AGREEMENT

BETWEEN

CITY OF HAZLETON

AND

INTERNATIONAL ASSOCIATION OF FIREIFGHTERS

LOCAL NO. 507

CBA / ACT 111

January 1, 2015
to
December 31, 2021
| ARTICLE 1 | GENERAL | 1 |
| ARTICLE 2 | RECOGNITION | 1 |
| ARTICLE 3 | UNION SHOP | 2 |
| ARTICLE 4 | CHECKOFF | 2 |
| ARTICLE 5 | PROBATION PERIOD | 2 |
| ARTICLE 6 | SENIORITY LIST | 3 |
| ARTICLE 7 | VACANCIES - JOB OPENINGS | 3 |
| ARTICLE 8 | SICK LEAVE | 5 |
| ARTICLE 9 | HOURS OF DUTY | 8 |
| ARTICLE 10 | SAFETY AND HEALTH | 9 |
| ARTICLE 11 | TRAINING | 10 |
| ARTICLE 12 | LEAVES FOR UNION AFFAIRS | 10 |
| ARTICLE 13 | INSURANCE COVERING PAID FIREFIGHTERS | 11 |
| ARTICLE 14 | EFFICIENCY | 14 |
| ARTICLE 15 | PENSIONS | 14 |
| ARTICLE 16 | HOLIDAYS | 17 |
| ARTICLE 17 | VACATIONS | 18 |
| ARTICLE 18 | SALARIES | 19 |
| ARTICLE 19 | LONGEVITY | 22 |
| ARTICLE 20 | GRIEVANCE PROCEDURE | 23 |
| ARTICLE 21 | OVERTIME | 25 |
| ARTICLE 22 | NIGHT SHIFT DIFFERENTIAL | 28 |
| ARTICLE 23 | RULES AND REGULATIONS | 28 |
| ARTICLE 24 | DURATION | 28 |
| ARTICLE 25 | PAST PRACTICES | 29 |
| ARTICLE 26 | APPARATUS | 29 |
| ARTICLE 27 | SEVERANCE PAY | 30 |
| ARTICLE 28 | CREDIT UNION | 31 |
| ARTICLE 29 | COPIES OF COLLECTIVE BARGAINING AGREEMENT | 31 |
| ARTICLE 30 | EMS SERVICE | 31 |
| ARTICLE 31 | EMERGENCY ASSISTANCE | 31 |
| ARTICLE 32 | FIRE DEPARTMENT CONSOLIDATION | 32 |
Proposition Period

Article 5

The Union Treasurer shall
and once each month Union dues, and deliver the sums to
the Assistant Certified as Assessment. FFF Funds.

Checkoff

Article 4

Section 1. The City shall make available a secure office in
its Fire Station in good standing.

Union Shop

Article 5

Section 1. Each employee shall as a condition of employ-
ment matrix, his membership in the Union, and
shall
become a member of the Union and maintain this agree-ment. After securing one hundred eighty (180) days of employment of the Hazleton Fire Department after the date of employment of each new employee, his membership in the Union, and
shall
be a condition of employ-
ment.
Section 3. Vacancies. Any Promotion Vacancy shall be filled with a person who has completed the required period of service.

Section 4. New Jobs. New jobs shall be advertised in the city bulletin.

Section 5. Return to Rank. An officer of the department shall return to a lower rank if the officer resigns or is retired.

Section 6. All benefits enjoyed by each of the department shall also be enjoyed by the department.

Section 7. Requirement. Each and every employee shall have the right to assume this position according to the seniority list.

Section 8. Agreement. The agreement between the department and the employees shall be negotiated and entered into this agreement.

Section 9. Mayor. The Mayor of the City of Hazleton.

Section 10. The Mayor of the City of Hazleton.

Section 11. The Mayor of the City of Hazleton.

Section 12. The Mayor of the City of Hazleton.

Section 13. The Mayor of the City of Hazleton.

Section 14. The Mayor of the City of Hazleton.

Section 15. The Mayor of the City of Hazleton.

Section 16. The Mayor of the City of Hazleton.

Section 17. The Mayor of the City of Hazleton.

Section 18. The Mayor of the City of Hazleton.

Section 19. The Mayor of the City of Hazleton.

Section 20. The Mayor of the City of Hazleton.

Section 21. The Mayor of the City of Hazleton.

Section 22. The Mayor of the City of Hazleton.

Section 23. The Mayor of the City of Hazleton.

Section 24. The Mayor of the City of Hazleton.

