

**ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE  
BOROUGH OF MADISON AND IBEW LOCAL UNION 1298 FOR THE TERM  
COMMENCING ON JANUARY 1, 2006 AND ENDING ON DECEMBER 31, 2009**

- (1). Article XXXII is revised to provide that the Agreement term is extended from January 1, 2010 to December 31, 2013.
- (2). The Wage Schedule by Job Classification (Appendix A) shall be revised as follows:
  - a. 2010 – No change (zero percent increase).
  - b. 2011 – No change (zero percent increase).
  - c. 2012 – Effective 1/1/12, a 1.5% increase.
  - d. 2013 – Effective 1/1/13, a 2.0% increase.
- (3). Article VII Holidays shall be revised to delete the Lincoln's Birthday holiday and replace it with a floating holiday to be selected and coordinated with IBEW Local Union 1298.
- (4). Articles XIII and XIV are amended to provide that the employees of the department covered by this Agreement and eligible members of their families shall receive medical and health insurance coverage as provided by the Borough to its other full-time employees. All employees will be eligible to participate in the State Health Benefits Direct 15 Program as it may be amended or modified hereafter. All employees will contribute toward the cost of full coverage for them and their eligible dependents in accordance with state law. Delete Article XIV, Paragraphs 3 & 4 in their entirety.
- (5). When the Borough requests employees, in writing, to work at other electric utilities outside of their territory during emergencies, employees will be paid their hourly base wage at the double time rate (unless a higher rate is applicable within the host union local or area) from the time they leave the Borough until they return to the Borough.

When the Borough requests employees to work outside their territory, meals, lodging and transportation to and from the job shall be paid for by the Borough. Separate rooms will be provided. Certain situations may arise that do not permit separate rooms (for example: room availability within a reasonable commute). The Borough will not request employees to report to any area where employees are on strike. Also, the Borough will not send workers to locations where employees have been sent to replace strikers. The Borough will establish resource sharing lists of like qualified employees. The Borough's intent and effort will be to equalize opportunities amongst like qualified employees on their respective lists. Nothing in this section shall require the calling of any employee for a job for which he is not qualified.

Employees shall not be required to utilize their accrued time during scheduled working hours for resource sharing overtime worked or to be worked.

Resource sharing crews will be assigned weekly hours not to exceed those of like qualified personnel of the host union local or area.

The Borough reserves the right to recall employees back to work in Madison at any time during the overtime work period in other jurisdictions.

- (6). The Borough and the Union agree to form a Joint Labor Management Committee, with the intent of meeting to resolve and discuss issues of mutual concern to the parties that may arise during the term of the contract. The committee will meet semiannually and will consist of not less than the following: Electric Utility Superintendent, Electric Utility Foreman, Electric Utility Shop Steward, Borough Administrator or his designee, the Assistant Borough Administrator or his designee and an IBEW Local Representative.
- (7). All other provisions of the 1/1/2006 – 12/31/09 Collective Bargaining Agreement not addressed or revised in this Addendum remain in full force and effect.

9<sup>th</sup> IN WITNESS WHEREOF, the parties hereto have executed this Agreement on this day of September, 2013.

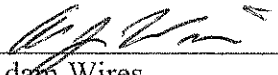
**BOROUGH OF MADISON**


BY:   
Robert H. Conley, Mayor

ATTEST:

  
Elizabeth Osborne, Borough Clerk

**IBEW LOCAL UNION 1298**

BY:   
Adam Wires  
Union Representative

BY:   
Joel Phillips  
Shop Steward