



Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Alex Gurza

SUBJECT: SEE BELOW

DATE: March 20, 2008

Approved

Date

3/24/08

SUBJECT: AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL NO. 332 (IBEW)

COUNCIL DISTRICT: N/A
SNI AREA: N/A

RECOMMENDATION

Adoption of a resolution approving the terms of a Memorandum of Agreement with the International Brotherhood of Electrical Workers, Local No. 332, and authorizing the City Manager to execute the agreement with a term of March 9, 2008 to March 6, 2010.

OUTCOME

Adoption of the resolution and authorization to execute the successor agreement would implement a collective bargaining unit agreement between the City and IBEW.

BACKGROUND

The City of San Jose has a labor agreement with the bargaining unit, IBEW. IBEW represents approximately eighty-six (86) full-time positions including Electricians, Senior Electricians, Communications Technicians, Instrument Control Technicians and Electrician Supervisors.

The prior agreement expired on March 8, 2008. The Tentative Agreement for the new agreement was ratified by the IBEW membership on March 13, 2008.

ANALYSIS

The following is a summary of the Tentative Agreement between the City of San Jose and IBEW:

Term	March 9, 2008 to March 6, 2010
Wages	3.00% general wage increase effective March 9, 2008.
	3.75% general wage increase effective March 8, 2009.

Health Insurance Premium

Effective the seventh pay period of payroll calendar year 2008, employees' maximum contribution for the lowest-priced medical insurance plan will increase from \$100.00 to \$150.00 per month.

Effective payroll calendar year 2009, employees' contribution for the lowest-priced medical insurance plan will be 10% of the premium.

Health Insurance Co-Pays

Effective January 1, 2009, co-pays for all available HMO plans shall be as follows:

- a. Office Visit Co-pay: \$10
- b. Prescription Co-pay: \$5 for generic and \$10 for brand name (Blue Shield HMO will continue to include \$15 non-formulary drug co-pay.)
- c. Emergency Room Co-pay: \$50

Retiree Healthcare

The new contract includes a provision that allows the City to notify the union of its desire to reopen negotiations regarding retiree healthcare benefits during the term of the new contract.

Vacation Accrual

Effective the first pay period of payroll calendar year 2009, employees' paychecks will reflect actual accrued vacation and employees can accrue up to two times their annual vacation accrual rate.

Personal Leave

Effective the first pay period of payroll calendar year 2009, full-time employees will receive eight (8) additional hours of personal leave per year for a total of twenty-four (24) personal leave hours per year.

Shift Differential

Effective March 9, 2008, increase in swing shift differential amount from \$1.40/hour to \$1.55/hour and increase in graveyard shift differential amount from \$1.60/hour to \$1.75/hour.

Protective Footwear

The City will provide a voucher for the purchase of protective footwear for up to \$150 for full-time employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the full-time employee. The City will replace protective footwear as needed, but no more than once per calendar year.

Disciplinary Appeals

The new contract will contain the language proposed by the City that disciplinary actions are not subject to the grievance procedure of the Agreement. Further, the contract will state that the appeal process for any disciplinary action shall be only the appeal process which is described in the San Jose Municipal Code and City Policy Manual section regarding discipline. The Municipal Code and the City's Discipline Policy provide for appeals of formal discipline to the Civil Service Commission.

EVALUATION AND FOLLOW-UP

The new contract includes a provision that allows the City to notify the union of its desire to reopen negotiations regarding retiree healthcare benefits. Changes to retiree healthcare for employees represented by IBEW, if any, will be brought forward to the City Council as a separate item.

PUBLIC OUTREACH/INTEREST

- Criteria 1:** Requires Council action on the use of public funds equal to \$1 million or greater. **(Required: Website Posting)**
- Criteria 2:** Adoption of a new or revised policy that may have implications for public health, safety, quality of life, or financial/economic vitality of the City. **(Required: E-mail and Website Posting)**
- Criteria 3:** Consideration of proposed changes to service delivery, programs, staffing that may have impacts to community services and have been identified by staff, Council or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

While this item does not meet the criteria above, this item will be placed on the April 8, 2008 Council Agenda and the memorandum will be available to the public on the City's website.

COORDINATION

This memorandum was coordinated with the City Attorney's Office and the City Manager's Budget Office.

COST IMPLICATIONS

The ongoing increased annual direct cost of the IBEW agreement is approximately \$275,723 in the first year and approximately \$352,822 in the second year. The indirect costs include the addition of eight (8) hours of personal leave in 2009.



Alex Gurza
Director of Employee Relations

For questions please contact Alex Gurza, Director of Employee Relations, at (408) 535-8150.