

El Paso Association of Firefighters Local 51
 Collective Bargaining Proposal: **Insurance and Health/Safety**
 Proposal Date: 5/5/2026

Local 51 Proposal	Article	Description	Information Provided	City Response or Counterproposal
Item 1	Article XIII-Uniform Allowance	Section 1b Delete the word "initial" and change to "annual" and delete "work jacket" and "tie" from annual allotment	see attached form	
Item 2	Article XIII-Uniform Allowance	New section: 1c: upon promotion, all necessary badges, appropriate metal bugle insignia, and appropriate "name tapes" will be provided at no cost to the member	see attached form	
Item 3	Article XIII-Uniform Allowance	New section: 1d: Each member will receive their new uniform allotment every October 1	see attached form	
Item 4	Article XXIV-Health and Safety	Section 5a: amend the structure and function of the health and safety committee to meet current employee health needs and NFPA 1581 guidance on related programs, as well as the implementation of new legislation related to firefighter health and safety to include, but not limited to, Texas House Bill 4144 and Texas House Bill 198 known as the "Wade Cannon Act"	see attached form	
Item 5	Article XXIV-Health and Safety	Section 6: add section 6a; formalize the peer support team program and place under the revised Health and Safety committee	see attached form	
Item 6	Article XIV-Insurance	New section: creation of a labor-management committee, tasked with earnestly researching the feasibility and structure of a Health Care Trust for Uniform Fire Department employees	see attached form	
Item 7	Article XIV-Insurance	In line with the intent of House Bill 4144, discuss the changing of the current insurance structure to include premium rates, and inclusion of recently retired firefighters	discussion, see attached form	

Item 8	Article XIV-Insurance	In line with item 6 of this document, discuss the proposed plan to move all uniform Fire Department employees to a Health Care Trust to manage health insurance for active and recently retired firefighters. Format exists in multiple fire departments across the country including Ft. Worth and partially in Houston. Intent is to streamline healthcare for firefighters and substantially reduce health insurance costs for the City.	discussion, see attached form	
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