

## ARTICLE XXVIII - ASSOCIATION BUSINESS LEAVE (ABL)

### Section 1. ABL Pool

Within ~~sixty (60)~~ **one hundred and twenty (120)** calendar days after the execution of this Agreement, and then annually thereafter **during the first full pay period in January** for each year covered under this Agreement, the City shall assess from each member of the bargaining unit two and one-half (2.5) hours of vacation leave time from members who work forty (40) hours a week and four (4) hours of vacation leave time from members who work fifty-six (56) hours a week, which shall be contributed to the Association Business Leave (ABL) Pool.

At the end of each calendar year during this Agreement, unused ABL hours up to 150 hours will carry over. ABL hours in excess of 150 shall be donated to the Fire Department's Catastrophic Leave Bank.

### Section 2. Use of ABL Pool Hours

PFFM Executive Board members and other members as designated by the Executive Board, shall be permitted time off with pay, designated as ABL, to conduct the business of the Association. "ABL" may be used for, but not limited to; attendance of regular and special called meetings, conventions, conferences, contract negotiations, and grievance and/or disciplinary hearings. ABL will be counted as hours worked for the calculation of overtime and FLSA compensation.

### Section 3. Requests for Use

All requests for ABL shall be approved by the PFFM Executive Board and submitted to the Fire Chief or his designee at least seventy-two (72) hours in advance and shall adhere to the same scheduling guidelines as other departmental leave. ABL shall not be scheduled in a manner that causes overtime. The Fire Chief, or his designee, shall have final approval of ABL scheduling.

### Section 4. Association Executive Board Members

Within thirty (30) days after the execution of this Agreement, the Association shall notify the Fire Chief in writing as to the names of the PFFM Executive Board. The Association shall thereafter promptly notify the Fire Chief of any change in the composition of its Executive Board.