

EXHIBIT A

Successor Collective Bargaining Agreement

This agreement ("Agreement") is made by and between the Austin Firefighters Association, Local 975 IAFF (the "Association") and the City of Austin (the "City"), and is made with reference to the following facts, which the parties agree are true and correct:

- A. The City and the Association entered into a collective bargaining agreement as authorized by Texas Local Gov't Code Chapter 174 for a term beginning October 1, 2017, and expiring September 30, 2022 (the "2017 Agreement").
- B. The City and the Association are presently engaged in an interest arbitration proceeding arising from negotiations for a successor to the 2017 Agreement and conducted under Art. IX, Section 7 of the Austin City Charter, but that proceeding will not be completed before the expiration of the 2017 Agreement.
- C. The parties agree that it is in the best interests of the City, its residents, and the firefighters in the Austin Fire Department to continue the terms of the 2017 Agreement (with exceptions as stated below) for a limited period of time to allow for completion of the interest arbitration proceeding.

Therefore, in light of the facts recited above, and in consideration their mutual undertakings set out below, the parties agree to the following:

- 1. Effective as of the time the 2017 Agreement expires, the parties agree to a successor collective bargaining agreement that includes each of the exact same Articles as the 2017 Agreement, except that Article 30, Section 1.A. and Article 30, Section 2 in the 2017 Agreement are not included in the successor agreement.

2. The term of the successor agreement described in Paragraph 1 shall begin at the of expiration of the 2017 Agreement and shall expire at midnight on the 31st day of March, 2023, or at the conclusion of the pending interest arbitration proceeding conducted under Article IX, Section 7 of the Austin City Charter, whichever occurs first.

3. This Agreement does not prejudice the Association's right to request that any increase in compensation awarded by the Arbitration Board in the pending interest arbitration proceeding be made retroactive to October 1, 2022, and this Agreement does not prohibit or require the Arbitration Board in the pending interest arbitration proceeding to make any increase in compensation included in the Board's award retroactive to October 1, 2022.

AGREED TO AND EFFECTIVE AS OF THE DATE OF RATIFICATION BY BOTH PARTIES.

THE AUSTIN FIREFIGHTERS
ASSOCIATION

THE CITY OF AUSTIN

By: Bob Nicks
Bob Nicks, President

By: _____
Sarah Griffin,
Deputy Labor Relations Officer

Date: 9/21, 2022

Date: _____, 2022