

**2011 General Negotiations  
Company Proposals  
June 7, 2011**

Company Proposal #	Contact Title/Section	Description
1	Title 101 Leave of Absence / Section 101.2 Periods of Leave	Eliminate LA 89-73 which provides for employees to take a child care leave any time within a three-year period. Provide that this leave will be taken and completed within the first year following the birth or adoption of a child which is in compliance with federal and state laws.
2	Title 101 Leave of Absence / Section 101.1 Eligibility	All paid sick and vacation time to run concurrent with Company Medical Leave of Absence so that the total time off for sick leave, vacation and Medical Leave of Absence combined is 12 months.
3	Title 104 Meals / Section 104.1 Intent and 104.2 EOT Outside Work Hours and Non-Workdays - General	Delete current language about employees being expected to exercise good judgment to obtain or delay a meal when called out for an emergency assignment. Add, "When called out for an emergency assignment to restore service to customers during an average and usual meal time, the employee is expected to come directly into work to begin his/her assignment." Also, state that once an employee has reported to the headquarters, the employee is to report directly to the job site without stopping for a meal. In such a situation the employee will be instructed to get a take out meal or management will provide such employee with a supplemental meal.
4	Title 104 Meals / Sections 104.6 POT - Outside Work Hours and 104.7 POT - Extended Hours	Employees to provide all meals when working prearranged overtime when starting prior to regular hours or outside of regular hours.
5	Title 104	Pending
6	Title 111 Vacation	Eliminate Section 111.5 Forfeiture of Vacation language which allows employees to take unpaid time off which would have been accrued vacation time had they been present at work. Same as Clerical Table Settlement.
7	Title 202 Hours / Section 202.2 Basic Workweek Described	Add a basic workweek of Sunday through Thursday. Employees may be assigned in rotation.
8	Title 202 Hours / Section 202.5 Special Cases	Add that regularly scheduled T&D hours may be from 12:30 p.m. - 5:00 p.m. and from 5:30 p.m. to 9:00 p.m. to the Transmission and Distribution language.
9	Title 202 Hours / Section 202.9 Shift and Service	Provide the Company with the discretion to determine if the hours of work for service employees will be eight consecutive hours.

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Company Proposal #	Contact Title/Section	Description
10	Title 202 Hours / LA 89-131 Hours Clarification	Add language that states the Company may change crew schedules two times a year (currently, it is one) and may make additional schedule changes if the Company is implementing a new schedule that has fewer weekends and/or late shifts.
11	Title 202 Hours / Section 202.17 Change of Hours - First Four Days	Allow for a change of work hours when a temporary schedule is needed for work that must be continuous until completed.
12	Title 202 Hours / Section 202.17 Change of Hours - First Four Days	Eliminate the current restriction so that the second shift may start at Company discretion. Current provision requires it start immediately or provide for an overlap of no more than 30 minutes.
13	Title 204 Wages and Classifications / Subsection 204.2(b) Dual and Progression	Employees would not receive the wage progression if they have two written reminders or a decision-making leave during the previous twelve-month period. Same as Clerical Table Settlement.
14	Title 205 Job Bidding, Promotion and Transfer / Section 205.4 Prebid Procedure / Title 305 Job Bidding and Promotion	Decrease maximum number of bids an employee can have on file from 100 to 30.
15	Title 205 Job Bidding, Promotion and Transfer / Sections 205.4 Prebid Procedure and 205.5 Filling Beginner's Classifications / Title 305 Job Bidding and Promotion	Add language that employees will leave a contact number while they are on vacation so that any job offers that come in for them can be made expeditiously.
16	Title 205 Job Bidding, Promotion and Transfer / Section 205.6 Forfeiture / Title 305 Job Bidding and Promotion	Employees will remain in the job that they accepted through the transfer/bid process for 24 months to allow for some stability.
17	Title 205 Job Bidding, Promotion and Transfer / Section 205.6 Forfeiture / Title 305 Job Bidding and Promotion	Implement a 24-month forfeiture period where an employee's bids and transfers are not considered if they have accepted and then subsequently declined a job offer to expedite the filling of jobs.

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<b>Company Proposal #</b>	<b>Contact Title/Section</b>	<b>Description</b>
18	Title 205 Job Bidding, Promotion and Transfer / Section 205.7 Sequence of Consideration / Master Appr. Agreement	Add language to clarify that when a journeyman classification is to be filled, employees in Provisional classifications will not be considered qualified bidders.
19	Title 205 Job Bidding, Promotion and Transfer / Section 205.9 Preference by Length of Service / Title 305 Job Bidding and Promotion	Delete one of the tiebreaker steps which states that the employee whose application was first filed with the Company will be deemed to have the greater seniority.
20	Title 205 Job Bidding, Promotion and Transfer / Section 205.4(h) New Job at Headquarters and Section 205.20 Posting of Job Awards / Title 305 Job Bidding and Promotion	Limit posting of New Jobs at Headquarters and Job Awards Bulletins to website only and eliminate the postings to Company bulletin boards.
21	Title 205 Job Bidding, Promotion and Transfer / Section 205.15 Notification to Union of Bypass	Eliminate all bypass letter notifications to Union Business Representatives.
22	Title 205 Job Bidding, Promotion and Transfer / Sections 205.4 Prebid Procedure and 205.5 Filling Beginner's Classifications / Title 305 Job Bidding and Promotion	Modify language so that bids drop for changes in position in the same classification at the same headquarters to conform with the intent of the language.
23	Title 208 Overtime / Title 308 Overtime	Redefine Section 208.1 to provisions of State law, overtime is paid when employee works more than 8 hours in one day or 40 hours in a week or 7th day of the week. Same as Clerical Table Settlement.
24	Nepotism Policy	Establish a Nepotism Policy that does not allow an employee to enter/bid into a position where an immediate member of his/her family is in their supervision/management structure with appointment, promotional or grievance adjustment authority.
25	Title 212 Emergency Overtime	Pending