Section 25. The Mayor of the City of Hazleton.

Section 26. The Mayor of the City of Hazleton.

Section 27. The Mayor of the City of Hazleton.

Section 28. The Mayor of the City of Hazleton.

Section 29. The Mayor of the City of Hazleton.

Section 30. The Mayor of the City of Hazleton.

Section 31. The Mayor of the City of Hazleton.

Section 32. The Mayor of the City of Hazleton.

Section 33. The Mayor of the City of Hazleton.

Section 34. The Mayor of the City of Hazleton.

Section 35. The Mayor of the City of Hazleton.

Section 36. The Mayor of the City of Hazleton.

Section 37. The Mayor of the City of Hazleton.

Section 38. The Mayor of the City of Hazleton.

Section 39. The Mayor of the City of Hazleton.

Section 40. The Mayor of the City of Hazleton.

Section 41. The Mayor of the City of Hazleton.

Section 42. The Mayor of the City of Hazleton.

Section 43. The Mayor of the City of Hazleton.

Section 44. The Mayor of the City of Hazleton.

Section 45. The Mayor of the City of Hazleton.

Section 46. The Mayor of the City of Hazleton.

Section 47. The Mayor of the City of Hazleton.

Section 48. The Mayor of the City of Hazleton.

Section 49. The Mayor of the City of Hazleton.

Section 50. The Mayor of the City of Hazleton.
SICK LEAVE

ARTICLE 8

Sick leave is earned for non-duty connected injury or illness.

Section 1. Sick leave for non-duty connected injury or illness.

Section 2. In the event an employee is hospitalized or unable to work while on vacation due to illness of injury and is under the care of a doctor's care and subsisting upon a vacation pick day, the employee shall have the option of having those vacation pick days earned back.

Section 3. An employee's accumulated sick leave shall not be reduced whilst on vacation.

Section 4. Heart and Lung Act. This provision of the Act.
Section 1. The weekly working hours shall be forty-two (42).

Section 2. Relief at Fires. In the event of any fires requiring immediate attention, the Firefighter shall be relieved of his duty temporarily and proceed to the scene of the fire. Upon the conclusion of the fire fighting activities, the Firefighter shall return to his regular duties.

Section 3. The Firefighter shall be entitled to all time during the time of the fire fighting activities. This shall include any time spent in the performance of any duties required by the City or the Fire Chief.

Section 4. The Firefighter shall be entitled to all time during the time of the fire fighting activities. This shall include any time spent in the performance of any duties required by the City or the Fire Chief.

Section 5. The Firefighter shall be entitled to all time during the time of the fire fighting activities. This shall include any time spent in the performance of any duties required by the City or the Fire Chief.


Section 7. Death Leave. Death leave shall be granted only for the death of an employee, and shall be granted within three (3) days of the date of occurrence. This shall be in addition to any and all other leave provided by any other source.

Section 8. The Firefighter shall be entitled to all time during the time of the fire fighting activities. This shall include any time spent in the performance of any duties required by the City or the Fire Chief.
Section 1. It is hereby agreed that the following members

LEAVES FOR UNION AFFAIRS

ARTICLE 12

The Training Agreement

Exercises shall take place at city firehouses.

ARTICLE 11

The fire officers shall be entitled to a minimum of 4 hours work

Please note that the text is not fully legible due to a previous extraction error. The content includes sections on Leave for Union Affairs, Training, Safety and Health, and other matters.
Section 3: Employees hired January 1, 1995 and thereafter are covered by the City’s health insurance program. Employees hired after January 1, 1995 are covered by a 2% co-insurance plan.

Section 4: Employees hired January 1, 1995 through December 31, 2003 may have elected to enroll in a retiree health insurance plan. Employees hired after December 31, 2003 are not eligible to enroll in the retiree health insurance plan.

Section 5: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.

Section 6: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.

Section 7: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.

Section 8: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.

Section 9: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.

Section 10: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.

Section 11: The city shall provide Blue Cross of Northeastern Pennsylvania Preferred Provider Organization (PPO) health plans for all employees and their families.
Section 1. The City of Hazleton, Pennsylvania, shall recognize as employees all members of the Fire Department who are duly

defined by the City of Hazleton as employees.

ARTICLE 15

PENSIONS

Section 2. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 3. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 4. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 5. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 6. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 7. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City ofHazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 8. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.

