

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

SUBJECT: Fractional Leave Accrual

SUBMITTED BY: Riverside District 6

INTENT: To protect the mental and physical health of Employees and add an additional compensatory mechanism for the sacrifice to the state mission.

FINANCIAL IMPACT: (To be assigned by fiscal steering committee/state finance director)
 Sunset Date: _____ Continues Indefinitely _____
 Estimated Annual Revenue: _____

WHEREAS, (1) An employee earns leave based on months of service but not actual time worked, and

WHEREAS, (2) During states of emergency, Safety personnel sacrifice entire weeks and months in a row away their family to fulfill the needs of the state

WHEREAS, (3) Additional work hours have a negative physical impact on health and longevity which may result in injury/illness in the future requiring additional Critical Time Bank (CTB) request; therefore, be it

RESOLVED, (A) Any employee working above their minimum scheduled normal duty days on a voluntary basis be compensated with a fractional time off in the form of leave added to their time bank in addition to normal leave accruals to improve mental and physical health; and be it further

RESOLVED, (B) Fractional Annual and Vacation Leave would be calculated per 24 hour shift beyond normally scheduled duty days by 0.1 x Hours accrued per the following schedule according to the CalHR Rule 599.739 and would not be utilized as a factor in the Annual Leave Selection process.

ACTION:

To Executive Board of Directors _____ Adopt in Original Form _____

Adopt as Amended _____ Adopt as a Consolidation of Resolutions _____

Withdrawn by Author _____ Reject _____

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