

ATTACHMENT

NO. 15

Term Sheet for Collective Bargaining  
Agreement between the City of Chicago  
and:

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL UNION  
NO. 134

02023-0003884

**ATTACHMENT 15**

September 7, 2023

**Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Electrical Workers, Local Union No. 134 and the City of Chicago**

1. **Term:** July 1, 2022, through June 30, 2027—5 years (effective upon ratification by the bargaining unit and City Council)
2. **Base Salary Increases:** 18.25% - 24.25% (for non-prevailing wage rate employees)

Effective 7/1/22	3.0%
Effective 1/1/23	3.0%
*Effective 1/1/24	3.0% - 5.0%
*Effective 1/1/25	3.0% - 5.0%
*Effective 1/1/26	3.0% - 5.0%
Effective 1/1/27	3.25%

\*In these years, the percentage increase varies depending upon the U.S. City Average CPI-U. If the CPI-U is 5% or more, then the percentage increase will be 5%. If it is between 3% and 5%, the percentage increase will be equal to the CPI-U, rounded to the nearest tenth of one percent. If it is 3% or less, the percentage increase will be 3%. The June CPI-U released in July of the preceding year will be used to determine the percentage increases in 2024, 2025 and 2026.

For prevailing wage rate employees, effective 7/1/22, they will continue to receive the prevailing wage rate, and such rate will be adjusted every July 1 through the terms of the contracts.

3. **Other Economic Terms:** Set forth in the attached, signed tentative agreements and includes:
  - **Signing Bonus:** Effective 1/1/24, City will provide a lump sum signing bonus/pandemic pay bonus in the amount of \$1,000; the City will provide a \$2,000 bonus effective 1/1/25.
  - **Deferred Compensation:** Effective 1/1/24, City will contribute \$1.50 for each dollar contributed by each employee up to a maximum of \$750/year. Effective 1/1/27, the City will contribute \$1.75 for each dollar contributed by each employee up to a maximum of \$875/year.
  - **Paid Parental Leave:** Extended the City's Paid Parental Leave policy to COUPE represented employees.
  - **Holidays:** Added the Juneteenth holiday for all employees and the Veteran's Day holiday for prevailing wage rate employees.

- **Sick Leave:** Effective 30 days after ratification, prevailing wage rate employees can accrue sick time (1/2 day/month)

4. **Other Terms:** Set forth in the attached, signed tentative agreements and includes:

- **Vacations:** Employees can carry over 5 vacation days, 7 vacation days if the employee has 10 or more years of service
- **Bereavement Leave:** Expanded bereavement leave consistent with City policy
- **Change in Pay Dates:** Move the pay dates for employees to make it consistent for our represented work force.
- **Direct Deposit and Electronic Deposit Advice:** Developed a plan to move employees to direct deposit and receipt of electronic deposit advice (green slips)
- **Hiring/Filling Vacancies:** Adjusted the hiring process to expedited filling vacancies.
- **Union Security/Janus:** Agreed to Janus language consistent with our obligations under the law, including employer neutrality and providing information.
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.
- **Committee on Retiree Health Care:** Established a working group to study retiree health care.
- **Terms Specific to IBEW, Local 134:** Agreed to (1) adjust calculation rates for three titles and add a new title to the bargaining unit; (2) pay 1.5x for all work after 8 hours in a workday, all work performed prior to or after the shift, and the first 8 hours on the 6<sup>th</sup> work day; (3) pay 2x for work on 6<sup>th</sup> day after first 8.5 hours and on the 7<sup>th</sup> day for shift employees; (4) provide a \$200.00 clothing allowance for a few titles; (5) adjust calculation rates for salaried employees to base salary on 2080 hours worked; (6) require newly

hired inspectors to have a license effective 1/1/24; discuss honoring transfers between departments.



**DEPARTMENT OF HUMAN RESOURCES**

CITY OF CHICAGO

April 28, 2023

[Via email to mcleveland@local134.org](mailto:mcleveland@local134.org)

Mr. Matthew J. Cleveland  
General Counsel  
IBEW Local 134  
2722 S. Dr. Martin Luther King Drive  
Chicago, IL 60616

**RE: International Brotherhood of Electrical Workers Local Union 134**

Dear Mr. Cleveland:

This is to confirm the agreements of the City of Chicago (the City) and the International Brotherhood of Electrical Workers Local Union 134 (the Union) with respect to the terms of a new collective bargaining agreement to succeed the agreement dated July 1, 2022 through June 30, 2027. Specifically, the City and the Union have agreed that, in addition to all the terms agreed to between the City and Coalition of Unionized Public Employees, the new collective bargaining agreement between the City and the Union will include the following changes from the 2017-2022 collective bargaining agreement:

