



FAQ on “Peak Time” Rescue Conversion

Please understand that our intention is not to influence your feelings regarding the proposed rescue conversion. This document is solely aimed at providing clarity on some of the questions that have been raised and answers we have received from administration..

To be clear and consistent throughout this document:

“Peak Time” Rescue is 1 shift

R61 (daytime) + R61 (nighttime) = 2 “Peak Time” Rescues

Each “Peak Time” Rescue gives two (2) opportunities (1 ALS & 1 BLS)

How many “Peak Time” Rescues would be lost in the proposal and how many full time Rescues would be gained?

Under proposal being discussed we would:

- Go from fifteen (15) Peak Time Rescues to six (6) Peak Time Rescues
- This would allow six (6) Full Time Rescues to be put in service

Are R62 and R72 included in those 6 new Full Time Rescues?

No. If you include R62 and R72 in the count of Full Time Rescues being discussed we are discussing eight (8) new full time rescues.

- E62 & R62 were hired for and trained in the academy class that graduated in January 2024.
- E74 & R74 were hired for and are currently in the Academy

When these full time Rescues go in service they won't they create 24-hour ERP's without additional bodies in system to staff them.

The full-time Rescues will not be deployed until the necessary personnel are hired to operate them. Similarly, the conversion of peak time Rescues to full-time status will only occur once the required personnel are integrated into the system. The schedule for new bodies is:

- 16 next academy class
- 16 academy class after that
- 16 academy class after that

This allocation will provide the system with forty-eight (48) new personnel to adequately staff the six (6) new Full-Time Rescues. Staffing six (6) Full-Time Rescues typically requires thirty-six (36) personnel. The additional twelve (12) individuals being hired will serve as relief staff to cover absences such as vacations, sick leave, and other similar instances for the newly assigned units.

Where would these new full time Rescues be?

The Apparatus Placement RBO will oversee the placement of both the remaining peak time Rescues and the new full-time Rescues as they are deployed into service. This RBO is open to all members, and your participation is encouraged to contribute to the decision-making on the placement of apparatus. Please attend and be part of shaping where resources will be stationed.



If a station already has a full time Rescue can they have a second full time Rescue under this plan or are second Rescues at station always going to be peak time rescues?

The Apparatus Placement (RBO) will allocate units based on what is deemed most appropriate. There is no policy that prohibits the assignment of a second Rescue at a station, whether it is designated as full-time or peak time.

What language do we have in MOU to protect our peak time Rescues?

Article 3, Section 3-3,

H. Fire department "peak time" rescues will only be staffed by employees on an overtime basis. This item reflects an agreement between the Fire Department and the Union in 1984 on the future staffing of the rescues. The increased work-load and responsibility of the full time rescues was incited by agreement that there would be overtime opportunities on peak time rescues. Further, the department was reorganized through the RBO process in 1993 to enhance ALS and rescue capabilities throughout the city. This reorganization included a pool of employees to staff back rescues and guarantee that no new employee would have to work more than 200 shifts on a rescue. Employees agreeing to be in this pool are then entitled to work on the peak time rescues on an overtime basis when their name comes up in a rotation.

That language doesn't give a specific number so how many are we actually entitled to have?

This conversation is likely to be the most contentious as the interpretation of this MOU language is being perceived in various ways, encompassing multiple perspectives. Some of them include;

- "We are entitled to amount of Peak Time Rescues we had when we signed this MOU (14)"
- "We are entitled to amount of Peak Time Rescues we had at time of agreement in 1993 (4)"
- "We aren't entitled to any specific number"

To clarify, the union's approach to addressing this issue will not be based on any single interpretation or opinion from the Executive Board of the language. Our course of action will be determined by the feedback gathered from our members.

I heard at the Captains meetings it was said that admin wanted to get rid of all overtime Rescues, is that what they are doing?

We have reached out to administration to clarify the rumor, and they have explicitly stated that there is no intention to eliminate overtime on Rescues. Instead, the objective is to decrease reliance on overtime for the smooth operation of our system. Administration has acknowledged the widespread dissatisfaction among members with ERP. Ideally, a significant portion of the "peak time" overtime opportunities would be available on units other than Rescues. This approach aims to mitigate the substantial impact on our Rescues when staffing peak time opportunities becomes challenging on certain days.

Well if we don't have peak time rescues then we just lose our peak time overtime? I understand that its very unlikely that 24 hour CS will go away any time soon, but I can only work night (or day) peak time units because of my family situation. 24 hour CS are not something I'm able to do.

We are working with administration to revise the language concerning 'peak time' rescues overtime, shifting the from Rescues to broader 'opportunities'. Our aim is to link these opportunities to a percentage that grows in tandem with membership size, ensuring proportional access to those interested in working peak time units. This approach ensures that regardless of whether a peak time opportunity arises on a Rescue (offering 2 opportunities) or on an MR/Engine (providing 4 opportunities), the total amount of overtime remains consistent. This flexibility allows us to adapt deployment according to the department's evolving needs. Should we finalize this language, we will present it to the membership for ratification.



Is this proposal really that big of an impact? Why would we even consider supporting this?

To reiterate, our intention is not to sway your perspective on this subject. We are simply presenting the facts of the situation. Determining whether it's 'worth it' is subjective, and it's important for you to represent your own perspective on how you want the union to handle it at the Deployment meeting.

What this proposal does:

- Adds 51 Hours of additional ALS Rescue coverage per day
 - This is assuming all peak time rescues are in service
 - This is assuming all peak time rescues are ALS
 - This is assuming crews are able to get to peak time rescue and go in service on time
- Adds 48 new bodies to our population
 - We are adding E62, R74, and E74 soon (10 additional spots needing filled daily)
 - Additional bodies would increase daily peak time opportunities if tied to a %
 - 12 of these bodies would be for relief rate which would help reduce ERP
- Full Time Rescue total goes from 29 to 35 *(20.69% increase)*
 - R74 when added would bring our full time fleet to 36
- 2023 Rescue activity was modeled against what it would have been under new proposal
 - 2023 AVERAGE CALLS PER RESCUE
 - 10.4 calls shift (actual number)
 - 9.7 calls a shift (under new proposal)
 - 2023 AVERAGE TRANSPORTS PER RESCUE
 - 7.4 transports per shift (actual number)
 - 6.9 transports per shift (under new proposal)

I prefer working overtime on Rescues and not on engines, ladders, and MR's. Isn't this going to make most, if not all, of my overtime opportunities on engines, ladders, and MR's?

It is conceivable that if we achieve our goals of acquiring new full-time rescues and implementing language for peak-time opportunities not exclusively on rescues, the following scenario could unfold. A significant portion of our members currently owe rescue time but have not yet been assigned to rescue units. Upon their placement in rescue positions, the vacancies they leave on engines and ladders each day would create opportunities for overtime in those areas