



APPROVED BY THE JEA BOARD  
AT ITS MEETING ON 9/24/2019  
AGENDA ITEM # III. E.

**INTER-OFFICE MEMORANDUM**  
September 20, 2019

**SUBJECT:** APPROVAL OF JEA COLLECTIVE BARGAINING AGREEMENTS  
**FROM:** Jon Kendrick, Chief Human Resources Officer  
**TO:** JEA Board of Directors

**BACKGROUND:**

JEA entered bargaining negotiations with each of its five collective bargaining units (CBU's) this summer. Negotiations are held every three years and, consequently, contracts are negotiated for three-year terms. These contracts will be valid for fiscal years 2020, 2021, and 2022.

**DISCUSSION:**

JEA reached agreement with all five CBUs on new contracts. Included in these agreements are several of the minimum requirements of the ITN, specifically pension protection and retention agreements. Contract legislation will be filed with the City Council following approval by the JEA Board of Directors with the following timeline anticipated:

- 10/2 – File legislation
- 10/8 – Introduced at the Council meeting
- 10/22 – Public hearing
- 11/4 – Committee action during this week
- 11/12 – Vote on final ratification

**International Brotherhood of Electrical Workers (IBEW)**  
Number of employees: 532  
Wage terms: 3.5% general increase to base each year.  
Union Ratification Date: 9/19/19

**Laborers' International Union of North America (LIUNA)**  
Number of employees: 359  
Wage terms: 3.5% general increase to base each year.  
Union Ratification Date: 9/19/19

**Jacksonville Supervisors Association (JSA)**  
Number of employees: 187  
Wage terms: 3.5% general increase to base each year.  
Union Ratification Date: 9/18/19

**American Federation of State, County and Municipal Employees (AFSCME)**  
Number of employees: 186  
Wage terms: 3.5% general increase to base each year.  
Expected Union Ratification Date: 9/20/19

**Professional Employees Association (PEA)**

Number of employees: 290

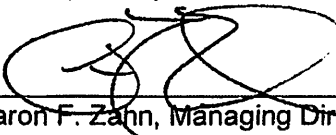
Wage terms: For each year, the following

- 3% Performance Pool
- 2% General Increase to Base
- 2% Increase to Min of all Pay Grades
- 3.5% Increase to Max of All Pay Grades

Expected Union Ratification Date: 9/20/19

**RECOMMENDATION:**

JEA staff is recommending that the Board approve the Collective Bargaining Agreements included in Appendices I, J, K, L, and M and approve presenting the agreements to City Council.



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Aaron F. Zahn, Managing Director/CEO