

ADMINISTRATIVE AGREEMENT

by and between

MUNICIPALITY OF ANCHORAGE

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1547

Subject: Working Out of Class for Foreman Position

IBEW AA# 2017-01

This Administrative Agreement (Agreement) is between the Municipality of Anchorage (Municipality) and the International Brotherhood of Electrical Workers Local 1547 (IBEW). The Municipality and the IBEW are parties to the Collective Bargaining Agreement in effect as of February 28, 2017.

The purpose of this Agreement is to amend language to allow the Leadman first opportunity to temporarily work out of class for Foreman position assignments instead of the being based off bargaining unit seniority. These changes will help protect crew integrity and ensure the foreman assignments are given to the Leadman who work closely with the Foreman on a daily basis, therefore maintain consistency of the direction and of the work in the work unit. The Municipality and the IBEW worked collaboratively and in good faith to amend language to clarify the working out of classification language to ensure best practices for the operations.

1. Effective the first full pay period following Assembly approval of this Agreement language in Section 3.6 Types of Additional Work Assignments will be amended as follows:

Section 3.6 Types of Additional Work Assignments

A. Working Out Of Class

Employee is temporarily performing work in a higher level classification within the bargaining unit.

1. Employees who are temporarily assigned to perform work in a higher classification shall be paid at the higher classification for all hours worked.
2. Employees must possess current licenses and/or certifications as required in the classification for which the employee works temporarily.
3. When it is necessary to perform a temporary assignment as a Foreman on a crew with a Foreman and a Leadman, the Leadman on duty will first be offered the temporary assignment. Employees shall be offered all other temporary assignments only within their work group based on bargaining unit seniority. The Union shall be responsible for providing the MOA with the seniority list by work group, on a monthly basis.

4. Employees may decline a temporary assignment. In the event all eligible employees decline, the most senior employee shall work the temporary assignment.
5. Employees who are temporarily assigned to perform work in a lower classification shall be compensated at their factored rate of pay for all hours worked.
6. Employees who are assigned work in a higher classification for training purposes shall not be entitled to additional compensation. Only employees who are the sole operator and their performance is not being monitored are eligible for additional compensation.

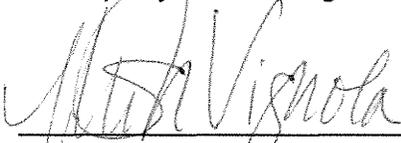
Pursuant to AMC 3.70.130 D., each and every collective bargaining contract, agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall include a summary of requirements and remedial provisions, and the certification under oath or affirmation by each duly authorized representative signing in behalf of a party. The duly authorized representatives, on behalf of the parties to this agreement, hereby affirm and certify as follows:

- A. This agreement complies with Anchorage Municipal Code section 3.70.130.
- B. Section 3.70.130 requires Assembly approval of all modifications and amendments, no matter how denominated.
- C. Absent Assembly approval as required by section 3.70.130, any modification or amendment, no matter how denominated, shall be deemed null and void, and any payments made shall be recoverable by the Municipality.
- D. Absent Assembly approval as required by section 3.70.130, written clarifications and interpretations within the definition of "administrative letter" are invalid.
- E. Section 3.70.010 prohibits the use of administrative letters to vary the explicit terms of a labor agreement.
- F. Intentional actions in violation of section 3.70.130 are subject to fines and penalties under section 1.45.010.
- G. Remedial actions: in the event the provisions of section 3.70.130 are violated by administrative action, any labor agreement, agreement, modification, written interpretation, or other change, alteration or amendment, no matter how denominated, shall be null and void with no force or effect.

IN WITNESS WHEREOF, this Agreement is entered into freely and voluntarily by the signatures of the parties below.

FOR:

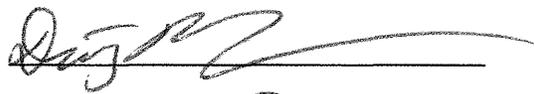
Municipality of Anchorage



Date: 7.14.17

FOR:

International Brotherhood of
Electrical Workers, Local 1547



Date: 7-17-17