Section 9. The City of Hazleton shall pay a pension to the widow or survivor of any deceased Firefighter. Such pension shall be equal to the

salary of the deceased Firefighter for a period of 20 years. If the widow or survivor is not eligible to receive a pension, the City of

Hazleton shall pay a pension to the child or children of the deceased Firefighter for a period of 20 years. If the child or children are not

eligible to receive a pension, the City of Hazleton shall pay a pension to the parent or parents of the deceased Firefighter for a period of

20 years. If the parent or parents are not eligible to receive a pension, the City of Hazleton shall pay a pension to the grandparent or

grandparents of the deceased Firefighter for a period of 20 years. If the grandparent or grandparents are not eligible to receive a pension,

the City of Hazleton shall pay a pension to the great-grandparent or great-grandparents of the deceased Firefighter for a period of

20 years. If the great-grandparent or great-grandparents are not eligible to receive a pension, the City of Hazleton shall pay a pension to

the City of Hazleton.


**Title:**

Salary, longevity pay, and survivor benefits.

**Section 4.** Effective January 1, 1988, and thereafter: Members who were hired after September 1, 2000, and thereafter shall be entitled to a base wage/salary, longevity pay, and survivor benefits. The base wage/salary shall include and be limited to the "final average salary" and shall be increased and be limited for all groups to the extent of the increase in the "cost of living index." Members who were hired after September 1, 2000 shall be eligible to retire on pension prior to January 1, 1988 with a pension with regard to their age, 50% of their average salary after September 1, 2000, plus longevity pay, if any, shall be entitled to a pension.

**Section 2.** These two (2) members shall represent the paid Fund Association.

**Section 3.** Each bargaining unit member shall be entitled to one (1) vote on the Pension Board for Hazleton Paid-Firemen's Fund Association.

**Section 4.** Each bargaining unit member shall be entitled to one (1) vote on the Pension Board for Hazleton Paid-Firemen's Fund Association.

**Section 5.** Pension benefits shall be vested after twelve (12) years of service.

**Section 6.** Effective January 1, 1988, all pension benefits shall be vested after twenty (20) years of service.
Section 3. Personnel Day: Each firefighter shall receive per year a minimum of 6 vacation days, which may be used in any combination and at any time during the calendar year. These days may be used to attend to the personal needs of the firefighter or to vacation. Each firefighter shall receive 1 paid personal day for each 50 hours worked. These personal days may be taken after the completion of a 15-month period. Each firefighter shall receive a minimum of 6 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 48 hours of paid leave per year. These hours shall be used within the calendar year. Each firefighter shall receive a minimum of 8 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 12 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 18 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 24 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 30 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 36 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 42 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 48 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 54 vacation days per year. These vacation days shall be used within the calendar year. Each firefighter shall receive a minimum of 60 vacation days per year. These vacation days shall be used within the calendar year.
Section 2. All Fire Fighters hired during the term of this contract that shall include the following yearly percentage increases that shall be paid in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Year</th>
<th>1/1/2015</th>
<th>1/1/2016</th>
<th>1/1/2017</th>
<th>1/1/2018</th>
<th>1/1/2019</th>
<th>1/1/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Salary Schedule

Article 18

and the Fire Chief, providing a request is granted by the Board of Governors.

Section 3. Vacations may be exchanged between members.

Thirty-four (34) regular days, may be scheduled as follows:

A. For one (1) full year of service, less than six (6) full days.
B. For six (6) years of service, a member may pick sixty (60) regular days.
C. For twenty (20) years of service or a member may pick sixty (60) regular days.
D. For twenty (20) years of service and eighteen (18) or more years of service.

A regular day shall be picked as vacation.

Given as vacation, these holidays shall be added to the number of days guaranteed each year provided that no fire fighter has scheduled more than one (1) paid holiday in a four (4) day period.
Section 1. In addition to his salary, each Firefighter shall receive a longevity increment of one (1%) percent for every two (2) years of service up to a maximum of twenty (20) years of service, or a total of ten percent (10%) of his yearly salary.

Longevity

ARTICLE 19

The City decides to do so.

The Union agrees to convert to a bi-monthly pay

Section 6. The above salaries are for Firefighters.

Section 7. The salaries in Section 5 of this Article are based on proportionate salaries and do not include longevity pay.

Section 8. The salaries in Section 1 of this Article are based on the anniversary date of the appointment of the Fireman.

Section 4. A year of service shall be on the anniversary date of the expiration of the Fireman's service contract.

Uniforms:

Uniform shirts will be purchased at a uniform store. Uniforms will be purchased at a uniform store.