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<b>Company Proposal #</b>	<b>Contact Title/Section</b>	<b>Description</b>
26	Title 212 Emergency Overtime	Add language that requires service employees to maintain a minimum 85% response to emergency call out.
27	Title 212 Emergency Overtime	Add language that provides the Company with the discretion to call and send the employee who resides closest to the location of an immediate response tag under the following conditions: 1) The issue involves a situation which is determined to require an Immediate Response; 2) The employee called is signed up on the headquarters 212 list.
28	Letter Agreement 90-113 - CDLA	Increase the 125% Commercial Driver's License (CDL) ratio (number of vehicles requiring CDL times 125%) to 200%.
29	Letter Agreement 90-113 - CDLA / Letter Agreement R2-93-39 / Ex. VI Job Definitions and Lines of Progression	Require all current employees who bid or transfer into a Title 200 or 300 M&C position to have or obtain and maintain a CDL except where medical restrictions prohibit an employee from obtaining the license. All new hires will be required to have or obtain a CDL. In the event the new hire does not have a CDL, the employee will have six months to obtain it or be released by the Company.
30	Letter Agreement 10-50	Continue to fill Pre-Apprentice Lineman positions with a 1:1 ratio beyond 2011.
31	Ex. VI Job Definitions and Lines of Progression / Training	Provide the ability for the Company to unilaterally make changes to the licensed and non-licensed operator training program, unless such changes conflict with other provisions of the Agreement.
32	Ex. VI Job Definitions and Lines of Progression	Replace the DCPD Utility Worker - Maintenance with a pre-apprenticeship classification that would allow the Company to select more qualified candidates who are then required to progress through the apprenticeship to journeyman.
33	L/A 87-189 Positive Discipline Guidelines	Suspend the active period of discipline any time an employee is off work for ten consecutive workdays or more and eliminate the deactivation after twelve months off due to leave of absence or Worker's Compensation.
34	L/A R1-91-113 and 00-33 Rewards and Recognition	Narrow the scope of eligibility to work groups and individuals and to allow additional awards such as money. Increase maximum amount of award from \$200 per quarter to \$400 per quarter.
35	DDA	Eliminate the DDA for bargaining unit employees (Meter Readers, Environmental Field Specialists, CIP Inspectors, et al) with some grandfathering.
36		Deleted
37		Deleted
<b>Clean-up and Agreement Simplification</b>		

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Company Proposal #	Contact Title/Section	Description
38	Title 111 Vacations / Section 111.3 Service Anniversary Vacation - Bonus Vacation	Change references from days to hours to align with SAP. Same as Clerical Table Settlement.
39	Title 111 Vacations / Section 111.3 Service Anniversary Vacation - Bonus Vacation	Update language per Benefits Table Settlement that employees can take vacation after 6 months. Same as Clerical Table Settlement.
40	Title 201 Expenses / Section 201.8 Travel and Expenses - Non-Commutable Location	Update language regarding travel time for training to a non-commutable location considered as time worked and paid at the appropriate rate of pay to be in compliance with the law and to be consistent with previous language. Same as Clerical Table Settlement.
41	Title 205 Job Bidding, Promotion and Transfer / Section 205.4 New Job at Headquarters / Title 305 Job Bidding and Promotion	Update language that the Company may fill a job at its discretion when there are no qualified bidders. Same as Clerical Table Settlement.
42	Title 205 Job Bidding, Promotion and Transfer / Section 205.9 Preference by Length of Service / Title 305 Job Bidding and Promotion	When CJBT reviews the history of an employee, prior time is considered as regular employment - Hiring Hall, TA and summer hires do not count. There is a lot of confusion among employees and supervisors as many think Hiring Hall, etc., should count. Adding "regular" would clarify it. Same as Clerical Table Settlement.
43	Supplement to Title 205 - Bidding Units / Supplement to Title 206 - Demotion Units	Add bidding and demotion units for the Environmental Field Specialist Unit employees as contained in Letter Agreement 09-11.
44	Various	Change "Industrial Relations" to "Labor Relations" and "Manager" to "Director."
45	Title 3 Continuity of Service	Modify the service continuity language to ensure that employees are not able to partially or totally abstain from the performance of their duties to support a strike or labor action initiated by another union or by a separate bargaining unit of the same union.
46	Ex. XIV - Severance	Update severance agreement and release to currently used agreement. Same as Clerical Table Settlement.
47	Title 208 Overtime / Subsection 208.2(d) Rate and Double-time Conditions	Add the language regarding rate of pay for employees on alternative work schedules when working on non-workdays per LA 04-10. Same as Clerical Table Settlement.

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<b>Company Proposal #</b>	<b>Contact Title/Section</b>	<b>Description</b>
48	Title 202 Hours / Ex. III Classifications of Shift Employees / Subsection 202.6	Add Hydro Operators to the list of shift employees. Update the list to add Lead System Operator and Apprentice System Operator. Delete Grid System Control Operator and add PIO to Division Operator.
49	Title 202 Hours / Ex. IV Classifications of Service Employees / Subsection 202.7	Add Electrician Switching to the list of Service employees as agreed to in LA 10-01. Change the Gas Department to include Dispatcher-in-Training and Dispatcher. Eliminate Service Operator in accordance with LA 06-20.

<p>Date:</p>	<p>June 7, 2011</p>
<p>Contractual Reference:</p>	<p>TITLE 101. LEAVE OF ABSENCE Letter Agreement 89-73</p>
<p>Company Interest/Description:</p>	<p>The FMLA, CFRA and California State Paid Family Leave acts provide that an employee may take a child care leave of absence within 12 months following the birth, adoption or foster placement of a child.</p> <p>Cancel Letter Agreement 89-73 which provides that this leave may be taken within 3 years following the birth, adoption or foster placement of a child.</p>
<p>Current Contract Language / Proposed Change:</p>	<p>101.2 PERIODS OF LEAVE</p> <p>(b) Child Care Leave: A regular employee who has become a parent by the birth or adoption of a child, or has become the legal guardian of a child shall be entitled to an unpaid "leave of absence" for a period not to exceed six consecutive months, without reference to urgent and substantial personal reasons to care for such newborn or adopted child. When an employee who was granted a leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which the employee vacated. <b><u>The leave shall be taken and completed within the first year following the birth or adoption of a child.</u></b> <del>(Amended 1-1-12 1-1-94)</del></p> <p>An employee shall be entitled to an additional "leave of absence" for a period not in excess of six consecutive months for child care with the understanding that the employee may return to work provided a vacancy exists in the classification and headquarters which the employee vacated, or in a classification lower thereto in the Line of Progression at such headquarters.</p> <p>If a vacancy of this kind does not exist after the second six consecutive months, the employee's service shall be considered terminated.</p>

