

CITY OF OAKLAND AND IBEW, Local 1245  
SUCCESSOR LABOR NEGOTIATIONS 2022  
TENTATIVE AGREEMENT  
Page 1 of 2

1. Term of Agreement

- July 1, 2022 to June 30, 2025

2. Salary Increase [MOU Article 5.1.1]

City 6/14/22 Proposal

- First full pay period following later of July 1, 2022 or Council adoption: 5%
- First full pay period following later of July 1, 2023: 2.5%
- First full pay period following later of January 1, 2024: 2.5%
- First full pay period following later of July 1, 2024: 2.0%
- First full pay period following later of March 1, 2025: 2.0%

3. One-time five days of extra vacation leave (MOU Article 8)

- In recognition for reporting to work during the pandemic

4. Designated Holidays (MOU Article 9)

- Add Juneteenth Holiday

5. Safety Shoe Allowance

Article 5.5.2 Safety Shoe Allowance

For each unit member required by the City to wear safety shoes, the City shall provide a voucher from the City-designated department for up to two hundred dollars (\$200) ~~one hundred and fifty dollars (\$150)~~ annually toward the cost of acquiring one pair of safety shoes through the City vendor.

6. Dental Plan

**6.2.2.1 Dental Plan**

The City shall contribute an amount equal to one hundred percent (100%) of the cost of unit member and dependent coverage in the City dental plans which include orthodontia, implants, and a preferred provider option. For the purpose of this provision, "dependent" shall include domestic partners of unit members who have filed a Declaration of Domestic Partnership in accordance with established City policy.

Effective January 1, 2023, the City shall provide at least one dental plan with annual coverage of no less than two thousand dollars (\$2,000).

7. The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this tentative agreement.

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8. Ratification:

This agreement is subject to ratification of the IBEW, Local 1245 membership and the City Council in open session. Upon approval by both Parties, an amended MOU will be prepared incorporating the terms set forth herein.

For IBEW:

*Charley Souders*

[Charley Souders \(Jul 12, 2022 13:36 PDT\)](#)

Charley Souders, Chief Spokesperson

*Michael Patterson*

[Michael Patterson \(Jul 12, 2022 16:31 PDT\)](#)

Michael Patterson, Chief Spokesperson

Jul 12, 2022

Date: \_\_\_\_\_

For City:

*Ian Appleyard*

Ian Appleyard, Chief Spokesperson

*Crystal Ramie-Adams*

Crystal Ramie-Adams, ER Representative

Jul 12, 2022

Date: \_\_\_\_\_

# IBEW MOU TA 20220712 Final

Final Audit Report

2022-07-13

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