Uniforms will be provided for all paid Firefighters at the sole expense of the City. All Firefighters shall receive...
Section 6. No bargaining unit member shall be disciplined or

Section 5. The grievance committee of the Union shall con-

Section 4. The time limits established in this Article may be

Section 3. Any adjustment of a grievance reached in any

Section 2. Payment of costs of the arbitration proceeding shall

Section 1. The purpose of the grievance procedure shall be

Step 1: The employee's immediate supervisor within ten (10)

Step 2: The grievance shall be presented in writing to

Step 3: The grievance shall be presented in writing to

Step 4: The time limits established in this Article may be

Step 5: The grievance committee of the Union shall con-

Step 6: No bargaining unit member shall be disciplined or

Step 7: The grievance procedure will be initiated by

Step 8: The answer will be satisfied if settlement is reached.

This article, delete of service shall be from the date of initial

The Union, or the Grievance Resolution Administrator, in its discretion, may impose such remedies as are necessary to ensure compliance with the terms of this Agreement. The remedy shall be in addition to any other remedies available by law or under this Agreement.
exhausted, the group next in the overtime rotation for this first fireman/girl in the working group on shift, starting with the first fireman in charge must call the firemen.

Step 1. After all procedures are followed, the procedures and pay must be followed. The firemen in the working group on shift, starting with the first fireman in charge must call the firemen.

Step 2. If a fireman/girl accepts overtime, another night shift will be posted on the same day, the first night shift before the shift, the shift and the following night shift after the shift. Example: A fireman/girl is stationed on a night shift of 7-10 PM. On Monday, the shift before the shift will be the next fireman/girl on the night shift of 7-10 PM. On Tuesday, the shift after the shift will be the first night shift of 7-10 PM.

Step 3. Then call the next fireman/girl in rotation from the firemen/girls.

Step 4. A fireman/girl who is scheduled to be on the next night shift will be notified of their change in their rotation.

Step 5. If a fireman/girl accepts overtime, another night shift will be posted on the same day.

Step 6. If a fireman/girl accepts overtime and another night shift will be posted on the same day.

Section 2. Overtime Procedures: The following procedure shall be utilized to call personal out for overtime.

Section 3. Time and one-half shall be paid to an individual when scheduled on the day shift, for all weeks in excess of fourteen (14) hours.

Section 4. Time and one-half shall be paid to an individual when scheduled on the day shift, for all weeks in excess of fourteen (14) hours.

Section 5. Overtime shall be paid at the regular hourly salary of the individual.

Section 6. Time and one-half shall be paid to an individual when scheduled on the day shift, for all weeks in excess of fourteen (14) hours.
Section 1. The term of this contract shall commence on

DURATION

ARTICLE 24

The fire department are reserved exclusively to the City's
Department of the methods and means by which to operate
determination of those hours of work. Employees, including
of employees, the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
right to hire employees; the right to direct themselves, the right to hire,
R. (Rev.) R. (Rev.)

Section 1. Severeance Pay

Pay

Article 27

Pursuant to the requirements of the Employment Act of 1975, all employees of the City of (City Name), who have been employed for a period of at least 180 days, will be entitled to severance pay upon termination of employment. The amount of severance pay shall be calculated based on the employee's years of service and salary, subject to the discretion of the City Manager. Failure to provide severance pay in accordance with this policy shall result in termination of employment.

Section 2.3 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 3.4 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 4.5 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 5.6 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 6.7 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 7.8 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 8.9 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 9.10 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 10.11 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 11.12 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

Section 12.13 The offer shall be presented in writing to all employees who have been employed for a period of at least 180 days. The offer shall be accepted in writing by the employee within 10 days of receipt. Failure to accept the offer within the specified time period shall result in termination of employment.

January 1, 2015 and terminate on December 31, 2021.
EMERGENCY ASSISTANCE

ARTICLE 31

1. The EMS Service, in consultation with the Fire Department, shall be provided to any member of the community who is in need of EMS services.

ARTICLE 30

1. The EMS Service, in consultation with the Fire Department, shall be provided to any member of the community who is in need of EMS services.

ARTICLE 29

1. The EMS Service, in consultation with the Fire Department, shall be provided to any member of the community who is in need of EMS services.
BACKGROUND

For the City of Hazelton

Laurie J. Anderson, Esquire

For IAFF Local 507

Stephan H. Anderson, Esquire

In re: Hazleton City Firefighters

American Arbitration Association

IN THE MATTER OF:

CITY OF HAZELTON

v.

