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Amended 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 #41~~ and Industrial Electrician ~~classification series~~ who possess a California State General Electrician certification shall be eligible for a ~~4~~ **6**% 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.

For the City of San Jose to be able to recruit and retain qualified electricians, a fair certification incentive program is necessary.

The California General Electrician exam had a first-time pass rate of 49.22% for the year of 2019. As of January 1, 2022, there are only 29,619 active general electrician certifications in California according to the Department of Industrial Relations. Having a current general electrical certification proves knowledge of the electrical industry and requires continuing education.

When the City of San Jose starts their apprenticeship, all apprentices must be trained by state certified electricians according to the California Department of Apprenticeship Standards.