



EL PASO ASSOCIATION OF FIREFIGHTERS

International Association of Firefighters Local 51

Established February 28, 1918

Collective Bargaining Supplemental Information: 2026

General Topic:

Vacation and Holiday Leave

CBA Article:

Article XVI, section 2: vacation accrual rates

Problem/Issue:

Junior employees often conserve vacation hours to accumulate enough time for extended leave periods. This sometimes leads to increased sick leave usage instead of vacation. Adjusting early-career accrual rates may provide newer employees with sufficient vacation availability and reduce this unintended effect. This supports recruitment and retention with newer employees which reduces turnover and long-term costs with replacing and training new employees.

Local 51's Proposal:

Increase the vacation accrual rates as follows:

Years of Service	Accrual Rate
0 – 5 years	1.25 days per month
5 – 10 years	1.5 days per month
10 – 15 years	1.75 days per month
15 – 20 years	2 days per month
20+ years	2.25 days per month

Bottom Line:

Vacation accrual rates have not increased in decades, and the current rates require an employee to work ten years before they receive an increase in their accrual rate. Employees with more than twenty years of service are locked in at the current rate of 2 days/month, regardless of the number of years of service. Local 51 would like to standardize the rates of accrual in 5-year increments and provide an incentive for employees with more than twenty years of service.

Date Presented: May 5, 2026