

City of Pittsburg and IBEW Local 1245
Reopener Negotiations
Sideletter Agreement on Standby Pay

The City of Pittsburg and the International Brotherhood of Electrical Workers have met and conferred in good faith pursuant to Section 6.2 of the 2022-25 Memorandum of Understanding ("MOU") between the Parties. This will confirm an understanding reached between the Parties to modify the MOU as follows:

6.2 Standby Shift

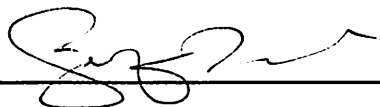
In order to provide emergency service during evenings, weekends, and holidays, IBEW Local 1245 agrees that employees shall make themselves available to respond to emergency calls.

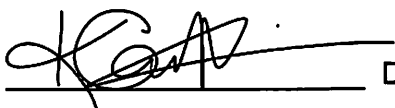
The employee scheduled for standby shall be compensated at the rate of two (2) hours at their straight time regular rate of pay for each weekday on standby, and three (3) hours at the straight time regular rate of pay for each Saturday, Sunday and Island Energy paid holiday. Employees will normally be assigned standby in full week increments which begin 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 days on standby.

An employee on standby receives an additional eight (8) straight time hours of compensatory time off when on standby on Thanksgiving Day or Christmas Day.

The terms of this Sideletter are considered part of the 2022-25 MOU and will expire with that MOU, including any extensions thereto. The Parties intend these terms to be incorporated into the Parties' successor MOU.

The undersigned attest that they have the authority to bind their respective principals to the terms of this Sideletter.

For the City:  Date: 11/8/2022

For Local 1245:  Date: 10/18/2022