

Introduced by: Mayor Eberhart
Date: May 12, 2014

ORDINANCE NO. 5947

**AN ORDINANCE RATIFYING A LABOR AGREEMENT
BETWEEN THE CITY OF FAIRBANKS AND THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL 1547**

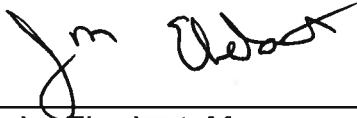
WHEREAS, the negotiating teams for the City and IBEW have reached a tentative agreement to extend the current collective bargaining agreement for an additional year under the terms and conditions outlined in the attached Letter of Agreement; and

WHEREAS, the fiscal impact of the Letter of Agreement is shown in Ordinance No. 5948, an Ordinance Amending the 2014 Operating and Capital Budgets for the Third Time,

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, AS FOLLOWS:

Section 1. The terms and conditions in the attached Letter of Agreement are hereby ratified and approved.

Section 2. That the effective date of this Ordinance shall be the 14th day of June 2014.



John Eberhart, Mayor


AYES: Gatewood, Anderson, Matherly, Staley
NAYS: Walley, Hilling
ABSENT: None
ADOPTED: June 09, 2014

ATTEST:



Janey Hovenden, MMC, City Clerk

APPROVED AS TO FORM:



Paul Ewers, City Attorney

Letter of Agreement

City of Fairbanks (COP)

and

International Brotherhood of Electrical Workers (IBEW), Local 1547, AFL-CIO

The City and IBEW have negotiated for a successor collective bargaining agreement (CBA) to the January 1, 2011-December 31, 2013 CBA. The City and IBEW hereby agree as follows:

1. The CBA is amended to include the following provision in Article 2: Work-Study Job Training Opportunity. Recognizing the value of the High School Work Based Learning programs, the parties agree to a partnership program by the City with local High Schools for the purpose of work-study job training. Students participating in work-study opportunities, whereby they work with City employees covered by this CBA, will be exempted from membership in the Union and will not be eligible for wages and benefits as provided under this CBA. The City may establish compensation for participants in this program so long as it does not negatively impact wage and benefits for City employees covered by this CBA. Participation in this program is viewed as a learning opportunity and is not intended to displace staffing levels.
2. Article 16.1.A is amended to read that the package rate will be adjusted by an increase of two and one-half percent (2.5%) for 2014, retroactive to January 1, 2014.
3. IBEW and its members shall decide how to apply the increase in paragraph 2 above with respect to wages, benefits, and healthcare.
4. The CBA is amended to include the attached Letter of Agreement relating to the job share program.
5. Article 26.1 is amended to read that a reopener for economic issues and negotiations for a successor CBA shall start no later than October 2014.
6. Other than as above stated, all other terms of the January 1, 2011-December 31, 2013 CBA shall remain in effect unless otherwise mutually agreed.

By: John Eberhart
John Eberhart
City Mayor

By: John Ferree
John Ferree, Assistant Business Manager, IBEW

Date: 8 May 2014

Date: MAY 7, 2014

**Letter of Agreement
By and Between
City of Fairbanks (City)
And
IBEW Local Union 1547 (Union)**

With this letter of agreement the City and the Union jointly agree to incorporate the following language into the current collective bargaining agreement

10.2 – Job Share

The job share program is designed to retain the valuable services of qualified employees through two employees sharing a single budgeted position. Availability and approval for job share opportunities will be at the sole discretion of the Mayor and affected Department Head.

- A. Job sharing is defined as two employees qualified for the same classification sharing one position. Job share opportunities will be based on a schedule to be approved in advance by the Department Head.
- B. If a job share employee separates or successfully bids into another classification, the remaining employee will have the option of reverting to full-time or requesting that the job share position be bid. If no other job share employee is hired into the position, the employee will be expected to resume full-time work status.
- C. Personal leave accrual will be prorated based on the hours worked.
- D. The employee scheduled on a holiday will observe the holiday. The employee not scheduled will not be compensated for the holiday. Each employee shall be entitled to one personal floating holiday per year.
- E. Alaska Electrical Health and Welfare Plan premium contributions will be paid for the active employee only. The inactive employee will have all benefits suspended during their job share inactive time including the use or drawdown of any accumulated personal leave.
- F. The employee who is not actively working may elect to receive COBRA benefits under the Alaska Electrical Health and Welfare Plan.

The authorized representatives of the City and the Union have executed this document this 7th day of April, 2014.

City of Fairbanks


IBEW 1547

By



Mayor John Eberhart

By



Assistant Business Manager John Ferree