

**LETTER OF CLARIFICATION between the
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS and the
CITY OF ANAHEIM**

This Letter of Clarification is intended to memorialize the discussions on May 4 and June 15, 2016, between the International Brotherhood of Electrical Workers, Local 47 (IBEW) and the City of Anaheim (ANAHEIM) and to provide clarification on the intent of the Standby Duty Pay.

The Parties agree to a pilot program which Electric Crew Supervisors and Line Crew Supervisors shall be required to be on Standby Duty pursuant to the terms and conditions outlined in Article 58 of the Memorandum of Understanding ("MOU") between IBEW and ANAHEIM. The pilot program will be effective July 1, 2016 through January 2, 2017.

Electric Crew and Line Crew Supervisors shall be required to provide coverage from Friday afternoon through Monday morning and all holidays. All employees classified as Electric Crew and Line Crew Supervisors, shall be on a rotating evergreen list. An employee assigned to Standby Duty shall be responsible for providing standby coverage, unless the assigned employee finds appropriate coverage. Appropriate coverage shall consist of (1st) another Electric Crew or Line Crew Supervisor, (2nd) an employee eligible for temporary upgrade to the Supervisor classification, and (3rd) a qualified Troubleshooter Supervisor.

This pilot program shall be non-precedent setting.

STAFF OFFICIALS OF THE
CITY OF ANAHEIM,
A municipal corporation

By: _____
By: Janet Jones
By: _____

Date: 07-01-16

INTERNATIONAL BROTHERHOOD
of ELECTRICAL WORKERS,
Local 47

By: _____
By: John Brown
By: _____

Date: 7-1-16