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**Side Letter Agreement**  
**City of Glendale and International Brotherhood of Electrical Workers Local 18 (IBEW/Local 18)**  
**Regarding**  
**GWP Contracting for 12kV Conversion Work**

The City of Glendale has consistently invested in the city's power infrastructure in order to provide safe, reliable, efficient and affordable service to its residents and ratepayers. The current 12kV conversion has been implemented throughout the City of Glendale (approximately 70% complete), but has been slowed due to staff and retention issues involving essential workers in the Electrical Line Mechanic series.

For at least a decade, there has been an increasing need to retain journey-level Electrical Line Mechanic employees and their feeder classifications. Due to the lack of qualified journey level Linemen across the nation, and the increased need for upgrades to the electrical systems in California specifically, Glendale Water and Power has struggled to retain qualified journey level Electrical Line Mechanic employees.

It is the City's intent to attract and retain adequate staffing to provide reliable, safe and efficient service to the city and its ratepayers, and to maintain the current system.

IBEW/Local 18 and the City have met and conferred on this issue and agree to the following:

In an effort to expedite the City's 12kV conversion project, the City will pursue the outsourcing of said work through contracts with third-party entities qualified to perform said work.

The City has the right to staff as conditions mandate and every effort will be made in order to maintain an adequate flow of trainees in the feeder class of hourly Electrical Helper in the following manner:

- A minimum of three hourly Electrical Helpers will be assigned to each Overhead Crew;
- A minimum of one hourly Electrical Helper will be assigned each Underground Crew;
- Also, every effort will be made to permanently assign one Power Line Truck Operator to each Overhead Crew.

For the duration of any contract with a third-party entity to continue the 12 kV conversion, including any extensions of said contracts, while the 12kV work is being performed, the following items shall be adhered to:

- All overtime for the agreed upon classifications of Electrical Line Mechanic Apprentice, Electrical Line Mechanic and Electrical Line Mechanic Supervisor I will be paid as Double Time for the duration of this contract;
- Current Double Time accumulation rules will still apply as outlined in the MOU;
- Any Double Time that results from this agreement exclusively will be offered for accumulation (as "comp time") at Time and a Half.
- GWP Crews will be offered overtime equivalent to contract crews.
- GWP Crews will continue to work on 12kV conversion with priority when feasible.
- Contractors will provide a workforce that is qualified and trained according to the standards of the International Brotherhood of Electrical Workers Cal/Nevada Joint Apprentices Training Committee.

This agreement shall apply to any contract with a third party brought in to perform 12kV conversion work, any extension of said contract, and any subsequent contract for the same or similar scope of work.

**PARTIES TO THE AGREEMENT**

**City of Glendale**

**IBEW/Local 18**

  
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Director of Human Resources      1-15-21      Date

  
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Business Manager      1/15/21      Date