

U → @ 6/14/17

**IBEW 332/City Negotiations-2017
Package Proposal
6/14/17**

- Union 1** Article 1, Term of Agreement- One (1) Year Agreement
- Union 2** Section 5.1 Wages-
- Union 3** Section 5.3 Shift Differential:
Increase to shift differentials
- Union 4** Article 5, addition of a CA State Electrical Certification Incentive
See submitted proposal
- Union 5** **Drop**
- Union 6** **Drop**
- Union 7** Article 6, add Section 6.72- Overtime Volunteers
See submitted proposal
- 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
See submitted counter proposal dated 6/14/17
- 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.

***Agree in principal to the Retirement Administrative Cost proposal ,with cap, as proposed on 6/12/17.**

- TA's** ***14.1.3.1 to 14.1.3.3- Order of Layoff**
- *Article 35.1- Union Release Time**
- *City Medical Benefits Reopener**

U-7C 6/14/17

Union 9 Minimum Rest Period-Emergency Overtime

6.12 Rest Period

To the extent possible, when an employee has worked in excess of twelve (12) hours cumulatively, upon request by the employee, the Department Director or designee may approve time off for a Rest Period, using an employee's available sick leave, or other agreed upon leave, to provide the employee with a rest period prior to their next shift.

Union Counter Proposal submitted 6/14/17

U → C 6/21/17

Union 10 Dues and Agency Fee Proposal

Side Letter Agreement

Dues and Agency Fee Deduction-Retiree's/Temporary Workers

The City and IBEW agree to continue discussions related to the deduction of the appropriate fees or the approved deduction for working dues for retirees who temporarily return to work, and who perform the scope of work of an IBEW worker.

After a reasonable time the City and the IBEW will meet to confer on any action that may be appropriate, but no later than October 20, 2017.

*Submitted 6/21/17