

SIDE LETTER AGREEMENT

BETWEEN

THE CITY OF SAN JOSE

AND

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

RECRUITMENT AND RETENTION ISSUES

The City and IBEW agree to the following in order to address the recruitment and retention issues within certain classifications represented by IBEW.

Apprenticeship Program

The City and IBEW agree that IBEW will lead and sponsor an apprenticeship program with the City for the Electrician and Industrial Electrician series, wherein IBEW will serve as the lead educational partner of the apprenticeship program. The parties understand that approval for IBEW's participation in the apprenticeship program must be sought from a third-party educational partner the National Electrical Contractors Association (NECA). The parties agree that any discussions regarding the apprenticeship program will be concluded by January 1, 2023, unless delayed by a third-party.

Temporary Electrician Agreement

In order to help supplement services on a temporary basis, the parties agree that an Unclassified Temporary Electrician hired pursuant to the Agreement between IBEW and the City will may work for the City in this classification for a period of time not to exceed two (2) years of 4,160 hours. This is an extension from the current 6-month limitation. Please refer to the updated Unclassified Temporary Electricians Agreement.

Special Salary Adjustments

In order to bring the following classifications up to approximately 100% of market, including the addition of prevailing wage to the comparable public jurisdictions used, the City and IBEW agree that employees in Electrician, Industrial Electrician, and Instrument Control Technician Series will receive a special on-going 5% pensionable base wage increase. This will result in an increase to the top and bottom of the salary range for employees in the classifications noted above. These classification changes will be effective a pay period starting in August 2022.

The parties further agree, that in the event there becomes a recruitment and retention issue in the Communications Installer/Technician classification series during the term of the successor Memorandum of Agreement, the parties will agree to meet to discuss ways to address those issues.

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:



Cheryl Parkman
Assistant to the City Manager, OER

6/9/2022

Date

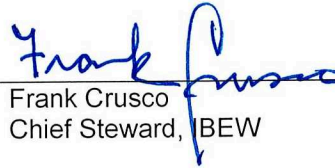
FOR THE EMPLOYEE ORGANIZATION:



Long Vu
Business Agent, IBEW

06/07/22

Date



Frank Crusco
Chief Steward, IBEW

6-07-2022

Date