



NEW ORLEANS FIRE FIGHTERS ASSOCIATION

IAFF LOCAL 632

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FOR IMMEDIATE RELEASE: FEB 11, 2020

NOFD ADMINISTRATION CANCELS ALL FIRE FIGHTER VACATIONS

How would you feel if you tried to warn your boss of dangerous fatigue and working conditions and they reacted by cancelling your vacation? Yesterday that's exactly what Chief McConnell did to fire fighters.

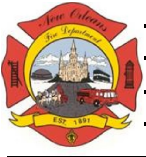
In response to fire fighters' plea for relief from a crushing schedule of up to 96 hours a week, and moments after a press conference where he minimized the work of fire fighters and accused them of exploiting the city, Chief McConnell, effective immediately, cancelled all fire fighters' vacations until further notice.

Having just stated on camera that, *"it's unfortunate if they don't want to [work overtime], but we don't force anyone . . . [overtime is on a] strictly voluntary basis,"* the move to cancel fire fighters' vacations is not just cruel and vindictive but, it would seem, an acknowledgment that NOFD staffing is at crisis levels. Later the same evening NOFD HQ issued a directive that establishes a forced overtime list.

FIRE FIGHTERS CONTINUE TO REPORT FOR THEIR REGULARLY SCHEDULED SHIFTS

- This boycott is a direct result of the city walking away from promotional and retirement negotiations that would allow the NOFD to retain more fire fighters
- Fire fighters face an increase of 150% in emergency responses over the last decade with 25% fewer fire fighters to respond
- Fire fighters seek that their overtime pay be calculated closer to, but still less than, NOPD in light of extreme hours worked.
- NOFD can no longer attract or retain fire fighters. More than 25% resign in less than three years.
- Chief McConnell gets his own hiring facts wrong, stating: *"we were without a hiring list for after our last 2 classes in 2017"*. In fact, the NOFD did run a class in 2019. A whopping 8 recruits - after 4 quit during training. The NOFD chalked up a net-loss of 25 fire fighters for the year.

About the New Orleans Fire Fighters Association: The NOFFA, organized in 1939, is a Labor Union affiliated with the International Association of Fire Fighters (IAFF) as Local 632. It has the Collective Bargaining Rights for NOFD's Fire Fighters, Fire Operators, Fire Captains and Fire Investigators and represents over 500 active members of the NOFD.



Temporary Operational Directive

TOD-ADM 01-20

TO: OFFICERS AND MEMBERS OF THE NEW ORLEANS FIRE DEPARTMENT

SUBJECT: PROPER RELIEVING FROM ASSIGNED DUTIES

COMP. REF: TEMPORARY OPERATIONAL DIRECTIVE (TOD)- TOD-ADM 01-20 PROPER RELIEVING FROM ASSIGNED DUTIES

EFFECTIVE: February 10, 2020

REVISED: N/A

SUPERSEDES: NEW

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APPROVAL: TIMOTHY McCONNELL, SUPERINTENDENT OF FIRE

1.0: PURPOSE:

To ensure staffing for Fire Operations Division due to Union boycott of overtime.

2.0: SCOPE:

This procedure shall apply to all employees of the NOFD

3.0: POLICY:

It shall be the policy of the NOFD to ensure strict accountability for Proper Relieving of all employees as per NOFD Rules & Regulations (5.2.17 Members shall not leave their assignment until properly relieved or upon approval from a Superior Officer.)

4.0: DEFINITIONS: N/A

5.0: GENERAL:

5.1 By order of the Superintendent, the following orders are in effect immediately and shall be enforced until further notice.

5.1.1 On duty members shall be relieved one for one (no member shall leave duty station until properly relieved or released by the On-Duty Operations Deputy Chief (Deputy Chief).

5.1.2 The Deputy Chief shall verify that all regular Pumper and Ladder companies are staffed with at least three personnel and all Rescue and Squad companies are staffed with four personnel plus staff & support. Once this staffing has been verified additional members can be released by the Deputy Chief.

5.1.3 All Vacations, Annual Leaves and Educational Leaves are cancelled immediately (including District and Deputy Chiefs).

5.1.3.1 If a member has extraordinary circumstances (out of town, out of country, etc.) they will be considered on an individual basis.



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5.1.3.2 Any member requesting an exception for extraordinary circumstance shall submit a Special Report with supporting documentation detailing the extraordinary circumstances to the Superintendent. The documentation shall include copies of any receipts demonstrating funds already expended related to the leave or vacation.

5.1.4 A return to work form and sick leave signed by a doctor shall be required from any member requesting to sick leave.

5.1.5 A return to work form and sick leave signed by a doctor shall be required from any member requesting to be excused from mandatory overtime due to illness.

5.1.6 Any member requiring educational leave (i.e. Non-Fire Dept. scheduled training, Delgado, Tulane, etc.) must have approval from the Deputy Chief prior to leaving the station. A mutual agreement may be allowed to replace a member for educational leave.

5.1.7 The Deputy Chief shall create and maintain a Mandatory Unscheduled Overtime list of all members on the respective platoon sorted by rank and platoon.

5.1.7.1 The list shall initially be arranged in reverse seniority with the least senior members at the top of each list.

5.1.7.2 The list will be used in the event the Department cannot fill overtime on a voluntary basis.

5.1.7.3 New members and recently promoted members shall be added to top of the lists by seniority or seniority in rank as appropriate.

5.1.7.4 If it becomes necessary to hire mandatory unscheduled overtime, the member(s) assigned to the on-duty platoon from which voluntary overtime would have been hired shall be hired and work overtime from these lists

5.1.7.5 Once a member has worked 24 hours of mandatory unscheduled overtime, his/her name shall move to the bottom of the list and be placed in order of seniority.

5.1.7.6 If a member works mandatory unscheduled overtime, he/she shall not be assigned to work mandatory overtime again until his/her name appears at the top of the list.

5.1.7.7 The mandatory unscheduled overtime list shall be maintained available for inspection by members.

5.1.7.8 This list shall not be utilized when an entire platoon is ordered to remain on duty or to report for work.

5.1.8 When it becomes necessary to hire mandatory overtime, the Deputy's Office shall announce that the mandatory unscheduled overtime hiring process is in effect and members shall not leave their duty station until ordered to do so by the Deputy Chief.

CITY OF NEW ORLEANS



FIRE DEPARTMENT

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6.0: REFERENCE AND RELATED MATERIALS:

6.1 NOFD RULES AND REGULATIONS

7.0: RESPONSIBILITY:

- 7.1** It shall be the responsibility of employee to remain at their assignment until properly relieved or authorized to leave their assignment by the Deputy Chief.
- 7.2** It shall be the responsibility of every Company Officer and District Chief, or any employee acting in those ranks, to ensure that no employee shall leave their assignment until properly relieved or authorized to leave their assignment by the Deputy Chief.
- 7.3** It shall be the responsibility of the Deputy Chief to ensure that all members adhere to this TOD.
- 7.4** It shall be the responsibility of the Deputy Chief to ensure that all companies are staffed in accordance with 5.1.2 of this TOD as a minimum staffing level.
- 7.5** It shall be the responsibility of the Deputy Chief to ensure that any details required to maintain minimum staffing on any companies are completed before those companies' members are released.