Memorandum of Agreement

Between

City of Albany

And

Albany Fire Fighters, IAFF Local 845

## Article 14.1 New Employees

The parties agree to modify Article 14.1 of the Collective Bargaining Agreement as follows:

Article 14.1 New Employees

The training period shall be eighteen (18) months for all new entry-level employees and six (6) months for new lateral employees, as qualified by the department at time of hire, covered by this Agreement. Prior to completion of the training period, employees may be discharged with or without cause; and such action shall not be subject to the grievance procedure.

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| Holly Roten, HR Director | Date | Jason Katzenstein, Union President | Date |
| Shane Wooton, Fire Chief | Date | Matt DeFrancisco, Union Vice President | Date |