

Highlights of IBEW Tentative Agreements		
No.	Description	Section of Contract
1.	Three-year contract through December 31, 2025	2.01
2.	3.4%, 3.4%, 3.2% wage increase each year of the Agreement	11.05
3.	Agreement on Management Rights and Courteous and Responsible Relationships	NEW
4.	\$2,000 per person signing bonus provided that the Tentative Agreement is ratified on the first vote	11.07
5.	Agreement on Union Security	8.0
6.	Agreement to Appreciation pay (\$1.20 per hour for all hours worked btw March 4, 2020 to January 22, 2022.)	11.08
7.	Agreement on Casual Vacation	20.03
8.	Agreement on Vacation Carryover- An employee may carry over a maximum of 2 weeks of unused vacation of the current year to the following year.	20.04
9.	Agreement that the District will add Juneteenth to the District Holiday, and giving the employee the ability to swap working an holiday to a regular nonwork day	21.0
10.	Updated the language for Bereavement Leave to make sure we were in compliance with the new law.	26.01
11.	Change the District paying \$30,000 of Group Life Insurance to 2 times each employee's annual base pay for each active employee	27.06
12.	Agreement that based on the District needs the District may reassign employees between sign-ups for reasons other than bona fide training assignments.	31.01
13.	Defined the word "vacancy" to mean more than 30 days	31.02
14.	Agreement that the District will provide uniforms (11 sets shirts/pants and jacket); the District will provide a shoe voucher; \$550 tool allowance	34.04, 34.05, 34.08