Date:	June 7, 2011
Contractual Reference:	TITLE 101. LEAVE OF ABSENCE 101.1 ELIGIBILITY TITLE 112. SICK LEAVE TITLE 111. VACATIONS
Company Interest/Description:	All paid sick and vacation time to run concurrent with Company Medical Leave of Absence so that the total time off for sick leave, vacation and Medical Leave of Absence combined is 12 months.
Current Contract Language / Proposed Change:	<p>101.1 ELIGIBILITY</p> <p>"Leave of absence" <del>without pay</del> shall be granted to regular employees, under the conditions set forth in this Title for urgent or substantial personal reasons, provided that adequate arrangements can be made to take care of the employee's duties without undue interference, or if required by law, undue hardship, with the normal routine of work. A "leave" will not be granted if the purpose for which it is requested may lead to the employee's resignation. <b><u>A leave of absence will not be granted or continued for any reason during the period that an employee is confined for any reason in a penal or correctional facility. (Amended 1-1-12)</u></b></p> <p>For the purpose of this Agreement the terms "leave of absence" and "leave" signify absence <del>without pay</del> for periods in excess of ten consecutive workdays. <del>In the computation of the length of a "leave of absence" there shall not be included any time the employee is absent with pay.</del> Absences <del>without pay</del> for ten consecutive workdays or less shall also be authorized under these provisions. <b><u>The leave begins on the first, full day of absence. (Amended 1-1-12 1-1-09)</u></b></p> <p>In addition to the provisions of this Title, it is the intent of the parties to include leave benefits as mandated by State and Federal law, including both the California Family Rights Act of 1991 and the Federal Family and Medical Leave Act of 1993. (Amended 1-1-94)</p> <p><b><u>Medical Leaves: Employees must use all accrued sick leave while on a medical leave of absence. After sick leave is expired, an employee may elect to use accrued vacation, floating holiday, etc. prior to going on unpaid status. (Added 1-1-12)</u></b></p> <p><b><u>If on leave under the Pregnancy Disability Law (PDL), Family Medical Leave Act (FMLA) or California Family Rights Act (CFRA), an employee may be exempt from this requirement, upon providing actual documentation of payments received from a private or state disability plan, including CA State Disability Insurance (SDI ). (Added 1-1-12)</u></b></p> <p>TITLE 112. SICK LEAVE</p>

**112.17 PAID SICK LEAVE DURING LEAVE OF ABSENCE (Added 1-1-12)**

**An employee's use of sick leave under this Section does not extend the maximum period of leave to which the employee may be entitled under the provisions of Section 101.2.**

TITLE 111. VACATION

**111.17 PAID VACATION DURING LEAVE OF ABSENCE (Added 1-1-12)**

**An employee's use of vacation under this Section does not extend the maximum period of leave to which the employee may be entitled under the provisions of Section 101.2.**

Date:	June 7, 2011
Contractual Reference:	TITLE 104. MEALS 104.1 INTENT
Company Interest/Description:	When employees are called in for emergency overtime and a meal time is interrupted, they are able to start their assignment by observing a meal in accordance with the provisions in Title 104. Company would like to modify existing language to provide for a supplemental meal or a take out meal so that employees respond in accordance with Section 3.1.
Current Contract Language / Proposed Change:	<p><b>104.1 INTENT</b></p> <p><u>(a)</u> The provisions of this Title shall be interpreted and applied in a practical manner which shall conform to the intention of the parties in negotiating with respect to meals; namely, that <b><u>except as provided in Subsections 104.1(b) and 104.2(a)</u></b>, a comparable substitute shall be provided when employees are prevented from observing their usual and average <b><u>on-duty</u></b> meal practices or are prevented from eating a meal at approximately the usual time therefore. <b><u>(Amended 1-1-12)</u></b></p> <p>Average and usual meal practices for day employees are defined as:</p> <p>Breakfast: ½ hour to 1 hour prior to regular work hours. Lunch: non-workday lunch is same as workday lunch time period. Dinner: Between 6:00 p.m. and 7:00 p.m.</p> <p><u>(b)</u> As stated in Section 3.1 of this Agreement, Company is engaged in rendering public utility services to the public, and Union and Company recognize that there is an obligation on each party for the continuous rendition and availability of such services. Therefore, <del>employees will be expected to exercise good judgment as to whether or not to obtain or delay the initial meal when called out for an emergency assignment to restore service to customers during an average and usual meal time.</del> <b><u>when called into work for an emergency assignment during an average and usual meal time, an employee is expected to come directly into work to begin his/her assignment. In such situations, the employee will be instructed to get a take out meal or management will provide such employee with a supplemental meal. The provisions of Section 104.10 will not apply. (Amended 1-1-12)</u></b></p> <p><b>104.2 MEALS - EMERGENCY OUTSIDE WORK HOURS AND NON-WORKDAYS - GENERAL</b></p> <p><b><u>(a) Once an employee has been assigned the emergency overtime work, the employee is expected to come directly into work. In such situations, the employee will be instructed to get a take out meal or management will provide such employee with a supplemental meal. The provisions of Section 104.10 will not</u></b></p>

*apply. (Added 1-1-12)*

*(b)* If Company requires an employee to perform emergency work on the employee's non-workday or wholly outside of the employee's regular work hours on workdays, it shall, if possible, provide the employee with a meal at intervals of approximately four hours for as long as such work continues, but such employee shall not be required to work more than five consecutive hours without a meal if one can be provided. This Section shall be construed not to apply to cases wherein work extends beyond regular quitting time on a workday.

Date:	June 7, 2011
Contractual Reference:	TITLE 104. MEALS 104.6 MEALS-PREARRANGED WORK- OUTSIDE WORK HOURS 104.8 MEALS – PREARRANGED WORK BEFORE REGULAR HOURS
Company Interest/Description:	Since employees are notified in advance of a pre-arranged work assignment, there is sufficient time for the employee to plan for meals on their own.
Current Contract Language / Proposed Change:	<p>104.6 MEALS-PREARRANGED WORK- OUTSIDE WORK HOURS</p> <p>If Company requires an employee to perform prearranged work wholly outside of regular work hours on either workdays or non-workdays such employee shall be permitted to have time off for a meal approximately four hours but not more than five hours after the employee starts work, such meal to be furnished by the employee at the employee's own expense. The time <b><u>necessary to take the meal up to one-half hour shall be borne by the employee. necessarily taken for any such meal up to one-half hour shall be at Company expense. (Amended 1-1-12)</u></b></p> <p>104.8 MEALS – PREARRANGED WORK BEFORE REGULAR HOURS</p> <p>If Company requires an employee to perform prearranged work starting two hours or more before regular work hours on workdays or non-workdays and such employee continues to work into regular work hours, the employee shall provide for <b><u>all one meals</u></b> on the job, <b><u>and Company shall provide other meals as required by the duration of the work period. The time necessary to take the meals up to one-half hour shall be borne by the employee. The meals provided for in this Section shall be eaten at approximately the usual times therefore and</u></b> The usual practice relating to lunch periods on workdays shall prevail. <b><u>(Amended 1-1-12)</u></b></p>