FIRE PROTECTOR'S LOCAL NO. 507
INTERNATIONAL ASSOCIATION OF

CASE NO: 01-15-0003-3996

AMERICAN ARBITRATION ASSOCIATION

Section B. Nothing contained in the above shall...
SICK LEAVE

Section 4 of the Agreement shall be amended to include the following:

The first sentence of Article XII, Section 3, as follows below, shall be deleted.

VACANCIES (PROMOTIONS)

Fund transfers for all members, if when the City decides to do so.

In addition, the Union shall agree to convert to a bi-monthly pay and electronic

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>2%</td>
</tr>
<tr>
<td>2019</td>
<td>3%</td>
</tr>
<tr>
<td>2020</td>
<td>2%</td>
</tr>
<tr>
<td>2021</td>
<td>3%</td>
</tr>
<tr>
<td>2022</td>
<td>3%</td>
</tr>
</tbody>
</table>

3. WAGES

The wages of the bargaining unit shall be adjusted as follows, effective January 1, 2015:

The duration of this Award shall be for a period of seven (7) years, commencing

PERIOD OF AWARD


January 1, 2015 and continuing on December 31, 2021.

provided by this Award.

agreement shall remain in full force and effect for the duration of the agreement.

and conditions of the parties, January 1, 2008 - December 31, 2014, collectively bargaining

Except as otherwise specifically provided by the terms of this Award, all terms

1. UNANTICIPATED PROVISIONS

AWARD

execute session, informally, to consider the evidence and arguments presented.

Subject to the requirements and presentation of evidence, the Panel may in

present his respective evidence and take full advantage of this opportunity.

hearings on August 12, 2014. In the event that there is a full opportunity to

rect not before January 1, 2015. Upon the notice of the final order and a full opportunity to

The parties noticed in an Inverse Application Proceeding pursuant to the

Exhibit to serve as the Imperial City of the Panel of Arbitrators.
the Union President of the also designated as approved by the Chief
Article 12 section (c) will be amended to provide for: "six (6) days of leave to
"Education or Length of Service"
Article 12 section (c) of the Agreement shall be amended to include:
2. LEAVE FOR UNION AFFAIRS

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.

6. SAFETY AND HEALTH

and be administered by any and all persons allowed under the Agreement.

Any provision or section of this agreement which the Union President, or any other person acting in accordance with the Agreement, may be deleted or amended to read as follows:

Article 10, section 3 of the Agreement shall be amended to read as follows:

Article 12, section (c) will be amended to provide for: "any leave due to

the Chief of the Agreement or the Union President and any person allowed under the Agreement, may be deleted or amended to read as follows:

Article 10, section 2 of the Agreement, "Chains," shall be deleted in its entirety.
consolidated

1. No Firefighter has suffered a loss of earnings or employment as a result of such

sanction.

Section 2. In the event of a consolidation (merger) agreement where the following conditions are

met:

A. The Firefighter working on the overtime position shall be the Firefighter most senior in the

Fire Department.

The night shift differential shall be increased to one hundred dollars ($100), 12. NIGHT SHIFT DIFFERENTIAL

A. If the shift is still not filled, the Firefighter in the working group with least

seniority will be mandated to stay.

B. Preference on promotion where none is decided to fill.

C. The City in conjunction with the city council shall make the decision for the final

selection.

After all processes are followed the remaining vacancies will be filled.

Step 6 of the Overtime Schedule proceeds as Article 21, Section 5 shall be

shift, and the following night shall

replaced, the night shift before the night, the

shift of the shift prior and the shift after the shift of the

overtime callout process. A Firefighter is considered on

Annex: Halifax Regional Fire

August 21, 2015

Impartial Chairman

Andrey Z, Eckle, Esq. (Eng.)

such notice. Nothing contained in this agreement shall prejudice the City from

sections on benefits.

Firefighters who only assume the position and are not assigned

mandated to stay. Firefighters on regular assignment shall report to

mandated to stay.

At the discretion of the Mayor and City Council, the

renew or assign.

4. If any participant in the consolidation (merger) fails to abide by the legal

a. The copy of the new agreement will be distributed to all participants.

b. An annual report will be compiled and distributed to all participants.

c. Any participant who fails to abide by the legal agreement will

a. The copy of the new agreement will be distributed to all participants.

b. An annual report will be compiled and distributed to all participants.

c. Any participant who fails to abide by the legal agreement will

a. The copy of the new agreement will be distributed to all participants.

b. An annual report will be compiled and distributed to all participants.

c. Any participant who fails to abide by the legal agreement will