



IBEW Local 332 | 2125 Canoas Garden Ave, Ste 100 | San Jose, CA 95125
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IBEW Negotiations Interests

1. Pay increases:
 - a. Year 1 – 12.00% (5.1.2)
 - b. Year 2 – 10.00% (5.1.3)
 - c. Year 3 – 8.00% (5.1.4)
2. Certification incentive: (5.19)
 - a. Include Instrument shop with CWEA (California Water Environment Association) or CA Electrical Certification
 - b. Include whole series (seniors and supervisors)
 - c. Raise incentive to 12%
3. Not require city employees to use PTO when rest is needed after call outs between the hours of 12AM and 6AM. (5.8.3)
 - a. Standby time between hours of 12AM and 7AM to be paid at double time.
 - b. Standby time to be paid at 4 hours per shift.
4. Paid time off (including sick leave) shall be considered time worked for the purpose of calculating overtime compensation. (6.6)
5. Increase shift differential, swing \$3.00, nights \$4.00 (5.3.1)
6. Increase meal allowance to \$20.00, currently \$14.00 (5.15)
7. Increase single employee in-lieu-of pay to \$105 (currently \$89.09) (5.6.5.2)
8. Holidays worked to be paid at double time (16.2)
9. Increase cell phone stipend to \$60/mo.
10. Unplanned/unscheduled overtime paid at 2x rate of pay. (6.6.2)
11. Special salary adjustment (5%) side letter made permanent in MOA.
12. Make the non-pensionable 5% pensionable (5.1.1)
13. Raise IBEW's parental leave to match the other unions from 40 hours to 320 (CAP Manual 4.2.7)
14. Increase boot voucher to \$300 and increase by \$25 annually (5.16)