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**IBEW 332/City Negotiations-2017
Package Proposal
6/8/17**

- Union 1** Article 1, Term of Agreement
- Union 2** Section 5.1, Wages
- Union 3** Section 5.3, Shift Differential:
Changes to 5.3.2 and 5.3.3 to show increase to differential
- Union 4** Article 5, addition of a CA State Electrical Certification Incentive
Add a section to compensate employees working under the terms of this MOA to receive incentive pay for obtaining and renewing certification.
- Union 5** Article 5, addition of a Longevity Clause- Drop
- Union 6** Article 5- Add Hot Work/Energized Work Pay
Employees who work on energized circuits and are required to wear FR/HRC clothing would receive additional compensation.
- Union 7** Article 6, add Section 6.72
Adds language to first ask for volunteers when overtime is required.
- Union 8** Article 6- Redefine the eligibility of overtime.
To not penalize an employee who is assigned overtime duty but has taken specified (earned) paid time off in the workweek.
- Union 9** Article 6, Minimum Rest Period
Add a section (6.12) that will allow a proper rest period between shifts so that an employee can safely perform their duties when required to work excessive hours to cover required work, emergencies, and employer need.
- Union 10** Article 7, Dues and Agency Fee Deduction:
Retirees who return to work shall meet the requirements of Article 7.
- Union 11** Bring Communication Installers and Technicians back up to parity with the Electricians.
- TA's** *14.1.3.1 to 14.1.3.3- Order of Layoff (need TA language)
*Article 14.1.4- Opportunity to Transfer (need to correct TA?)
*Article 35.1- Union Release Time
*City Medical Benefits Reopener

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Union 4 Electrical Certification Premium Pay

5.19 Premium Pay

Employees shall receive a professional achievement incentive of 5% (paid biweekly) in addition to their base salary for holding a valid and current California State Electrical Certification.

In order to receive the professional achievement incentive the license must be issued by the State of California, Department of Industrial Relations, Division of Labor Standards Enforcement, and is subject to approval by Department Director or designee.

The premium pay becomes effective the first full pay period after July 1, 2018, and after an approved application is received by the Payroll Department.