

C→U 7/13/17

**2017 IBEW NEGOTIATIONS
PACKAGE PROPOSAL D**

TERM

- July 1, 2017 – June 30, 2018

PAY

- 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%.

RETIREMENT

- Administrative Costs (As Proposed June 12, 2017)

PERFORMANCE EVALUATION

- Performance Appraisal Language (As Proposed May 17, 2017)

UNCLASSIFIED TEMPORARY ELECTRICIANS AGREEMENT

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

PAY FOR PERFORMANCE

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

HOUSEKEEPING

- Housekeeping (As Proposed May 17, 2017)

REST PERIODS

- Rest Periods (See Attached)

OVERTIME

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

SIDE LETTERS

- 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.*

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.

