

El Paso Association of Firefighters Local 51  
 Collective Bargaining Proposal: **Administration**  
 Proposal Date: 5/12/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article V-City's Retained Prerogatives and Article VI—Existing conditions	<p>Article V-Section 2: City's right to command and direct working forces...and subcontract functions other than actual fire fighting activities and emergency basic and advanced life support:</p> <p><b>Add NEW section:</b> use of FD personnel for functions outside the stated intent of Article V section 2 and Article VI sections 1,3,4:</p> <p>Examples:            Mobile Integrated Health (MIH), Critical Care Treatment and transport paramedics-specifically FIREstar paramedics (agreement with Air Methods); Emergency Call Takers-911 center (staffing civilian call-taker positions due to high turnover); Infection Control Officer (historically an RN position) not in compliance with current first responder standards; Senior management for Health Department-during COVID; Staffing of migrant shelters and first aid stations during migrant crisis; Mobile Stroke Unit (agreement with UMC) staffed with EPFD personnel; Proposal to use FD personnel to conduct annual physicals for FD personnel (historically completed by contracted company-Concentra).</p> <p><b>Add Memorandum of Understanding (MOU)</b> clause for all changes to job specifications for firefighter and emergency medical technician job titles, and any additional tasks assigned outside of the stated intent of Article V section 2 and Article VI sections 1,3,4 in the current CBA and the <b>intent</b> of Texas Local Government Code section 143.</p>	see attached form	
Item 2	Article XXV- Miscellaneous Provisions	<p>Section 1: providing copies of documents to employees/stations.</p> <p><b>Amend the article</b> to reflect current administrative capabilities to include the use of electronic documents.</p>	see attached form	

Item 3	Article XXV- Miscellaneous Provisions	Section 3: <b>Amend the article</b> to include categorization of repairs needed at fire stations, based on severity and timelines to address the issues/repairs.	see attached form	
Item 4	Article XXV- Miscellaneous Provisions	Section 7: <b>Amend the article</b> to include language stating personnel will not be obligated or expected to use personal electronic devices to conduct City business, to include instances where City devices, networks, applications, or network connections are malfunctioning or not operating properly.	see attached form	
Item 5	Article XXV- Miscellaneous Provisions	Section 15: Delete entire section, no longer applicable.	see attached form	
Item 6	Article XXV- Miscellaneous Provisions	Section 16: Discuss and address the 40-hour operations (former EMS) text in the article. May no longer be applicable.	see attached form	
Item 7	Article XXVIII-Association Dues	Section 1: <b>Amend the section</b> to include text: "...the City will <u>electronically deduct</u> from the pay of each employee who has executed an authorization slip, membership dues levied by the Association in accordance with its Constitution and By-Laws".	see attached form	
Item 8	New Article-Labor and Management Relations	<b>New article</b> will incorporate all existing and proposed labor-management committees to include: (1) Medical Wellness Advisory Committee (will replace the current Health and Safety Committee) (2) Equipment/Apparatus/Facilities Committee: NEW (3) Professional Development Promotional Committee: NEW (4) Paramedic Advisory and Medical Review Committee: NEW (5) Rules and Regulations Committee: RESTRUCTURE (6) Fitness Committee: RESTRUCTURE	see attached form	