Date:	June 7, 2011
Contractual Reference:	TITLE 111. VACATIONS 111.5 FORFEITURE OF VACATION
Company Interest/Description:	Due to the vacation accrual process change with the implementation of SAP, the provisions of Section 111.5 are no longer necessary. Employees earn time as they work and are able to take vacation time as it is earned.
Current Contract Language / Proposed Change:	<p><b>111.5 FORFEITURE OF VACATION</b></p> <p>(a) An employee who is absent for 240 cumulative hours or more in any calendar year by reason of leave of absence or layoff without pay for any reason, or for 880 hours or more in any calendar year by reason of industrial disability, shall cease accruing vacation until the employee returns to work. <del>An employee may, at his/her option, take the full vacation to which the employee would be otherwise entitled, in which event the employee shall receive no vacation pay for the number of hours of vacation forfeited as herein determined.</del> (<u>Amended 1-1-12 1-1-09</u>)</p>

**2011 General Negotiations – IBEW****Company Proposal C-7**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	TITLE 202.2- HOURS, BASIC WORKWEEK DESCRIBED
<b>Company Interest/Description:</b>	Company is interested in improving response and getting customers restored as quickly as possible by establishing a Sunday – Thursday schedule.
<b>Current Contract Language / Proposed Change:</b>	<b>202.2 BASIC WORKWEEK DESCRIBED</b> Except as otherwise provided herein, the basic workweek shall be from Monday through Friday, <del>or from Tuesday through Saturday</del> , <b><u>or from Sunday to Thursday. Employees may be assigned in rotation.</u></b> <del>The number of employees who shall be required to work the basic workweek of Tuesday through Saturday shall be kept at a minimum consistent with the rendition of adequate public utility service, and employees may be assigned to such workweek in rotation. <u>Amended 1-1-12)</u></del>

Date:	June 7, 2011
Contractual Reference:	TITLE 202.5- HOURS, SPECIAL CASES
Company Interest/Description:	Company is interested in improving response and getting customers restored as quickly as possible by establishing a 12:30 p.m. – 9:00 p.m. schedule.
Current Contract Language / Proposed Change:	<p><b>202.5 HOURS - SPECIAL CASES</b></p> <p>(a) <b>Transmission and Distribution:</b> In addition to the hours and conditions outlined in Section 202.4 above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m., <del>or</del> the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m., <u>or the hours of 12:30 p.m. to 5:00 p.m. and from 5:30 p.m. to 9:00 p.m.</u> The basic workweek of employees assigned <u>any either</u> of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Subsection 30 days prior to the institution of work hours which differ from those previously in effect at a headquarters. In general, assignment to hours of other than 8:00 a.m.-5:00 p.m. will be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service. <b><u>(Amended 1-1-12)</u></b></p>

**2011 General Negotiations – IBEW****Company Proposal C-9**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	Section 202.9 – Hours – Shift and Service
<b>Company Interest/Description:</b>	The Company would like the flexibility to schedule an unpaid lunch period for Service employees (predominately Gas Service Representatives and Troublemens) who begin their workday at or after 12 noon.
<b>Current Contract Language / Proposed Change:</b>	202.9 HOURS – SHIFT AND SERVICE  The workday of service employees who report for their day's work between 12 o'clock noon and 1:00 a.m. inclusive <b><u>may consist of eight consecutive hours.</u></b> <del>and t</del> The workday of shift employees shall consist of eight consecutive hours. <b><u>(Amended 1-1-12)</u></b>

Date:	June 7, 2011
Contractual Reference:	Title 202 Hours Clarification LA 89-131 Section IA1
Company Interest/Description:	Company would like more flexibility in the frequency of regular schedule changes to meet workload and operational needs.
Current Contract Language / Proposed Change:	<p><b>I. ESTABLISHMENT OF WORK SCHEDULES</b></p> <p>A. <u>General provisions applicable to all work schedules:</u></p> <p>1. Each employee has a regular schedule, that is, an employee in a classification has regularly scheduled hours of work and a regularly scheduled basic workweek within a regular scheduled workweek. The type of scheduling arrangement applicable to an employee is determined by the group in which his regular classification is assigned. All schedules, once established, are intended to be fixed, but are subject to change under conditions specified in Titles 202 and 208 of the Agreement and in this clarification. A plant or department schedule shall be planned to cover a <del>six</del> <b>twelve</b> month period and shall be subject to change only once in such period, except where the complement of the plant or department is changed. (This limitation does not apply to the transfer of an employee from one schedule to another. See II below.) <b><u>(Amended 1-1-12)</u></b></p> <p>2. <b><u>In addition to the changes outlined in No. 1 above, the Company may make additional schedule changes if the Company is implementing a new schedule that has fewer weekend and/or late shifts. (Amended 1-1-12)</u></b></p>

<p><b>Date:</b></p>	<p>June 7, 2011</p>
<p><b>Contractual Reference:</b></p>	<p>TITLE 202. HOURS 202.17 CHANGE OF HOURS - FIRST FOUR DAYS</p>
<p><b>Company Interest/Description:</b></p>	<p>There is certain work that must be performed on a continuous basis that does not meet the existing conditions of 202.17 to place employees on shift. An example is an Independent Spent Fuel Storage Installation (ISFSI) evolutions (movement of spent fuel to dry storage). With NRC fatigue rules in place, scheduling employees on overtime to perform such work at times results in being required to give employees paid time off during their normal work hours. Providing more flexibility in this area would avoid this. Allow for change of work hours when a temporary schedule is needed for work that must be continuous until completed.</p>
<p><b>Current Contract Language / Proposed Change:</b></p>	<p><b>202.17 CHANGE OF HOURS - FIRST FOUR DAYS</b></p> <p>(a) Company may schedule employees to work for periods of eight hours at other than their regular work hours when additional shifts are required in any of the following situations:</p> <p>(1) Emergency condition involving the maintenance, construction, or repair of plant or station equipment;</p> <p>(2) <del>Installation of new or additional facilities of such character that work thereon cannot be completed during regular work hours or which</del> must be continuous until completed; <b><u>(Amended 1-1-12)</u></b></p> <p>(3) Conditions involving the need for the extended utilization of pipe-wrapping and meter shop facilities and work involving cleaning debris from the water intake of hydro or power plants where extra precautionary measures are required to protect such property;</p> <p>(4) Conditions which require the manning of a plant or station which is normally unattended or is to be unattended upon completion.</p>

