



REQUEST FOR ACTION

Collective Bargaining Agreement: 2026-28 International Brotherhood of Electrical Workers – Inside Group

MEETING DATE:

June 1, 2026

ORIGINATING DEPT:

Human Resources

AGENDA SECTION:

Consent Agenda

PRESENTER:

Tim Comstock

Action Requested:

Adopting a Resolution authorizing a Collective Bargaining Agreement (CBA) with the International Brotherhood of Electrical Workers – Inside Group (IBEW-I) for the calendar years 2026-28.

Report Narrative:

The International Brotherhood of Electrical Workers – Inside Group (IBEW-I), consists of approximately 25 non-exempt administrative employees working in 16 different positions for Rochester Public Utilities.

The attached documentation outlines the proposed collective bargaining agreement changes, which primarily include:

- Addition of an election of remedies clause to grievance procedures;
- Probationary period clarification with probation extension language;
- General wage adjustment of 4%, 3% and 2% for 2026-28 respectively;
- Pay step advancement language;
- Retro pay eligibility language;
- Holiday changes;
- Clarification of benefits eligibility;
- Clarification of MSRS eligible pay outs;
- Paid Family Medical Leave (PFML) premium split;
- Clarification of ESST usage and limitations;
- Simplified continuation of coverage language;
- Limited Appointment Employee language;
- Revision of medical contributions; and
- Labor Management Committee Memorandum of Agreement

Priorities & Foundational Principles:

Fiscal Responsibility & Sustainability
Quality Services

Policy Considerations & DEI Impact:

The International Brotherhood of Electrical Workers – Inside Group (IBEW-I) requested to negotiate the existing Collective Bargaining Agreement with the City, which expired on December 31, 2025. In negotiations, the parties agreed upon the revisions contained in the attached Exhibit, which renews the contract for a three-year period.

Prior Legislative Actions & Community Engagement:

A Collective Bargaining Agreement with the International Brotherhood of Electrical Workers – Inside Group (IBEW-I), is adopted every three years. Negotiations were held on December 15, 2025; February 9, 2026. Mediation was held on April 27, 2026.

Fiscal & Resource Impact:

The negotiated terms and conditions of employment are similar to what has been negotiated with other bargaining units.

Alternative Action(s):

No alternative actions are suggested at this time.

Prepared By:

Tim Comstock

Attachments:

[Resolution - International Brotherhood of Electrical Workers - Inside Group.docx](#)

[Exhibit - Signed RPU Board Resolution - International Brotherhood of Electrical Workers Inside Group CBA](#)

[Exhibit - CBA Base 2026-2028 IBEW Inside - Redlined](#)