

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE CITY OF GLENDALE APPROVING  
A SIDE LETTER AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF GLENDALE AND THE  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS – LOCAL 18**

**WHEREAS**, the City of Glendale (hereinafter referred to as "City") and the International Brotherhood of Electrical Workers – Local 18 Union (hereinafter referred to as the "Union") have met and conferred over wages, hours, terms and conditions of employment pursuant to Government Code 3500, as amended; and

**WHEREAS**, the City and the Union have agreed to and signed a Memorandum of Understanding for the period of four (4) years commencing on July 1, 2019 and terminating after July 31, 2023;

**WHEREAS**, the City Council authorized City management representatives to meet and confer with the Union to address a proposal to outsource IBEW/Local 18 bargaining unit work in order to meet critical infrastructure needs for the City's electrical distribution system and facilitate the ongoing conversion from 4kv to 12kv distribution lines;

**WHEREAS**, the outsourcing of IBEW/Local 18 bargaining unit work is a matter of significant concern to the Union and provided for under the current Memorandum of Understanding only under very limited circumstances;

**WHEREAS**, City and Union representatives have engaged in the meet and confer process and now propose a Side Letter agreement to the current Memorandum of Understanding which has been agreed to and signed pending final approval by the City Council as required by law; and

**WHEREAS**, this Side Letter agreement and its provisions relative to the terms and conditions of the Memorandum of Understanding will remain in effect only for

the duration of any contract with third-party entities involved in the outsourcing of Union bargaining unit work for the purpose of the 12kv conversion project work;

**WHEREAS**, this Side Letter does not seek to amend the terms and conditions of the current Memorandum of Understanding, but its language and provisions will be applied when addressing the outsourcing of Union bargaining unit work by third-party entities engaged in the 12kv conversion project; the language of said Side Letter are provided as Exhibit "A" herein.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLENDALE:**

**Section 1.** The City does hereby approve, ratify, and authorize the implementation of each provision set forth in the Side Letter agreement between the City and Union, with language attached hereto and incorporated herein by this reference as Exhibit "A", and said economic and non-economic benefits and rights shall be implemented to the extent the City may legally do so in accordance with the time constraints of said Side Letter.

**Section 2.** Any provision set forth in said Side Letter to the Memorandum of Understanding which is inconsistent with any provision of the Municipal Code shall prevail and supersede the inconsistent provisions of the code.

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
City Clerk

STATE OF CALIFORNIA        )  
  )  
COUNTY OF LOS ANGELES    )

I, Aram Adjemian, City Clerk of the City of Glendale, certify that the foregoing resolution was adopted by the Council of the City of Glendale, California, at a regular meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 2021, and that the same was adopted by the following vote:

Ayes:  
Noes:  
Absent:

\_\_\_\_\_  
City Clerk