



## Legislation Details (With Text)

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**Type:** Action Item    **Status:** Passed

**File created:** 8/23/2016    **In control:** City Council

**On agenda:** 9/1/2016    **Final action:** 9/1/2016

**Title:** Actions pertaining to the International Brotherhood of Electrical Workers, Local 100 (IBEW)  
1. \*\*\*Adopt a Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers, Local 100 for Unit 7 - Non-Supervisory Groups and Crafts  
2. \*\*\*RESOLUTION - 5th amendment to FY 2017 Salary Resolution No. 2016-120, amending salaries in Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW), as required by the Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers, Local 100 (IBEW)

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. IBEW MOU 2016-2017 Final.pdf, 2. IBEW MOU 2016-2017 Redline.pdf, 3. 5th Amend to FY17 Salary Resolution.pdf, 4. IBEW Costing.pdf

Date	Ver.	Action By	Action	Result
9/1/2016	1	City Council	approved	Pass

## REPORT TO THE CITY COUNCIL

**September 1, 2015**

**FROM:** JEFF CARDELL, Director  
Personnel Services Department

**BY:** KEN PHILLIPS, Labor Relations Manager  
Personnel Services Department

## SUBJECT

Actions pertaining to the International Brotherhood of Electrical Workers, Local 100 (IBEW)  
1. \*\*\*Adopt a Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers, Local 100 for Unit 7 - Non-Supervisory Groups and Crafts  
2. \*\*\*RESOLUTION - 5<sup>th</sup> amendment to FY 2017 Salary Resolution No. 2016-120, amending salaries in Exhibit 7, Unit 7 - Non-Supervisory Groups and Crafts (IBEW), as required by the Memorandum of Understanding between the City of Fresno and the International Brotherhood of Electrical Workers, Local 100 (IBEW)

## RECOMMENDATIONS

It is recommended Council: (1) approve the attached Memorandum of Understanding (MOU) to implement wages, hours and other terms and conditions of employment for City employees in Unit 7, Non-Supervisory Groups and Crafts, represented by IBEW, Local 100 (IBEW); and, (2) adopt the Fifth Amendment to Salary Resolution No. 2016-120 to amend salaries in Exhibit 7 for IBEW.

## EXECUTIVE SUMMARY

The City and IBEW, Local 100 reached tentative agreement on a successor MOU which will replace the MOU which expired on June 30, 2016. The MOU provides for an agreement through June 30, 2017, wage increases, payments to the pension plan by employees and other changes.

Council is also asked to approve the Fifth Amendment to FY 2017 Salary Resolution No. 2016-120, amending Exhibit 7 to implement salaries stated in the MOU.

## BACKGROUND

The City and IBEW started meeting in April, 2016 to work towards reaching agreement on a successor MOU. The parties reached a tentative agreement on August 12, 2016. Members of the Unit ratified the tentative agreement in a vote on August 24, 2016.

Major points of the attached MOU are summarized below.

- Term: September 5, 2016 through June 30, 2017
- Wages: 2% wage increase effective September 5, 2016
- Pension: Employees hired on or after September 5, 2016 will pay 1.5% of the City's pension costs
- Health and Welfare: Limit employee share to 30%, matching agreements with other units
- Industrial Electrician: Add the new classification to the MOU and to the provision on at home diagnostics
- Overtime: Add back a provision for double time on the 2<sup>nd</sup> consecutive day off for 5-8 schedules and the 3<sup>rd</sup> day off for 4-10 schedules
- Call Back/Standby: Limit total call back overtime an employee can earn to the amount of time they are assigned Standby, eliminate the difference between weekend and overnight Standby pay, and make the Standby rate for all holidays the same as the current rate for Christmas and Thanksgiving
- Vacation Leave: Increase leave accrual to provide consistency with similar units - Local 39 and ATU
- Sick Leave: Raise cap on earnings to 900 hours, update language to conform with AB 1522 and SB 579
- Holidays: Increase Holiday leave to 12 days to match other units, provide for cash payment when holiday leave accruals reach 40 hours
- State Disability Insurance (SDI): Amend language to make it clear that employees must use at least 13 hours of leave in order to be considered on paid status
- Hiring: Advise the Union Hall when the City is hiring for either permanent or temporary positions
- 4-10 Schedules: Include Tuesday - Friday alternative in Streets.

- Bilingual: Include provision for testing/certification throughout the year
- Camera Surveillance: Incorporate side letter language
- Drug Testing: Update language

The City Attorney's Office has approved the new MOU and the Salary Resolution Amendment as to form.

## **ENVIRONMENTAL FINDINGS**

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a "project" and is therefore exempt from the California Environmental Quality Act requirements.

## **LOCAL PREFERENCE**

Local preference is not implicated because this item does not involve public contracting or bidding with the City of Fresno.

## **FISCAL IMPACT**

Approval of the MOU and Salary Resolution Amendment will result in an additional salary and benefit expense of approximately \$68,433 to all funds and approximately \$2,839 to the General Fund in Fiscal Year 2017.

### **Attachments:**

City of Fresno - IBEW Local 100 MOU - Redline

City of Fresno - IBEW Local 100 MOU - Final

Fifth Amendment to FY 2017 Salary Resolution No. 2016-120

Costing - IBEW