



HOUSTON PROFESSIONAL FIRE FIGHTERS

ASSOCIATION LOCAL 341

EST. 1932

PATRICK M. LANCTON
PRESIDENT

JIMMY CAMPBELL
FINANCIAL DIRECTOR

T. SCOTT WILKEY
COMMUNICATIONS
DIRECTOR

May 15, 2017

Natalie DeLuca
Senior Assistant City Attorney
City of Houston, Legal Department
City Hall Annex
900 Bagby, 3rd Floor
Houston, TX 77002
Natalie.DeLuca@houstontx.gov

Via Hand Delivery and Email

Anna Russell
City Secretary, City of Houston
City Hall Annex
900 Bagby
Houston, TX 77002

Via Hand Delivery

RE: Houston Fire Collective Bargaining Impasse

Dear Ms. DeLuca and Ms. Russell:

Pursuant to Texas Local Government Code § 174.152, the 60-day statutory impasse deadline has arrived. Having begun bargaining on March 14, 2017 and failing to reach agreement by May 14, 2017, under law, the City of Houston and the Houston Professional Fire Fighters Association are at impasse regarding a successor agreement to the 2011 CBA.

The Houston Professional Fire Fighters Association, Local 341 (“HPFFA”), on behalf of all Houston fire fighters requests arbitration to resolve the remaining issues in dispute. Pursuant to section 174.153, HPFFA specifies the following issues to be in dispute:

- Compensation;
- Hours of work;
- Overtime;
- Paid leaves, including sick leave and vacation leave;
- Staffing; and
- Dispute resolution (commonly referred to as the grievance procedure).



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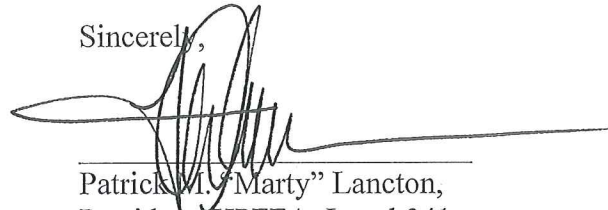
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If the City agrees to submit these matters to arbitration, sign the below indicating the City's agreement to arbitrate within 5 days and return to HPPFA so that the arbitration board may be selected.

The HPFFA also suggests that the parties participate in mediation prior to submitting these matters to arbitration. Advise if the City wishes to mediate prior to arbitration.

Sincerely,



Patrick M. "Marty" Lancton,
President, HPFFA, Local 341

AGREED:

Natalie DeLuca,
Senior Assistant City Attorney
Chief Negotiator for the City of Houston

cc: Sylvester Turner, Mayor
Ronald Lewis, City Attorney
Joseph Tellez, HPFFA Chief Negotiator
Troy Blakeney, HPFFA Senior Counsel
Richard Mumey, HPFFA General Counsel