

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

SUBJECT: Trading Work Hours

SUBMITTED BY: Riverside District 6

INTENT: To provide the flexibility and opportunity to every employee(s) to manage their personnel life especially when limitations on AAV accrual or selection are present.

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

Sunset Date: \_\_\_\_\_ Continues Indefinitely \_\_\_\_\_

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

WHEREAS, (1) The MOU currently provides a mechanism for employees to trade time with another employee due to limitations of leave accrual and/or AAV availability to which has no financial impact on the department for the agreed upon employees normally assigned duty days; and

WHEREAS, (2) Many of these trade request which have fallen within the parameters of MOU section 8.16 have been denied by the “appropriate supervisor” on the basis of availability of an upcoming force hire behind an unknown or ambiguous employee absence uninvolved in the time trade transaction; therefore it be

RESOLVED, (A) Any BU8 employee be allowed to utilize MOU section 8.16 to trade time trade time in the same manner specific to their normal duty days only with the denial of an appropriate supervisor only if the denial can be justified with a known vacancy unfilled through hiring or sorted overtime as well as update language in trade request to “may occur without overtime liability of the affected employees positions”; and be it further

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RESOLVED, (B) In those jurisdictions where utilizing an electronic/computer programing to automatically manage the distribution / sorting of overtime is in effect, those jurisdictions shall utilize the same method as the “designated” appropriate supervisor for the voluntary equal trade of employee time outside of state's business or operational needs, not at the behest or request of the employer; and be it further

RESOLVED, (C) This trade request may not be denied on the sole basis of preserving an available workforce for an uncited, unknown/ambiguous, vacant position(s) which are currently filled at the time of the request.

ACTION:

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

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

Withdrawn by Author \_\_\_\_\_ Reject \_\_\_\_\_