

**SIDE LETTER AGREEMENT**

BETWEEN

THE CITY OF SAN JOSE

AND

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 332  
(IBEW)

**Electrician Apprenticeship Program**

The City and the International Brotherhood of Electrical Workers, Local 332 (IBEW) agree that the Electrician Apprenticeship Program shall commence as soon as possible. The City and IBEW agree to continue meeting with the Electrical Training Alliance of Silicon Valley (ETA) Joint Apprenticeship and Training Committee for the purpose of utilizing the ETA as the Lead Educational Agency to establish and implement the City's Electrician Apprenticeship Program effective as soon as practicable.

In the event that the ETA Joint Apprenticeship and Training Committee declines the City and IBEW's proposal to act as the Lead Educational Agency for the City's Electrician Apprenticeship Program, the parties agree that the City may select a different agency/provider to serve as the Lead Educational Agency for the City's Electrician Apprenticeship Program. The Lead Educational Agency selected will be at the City's sole discretion, and IBEW, Local 332 will not oppose the establishment of the City's Electrician Apprenticeship Program with the ETA or any other agency/provider.


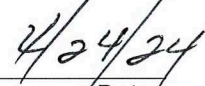
The special salary adjustment contained in the Recruitment and Retention Issues Side Letter dated June 19, 2022, will continue.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties. This Agreement shall become effective only as part of the overall tentative agreement for a successor MOA, when signed by all parties below, ratified by IBEW and approved by the City Council.

**FOR THE CITY:**

**FOR THE EMPLOYEE ORGANIZATION:**

   
\_\_\_\_\_  
Elsa Cordova Date  
Assistant to the City Manager, OER

   
\_\_\_\_\_  
Nate Morris Date  
Business Representative, IBEW

   
\_\_\_\_\_  
Cheryl Parkman Date  
Assistant to the City Manager, OER