

# 2008 CITY OF SAN JOSE - IBEW NEGOTIATIONS SUMMARY OF AGREEMENT

## PERIOD OF MEMORANDUM OF AGREEMENT

Term: March 9, 2008- March 6, 2010

## WAGES

- 3.00% effective March 9, 2008
- 3.75% effective March 8, 2009

## SHIFT DIFFERENTIAL

- Effective March 9, 2008, increase in swing shift differential amount to \$1.55/hour
- Effective March 9, 2008, increase in graveyard shift differential amount to \$1.75/hour

## HEALTH INSURANCE

- Effective March 9, 2008, the City pays 90% of the cost of the lowest priced plan for the employee or the employee and dependent coverage and the employee pays 10%, up to a maximum of one hundred fifty dollars (\$150) per month.
- Effective the first pay period of payroll calendar year 2009, the City pays 90% of the cost of the lowest priced plan for the employee or the employee and dependent coverage and the employee pays 10%.
- Effective January 1, 2009, co-pays for all available HMO plans shall be as follows:
  - \$10 for office visits
  - \$5 for generic prescriptions
  - \$10 for brand prescriptions (BlueShield HMO will continue to include \$15 non-formulary drug co-pay)
  - \$50 for Emergency Room visits

## DISCIPLINARY ACTION

Article title will be changed from Alternate Discipline to Disciplinary Action. Addition of language stating that disciplinary actions are not subject to the grievance procedure of the Agreement. The language states that the appeal process for any disciplinary action shall be only the appeal process which is described in the San Jose Municipal Code and City Policy Manual section regarding discipline.

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### RETIREE HEALTHCARE

The parties agree to further discussions regarding retiree healthcare benefits during the term of the contract.

### VACATION AND PERSONAL LEAVE

- Effective the first pay period of payroll calendar year 2009, employees may now accrue up to two times their annual vacation amount.
- Effective the first pay period of payroll calendar year 2009, vacation will no longer be advanced to employees and employees will only be allowed to take vacation that they have earned.
- Effective the first pay period of payroll calendar year 2009, addition of **one (1) Personal Leave Day** as follows: Full-time employees will be entitled to a total of twenty-four (24) hours per payroll calendar year. Full-time employees hired on or after July 1 shall be entitled to only twelve (12) hours per payroll calendar year.

### PROTECTIVE FOOTWEAR

The City will provide a voucher for the purchase of protective footwear for up to \$150 for full-time employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the full-time employee. The City will replace protective footwear if needed, but no more than once per calendar year.

### FIFTEEN MINUTE INCREMENTS

The payroll system will be adjusted to allow employees to report time in fifteen minute increments.

### AGENCY FEE LANGUAGE

Clarification on agency fee language

### SICK LEAVE

Clarification of unpaid sick leave eligibility

### DISABILITY LEAVE

Clarification that Disability Leave Supplement shall not be provided if the City offers the employee employment at identical or similar rate of pay, within the employee's medical limitations, and the employee refuses or fails to accept duty for which he or she is physically qualified

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### **RETIREMENT**

Removal of language that is currently in the Municipal Code

### **CATASTROPHIC ILLNESS AND INJURY TIME DONATION PROGRAM (CITD) AND PERSONAL ILLNESS AND INJURY TIME DONATION PROGRAM (PITD)**

Current CITD language remains in the MOA. Employees represented by IBEW are no longer eligible for PITD.

### **HIGHER CLASS PAY FOR SUPERVISING TEMPORARY ELECTRICIANS**

Side Letter regarding Higher Class Pay for Supervising Temporary Electricians incorporated in the contract

### **SUBSCRIPTION AGREEMENT**

Removal of subscription agreement

### **CONTINUE CURRENT SIDE LETTERS**

- Layoffs
- Insurance Provider Rate Letters