Date:	June 7, 2011
Contractual Reference:	TITLE 202. HOURS 202.17 CHANGE OF HOURS - FIRST FOUR DAYS
Company Interest/Description:	Allow the second shift to start at Company discretion.
Current Contract Language / Proposed Change:	<p>2. <u>Two Work Periods</u>: If two work periods are scheduled, one period is to consist of the regular work hours, and the second period is to start <b><u>at a time of the Company's discretion. either immediately following the conclusion of the Preceding regular work period; or at 12 o'clock midnight to immediately precede the regular work period, except as follows: (Amended 1-1-12)</u></b></p> <p>a. <del><u>Overlap</u>: The second period of work hours may start no more than one-half hour, plus travel time from headquarters to the job, before the end of the regular hours of the first work period.</del></p> <p><b><u>In this case, that portion of the new work period which overlaps the former regular hours of work is not considered as part of the former regular hours of work in computing the overtime payment for the first four work days of the assignment.</u></b></p> <p>b. <del><u>Boardinghouse Delay</u>: Where boardinghouse facilities are mutually available to employees coming off one work period and to employees going on the other, the start of the second period of work hours may be delayed a minimum of one-half hour but not more than a maximum of one hour for the purpose of allowing the employees to eat at the boardinghouse.</del></p> <p><b><u>In items (a) and (b) above where <i>if</i> as a result of such scheduling, the end of the new work period overlaps the end of the calendar day (12 midnight), the hours scheduled beyond midnight shall be considered as part of the previous workday in that workweek. (See diagrammed examples, page 34.) (Amended 1-1-12)</u></b></p>

Date:	June 7, 2011
Contractual Reference:	<p>TITLE 204. WAGES AND CLASSIFICATIONS</p> <p>204.2 WAGES – DUAL AND PROGRESSION</p> <p>TITLE 304. WAGES AND CLASSIFICATIONS</p> <p>304.1 WAGE PROGRESSION</p>
Company Interest/Description:	To tie wage progression in a classification with satisfactory job performance.
Current Contract Language / Proposed Change:	<p><b>204.2 WAGES - DUAL AND PROGRESSION</b></p> <p>(a) (Deleted 1-1-97)</p> <p>(b) An employee who has accumulated sufficient time in a classification having a time progression shall be advanced to the next step in such classification until such employee receives the maximum rate thereof <b><u>unless the employee has received during the previous twelve month period two written reminders or a decision-making leave after 1-1-12. Once the disciplinary action has deactivated, the employee's progression will be reinstated. The next progressive wage increase (PWI) will occur retroactively to the deactivation date in the quarter following the deactivation date and will apply to the step for which the PWI was missed. Charges of alleged discrimination in the application of this Section shall be investigated by the Local Investigating Committee described in Section 102.6. (Amended 1-1-12).</u></b></p> <p><b><u>(c)</u></b> For the purpose of wage rate progression in a temporary classification, the time worked by an employee in other than his/her regular classification shall also be accrued in such temporary classification <b><u>in accordance with the provisions of (a) above. (Amended 1-1-12). (1-1-91)</u></b></p> <p><b><u>(d) (e)</u></b> The "Wage Progression" of an employee who is absent on leave of absence without pay for more than ten consecutive workdays will be delayed by a period of time equivalent to such leave of absence. The "Wage Progression" of an employee in a beginning or other negotiated training classification who is absent for more than 25 consecutive workdays because of an industrial injury as defined in Section 108.1 or for an illness or disability and is receiving sick leave with pay as provided for in Section 112.1, will be delayed by the period in excess of 25 consecutive workdays.</p> <p><b>304.1 WAGE PROGRESSION</b></p> <p>(a) no change</p> <p>(b) no change</p> <p>(c) no change</p> <p>(d) no change</p> <p>(e) An employee who has accumulated sufficient time in a classification having a time progression shall be advanced to the next step in such classification until such employee receives the maximum rate thereof <b><u>unless the employee has received during the previous twelve month period two written reminders or a decision-making</u></b></p>

leave after 1-1-12. Once the disciplinary action has deactivated, the employee's progression will be reinstated. The next progressive wage increase (PWI) will occur retroactively to the deactivation date in the quarter following the deactivation date and will apply to the step for which the PWI was missed. Charges of alleged discrimination in the application of this Section shall be investigated by the Local Investigating Committee described in Section 102.6. (Added 1-1-12).

(f) For the purpose of wage rate progression in a temporary classification, the time worked by an employee in other than his/her regular classification shall also be accrued in such temporary classification **in accordance with the provisions of (e) above.** (Added 1-1-12). (1-1-91)

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	<p>TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>205.4 PREBID PROCEDURE</p> <p>TITLE 305. JOB BIDDING AND PROMOTION</p> <p>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</p>
<b>Company Interest/Description:</b>	<p>Decrease maximum number of bids an employee can have on file from 100 to 30. The higher the number of prebids/transfers on file, the more delays are caused in filling jobs since extra bids/transfers that employees are not serious about still require a job offer to them.</p>
<b>Current Contract Language / Proposed Change:</b>	<p>205.4 PREBID PROCEDURE</p> <p>Any regular employee of Company may submit a prebid on any existing job classification and headquarters for which the employee desires consideration in accordance with the following procedure provided the employee does not exceed a combined maximum number of <del>30 100</del> prebids and transfers. This maximum will not apply to employees subject to the provisions of Title 206.1. (<u><b>Amended 1-1-12 1-1-09</b></u>)</p> <p>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</p> <p>Any regular employee of Company may submit a prebid on any existing job classification and promotion/demotion geographic area, as defined in Exhibit II of the Agreement for which the employee desires consideration in accordance with the following procedure provided the employee does not exceed a combined maximum number of <del>30 100</del> prebids and transfers. This maximum will not apply to employees subject to the provisions of Title 306. (<u><b>Amended 1-1-12 1-1-09</b></u>)</p>

