

**Side Letter of Agreement
To the Current Memorandum of Understanding
Between the City of Ontario and
Ontario Professional Firefighters Association**

The City of Ontario (City) and the Ontario Professional Firefighters Association, Local 1430 I.A.F.F. (Association) agree to modify Section 9.05 Work Schedules, of the applicable Memorandum of Understanding covering the period of January 1, 2018 through June 30, 2022.

Section 9.05 Work Schedules

24 – Hour Work Shift

- A. Unit employees assigned to work the 24 – hour work shift schedule shall begin at 0700 hours and terminate work at 0700 hours the following day. The City shall maintain the current 56-hour shift schedule as it relates to days on/days off.
- B. The work period for bargaining unit employees assigned to a daily work schedule shall be a fixed and regularly recurring work period.
- C. Time worked is defined as the maximum number of hours worked or deemed to have worked (including all paid leaves of absence) per each 56 hour average work week paid at the regular rate of pay, except as provided in D below.
- D. Non – Work Time is defined by the following situations which shall not be considered time worked:
 - 1. All travel to work and returning home.
 - 2. All time in voluntary off – duty training, with the following exceptions:
 - a) Scheduled assigned training – would provide consideration of time worked for travel time and scheduled class time.
 - b) Where an individual voluntarily attends a budgeted Fire Department class, all off – duty time would be considered non – work time; however, any scheduled shifts within that period would be recorded as Leave for Department Business.
 - 3. Dock time defined as non – work time charged against an employee for unauthorized absence, tardiness, or other absence without pay.
 - a) Dock time shall not be chargeable against authorized leave times.
 - b) Dock time shall be charged in quarters of an hour.

Approved:



Scott Ochoa, City Manager
City of Ontario

4/13/21

Date



Kevin Fugate, President
Ontario Professional Firefighters Association
Local 1430 I.A.F.F.

4-7-21

Date