

# **SUMMARY IBEW CONTRACT 2018-2021**

## Article III

### Term of Agreement A. Effective Date

- Negotiated a four (4) year contract -January 1, 2018 – December 31, 2021

## Article XI

### Group Insurance

- 2018 – 2020  
OAP – status quo (17% of prevailing premium)  
HMO – status quo (14% of prevailing premium)
- 2021  
HMO and OAP - 17.5% of prevailing premium
- 2019  
User fees increased to market for deductibles, out of pocket maximums and prescriptions
- Opt out  
Increased to \$300.00 – prior \$200.00

## Article XII

### Vacations

- Request for vacation has to be made in writing by February 28<sup>th</sup> – prior April 30<sup>th</sup>

## Article XIII

### Holidays

- Adding Martin Luther King Jr. Day as a paid designated holiday subject to Council approval

## Article XIV

### Tuition Reimbursement

- Updated policy

## Summary of Changes-IBEW-July 2018

### Article XVIII

#### Clothing and Tools

- Increased footwear allowance to \$175.00 prior \$125.00
- Increased tool allowance to \$150.00 prior \$125.00

#### Health and Fitness

- Removed membership required at the Aurora YMCA

### Appendix A

#### Pay rate increases

- 2018 – 2.5%
- 2019 – 2.75%
- 2020 – 2.5%
- 2021 – 2.5%