Date:	June 7, 2011
Contractual Reference:	<p>TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER                  205.4 PREBID PROCEDURE                  205.5 FILLING BEGINNER’S CLASSIFICATIONS</p> <p>TITLE 305. JOB BIDDING AND PROMOTION                  305.7 GENERAL CONSTRUCTION PREBID PROCEDURE                  305.8 FILLING BEGINNER’S CLASSIFICATIONS</p>
Company Interest/Description:	Add language that employees will leave a contact number while they are on vacation so that any job offers that come in for them can be made expeditiously.
Current Contract Language / Proposed Change:	<p><b>205.4 PREBID PROCEDURE</b></p> <p>(k) <b>Accepting Job Offer:</b> An employee will be expected to provide a response by the next business day if s/he is offered a position that will not result in the employee needing to relocate his/her residence.</p> <p>An employee will be expected to reply within 48 hours of receiving a job offer request when accepting the offered position will result in the employee needing to relocate his/her residence. Under certain circumstances of hardship or operational needs, the supervisor offering the position may grant up to 72 hours for the employee to respond. Further, based on operational needs, an employee may be granted the use of a floating holiday or vacation day to assist in determining whether or not to accept a job offer. Failure to respond in the aforementioned time frame will cause the employee’s bid to forfeit.</p> <p>An employee who is scheduled to go on vacation <u><b>will be required is encouraged</b></u> to voluntarily leave a phone number with his/her supervisor at which s/he can be reached <u><b>and a prioritized list with his/her supervisor</b></u> if a job offer is extended. <u><b>If the employee does not leave a phone number or respond to a phone call within 24 hours and does not provide a prioritized list, s/he will be bypassed for any job offers that come up while s/he is on vacation. As an alternative, an employee may voluntarily leave his/her supervisor a prioritized list of vacancies s/he will accept if offered a position.</b></u> This <u><b>prioritized</b></u> list will expire after the vacation period is ended. <u><b>In no case will an employee be bypassed for an offer due to being on vacation. (Amended 1-1-12 Added 10-1-03)</b></u></p> <p><b>205.5 FILLING BEGINNER’S CLASSIFICATIONS</b></p> <p>(i) <b>Accepting Job Offer:</b> An employee will be expected to provide a response by the next business day if s/he is offered a position that will not result in the employee needing to relocate his/her residence.</p> <p>An employee will be expected to reply within 48 hours of receiving a job offer request when accepting the offered position will result in the employee needing to relocate his/her residence. Under certain circumstances of hardship or operational needs, the supervisor offering the position may grant up to 72 hours for the employee to respond. Further, based on operational needs, an employee may be granted the use of a floating holiday or vacation day to assist in determining whether or not to accept a job offer. Failure to respond in the aforementioned time frame will cause the employee’s bid to forfeit.</p> <p>An employee who is scheduled to go on vacation <u><b>will be required is encouraged</b></u> to voluntarily leave a phone number with his/her supervisor at which s/he can be reached <u><b>and a prioritized list with his/her supervisor</b></u> if a job offer is extended. <u><b>If the employee does</b></u></p>

~~not leave a phone number or respond to a phone call within 24 hours and does not provide a prioritized list, s/he will be bypassed for any job offers that come up while s/he is on vacation. As an alternative, an employee may voluntarily leave his/her supervisor a prioritized list of vacancies s/he will accept if offered a position. This prioritized list will expire after the vacation period is ended. In no case will an employee be bypassed for an offer due to being on vacation. (Amended 1-1-12 Added 10-1-03)~~

### 305.7 GENERAL CONSTRUCTION PREBID PROCEDURE

k) **Accepting Job Offer:** An employee will be expected to provide a response by the next business day if s/he is offered a position that will not result in the employee needing to relocate his/her residence.

An employee will be expected to reply within 48 hours of receiving a job offer request when accepting the offered position will result in the employee needing to relocate his/her residence. Under certain circumstances of hardship or operational needs, the supervisor offering the position may grant up to 72 hours for the employee to respond. Further, based on operational needs, an employee may be granted the use of a floating holiday or vacation day to assist in determining whether or not to accept a job offer. Failure to respond in the aforementioned time frame will cause the employee's bid to forfeit.

An employee who is scheduled to go on vacation will be required is encouraged to voluntarily leave a phone number with his/her supervisor at which s/he can be reached and a prioritized list with his/her supervisor if a job offer is extended. ~~If the employee does not leave a phone number or respond to a phone call within 24 hours and does not provide a prioritized list, s/he will be bypassed for any job offers that come up while s/he is on vacation. As an alternative, an employee may voluntarily leave his/her supervisor a prioritized list of vacancies s/he will accept if offered a position. This prioritized list will expire after the vacation period is ended. In no case will an employee be bypassed for an offer due to being on vacation. (Amended 1-1-12 Added 10-1-03)~~

### 305.8 FILLING BEGINNER'S CLASSIFICATIONS

(h) **Accepting Job Offer:** An employee will be expected to provide a response by the next business day if s/he is offered a position that will not result in the employee needing to relocate his/her residence.

An employee will be expected to reply within 48 hours of receiving a job offer request when accepting the offered position will result in the employee needing to relocate his/her residence. Under certain circumstances of hardship or operational needs, the supervisor offering the position may grant up to 72 hours for the employee to respond. Further, based on operational needs, an employee may be granted the use of a floating holiday or vacation day to assist in determining whether or not to accept a job offer. Failure to respond in the aforementioned time frame will cause the employee's bid to forfeit.

An employee who is scheduled to go on vacation will be required is encouraged to voluntarily leave a phone number with his/her supervisor at which s/he can be reached and a prioritized list with his/her supervisor if a job offer is extended. ~~If the employee does not leave a phone number or respond to a phone call within~~

~~24 hours and does not provide a prioritized list, s/he will be bypassed for any job offers that come up while s/he is on vacation. As an alternative, an employee may voluntarily leave his/her supervisor a prioritized list of vacancies s/he will accept if offered a position. This prioritized list will expire after the vacation period is ended. In no case will an employee be bypassed for an offer due to being on vacation. (Amended 1-1-12 Added 10-1-03)~~

