

**To the Mayor and Members of the City Council****June 7, 2022**

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**SUBJECT: FIRE COLLECTIVE BARGAINING AGREEMENT AMENDMENT –
JUNETEENTH HOLIDAY**

In August 2021 the City Council supported by resolution the City's recognition of the Juneteenth holiday on June 19th, beginning in June 2022. The holiday was extended to all General Employees and included Police Civil Service employees consistent with the Meet and Confer Labor Agreement between the City and the Fort Worth Police Officers Association.

In the current Collective Bargaining Agreement (CBA) between the City and the Fort Worth Professional Firefighters Association, IAFF Local 440, Article 12, Sec. 5, states that fire fighters receive eight (8) holidays every year and those eight (8) holidays are identified by name. Juneteenth is not one of them. The language of the CBA prohibits the City from giving fire fighters Juneteenth as an additional holiday while this CBA is in effect. Texas Local Government Code Section 142.0013(c) requires that fire fighters will receive the same number of vacation days and holidays as other City employees, but that language is specifically preempted by Article 12, Section 5.

Nevertheless, the City feels that recognizing Juneteenth as a holiday for all employees is extremely important for many reasons, so the City wants to amend Article 12, section 5 to include Juneteenth for June 2022 and, if the CBA goes into the evergreen year, also in June 2023.

The City has prepared an amendment to Article 12, Sec. 5 needed to make that change. That amendment will need to be approved by the Association's members and the City Council before it can be effective. That amendment will be presented to the City Council for approval at the June 14, 2022 meeting.

With respect to the CBA we are negotiating now, the City is proposing that Juneteenth be added to Article 12, Section 5 as an additional holiday. Each holiday for fire fighters has an estimated fiscal impact of \$685,000 when pension and other associated costs are included. The cost associated with recognizing the Juneteenth holiday in the new CBA will be negotiated as we are discussing Article 12, Section 5 changes.

Please contact Human Resources Director Dianna Giordano with questions.

David Cooke
City Manager