



Human Resources

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Memorandum of Understanding #5 Sick & Personal Business Days Conversion Day to Shift & Shift to Day

Between the City of La Crosse ("City") and the International Association of Firefighters ("IAFF")

RE: Personal Business Day Conversion Upon Transfer from Day to Shift OR Shift to Day

The City and IAFF have discovered a discrepancy in the way accrued personal business days are converted when an employee transfers from day shift to platoon shift and/or from platoon shift to day shift.

Additionally, it was discovered that the amount of personal business days listed was greater than what was negotiated.

In the 2025 – 2027 CBA, day shift employees may use up to five (5) days of accumulated sick leave credits in each calendar year for personal business, provided, however, that employees shall notify their supervisor at least twenty-four (24) hours prior to the time requested off."

The City and the IAFF mutually agree to update the following language in the contract from the following language to the updated language effective January 1, 2026.

2025 – 2027 CBA:
Article 10 Employee Sick Leave

Effective January 1, 2026, day shift employees may use up to twenty-six (26) hours of accumulated sick leave credits in each calendar year for personal business, provided, however, that employees shall notify their supervisor prior to the start of the scheduled workday.

The City and IAFF agree to use the Conversion factor of 1.4 when employees are transferred from day shift to platoon shift (i.e. multiply) and platoon shift to day shift (i.e. divide) effective January 1, 2025. With this conversion factor, it is also agreed that the City will round to the next whole number, no decimal places will be used.

The conversion rate identified above will automatically be added into the successor agreement in Article 10 at the next contract opener.

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