- 1. Article 1, Section 1.1** To include the Chief Electrical Inspector to recognized and represented titles the Union will have to follow the process prescribed by the Labor Board.
- 2. Article 4.5 (c) Foreman and General Foreman:**  
**The City agrees to increase the Foreman's and General Foreman's rates from \$3 and \$6 respectively. Effective July 1, 2022 the rate will be 7% and 12.8% respectively over the base rate of the Electrical Mechanic. Effective July 1, 2023 the rate will be 8.5% and 13.5% respectively over the base rate of the Electrical Mechanic. Effective July 1, 2024 the rate will be 10% for Foreman and 15% for General Foreman over the base rate of the Electrical Mechanic.**

**Supervising Electrical Inspector (Supervisor) shall be paid \$2.20 over Electrical Inspector's rate of pay based on 2080 hours worked.**

121 NORTH LASALLE STREET, CHICAGO, ILLINOIS 60602

3. **Article 4 Section 4.8 Emergency Call Pay**

In the event a General Foreman or Foreman is directed by the Employer to respond to emergency calls from home and outside ~~their~~ his or her regular working hours, ~~they shall be he or she will be granted compensatory time compensated~~ at the appropriate rate as **provided for in this Section** for all verified time spent responding to the emergency from home, with a minimum of 15 minutes of ~~compensatory time compensation~~ to be granted in any calendar day on which any such emergency response were require, up to a maximum of two hours of ~~compensatory time compensation~~ in any calendar day. **Compensation for the General Foreman shall be in the form of compensatory time. Compensation for the Foreman shall be in the form of pay.**

4. **Article 5, Section 5.1**

Amend as follows:

This Article shall not be a guarantee of hours of work per day or week. Eight (8) hours between **7:00 A.M. and 3:30 P.M.** ~~8:00 a.m. and 4:30 p.m.~~ shall constitute a regular work day, except where other work hours.....

5. **Section 5.2 Overtime –**

**Except as provided below, all work performed prior to the start of the regular shift on a regularly scheduled workday and work week shall be paid for at one and one-half (1-1/2) times the regular straight time rate of pay. All work performed after eight (8) hours worked in any 24 hour period shall be considered overtime and paid for at the rate of one and one half (1-1/2) times the regular straight time rate provided the employee completes the normal work week or is absent with the Employer's permission.**

**For non-shift employees (traditionally during the day or day shift Monday through Friday), all work performed for the first eight and one half hours, including unpaid lunch, on Saturday up to 3:30 p.m. when Saturday is not part of the employee's work week shall be paid for at one and one-half (1-1/2) times the regular straight time hourly rate of pay. All other overtime work on Saturday after 3:30 p.m. through their regularly scheduled start time on the following work day (i.e. Monday) when this time is not part of the employee's regular work week shall be paid for at two (2) times the regular straight time hourly rate of pay.**

**For shift employees (other than day shifts Monday through Friday described above), all work performed for the first eight and one half hours (including unpaid lunch) on the first scheduled day off of the shift employee's regular work week (sixth day) shall be paid at one and one-half (1-1/2) times the regular straight time hourly rate of pay. All work performed after the first eight and one half hours (including unpaid lunch) on the first scheduled day off of the shift employees regular work week (sixth day), including work performed on the second scheduled day off (seventh day) through their**

regularly scheduled start time on the following work day (i.e. Monday), shall be paid at two (2) times the regular straight time hourly rate of pay. Such overtime shall be computed on the basis of completed fifteen minute segments. All overtime paid under this section shall be paid to employees not later than the second regular payday following the end of the payroll period in which it is earned.

6. **Article 14, Section 14.13 Clothing Allowance (NEW)**  
Section 14.13. Clothing Allowance. Effective August 1, 2024, bargaining unit employees with Job Codes 5034, 5035, 5036, 5040, 5043 and 5045 shall receive a two hundred dollar (\$200) clothing allowance on an annual basis on or about every August 1st, provided that said employee is on the payroll as of August 1<sup>st</sup>.

7. **Appendix A- Inspectors**  
To address the concerns on the compensation to inspectors the following is agreed: The City currently bases the Inspector salary on 2040 hours worked. The City will revise this practice and calculate salary based on 2080 hours worked effective 30 days after ratification.

Additionally, the parties agreed that all new Inspectors hired after January 1, 2024 shall be licensed. It is understood that all current and other Inspectors hired before January 1, 2024 will be grandfathered and not subject to the licensing requirement. This agreement shall not be reflected in the collective bargaining agreement but is included as a manifestation of the parties' collective understanding on agreement, which will be part of the minimum requirements for any new bids for inspectors after January 1, 2024.

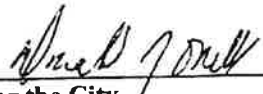
8. The parties further agree to a side letter or memorandum of understanding that the parties will continue to discuss and explore the concept of honoring transfer requests between departments by seniority.

This hereby represents the Tentative Agreements reach in Local negotiations between IBEW Local 134 and the City of Chicago – all other proposals and counter-proposals not covered by the TA's listed herein shall be deemed withdrawn by the respective party.

  
\_\_\_\_\_  
For the Union

May 10, 2023

Date

  
\_\_\_\_\_  
For the City

MAY 16, 2023

Date