

EXHIBIT A

City of Pittsburg and IBEW Local 1245
Successor Agreement Negotiations
City Package Proposal No.4
Distributed at the Bargaining Table – July 20, 2022

Local 1245 Counter Presented on 7/20/2022 at 1020 (R3)

1. **Term** [Same as IBEW 6/8 & 6/21 Proposals]
3 Years (July 1, 2022 – June 30, 2025)

2. **Wages** [Same as IBEW 6/8 & 6/21 Proposals]

Cost of Living Adjustments:

- Effective the first full pay period following the later of City Council adoption or July 1, 2022: **5.0%**
- Effective the first full pay period following the later of City Council adoption or July 1, 2023: **4.0%**
- Effective the first full pay period following the later of City Council adoption or July 1, 2024: **3.0%**

[Note: City continues to believe that the median market position identified in the 2019 agreement between the parties remains appropriate. Therefore, the City does not propose any additional equity increases.]

3. **Standby**
City May 12, 2022 Proposal

4. **Reopener on Standby and Overtime** [New]

Effective **October 1, 2022**, this Memorandum of Understanding shall reopen on the issues of **Standby Pay**.

Effective June 30, 2023, this Memorandum of Understanding shall reopen on the issues of **Standby Pay and Overtime**.

In both cases, the Parties will meet to study and evaluate the current labor market for IBEW-represented classifications with regard to standby pay and double-time overtime. **The Parties** will review IBEW's 6/21/22 proposals on these issues to determine whether to modify either the standby or overtime provisions of the MOU. Any changes will be by mutual agreement only.

5. **Winter Closure** [Consistent with AFSCME Agreement]

Replace Section 4.C with the following:

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- C. Beginning on July 5, 2015, the City implemented a 40-hour unpaid “Winter Closure” accomplished by a one point nine two five percent (1.925%) reduction in pay (1.54 hours per pay period).

Effective the first full pay period following the later of City Council adoption or July 1, 2022, the 1.925% deduction will cease and the City will no longer deduct 1.54 hours per pay period.

Beginning with the 2022-23 Fiscal Year, the Winter Closure, will occur as follows. Non-essential City operations will be closed to the public between the Christmas and New Year’s Day holidays. However the City shall determine the actual winter closure schedule for each employee in the unit based on the service needs of their department. Employees will be encouraged to take time off, however, it will not be a requirement. Employees electing to take time off may choose to take vacation, compensatory time, floating holiday time or unpaid time during the closure period. The use of unpaid leave during winter closure time will not negatively impact the employee’s qualification for paid holidays (e.g., December 25 or January 1); or qualification for City-paid health benefits. However, additional paid leaves do not accrue during unpaid leave time.

Employees who choose to work on a City closure day may be assigned to perform duties outside of their normal job duties. Any assigned duties must be reasonable in nature.

- D. Closure of Facilities to the Public
The City Manager may also choose to close some or all City facilities to the public while maintaining operational staffing levels to allow staff to complete special projects or reduce work backlogs.

Upon Council adoption, the City agrees to calculate the 1.5 hours (the 1.92% reduction) per pay period per employee from the first full pay period in July, 2022 to adoption, and provide employees with the option to cash out said amount or have the appropriate hourly equivalent added to their compensatory time off account.

6. Deferred Compensation

[New Proposal presented outside of the groundrules timeline in the interest of settlement]
Add the following to Paragraph 5.8:

Effective the first full pay period following the later of City Council adoption or July 2022, the City will increase the “matching” contribution to the 457 deferred compensation plan for participating regular full-time employees up to a maximum of one-hundred fifty dollars and zero cents (\$150.00) per month. The City will make a “matching” contribution to the 457 deferred compensation plan for

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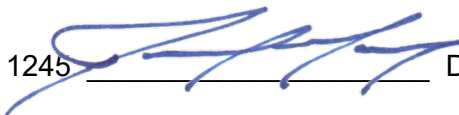
participating regular part-time employees up to a maximum of seventy-five dollars and zero cents (\$75.00) per month.

7. **Local 1245 will Withdraw UP 5, Bereavement Leave, and withdraws its counter on Holidays presented 6/8/2022 at 1000 hours, however.**

[This is a package proposal made in the interest of settlement. All Issues not included in this proposal remain status quo.]

Tentatively agreed to by the parties

For the City:  Date: 20 July, 2022

For Local 1245:  Date: 07/20/2022

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ARTICLE 6. INCENTIVES AND DIFFERENTIALS

Section 6.2 Standby Shift

In order to provide emergency service during evenings, weekends, and holidays, IBEW Local 1245 agrees that employees shall make themselves available to respond to emergency calls.

The employee scheduled for standby shall receive \$78.57 for each day on standby. Employees will normally be assigned standby in full week increments which begin five hundred fifty dollars (\$550) for each standby shift. A standby shift is a one-week period that begins at the end of the employee's Thursday shift (standby shift). However, employees may voluntarily agree to share a standby shift and each employee will be paid based on the number of days on standby.

An employee on standby receives an additional eight (8) hours of compensatory time off at their regular rate of pay when on standby on Thanksgiving Day or Christmas Day.