<p><b>Date:</b></p>	<p>June 7, 2011</p>
<p><b>Contractual Reference:</b></p>	<p>TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>205.6 FORFEITURE</p> <p>TITLE 305. JOB BIDDING AND PROMOTION</p> <p>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</p>
<p><b>Company Interest/Description:</b></p>	<p>Employees will remain in the job that they accepted through the transfer/bid process for 24 months to allow for some stability.</p>
<p><b>Current Contract Language / Proposed Change:</b></p>	<p><b>205.6 FORFEITURE</b></p> <p><i>(a)</i> If an employee is the senior qualified bidder for a job vacancy and turns down a bona fide offer for such vacancy, such employee's prebid or transfer application on such vacancy shall be canceled. Such employee's prebid or transfer application to such classification and headquarters need not be considered for a period of six months.</p> <p><b><u>(b) Upon reporting to a job after receiving a bona fide job offer, an employee's prebid or transfer application will not be considered for a period of 24 months. (Added 1-1-12)</u></b></p> <p>Exceptions to the aforementioned will be as follows:</p> <p><b>(1) (a)</b> Such employee shall retain rights to consideration for appointment under Section 205.13; and</p> <p><b>(2) (b)</b> An employee who after declining a bona fide offer to a vacancy at a given headquarters attains preferential bidding rights under Title 206 shall not be subject to the provisions of this Section. (Amended 1-1-91)</p> <p><b>(3) (c)</b> Employees bidding to System Operator classifications. (Added 1-1-91)</p> <p><b>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</b></p> <p>Any regular employee of Company may submit a prebid on any existing job classification and promotion/demotion geographic area, as defined in Exhibit II of the Agreement for which the employee desires consideration in accordance with the following procedure provided the employee does not exceed a combined maximum number of 100 prebids and transfers. This maximum will not apply to employees subject to the provisions of Title 306. (Amended 1-1-09)</p> <p>(a) No change.</p> <p>(b) No change.</p> <p>(1) No change.</p> <p>(2) No change.</p> <p>(a) No change.</p> <p>(i) No change.</p>

- (ii) No change.
- (iii) No change.
- (b) No change.
- (3) No change.
- (c) No change.
- (d) *(Deleted 1-1-09)*
- (e) No change.
- (f) No change.
- (g) No change.
- (h) No change.
- (1) No change.
- (2) No change.
- (3) No change.
- (4) *(Deleted 1-1-09)*
- (5) No change.
- (6) No change.
- (i) No change.
- (j) No change.
- (k) No change.
- (l) **Forfeiture: Upon reporting to a job after receiving a bona fide job offer, an employee's prebid or transfer application will not be considered for a period of 24 months. (Added 1-1-12)**

Date:	June 7, 2011
Contractual Reference:	<p>TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>205.6 FORFEITURE</p> <p>TITLE 305. JOB BIDDING AND PROMOTION</p> <p>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</p>
Company Interest/Description:	<p>Implement a 24-month forfeiture period where an employee's bids and transfers are not considered if they have accepted and then subsequently declined a job offer to expedite the filling of jobs.</p>
Current Contract Language / Proposed Change:	<p><b>205.6 FORFEITURE</b></p> <p><u>(a)</u> If an employee is the senior qualified bidder for a job vacancy and turns down a bona fide offer for such vacancy, such employee's prebid or transfer application on such vacancy shall be canceled. Such employee's prebid or transfer application to such classification and headquarters need not be considered for a period of six months.</p> <p><u>(b)</u> <b><u>If an employee turns down a bona fide job offer after the third calendar day of accepting it, all of such employee's prebid and transfer applications will be cancelled immediately and such employee's prebid and transfer applications will not be considered for a period of 24 months. (Added 1-1-12)</u></b></p> <p>Exceptions to the aforementioned will be as follows:</p> <p><b>(1) (a)</b> Such employee shall retain rights to consideration for appointment under Section 205.13; and</p> <p><b>(2) (b)</b> An employee who after declining a bona fide offer to a vacancy at a given headquarters attains preferential bidding rights under Title 206 shall not be subject to the provisions of this Section. (Amended 1-1-91)</p> <p><b>(3) (c)</b> Employees bidding to System Operator classifications. (Added 1-1-91)</p> <p><b>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</b></p> <p>Any regular employee of Company may submit a prebid on any existing job classification and promotion/demotion geographic area, as defined in Exhibit II of the Agreement for which the employee desires consideration in accordance with the following procedure provided the employee does not exceed a combined maximum number of 100 prebids and transfers. This maximum will not apply to employees subject to the provisions of Title 306. (Amended 1-1-09)</p> <p>(a) No change.</p> <p>(b) No change.</p> <p>(1) No change.</p>

- (2) No change.
  - (a) No change.
    - (i) No change.
    - (ii) No change.
    - (iii) No change.
  - (b) No change.
- (3) No change.
- (c) No change.
- (d) *(Deleted 1-1-09)*
- (e) No change.
- (f) No change.
- (g) No change.
- (h) No change.
- (1) No change.
- (2) No change.
- (3) No change.
- (4) *(Deleted 1-1-09)*
- (5) No change.
- (6) No change.
- (i) No change.
- (j) No change.
- (k) No change.

**(l) Forfeiture: If an employee turns down a bona fide job offer after the third work day of accepting it, all of such employee's prebid and transfer applications will be cancelled immediately and such employee's prebid and transfer applications will not be considered for a period of 24 months. (Added 1-1-12)**

Date:	June 7, 2011
Contractual Reference:	TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER  Master Apprenticeship Agreement
Company Interest/Description:	Clarify existing practice that Provisionally appointed journeyman will not be considered qualified bidders for other journeyman positions.
Current Contract Language / Proposed Change:	<p>Add 205.13(c) and amend Master Apprenticeship Agreement</p> <p>205.13 APPOINTMENT TO UNBID VACANCY</p> <p>(a) If Company does not within the time provided in Section 205.4 hereof receive any bids on a job which has been authorized for filling, or does not receive a bid from an employee who possesses the qualifications set forth in Section 205.11 hereof, it may in its discretion make a final appointment to such job. (Amended 1-1-88)</p> <p>(b) When an apprentice or a journeyman classification is to be filled, the negotiated Qualifying Examination shall be given to employees, applicants, or new hires entering the classification. In the absence of a Journeyman Qualifying Examination, the appropriate Apprenticeship or Training Qualifying Examination shall be given. (Added 1-1-88)</p> <p><b><u>(c) When a journeyman classification is to be filled, employees in provisional classifications will not be considered qualified bidders for the journeyman classification. (Added 1-1-12)</u></b></p>

