

**Memorandum of Understanding**  
**By and Between the City of Hamilton, Ohio and the**  
**International Brotherhood of Electrical Workers, Local 648**

The following is a Memorandum of Understanding by and between the City of Hamilton, Ohio and International Brotherhood of Electrical Workers, Local 648 (collectively the "Parties") regarding call-in pay and procedures.

Notwithstanding any provisions of the collective bargaining agreement between the Parties to the contrary, the Parties hereby agree to the following:

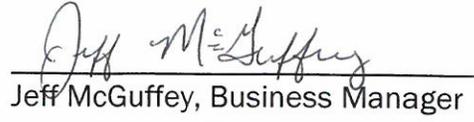
1. Employees will sign up for call-in duty for the following week by 3:30 pm on Thursday.
2. The Supervisor will post the crew to be on stand-by for the next week by 12:00 pm on Friday. (The crew will be selected by the OT Equalization methods used in the CBA for the first week. The next week (and weeks thereafter), OT Equalization and a rotation method will be used to select the crew. Every effort will be made to distribute stand-by duty equally among the employees who sign up for call in duty.)
3. The crew that is posted for stand-by shall be required to respond for duty as soon as possible but no later than forty-five (45) minutes of the call. The stand-by calendar week shall start Monday at 7:00 am and end the following Monday at 6:59 am.
4. Line Workers and Electricians II assigned to stand-by during the week shall receive an additional \$250.00 for the week on stand-by. P.W. Electricians assigned to a stand-by rotation shall receive \$.38/per hour for the entire calendar year in which the P.W. Electrician is assigned to stand-by call-in duty, unless the employee is not assigned to call-in duty the entire calendar year then the additional \$.38/per hour shall be removed from the employee's hourly rate.
5. The Electrician II rotation shall be established and posted for the year. If a change is needed in the schedule, supervision will be notified by 12:00 pm on Friday.
6. Regarding Line Workers – A crew will consist of four (4) qualified Journey Line Workers and/or Apprentices/Ground Workers to safely perform job assignments. If Management does not receive sufficient qualified employees to sign the call-in duty sheet, Management has the right to assign someone who did not sign the sheet in an appropriate classification to be on call.

This Memorandum shall not be considered as precedent.

For the City of Hamilton:

  
Joshua A. Smith, City Manager

For IBEW, Local 648:

  
Jeff McGuffey, Business Manager

Approved as to Form:

  
Heather Sanderson Lewis  
Law Director

2/29/17