

May 31, 2018

To: Petersburg Borough Assembly

Re: Proposed Ratification of a Tentative Agreement with IBEW

The Borough's and IBEW's bargaining teams reached a tentative agreement for a July 1, 2018 through June 30, 2021 Collective Bargaining Agreement on May 30th, and the IBEW membership ratified the agreement that evening. The Borough's teams is recommending the Assembly ratify the TA'd agreement as well.

The major provisions of the agreement are as follows:

Wages: A 1% wage increase each year (July 1, 2018, July 1, 2019, and July 1, 2020) for all positions except the Tree Trimmer, Laborer and Secretary 1, which are all unfilled positions at this time.

Health Insurance: Identical language to the PMEA Last Best and Final Offer (part-time employees able to insure their dependents by paying 50% of the premium costs, rather than 20%). The two existing part-time employees are grandfathered into the present language of paying 20% for dependents.

Working Conditions: Increased "rest time" hours from 8 to 9 hours when employees work late on overtime. Changed the call out premium from supervising a three person crew to be applicable to a two person crew on a call out performing line work.

Retirement: The Borough currently pays \$0.50 for all compensable hours into IBEW's private retirement plan and as a compromise that is increased to \$1.00 to be paid for hours actually worked (not while on stand-by or paid time off).