.

Trade Time: Apprentices may utilize trade time leave within existing policy with the requirement that trade time is being worked between two apprentices.

Entry Level exam: Qualified candidates who have successfully completed the first year of the OSFF Apprentice Program will secure an oral interview in the hiring processes.

Apprentice new hire: Department new hires who are currently registered with the OSFF apprenticeship program at Eugene Springfield Fire will be pay placed with in the wage and

vacation scale and receive a one for one conversion for all time spent in classification with Eugene Springfield Fire.

Journey level new hire: Firefighters that have completed the OSFF Apprentice Program within 1 year of the closing date for the firefighter hiring process will be pay placed with in the wage and vacation scale and receive a one for one conversion for all time spent in classification with Eugene Springfield Fire.

Seniority: Apprentices maintain seniority within the apprentice program only. Apprentices do not have seniority over full-time paid firefighters hired after their apprentice hire date. If an apprentice is hired into a full-time paid position, they would maintain the seniority for time in grade from their apprentice hire date.

Discipline: Disciplinary action for apprentices will follow the in OSFFC JATC MA# 1182 section 10 Administrative/Disciplinary Procedures as outlines in ORS 660.120 and OAR 839-011-0073. Apprentices are not covered by Article 26 of the CBA.

FTC Pay: For the purposes of the Apprentice Program, the Captain responsible for completion of the performance evaluations will receive Field Training Coach (FTC) pay in accordance with contract.

Education Expenses: The Apprentice will not be responsible for any cost related to the required related training for the apprentice program. This will include but is not limited to tuition, books, student fees, health fees or other miscellaneous school fees. Any approved fees paid for by the student may be submitted for reimbursement per the Department's reimbursement process.

Mike Caven
Mike Caven (Aug 12, 2024 14:03 PDT)
Mike Caven – Fire Chief
Eugene Springfield Fire

08/12/2024
Date

Kristopher Siewert
Kristopher Siewert (Aug 12, 2024 16:44 PDT)
Kris Siewert – President
IAFF Local 851

08/12/2024
Date