



**Tentative Agreement
University of Alaska and Fairbanks FireFighters Association**

EXECUTIVE SUMMARY

The Fairbanks FireFighters Association, IAFF Local 1324, represents 9 Fire Department employees at the Fairbanks campus. This will be the initial contract between the University and the FireFighters Association (FFA).

The University and FFA reached a tentative 3-year collective bargaining agreement (CBA) on March 24, 2011. If accepted, the CBA will be in force between January 1, 2011 and December 31, 2013. The ratification vote by the membership of Fairbanks Fire Fighters Association is expected to be finalized by the first week of April, 2011. The University administration recommends approval of the tentative agreement by the Board of Regents.

University Interests and Governing Principles:

In negotiating an initial CBA, the University sought to control personnel and health care costs and to include provisions that reflected status quo terms and conditions of employment.

The January 1, 2011 – December 31, 2013 agreement includes the following provisions:

Material economic terms

- Effective the first full payroll period of FY12 unit members will receive 2% across the board through a salary grid increase.
- Effective the first full payroll period of January 2012, unit members will receive one step.
- For FY13 and FY14, unit members will receive the same increase to the salary grid as that established by the Board of Regents for non-represented employees.
- For FY12 and FY13, the University will contribute 83% for health care costs. This will be reduced to 82% for FY14.
- The University will pay for the physical examination that each unit member is required to have each year.

Significant non-economic terms

- The parties agreed to implement a suppression schedule for FireFighters, in which 56 hours are worked per week on alternating shifts.
- Unit members will be required to have an exit physical examination prior to terminating employment.
- University Regulations will govern issues such as Family Medical Leave, Leaves of Absence, Sick Leave usage and the Education Benefit.