

CITY OF OAKLAND

# AGENDA REPORT

**TO:** DEANNA J. SANTANA  
CITY ADMINISTRATOR

**FROM:** LaWanna Preston  
Employee Relations  
Director

**SUBJECT:** Adopt a Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers Local 1245 for the period of July 1, 2013, through June 30, 2015.

**DATE:** July 23, 2013

City Administrator  
Approval

Date

7/25/13

**COUNCIL DISTRICT:** City-Wide

## RECOMMENDATION

**Staff Recommends that Council Adopt a Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Representing Employees in Bargaining Unit IE1 and TV1 Covering the Period from July 1, 2013 to June 30, 2015**

## OUTCOME

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the International Brotherhood of Electrical Workers Local 1245. Key provisions include represented employees shall receive a cost of living adjustment of two percent (2%) effective July 1, 2013 and one percent (1%) effective July 1, 2014; and additional language updates and revisions.

## BACKGROUND/LEGISLATIVE HISTORY

The current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers Local 1245 (IBEW) expired June 30, 2013. This labor agreement represents the culmination of negotiations that began in the spring of 2013 with representatives of IBEW, who represent approximately twenty one (21) employees in the City of Oakland. Items of significance include represented employees shall receive a cost of living adjustment of two percent (2%) effective July 1, 2013 and one percent (1%) effective July 1, 2014.

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City Council  
July 30, 2013

**OTHER SIGNIFICANT TENTATIVE AGREEMENTS**

**Insurance Program Modification**

The City shall meet and confer with the union prior to amending any of the insurance programs as required by state law.

**School Activities leave**

The City shall permit employees who are parents, guardians, or grandparents having custody of a minor child in school to use up to forty (40) hours each year to participate in activities of the school. Employees are required to use existing accrued time.

**Substance Abuse Counseling**

The City agrees to provide substance abuse counseling program for employees. Employees shall receive no more than forty thousand dollars (\$40,000.00) in lifetime program benefits.

**Certifications**

The City shall provide a lump sum payment of five hundred dollars (\$500.00) to the following classifications that possess an International Municipal Signals Association Level III certification: Electrician Leader, Electrician, Senior Telecommunications Electrician, and Telecommunications Electrician.

**Contracting Out**

In the event the City issues a Request for Proposals (RFP), Request for Qualifications (RFQ) or otherwise initiates the solicitation or negotiation of bids for a professional services contract that may reasonably be expected to exceed \$100,000.00 over a period of one year or less, the City shall simultaneously provide the Union with a copy of such RFP, RFQ or solicitation. If the Union notifies the City and Union shall meet and discuss the ability of represented employees, including those on a Reinstatement List, to perform such work.

**Professional Development**

This tentative agreement increased the reimbursement for professional development for represented employees in the amount of \$200.00 per fiscal year.

**Safety Shoe Allowance**

The tentative agreement increase the amount of the voucher required towards the cost of acquiring one pair of safety shoes through the City vendor to \$150.00 annually.

**Tool Allowance**

This tentative agreement provides represented employees with an annual tool allowance of \$200.00.

**PUBLIC OUTREACH**

No public outreach was required.

**COST SUMMARY/IMPLICATIONS**

The economic breakdown is as follows:

	<b>FY 2013-14</b>	<b>FY 2014-15</b>
COLA	\$41,511	\$20,961
Other Economic Items	\$13,335	\$13,335
<b>TOTAL</b>	<b>\$54,846</b>	<b>\$34,296</b>

**SUSTAINABLE OPPORTUNITIES**

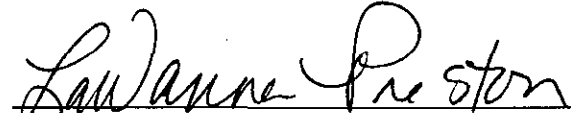
There are no economic opportunities associated with this report.

There are no environmental opportunities associated with this report.

There are no social equity opportunities associated with this report.

For questions regarding this report, please contact LaWanna Preston, Employee Relations Director, at (510) 238-6466.

Respectfully submitted,



LaWanna Preston  
Employee Relations Director

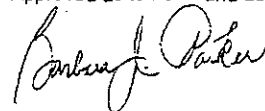
Prepared by:  
Sonia Lara  
Principal Human Resource Analyst  
CAO/Employee Relations Department

Attachment – Council Resolution

Item: \_\_\_\_\_  
Council  
July 30, 2013

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
2013 JUL 26 AM 10:42

Approved as to Form and Legality



City Attorney

## OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C.M.S.

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**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, REPRESENTING  
EMPLOYEES IN REPRESENTATION UNIT 1E1 AND TV1, FOR THE  
PERIOD OF JULY 1, 2013 THROUGH JUNE 30, 2015**

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the International Brotherhood of Electrical Workers has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated July 30, 2013; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City; now, therefore, be it

**RESOLVED:** That said agreement be, and is, hereby approved; and be it

**FURTHER RESOLVED:** That the provisions of said Memorandum of Understanding are effective as of July 1, 2013.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: \_\_\_\_\_

LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California