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In the Matter of .
The City of Watertown, .
Watertown, New York .

and .

Case #M76-153
CA-0109

Watertown Firefighters Association .
Local 191, I.A.F.F. .
.

The City of Watertown and the Watertown Firefighters Association Local 191, having reached an impasse in the 1976-77 contract, referred the issues to arbitration in accordance with procedures established by the Taylor Law. The following were designated as members of the arbitration panel: Ronald G. Forbes, City Arbitrator; Robert E. Smith, Association Arbitrator; and John W. McConnell, Chairman. Hearings were held in Watertown on February 14 and March 7, 1977. The panel of arbitrators met in Watertown on March 15, 1977.

Having considered the evidence submitted and weighed each issue with respect to the merits, the arbitration panel awards as follows:

1. Longevity

The longevity payments shall be increased from the present level of 1% of Firefighter F6F salary to 2% of Firefighter F6F salary for the existing time intervals, effective July 1, 1976 applicable to budget year 1976-77.

2. Time Reduction for Reaching Top Step

The Firefighter proposal to move to the top step on the new scale at time of promotion within one year is denied.

3. Dental Plan

The Firefighters proposal to establish a group dental program financed by the City is denied.

4. Overtime

Overtime shall be paid for all time worked in excess of regularly scheduled hours at the rate of time and one-half. When a Firefighter is called in outside his regularly scheduled shift he shall be guaranteed 2 hours pay at the applicable rate.

5. Pay for Unused Sick Leave

The Firefighters proposal for accumulated sick leave to be paid as compensation upon retirement is denied.

6. Bereavement Leave

The City leave rules shall be amended to provide bereavement leave up to a maximum of three days per death. Requests for such leave shall be made in writing to the department head. Bereavement leave shall be permitted for a death of a member of the immediate family including a person who has stood in place of a member of a family of the employee's immediate family over a period of years.

7. Holidays

The Firefighters proposal for an increase in holidays from 11 to 12 per year is denied.

8. Time Off for Union Business

The Firefighters proposal to allow the present maximum of 56 days to be used by any designated

Firefighter member of the Association rather than limited solely to officers of the Association is approved. At least 3 days notice of absence under this provision must be given. No more than 4 Firefighters may be absent at any one time.

9. Vacations

The Firefighters proposal for individual notification and explanation of vacation time options in writing upon request of a Firefighter is approved.

10. The Firefighter proposals related to duties in general and filling of vacancies have been withdrawn.

11. Guaranteed Employment

The City proposal to delete from the contract the provision for guaranteed employment (Article 13 Section 4) is approved.

12. Chief to be Removed From the Bargaining Unit

The City proposal to remove the Fire Chief from the bargaining unit is outside the jurisdiction of this panel.

13. Two proposals set forth by the Firefighters Association in the petition for arbitration, namely, hazard pay and establishment of a safety program, are not properly before this arbitration panel.

14. Arbitration

The Firefighters proposal for binding arbitration of disputes involving the application and/or interpretation of the collective bargaining agreement is approved. Add a new paragraph 9 to Section 4 of the

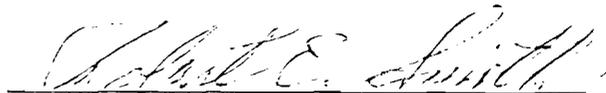
Grievance Procedure for City employees to read as follows:

".....should the grievance not be resolved by the employee grievance board, either party may then request the State Board of Mediation and Arbitration to provide arbitration service. The authority of the arbitrator shall be limited to the interpretation and application of this agreement. He shall have no right to add to or to subtract from the agreement. The decision of the arbitrator shall be final and binding on both parties. Any expense incidental to arbitration shall be equally borne by the City and the Union.

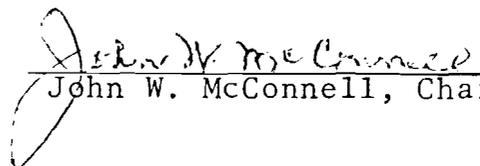
15. The City proposal of 5% pay increase added to each step of the pay schedule is approved.



Ronald G. Forbes, City Arbitrator



Robert E. Smith, Association Arbitrator



John W. McConnell, Chairman

The rationale for the above award will be issued at a subsequent date.

