



PARADISE IRRIGATION DISTRICT

TO: Board of Directors

FROM: Ed Fortner, District Manager

DATE: 10/12/2018

**RE: Proposed Tentative Agreement between Paradise Irrigation District and
IBEW Local Union 1245**

At a meeting of employees in the general unit represented by the International Brotherhood of Electrical Workers Local 1245, a vote of the General Unit was conducted on October 11, 2018, resulting in the Proposed Tentative Agreement between Paradise Irrigation District and IBEW Local Union 1245. The term of this Agreement shall be from July 1, 2018 through June 30, 2019.

The recommended form of motion would be:

"I move to ratify the Proposed Tentative Agreement between Paradise Irrigation District and IBEW Local Union 1245 and update the terms of the agreement in the Rules and Regulations Governing Employment Conditions, Salaries, and Benefits for Employees of the Paradise Irrigation District General Unit effective July 1, 2018 through June 30, 2019."

Proposed Tentative Agreement Between Paradise Irrigation District and IBEW Local Union 1245

1. Medical Insurance Paragraph C(2):

The District will offer three (3) health plan options to employees. The employee may select the health plan in which he/she wishes to participate. Effective January 1, 2019, the District shall make monthly contributions to the employee's purchase of the health plan in an amount not to exceed:

Employee:	\$829.96
Couple:	\$1,691.05
Family:	\$2,183.10

Unless otherwise agreed between the union and the District, the District shall provide the ACWA Advantage Health Plan, Classic Health Plan, and Account Based Health Plan options, or their closest ACWA equivalents in the event of a plan change or elimination. *The parties agree to continue meeting to discuss a transition in health care providers.*

New Paragraph:

The District will offer a cash payment to any eligible employee that elects to opt out of District provided health benefits. That employee shall receive a monthly payment in the amount of one half the District's premium contribution of the plan he/she would have selected as set forth above. Any employee wishing to opt out of the District provided health benefits, must first provide reasonable evidence of enrollment in another insurance such as family coverage through a spouse's employer. *This cash payment provision shall only apply if an opt out provision is offered by the health insurance company with which the District has contracted at no additional expense.*

2. Term of Agreement: The term of this Agreement shall be from July 1, 2018 through June 30, 2019.
3. Salary: *Retroactive to July 1, 2018*, the salary range will be increased to provide a cost of living adjustment of 2.5%.
4. Employees who are assigned to perform work in a higher classification for more than 540 days *within a five year time period* shall be reclassified into the higher classification.
5. New Paragraph:

The District will provide eligible employees with reimbursement for cell phone use in accordance with District Policy.

6. Add to the end of Paragraph G, Life Insurance:

An employee shall have the option to purchase life insurance for his/her spouse and/or dependent, at his/her own expense, provided that it is offered by the life insurance company with which the District has contracted.

7. All references in the Agreement to “IBEW” will be replaced with “IBEW Local Union 1245”.