

## **Comments from our Personnel on 48/96 Schedule Change**

The comments listed below were made by members concerning the 48/96 schedule. They are a compilation of positive and negative concerns.

- One of our members contacted personnel from a department that is currently on 48/96. That individual stated that he voted to keep the 48/96 schedule after the trial so he didn't have to go thru the change back to the Modified Kelly. This is probably in reference to: Most departments had 54-80% of its membership vote for a 48/96 trial. After the trial, one department had an 85% vote to keep the 48/96, all other departments had a 90% or above. This comment puts a reference to some people voting to just keep the 48/96 after the trial because they didn't want to switch back which may in turn make the percentage of people wanting to make the 48/96 permanent higher than the actual number of people who like the new shift.
- Members liked the idea of going on a 4 day every time we get off work.
- There will be an affect on custody issues, parenting time, and possible monetary changes pertaining to court costs, attorney fees & child support depending on what type of parenting plan is developed for the new schedule.
- Members liked the idea of having more weekends off to be able to spend more time with their kids when they are in school.
- All personnel would like to see the policy/SOP changes that would take place with the new shift be agreed upon by all levels prior to a vote. These policy changes and the new policy drafts are posted on the Union website for review. They will also be discussed at the next OPS meeting.
- Members felt there could be a financial gain with less commuting.
- Members want both negative and positive comments about the trial posted on the website. The information packet includes both positive and negative issues. This document will be kept up to date on the website. There will also be blogs and email comments posted as they come up.
- Shift changes are less frequent, which may improve communication between shifts.
- There was some concern about not running any or enough calls in the 48 hour period causing boredom.
- The 48/96 allows for more mornings at home with the family.
- This trial is contractual in nature. The proposed trial would be accomplished by completing and agreeing to an MOU (memorandum of understanding) between the City of Greeley and Greeley Firefighters Local 888 members. A draft of the MOU will be posted prior to the November Union meetings.
- Vacation days off are comparable between the two schedules. The 48/96 may allow for more choices.
- Some concern about apparatus checks and station maintenance was discussed. Individuals had concerns about these not being completed correctly now, and going to the 48/96 could make this worse.

- Some individuals expressed concern about age and having to work 48 hours in a row.
- “I would have too many weekends off”. Reasoning being, they like to go to the lake during the week when it is not as crowded.
- There is some concern about having to work with the same crew for long periods of time. If you like your crew, that works well, if you don’t, then maybe not. Others were concerned about being moved to other crews or shifts.
- The number of hours worked per year would not change with the 48/96 schedule.
- There are concerns about the data available on the 48/96. Data can be compiled and interpreted in many different ways.
- “I get to see my kids every day”, with the schedule we are on now.
- Some concerns about leaving a spouse alone with the kids for 48 hours were discussed.
- “I would like to see a shorter trial”
- Should we put limits on total number of hours worked as it pertains to constant staffing and time trades? The proposed policy draft was set at 72 hours maximum.
- Should we set the maximum number of hours that can be worked to 96 hours?
- Should we have a limitation of the number of hours worked, at all?
- If this proposed schedule change creates a hardship on just one of our “brothers” and their family, is it worth it? We all signed on to this career knowing what our schedule would be. We knew what we were getting into then. By changing the schedule and creating a percentage of firefighters that are out voted by a majority, does the fact that the majority just created a minority of workers that are now dissatisfied with their jobs concern anyone? This concern was brought by a member with an infant.
- Projects could be worked on over a 48 hour period.
- It appears that leap year in 2012 makes the schedule so you are working 3 years the same date ie: Jan 1<sup>st</sup> for A shift. 2010, 2011, 2012.
- Instructors would need to adjust their schedule to incorporate 9 days staying in town over the factory week with set up and tear down in mind. Now you could train 3 days straight and add a day early and late for set up tear down and be committed to only 5 days.
- Negotiations sell the total hours of scheduled leave with how hard the job is and we need the time off. Concern with presenting it as “but we can do it 48 hours”.
- Overtime does not seem like it would be as appealing knowing you might work a 72 because you are low hours for the year.
- Would you need to take 48 hours minimum for 1<sup>st</sup> through 4<sup>th</sup> choice vacation picks? Our current policy states that vacation can be taken in 24hour increments. We have not made any changes to that policy with this proposal. The members would have to decide if that needs to be looked at.
- And on a positive note .... Every day off is a 4 day ....

If you have any other comments or concerns that you would like posted, send them via email to [info@greeleyfirefighters.com](mailto:info@greeleyfirefighters.com)