



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Subject: Collective Bargaining Item: Recommended language for "Austin Clause" from Local 51

Date: 7/23/2026

Clause: agreement to recognize potential changes from State Legislature regarding tax revenue and CBA obligations; and to create a mechanism by which City council would have the ability to change/negate/amend portions of the CBA based on State legislature action

Local 51 response:

Current language: CBA 2022-2026

ARTICLE I PURPOSE OF AGREEMENT

Section 1. This Agreement, entered into this 23 day of August, 2022, is between the CITY OF EL PASO, TEXAS, hereinafter called the "City," and LOCAL 51, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC. hereinafter called the "Association."

Section 2. The purpose of this Agreement is to promote harmonious relationships between the City and the employees covered hereby and to fix the rates of pay, hours of work, and the terms and conditions of employment for those employees. This document recognizes the inherent dignity of the parties to this Agreement and by signing both parties agree to work together to maintain a favorable working environment where the value of each individual is recognized and respected.

Section 3. The use of the masculine gender in this Agreement shall be deemed to include the feminine gender, unless the reference is to a specific male individual.

Local 51 Response:

Addition of Section 4:

This agreement is entered into by both the City and the Association with the intent to meet contractual obligations as described within this document. In the event that circumstances outside the control of City Administration arise to include State legislative action that may negatively impact the terms agreed to within this document, both sides agree to meet and confer to discuss mutually beneficial solutions to the issues presented.