

Agreement
Regarding the Expiration of the 2023 Collective Bargaining Agreement
Between The Austin Firefighters Association and the City of Austin

This Agreement (the “Extension Agreement”) between the Austin Firefighters Association, Local 975 (the “Association”) and the City of Austin, Texas (the “City”), which pertains to the collective bargaining agreement between the parties that was awarded by the interest arbitration panel on September 8, 2023 (the “Agreement”) and ongoing negotiations to reach a successor collective bargaining agreement, memorializes and confirms the agreement and shared understanding between the Association and the City regarding the expiration of the Agreement.

1. On September 26, 2025, the Association and the City reached a tentative agreement for a successor collective bargaining agreement to the Agreement.
2. Also on September 26, 2025, the Association and the City agreed to engage in a mediation to continue the negotiated resolution of the remaining details and written language for the tentative successor agreement.
3. On December 4, 2025, the Association and the City agreed to continue to engage in mediation and settlement discussions over a successor agreement to the Agreement.
4. Article 30, Section 1 (Termination of Agreement) of the Agreement provides that the Agreement shall remain in full force and effect until September 30, 2025. Article 30, Section 2 extends the Agreement for a period of up to 90 days from September 30, 2025, if the parties are in mediation or interest arbitration concerning a successor agreement.
5. Unless the Association and the City sooner enter into a successor agreement or reach a final resolution of their mediation, the Agreement will expire on December 29, 2025.
6. The Association and the City mutually desire and agree to a short-term extension of the Agreement beyond December 29, 2025, so that they may continue mediation and settlement discussions after December 29, 2025, without expiration of the Agreement.
7. Accordingly, the Association and the City agree that the Agreement shall be extended until the effective date of a successor collective bargaining agreement, or until final resolution of the mediation and settlement discussions described in paragraphs 2-3 herein, whichever occurs first.
8. The parties further agree that, notwithstanding any provision to the contrary in paragraph 7, the Agreement shall expire by no later than January 28, 2026.

9. The Association and City agree that if a successor agreement is not effective on or before December 29, 2025, and if the mediation and settlement discussions described in paragraphs 2-3 herein have not been finally resolved on or before December 29, 2025, then beginning on December 29, 2025, this Extension Agreement will govern the expiration date of the Agreement rather than Article 30 of the Agreement.
10. The Association and City agree that the representatives executing this Extension Agreement have authority to execute this Extension Agreement and bind the entities they represent to the terms of this Extension Agreement.

AGREED TO BY THE PARTIES through the signatures of their authorized representatives below, and effective as of the signature date of the last party to sign.

For the Austin Firefighters Association,

Local 975;

Bch Thel

Bob Nicks

President
12/10/2025

Date

For the City of Austin:

T.C. Broadnax, City Manager
City of Austin, Texas

Date