

MEMORRANDUM OF UNDERSTANDING

BETWEEN THE CITY OF WATERTOWN AND LOCAL 877 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL- CIO-CLC

Subject: Trial Implementation of 48/96 Shift Schedule

This Memorandum of Understanding (MOU) is entered into by and between the City of Watertown ("Employer") and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC ("the Union").

1. Purpose

The purpose of this MOU is to establish a trial period for the implementation of a new work cycle. The new work cycle will consist of two consecutive 24-hour tours of duty (48-hours) followed by four consecutive 24-hour off periods (96-hours). This work cycle will be referred to as the 48/96 Schedule. The 48/96 Schedule will take place of the current work cycle, known as the California Schedule, of one 24-hour tour of duty followed by one 24-hour off period, followed by one 24-hour tour of duty, followed by one 24-hour off period, followed by one 24-hour tour of duty, followed by four 24-hour off periods, which is set forth in Article VI, Hours of Work, of 2024-2025 Agreement Between City of Watertown and Local 877, hereinafter referred to as "Union Contract."

2. Term of Trial Period

- The 48/96 schedule trial shall commence on **January 7, 2026**, and conclude on **December 31, 2026**.
- Upon conclusion of the trial, the Department shall automatically revert to the previous California Schedule effective **January 1, 2027**, unless both parties mutually agree in writing to continue, modify, or adopt the 48/96 schedule on a permanent basis.
- A joint evaluation meeting between the Union and the Department shall occur no later than **December 5, 2026** to review operational data, safety outcomes, staffing impacts, and member feedback prior to the end of the trial.

3. Authority of the Fire Chief

- The Fire Chief retains the authority to terminate the trial 48/96 Schedule and revert back to the previous California Schedule at any point in time during the Term set forth in Section 2 of this MOU.
- Any proposed reversion shall be preceded by a meeting between the Fire Chief (or their designee) and representatives of the Union for the purpose of reviewing the concerns and attempting to resolve the issues collaboratively.
- Following this meeting, if the Fire Chief determines that reversion is still necessary due to operational, safety, or staffing concerns deemed significant, the Department shall provide the Union with written notice, including the reasoning, at least thirty (30) calendar days prior to the effective date of the schedule change.

- If reversion of the California Schedule occurs at the discretion of the Fire Chief, vacations for the remainder of the year shall be re-selected to align with the California Schedule set forth in Article VI, Hours of Work, of the Union Contract.

4. Evaluation and Feedback

- Throughout the trial period, both the Department and the Union agree to monitor impacts related to staffing, response times, safety, fatigue, overtime, and employee wellness.
- A Committee will be formed with personnel from each crew and will meet at least every three (3) months.
- Feedback from the Committee and Union will be shared with the Fire Chief in good faith to determine the viability of the 48/96 Schedule. Committee meetings and work will not count as Union Business under Section IV of the Union Contract.

5. Union Vote

- In a union meeting in 2026, the Union will hold a vote of the membership regarding their position on the 48/96 Schedule.
- The vote is only to share with the Fire Chief for consideration. It has no binding authority. The Employer or the Chief are under no obligation to respect the Union's outcome.

6. Grievance Limitations During Trial

- The Union agrees that no grievance shall be filed concerning the implementation or operation of the trial schedule, including but not limited to matters related to workday structure, scheduling, and vacation usage, for the duration of the agreed-upon trial period. This provision applies solely to the trial period set forth in this MOU and does not constitute a waiver of the Union's right to grieve or bargain these matters once the trial period has concluded or grieve non-trial period-related issues.

7. Non-Precedent Setting

- This MOU is agreed to solely for the purpose of trialing the 48/96 Schedule and shall not establish a binding precedent for future negotiations.

8. Entire Agreement

- This MOU constitutes the full and complete agreement between the parties regarding the subject matter and supersedes all prior discussions.

In witness thereof, this Memorandum of Understanding is effective as of the last date signed.

[SIGNATURE PAGE TO FOLLOW]

Dated this ____ day of _____, 2025.

LOCAL 877, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO-CLC

Union President

Dated this ____ day of _____, 2025.

CITY OF WATERTOWN

Mayor Robert Stocks