LETTER OF AGREEMENT

Between

City Of Bellingham

and

IAFF Local 106

Shift Bidding for AT Units

I. **PURPOSE:** This Letter of Agreement sets forth a temporary agreement concerning the 2026 shift bidding and the rotation of personnel between AT Units and Engine Companies.

II. **SCOPE:** This agreement covers members of IAFF 106B and is a non-precedent setting one year pilot program.

III. **AGREEMENT:**

WHEREAS, the Department has added two dedicated Basic Life Support (BLS) ambulances (known as AT units) over the last three years located at stations 1 and 3; and

WHEREAS, these units primarily respond to low acuity medical calls; and

WHEREAS, members currently bid a position on an AT unit and stay in that assignment for the year;

WHEREAS, the Department has an interest in ensuring all members maintain their skills in both firefighting and high acuity medical emergencies; and

WHEREAS, under the current bidding process, personnel permanently assigned to AT units have less exposure and ability to utilize and maintain these skills in a real world environment; and

WHEREAS, Local 106B wants to ensure a shift bidding process that respects members seniority and our history;

NOW, THEREFORE, the parties agree to the following for the 2026 shift bid process:

1. Firefighters will bid for their shift and assignments by seniority except for firefighter positions within station 1 and station 3. In these stations, there will be 3 firefighter positions open and those 3 firefighters will rotate between working on the engine and working on the AT unit.

2. Rotations will be for 1 month assigned to the engine and two months assigned to the AT unit each quarter. Firefighters bidding the Station 1 or Station 3 positions will also select, in seniority order, their desired rotation as follows:
    a. Rotation 1 – works Engine in January, April, July, and October
    b. Rotation 2 – works Engine in February, May, August, and November
    c. Rotation 3 – works Engine in March, June, September, and December
3. If a vacancy occurs in any position on the engine due to vacation, sickness or other unforeseen circumstance, then the BC will adjust members of the company (looking at engine and AT as a single company), and any swing or overtime members, in an order consistent with our historical practices which includes prioritizing the movement of people on the crew into engine positions from AT positions when appropriate based on department needs and qualifications.
4. The Parties agree that this is a 1 year pilot program and that during the 2026 shift bid firefighters will identify their preferred bid position (engine or AT) in the event that the trial is discontinued at the end of 2026. Both parties reserve their right to return to the historical past practice at the end of 2026.
5. The Parties agree to meet in June of 2026 to discuss the status of the program and determine if any further changes are needed.
6. Nothing in this agreement modifies members' current rights in regards to shift exchanges and other employee initiated movements.

DATED this _____ day of _____, 2025 for **IAFF Local 106B**:

_____

President, IAFF Local 106

_____

IAFF Local 106B E Board Member

DATED this _____ day of _____, 2025 for **CITY OF BELLINGHAM**:

_____

Fire Chief

_____

Human Resources