

CITY COUNCIL RESEARCH DIVISION LEGISLATIVE SUMMARY



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Bill Type and Number: Ordinance 2019-0730

Introducer/Sponsor(s): Council President at the request of JEA

Date of Introduction: October 8, 2019

Committee(s) of Reference: F, R, TEU

Date of Analysis: October 8, 2019

Type of Action: Approving Collective Bargaining Agreement

Bill Summary: The bill approves the 10/1/2019 - 9/30/2022 collective bargaining agreement between JEA and International Brotherhood of Electrical Workers (IBEW). Details include:

- Provides a 3.5% pay increase to base pay each year.
- Provides for protection of employee pensions in accordance with Ordinance 2019-566.
- Provides for Employee Protection and Retention Program Agreement – (a) recognizes minimum requirements of the JEA’s Invitation to Negotiate to provide for three years of substantially comparable wages and benefits; (b) recognizes employee option to enter into a retention agreement providing for 100% of base pay over the course of two years following a Recapitalization Event, if employed as of July 23, 2019. (Exhibit E)
- Provides for disability insurance coverage for up to five years following a Recapitalization Event to bridge to Social Security eligibility. New article to afford paid parental leave benefits effective January 1, 2020. Mirrors City of Jacksonville policy allowing up to 6 weeks of paid leave following the birth or adoption of a child.

Background Information: The current agreement between JEA and the International Brotherhood of Electrical Workers (IBEW) expired on September 30, 2019. The parties have met extensively to negotiate a new agreement and the process has recently been completed. IBEW conducted a ratification vote on Sept. 19, 2019 and the proposed agreement was approved by the bargaining unit members and the JEA Board of Directors.

Policy Impact Area: JEA

Fiscal Impact: Provides a 3.5% pay increase to base pay each year. If there is a Recapitalization Event, any remaining general increase shall be applied to each employee’s rate of pay effective the Closing Date of the Recapitalization Event. For example, should a Recapitalization Event occur, and the Closing Date is July 2020, each employee shall receive an increase of an additional 7%.

Analyst: Baltiero