

Disclaimer!

- **This presentation is informational in nature only and is NOT at this time endorsed, supported, or under consideration by either Fire Management or the Local's E-Board & Directors - Rather it is a "grassroots" effort to educate our members on a viable alternative to our current work schedule.**

Introduction

- **This PowerPoint presentation was developed to introduce the members the concept of the 48/72 (2on/3off) work schedule.**
- **Please view this presentation on a possible alternative work schedule with an open mind and you just might find yourself surprised at the end. Enjoy.....**

Proposal for 48/72 Schedule

Introduction

- **Some of our members have been looking at and discussing the possibility of a 48/72 schedule for some time.**
- **This issue has never been subject to a union ballot vote, but the demographics of the department and the realities of increased commuting times and now increased fuel costs have changed and will continue to change.**

Introduction, continued

- **The purpose of this presentation is to present the issues relevant to such a change in our working hours.**
- **Any trial period that we would ever propose to undertake would be ONLY a trial.**
- **Any Vote on the matter would be a ballot vote by all members, not a hand vote at a meeting**
- **This is meant to be a fair treatment of the issues and questions and comments are welcome from all.**

48/72 Work Schedule Background

- After reviewing other DoD FDs there is an increasing number of them using this schedule with satisfaction.
- The departments that switched to this schedule have seen:
 - Relief from long commutes
 - Increased moral by providing additional three days
 - Increased family time

48/72 Work Schedule Background

Cont.

- At this time there are at least 10 DoD FDs using this schedule.
- Several others are actively investigating it.
- Most department that look at this type of change vote for a six month or one year trial period.
- In some cases, an escape clause was added to the agreement to allow management or labor to opt out of the trial period at any time. No department has exercised this clause.

Interesting Findings

- All of the departments working the 48/72 share an overwhelming level of satisfaction with this schedule.
- None of the agencies chose to return to their previous schedules.

What does the 48/72 schedule look like?

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
On Duty	On Duty	Off	Off	Off	On Duty	On Duty
Off	Off	Off	On Duty	On Duty	Off	Off

This is one of several groups firefighters would fall into.

How do the schedules compare?

January						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Days Worked		
A-Shift	16	
B-Shift	15	

48/72	January					
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Days Worked		
Group 1	14	

How many days will I wake up at home with my family?

Current Schedule

48/72 Schedule

- 4 days per month
- 52 days per year

- 10 days per month
- 127 days per year

- **Over 140% Increase**

How many three day off periods do I get in a 48/72 schedule?

Current Schedule

- 26 times per year.
- 2 per month

48/72 Schedule

- 51 times per year
- 4 per month
- **100% Increase**

How does it effect my use of Vacation time?

January						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Taking two shifts off currently gives you a five day.

48/72 January						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Taking two shifts off will give you eight days off.

How many days will I have to commute to or from work?

Current Schedule

- 156 days per year
- *Using example commute of 45 miles with 45 minute average travel time:*
14040 miles per year
234 travel hours per year.

48/72 Schedule

- 78 days per year
- *Using example commute of 45 miles with 45 minute average travel time:*
7020 miles per year
117 travel hours per year.

How much will I save?

- Regardless of your fuel costs you will cut it in 1/2 with the 48/72 schedule.
- You will also see Brakes, Tires...last much longer.
- Save wear and tear on yourself by sitting in traffic 50% less.
- Have 50% less exposure to a possible traffic accident.
- Fewer miles driven each year will reduce your insurance costs.
- Vehicle retains value over a longer period of time due to lower mileage.

How many overtimes can I work without working another 48?

Current Schedule

- 26 days per year

48/72 Schedule

- 53 days per year
- **100% Increase**

Are the shifts hired as 24 hour shifts or 48 hour shifts?

- All overtime shifts should be hired by as 24 hour shifts and treated as such for all hiring purposes.
- Could work both days of a vacancy if you were up for both and did not exceed “maximum hours worked” rules.

Will this affect my ability to do Shift Trades ?

- Should still be able to do shift trades for the same amount of days under the current contract.
- Could be 24 hour or 48 hour

Why should management like the 48/72 schedule?

- Better workflow and Continuity as a shift works for two days in a row.
- Easier to schedule training coverage on second day of shift without the complication of holdovers and delay in coverage we currently experience.
- Morale increase in the members creates a happier workforce.

Why should management like the 48/72 schedule?...continued

- Some daily routines do not need to be repeated such as Shift Change, thus increasing productivity.
- Management can show that they are indeed forward-thinking and willing to accept and embrace change.
- More efficient fire inspection program due to less time between initial inspections and follow-up inspections.

Why should management like the 48/72 schedule?...continued

- 50% reduction in employee vehicle mileage to and from work that could benefit the base and gain AQMD benefits.
- Possible incentive to recruit DoD laterals that can't afford or want to relocate to San Diego County

Fatigue and the 48/72

One of the biggest advantages of the 48/72 schedule is it allows employees more opportunity to recover from sleep deprivation / long-term fatigue.

Fatigue and the 48/72

- Departments found that after the schedule change, concerns about increased fatigue were not realized.
- Departments found that over time the schedule can significantly **reduce** fatigue.
- Departments saw no increase in injuries or disabilities resulting from the schedule change.
- Departments have seen a reduction in sick leave use.

Fatigue and the 48/72

- During busy periods, short term fatigue is expected for some individuals working our current schedule, the 48/72, or any schedule.
- It's the nature of being a Firefighter
- Many employees already voluntarily work extended shifts (i.e. 48s, 72s, 96s, ect.)
- 48/72 Increases rest periods (3 days) from 26 to 51 a year a **100% Increase**
 - The frequency of 3 days increases to a 3-day every 2 shifts as opposed to every 6 shifts currently.

CON

- **Every shift is a 48 hours**
- **This disturbs a long standing routine**
- **May cause more stress with family routines initially.**
- **Second of 2 shifts could be more demanding if a busy first shift occurred.**
- **Any mandatory overtime would be a 72**
- **Decrease in Morale of some members who do not want to try the 48/72**

PRO

- **Every time you go home you have a 3-Days off or a 2 day off**
- **More overtime days without working a 72**
- **Less total times that you can be force hired into a 72**
- **Better continuity of workflow for two days in a row**
- **Less money spent on rising fuel costs.**

PRO, con't

- **Increase in Morale as seen in Departments that have switched.**
- **More Time with family**
- **More 3-Days - 25 More Per year**
- **Commuting time and distance cut in Half resulting in less driving expenses and less wear and tear on vehicle.**

What do we do now????

- *If you think this proposal has merit, talk it up with you crew, families, other members, and Station Steward.*
- *If enough interest is shown, we can move towards a poll and then a vote to move forward with a trial run period of six months or a year - **See next slide for example***
- *The trial would be contingent on approval of management.*
- *All issues relating to the trial would be worked out by committee and with management between now and the start of the trial.*

Vote Proposal for 48/72

