



IBEW Local 332 | 2125 Canoas Garden Ave, Ste 100 | San Jose, CA 95125
PHONE 408.269.4332 | **FAX** 408.979.5500 | **EMAIL** info@ibew332.org

Proposal from IBEW Local 332 to The City of San Jose

The provisions contained herein are individual proposals. Language not changed herein will remain unchanged. The Union reserves the right to amend, withdraw or add to this proposal.

5.19 Electrician Certification Pay

Effective as soon as practicable, employees in the Electrician ~~series~~ **series** and Industrial Electrician **classification series** who possess a California State General Electrician certification shall be eligible for a **+10%** electrician certification incentive in addition to their base salary, each bi-weekly pay period. The employee must have valid California State General Electrician certification at all times to be eligible for the electrician certification incentive. The California State General Electrician certification is subject to the approval and determination of the Department Director or designee. Employees in classifications that require this certification as a minimum qualification are not eligible for the electrician certification incentive.

5.19.1 Instrumentation Incentive Pay

Effective as soon as practicable, Employees in the Instrument Control Series who possess a California Water Environment Association certification shall be eligible for a 10% instrumentation certification incentive in addition to their base salary, each bi-weekly pay period. The California Water Environment certification is subject to the approval and determination of the Department Director or designee. Employees in classifications that require this certification as a minimum qualification are not eligible for the CWEA certification incentive.