



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

Collective Bargaining Supplemental Information: 2026

General Topic:

Administrative

CBA Article:

Article: NEW ARTICLE

Problem/Issue:

The current structure, management, and traditionally accepted functions of the (3) labor-management committees have not adapted to meet the health, safety, management, and work trends of the fire service. Current committees are understaffed, and lack overall guidance, resulting in limited impact on the health and well-being of firefighters.

Local 51's Proposal:

New Article: will incorporate all existing labor-management committees, create new committees as outlined below, and establish guidelines for meeting requirements to include documentation, meet and advise responsibilities for department initiatives directly affecting firefighter health, safety, wellness, work conditions, equipment needed to perform the job, program improvement, promotional opportunities, professional development, and compensation.

Below is a list of requested committees, which will require future discussions to structure and formalize. We are also requesting that all committees increase in member size, to allow more participation and input, and to ensure there are enough committee members present to properly conduct business.

Requested committees:

- (1) Medical Wellness Advisory Committee (will replace the current Health and Safety Committee, guide the development of cancer screening and annual physical initiatives, using NFPA 1582 as a guiding document)
- (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



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Bottom Line:

Local 51 believes a strong and inclusive labor-management relationship is necessary for any professional organization to reach its highest potential. Most of the initiatives related to firefighter health, safety, and wellness have been initiated by fire department unions. Subject matter experts in training, equipment, policy, safety, and most other fire service issues are union based and supported.

Local 51 and its members have been kept “out of the loop” for many years, resulting in issues with program implementation that may have been avoided if more input and expertise from the union had been solicited and considered before any final decisions were made.

Date Presented: May 14, 2026