



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

Collective Bargaining Supplemental Information: 2026

General Topic:

Health and Safety

CBA Article:

Article XIV-Insurance

Problem/Issue:

Recent and future legislation and the impact it will have on the health and medical insurance of firefighters both active and retired, is a primary concern for Local 51. Local 51 believes it is in the best interests of the City and the Union, to begin researching practical cost options related to health insurance for firefighters.

Local 51's Proposal:

Local 51 is requesting a formal discussion with the City, to explore options for altering the structure of our current health insurance program to address:

- Premiums (current costs, expected future costs)
- Discussion on how the formulary is developed for prescription medications
- Provider changes
- Legislation on the horizon, and how that will impact the overall health insurance program
- Development of a tiered system that would explore options for providing affordable health insurance for retirees

Bottom Line:

One of Local 51's primary functions is to ensure the good health and wellness of our members. Local 51 is interested in exploring alternative solutions to the issues of increased employee and employer healthcare costs, to provide reasonable and fair options for both firefighters and the City. To that end, Local 51 is preparing a proposal for health insurance premiums and related costs, and would like to discuss our proposal in further detail with representatives from the City specializing in insurance benefits.

Date Presented: May 5, 2026