

The International Brotherhood of Electrical Workers, Local No. 319

Revisions to the Collective Agreement

May 8, 2019

Negotiations between the City and the International Brotherhood of Electrical Workers (IBEW) Local 319 started on October 19, 2017 and a Tentative Agreement was reached on May 8, 2019. The contract is for a term of two (2) years from January 1, 2017 to December 31, 2018.

1. Wages

Effective December 1, 2017 employees will receive a 0.5% General Economic increase.

Effective July 1, 2018 employees will receive a 1.5% General Economic increase.

2. Term

The term of the agreement is for two (2) years. The term is for the period January 1, 2017 to December 31, 2018.

3. Collective Agreement Changes

a) Article 28 - Apprenticeship

There is no change to Article 28 for the term of the 2017-2018 collective agreement. Effective June 26, 2019 the following changes are applicable:

- New language has been implemented to clarify when an apprentice or journeyman receives a wage increase for successfully completing an apprenticeship level or a journey person certification.
- Apprentice rates for Powerline Technician and Power Electrician shall be calculated as follows:

Level	% of Journeyman Rate Powerline Technician	% of Journeyman Rate Power Electrician
Level 1	60.0%	64.2%
Level 2	67.4%	75.3%
Level 3	82.0%	80.8%
Level 4	90.0%	85.4%

- Apprentices will not suffer a wage rate reduction as a result of the implementation of this schedule.

b) MOA - Health Benefits Pilot Project

The Health Benefits pilot project is in effect until December 31, 2021. To be eligible employees must have permanent status and successfully completed the probationary period.

Employees who are part of the Health Benefits pilot project will have access to a Health Spending Account in the amount of \$250.00 per calendar year.

Employees who elect to not participate in the pilot project at the beginning (i.e., June 26) will have two opportunities to enter the pilot at a later date (April 1, 2020 or April 1, 2021).

Employees who participate in the pilot project are only permitted to take a maximum of nine (9) working days off as a result of banked overtime in a vacation year. Overtime hours in excess of the 9 day maximum will be paid out.

c) MOA - Health Benefit Improvement

During the term of this Health Benefit pilot project the City will pay an additional 0.05% of total payroll (i.e., from 1.0% to 1.05%) into the Group Health & Vision Care Plan in each of the 2020, 2021, and 2022 calendar years.

d) Article 31 – Grievance Procedure

Clarification has been added to ensure that the general nature of the grievance being advanced is included at step one of the grievance procedure.

e) Pay Supplements

The following pay supplement amounts will be added to the base wage

Pay Supplement of \$2.30/hr. will be added to base rate for the following positions:

- Powerline Foreman
- URD Foreman
- Powerline Technician

Pay Supplement of \$1.40/hr. will be added to base rate for the following positions:

- Power Electrician Foreman
- Power Electrician

f) Wage Grid Adjustments

GIS Tech

Wage Grid A08 will be used for GIS Tech job classification.

GIS Analyst

Grade A01 will be used for the GIS Analyst job classification.

Communications Technologist

The Communications Technologist position will be adjusted from Grade A02 to Grade A11.

g) Trouble/Service Powerline Technician and the Patrolman/Service Truck Operator

Effective January 1, 2019, the Trouble/Service Powerline Technician and the Patrolman/Service Truck Operator "Salary" will be based on the actual hours worked (91.25 hours per pay period).

h) Drafting Technologists Training Support

The parties agreed to provide training support for drafting technologists to become GIS Technologists. Support includes reimbursement of all tuition and material costs for the program upon successful completion of each course.

While the Drafting Technologists are in the process of obtaining the required qualifications they shall continue to be paid their current Drafting Technologist rate of pay transitioning to higher steps if they qualify.

i) Diversity and Inclusion Working Group

The parties agreed to develop a Working Group to discuss challenges and opportunities related to diversity and inclusion. The purpose of the working group is to report back to the parties prior to the next round of bargaining on opportunities to improve our representative workforce within the IBEW bargaining unit.

j) Salary Schedule

The parties agree to introduce a new salary format to improve the City's ability to implement salary grid changes more effectively.

4. Housekeeping and Administrative Changes

Housekeeping changes as needed.