

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

The City of Pittsburg and the International Brotherhood of Electrical Workers have met and conferred in good faith pursuant to Section 17.1 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:

SECTION 17 – OVERTIME

17.1 Payment

The normal workweek for City employees is forty (40) hours in a seven (7) day period. The beginning and end of the work week shall be defined on an individual basis. When an employee has worked in excess of the normal work day or normal workweek, then said employee shall be compensated at the rate of one and one-half (1-1/2X) times the regular hourly rate for all such overtime performed by said employee on behalf of the City.

However, in light of labor market conditions involving overtime for Electrical Lineworkers, whenever a bargaining unit employee performs work which qualifies to be reimbursed by another agency as Mutual Aid/Assistance, the employee will be paid at double time (2X).

The City shall treat all paid time (excluding holidays), such as but not limited to vacation, sick leave, and compensatory time off, as "time worked" for the purpose of calculating overtime compensation.


~~Effective June 30, 2023, this Memorandum of Understanding shall reopen on the issues of Overtime. Parties will meet to study and evaluate the current labor market for IBEW Local 1245-represented classifications with regard to double-time overtime and standby pay. The Parties will review IBEW Local 1245’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.~~

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.

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

For the City:  Date: 8/8/2023

For Local 1245:  Date: 6/27/2023