CAU 7/13/17

2017 IBEW NEGOTIATIONS PACKAGE PROPOSAL D

July 1, 2017 – June 30, 2018

PAY: SEE CONSTRUCTION OF THE CONTROL OF THE CONTROL

• Effective the first pay period after approval by City Council and ratification by IBEW, all salary ranges for employees holding positions in classifications assigned to the IBEW shall be increased by approximately 3%.

RETREMENT

Administrative Costs (As Proposed June 12, 2017)

PERFORMANCE EVALUATION CONTROL OF THE PERFORMANCE AND ADDRESS OF THE PERFORMANCE AND ADDRESS

Performance Appraisal Language (As Proposed May 17, 2017)

UNCLASSIFIED TEMPORARY ELECTRICIANS AGREEMENT

Unclassified Temporary Electricians Agreement (As Proposed June 21, 2017)

PAY FOR PERFORMANCE TO THE PERSON OF THE PAY FOR PERFORMANCE TO THE PAY FOR

• Pay for Performance (As Proposed May 17, 2017)

Housekeeping (As Proposed May 17, 2017)

REST PERIODS. DATE TO THE PERIODS OF THE PERIODS OF

Rest Periods (See Attached)

OVERTIME TO THE TENENT OF THE PROPERTY OF THE

Overtime Volunteers (Accept New Language as Proposed by IBEW on May 18, 2017)

SIDE LETTERS AND THE PROPERTY OF THE PROPERTY

Certification Requirements (See Attached)

REOPENERS AND TENTATIVE AGREEMENTS

- City Medical Benefits Reopener
- Union Release Time
- Layoff

^{*}This package proposal is submitted in an attempt to reach a settlement. In the event the package proposal is not accepted in its entirety, the City reserves the right to modify, amend and/or add proposals.

2017 CITY OF SAN JOSE - IBEW NEGOTIATIONS

CITY COUNTERPROPOSAL - REST PERIODS

City Proposed Language:

5.8.3 To the extent possible, when an employee has worked in excess of fourteen (14) consecutive hours, upon request by the employee, the Department Director or designee may approve the time off using an employee's available leave, excluding sick leave, to provide the employee with a rest period prior to their next shift.

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

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

Certification Requirements

The City and IBEW agree to continue discussions related to certification requirements for certain classifications in the Electrician series.

This Agreement is considered part of the tentative agreement for a successor MOA between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOA and when signed by all parties below and approved by the City Council. This Agreement should not be construed as an agreement by the parties to change anything related to the current classification structures, job duties, and/or required certifications for Electricians. This Agreement is effective only during the term of a successor MOA.

EOD THE EMBLOVEE ODGANIZATION.

COD THE CITY.

FOR THE CITT.		FOR THE EMPLOYEE ORGANIZATION.	
Marco Mercado Assistant to the City Manager, OER	Date	Sal Ventura Business Representative, IBEW	Date
Elsa Cordova Senior Executive Analyst, OER	Date		