

MEMORADUM OF AGREEMENT
BETWEEN THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 126
AND THE
CITY OF MILFORD, DELAWARE
AGREEMENT EFFECTIVE
July 1, 2024

Electric Line Technician Progression Plan:

The City and the Union agree as follows:

1. The City reserves the right to set the standards, establish and amend the progression criteria. The City will work cooperatively with the Union to ensure covered employees have a clear path of progression.

Electric Ground Technician

Expected Time in Position Before Promotion – 6 Months

During the probationary period, the Electric Ground Tech shall be furnished a set of tools to use for training and demonstrating climbing ability (tools are not to be used for productive work). At the end of the probationary period, the Electric Ground Tech must successfully demonstrate climbing ability and competency in relevant job functions to be considered for promotion. Promotion will be determined by a joint committee of management and union employees.

Electric Line Technician, Third Class

Expected Time in Position Before Promotion – 18 Months

The Electric Line Tech Third Class shall work on energized equipment not to exceed six hundred (600) volts under direct supervision by the Electric Line Tech First Class. The Electric Line Tech Third Class shall demonstrate competency in relevant job functions on a quarterly basis until promoted. Promotion will be determined by a joint committee of management and union employees.

Electric Line Technician, Second Class

Expected Time in Position Before Promotion – 18 to 24 Months

The Electric Line Tech Second Class shall work on all energized equipment. For the first year in this position, the Electric Line Tech Second Class shall work on primary voltage under close and direct supervision. Close and direct supervision is defined as: a qualified Electric Line Tech First Class in the primary position working with the Apprentice, as well as a supervisor observing the work performed. The Electric Line Tech Second Class shall demonstrate competency in relevant job functions on a quarterly basis until promoted. Promotion will be determined by a joint committee of management and union employees.

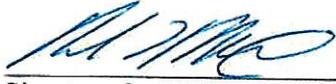
Electric Line Technician, First Class

The Electric Line Tech First Class shall work on all energized equipment under the supervision of the Electric Line Crew Leader. The Electric Line Tech First Class shall direct Apprentices working on the job site. The Electric Line Tech First Class shall demonstrate leadership competency in order to be considered for promotion. Promotion will be determined by management. Promotion will be determined by ability/competency. Any Electric Line Crew Leader promotion disagreement will be addressed in a scheduled meeting between Union steward, Union representative, and City of Milford management.

Electric Line Technician, Crew Leader

The Electric Line Crew Leader shall supervise all work on the job site. The Electric Line Crew Leader shall work on all energized equipment under the supervision of the Electric Line Supervisor.

IN WITNESS WHEREOF, the parties hereto agree to and have caused this Amendment to be signed in their respective names by their representatives hereunto duly authorized dated:



Signature for IBEW Local 126

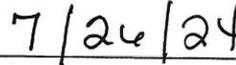


Date

Title: Business Manager/Financial Secretary



Signature for the City of Milford



Date

Title: Mayor