

1 Introduced by the Council President at the request of JEA and Co-
2 Sponsored by Council Member Johnson and amended by the Transportation,
3 Energy and Utilities Committee:
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6 **ORDINANCE 2025-878-E**

7 AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING
8 AGREEMENT BETWEEN JEA AND THE INTERNATIONAL
9 BROTHERHOOD OF ELECTRICAL WORKER, LOCAL #2358
10 (IBEW), SUCH AGREEMENT COMMENCING OCTOBER 1,
11 2025, AND ENDING SEPTEMBER 30, 2028; PROVIDING
12 AN EFFECTIVE DATE.
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14 **WHEREAS**, on November 18, 2025, the JEA Board met to take action
15 on an agenda item regarding the 2025-2028 Collective Bargaining
16 Agreement between JEA and the International Brotherhood of Electrical
17 Worker, Local #2358 (IBEW) (the "Agreement"), and a copy of the JEA
18 Board Agenda Memorandum is attached hereto as **Revised Exhibit 1**,
19 labeled as "Revised Exhibit 1, Rev Board Memo, January 6, 2026 -
20 TEU"; and

21 **WHEREAS**, the JEA Board has approved the Agreement and authorized
22 the JEA Chief Executive Officer to execute said Agreement on behalf
23 of JEA, and to otherwise take all steps necessary to obtain the City
24 Council's approval of the Agreement as evidenced by Board Resolution
25 2025-64, dated November 18, 2025, attached hereto as **Exhibit 2**; and

26 **WHEREAS**, IBEW has represented that its members ratified the
27 Agreement on November 13, 2025; and

28 **WHEREAS**, JEA hereby requests that the City Council approve the
29 Collective Bargaining Agreement between JEA and IBEW; now therefore

30 **BE IT ORDAINED** by the Council of the City of Jacksonville:

31 **Section 1. Proposed Agreement Between JEA and IBEW**

1 **Approved.** That certain proposed Collective Bargaining Agreement
2 between JEA and IBEW, a copy of which is **On File** with the Legislative
3 Services Division and by this reference made a part hereof, is hereby
4 approved. Said Agreement is for a term commencing October 1, 2025,
5 and ending September 30, 2028.

6 **Section 2. Effective Date.** This Ordinance shall become
7 effective upon signature by the Mayor or upon becoming effective
8 without the Mayor's signature.
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10 Form Approved:

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12 /s/ Mary E. Staffopoulos

13 Office of General Counsel

14 Legislation Prepared By: Kristy Gavin

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