



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, New Section: Vacation Sell Back

Problem/Issue:

Issues:

- 1) Uniform employees are required to use any vacation/holiday leave in excess of (75) days prior to a set deadline as outlined in the current CBA or forfeit the excess leave.
- 2) Uniform employees who have excess vacation/holiday leave and choose to use that excess leave rather than forfeit it, create vacancies on front-line units. In many cases, a replacement is hired on extra-board or overtime, which is paid at 1.5x the replacement employee's normal hourly rate.

Local 51's Proposal:

Create a vacation/holiday sell-back program with the following guidelines: 1) 56-hour employees must maintain a minimum balance of 288 hours of combined vacation/holiday leave, and 40-hour employees must maintain a minimum balance of 192 hours 2) Annual sell-back limits for 56-hour employees: 180 hours 3) Annual sell-back limits for 40-hour employees: 120 hours 4) Vacation/holiday sell back would occur 6-months from the sick leave sell back.

Bottom Line:

When employees use large blocks of vacation to avoid forfeiting their vacation/holiday hours, the City pays the employee using their leave, and a replacement employee often at 1.5x their normal hourly rate. Local 51 believes this program will reduce absences and eliminate the "use it or lose it" concern. The employee sells back time at their normal rate, avoiding higher rates associated with promotions, step increases and contract raises.

Date Presented: May 5, 2026