Date:	June 7, 2011
Contractual Reference:	TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER  205.9 PREFERENCE BY LENGTH OF SERVICE  TITLE 305.10 PREFERNCE BY LENGTH OF SERVICE
Company Interest/Description:	To update the provisions to the current system tiebreaker process. As applications are no longer the initial way to apply for a job at PG&E, it is not possible to implement this consistently and accurately.
Current Contract Language / Proposed Change:	<p>205.9 PREFERENCE BY LENGTH OF SERVICE</p> <p>(a) no change</p> <p>(b) In the event a conflict arises as to seniority between two (2) or more employees whose seniority date is the same, the following will be the sequence of consideration for the purpose of a tie-breaker:</p> <p>(1) no change.</p> <p>(2) no change.</p> <p>(3) <del>(Deleted 1-1-12) the employee whose application was first filed with the Company will be deemed to have the greater seniority; or</del></p> <p>(4) no change</p> <p>(c) no change</p> <p>305.10 PREFERENCE BY LENGTH OF SERVICE (Added 10-1-03)</p> <p>(a) When employees in the same preferential sequence as provided in Section 305.7 are each qualified by knowledge, skill, efficiency, adaptability and physical ability for appointment to a job, the bid of the employee with the greatest Service shall be given preference for appointment.</p> <p>(b) In the event a conflict arises as to seniority between two (2) or more employees whose seniority date is the same, the following will be the sequence of consideration for the purpose of a tie-breaker:</p> <p>(1) no change.</p> <p>(2) no change.</p> <p>(3) <del>(Deleted 1-1-12) the employee whose application was first filed with the Company will be deemed to have the greater seniority; or</del></p> <p>(4) no change.</p> <p>(c) no change.</p>

Date:	June 7, 2011
Contractual Reference:	205.4(h) New Job at Headquarters 205.20(b) Posting of Job Awards 305 Job Bidding and Promotion 305.9 Posting of Job Awards
Company Interest/Description:	Eliminate paper waste by posting New Job at Headquarters and job award notices to the HR Intranet only.
Current Contract Language / Proposed Change:	<p>205.4 PREBID PROCEDURE</p> <p>(h) <b>New Jobs at a Headquarters:</b> The Company shall post, on <u>the HR Intranet</u> <del>all bulletin boards throughout the System</del>, a notice describing all new classifications at existing headquarters or any job at a new headquarters in the Company, on the first or fifteenth of any month, as soon as such jobs are authorized to be filled. Such notice shall remain <del>posted until the next Directory listing the new classification is posted on the bulletin board, but not less than for</del> 15 days. If no prebids are received 18 days after the date shown on the notice, or after two lists have been exhausted, Company will have 60 days to fill the vacancy under the provisions of Section 205.13. (<u>Amended 1-1-12 4-1-09</u>)</p> <p>205.20 POSTING OF JOB AWARDS</p> <p>(a) (Deleted 1-1-88)</p> <p>Company shall post biweekly on the <u>HR Intranet</u> <del>bulletin boards in each headquarters within the system</del> a list of all job awards made through prebids and through transfers since the last list was posted <u>on the HR Intranet</u>. Such list will include the job vacancy number (where appropriate) and headquarters, the appointed employee's name and Service, and the Agreement Section relied upon for the award. (<u>Amended 1-1-12 4-1-88</u>)</p> <p>305.7 GENERAL CONSTRUCTION PREBID PROCEDURE</p> <p>(i) <b>New Jobs in a Promotion-Demotion Geographic Area:</b> The Company shall post, on <u>the HR Intranet</u> <del>all bulletin boards throughout the System</del>, a notice describing all new classifications in any promotion-demotion geographic area on the first or fifteenth of any month, as soon as such jobs are authorized to be filled. Such notice shall remain <del>posted until the next Directory listing the new classification is posted on the bulletin board, but not less than for</del> 15 days. If no prebids are received 18 days after the date shown on the notice, or after two lists have been exhausted, Company will have 60 days to fill the vacancy in a manner as described in the provisions of Section 205.13. (<u>Amended 1-1-12 4-1-09</u>)</p> <p>305.9 POSTING OF JOB AWARDS (Added 10-1-03)</p> <p>Company shall post biweekly on <u>the HR Intranet</u> <del>the bulletin boards in each headquarters within the system</del> a list of all job awards made through prebids and through transfers since the last list was posted. Such list will include the job vacancy number (where appropriate) and the Promotion/Demotion Geographic Area, the appointed employee's name and Service, and the Section of this Agreement relied upon for the award. (<u>Amended 1-1-12</u>)</p>

**2011 General Negotiations – IBEW**

**Company Proposal C-21**

<p><b>Date:</b></p>	<p>June 7, 2011</p>
<p><b>Contractual Reference:</b></p>	<p>205.15 Notification to Union of Bypass</p>
<p><b>Company Interest/Description:</b></p>	<p>There has not been a need demonstrated for the bypass letters. Employees can check job award bulletins to see how jobs are filled.</p> <p>Eliminating the bypass letters, would free up the Centralized Job Bidding Team to spend more time in the filling of jobs.</p>
<p><b>Current Contract Language / Proposed Change:</b></p>	<p>205.15 NOTIFICATION TO UNION OF BYPASS <i><u>(Deleted 1-1-12)</u></i></p> <p><del>When an employee is to be appointed to fill a job vacancy in preference to an employee with greater Service, as provided in Section 205.7, Company shall notify Union of the decision prior to such appointment. (Amended 1-1-88)</del></p>

<p><b>Date:</b></p>	<p>June 7, 2011</p>
<p><b>Contractual Reference:</b></p>	<p>TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER</p> <p>205.4 PREBID PROCEDURE</p> <p>Subsections 205.4(g) &amp; 205.5(h)</p> <p>TITLE 305. GENERAL CONSTRUCTION PREBID PROCEDURE</p>
<p><b>Company Interest/Description:</b></p>	<p>The intent of the language was for all bids to drop once employees reported to a new position. Due to the language and programming , employees who change a position but remain at the headquarters and in the same classification will have their bids remain on file.</p>
<p><b>Current Contract Language / Proposed Change:</b></p>	<p><b>Subsection 205.4(g)</b></p> <p>(g) <b>Cancellation of Prebids:</b> Prebids are valid for a period of one year from the date of receipt or until such time as the employee changes classification and/or headquarters, or until such time as the employee rejects an appointment to the classification and headquarters (and shift, if appropriate) on which the prebid was made. Company will notify an employee of the cancellation of employee's prebids as indicated below. Cancellation shall be effective as follows:</p> <p>(1) at the expiration of one year from the date of the prebid and after 15 calendar days' advance notice from Company,</p> <p>(2) immediately upon the employee's declining an appointment to the classification and headquarters on which the prebid was submitted, (Amended 1-1-09)</p> <p>(3) immediately after any employee's change <u>in position, of headquarters or classification, (Amended 1-1-12 <del>1-1-09</del>)</u></p> <p>(4) (Deleted 1-1-09)</p> <p>(5) immediately upon receipt of authorization from an employee to cancel a prebid, or</p> <p>(6) upon receipt of authorization from the CJBT to cancel prebids because a job is deleted from the directory or an employee improperly designates rights, as provided in Section 206.9, with notification to the employee by the CJBT of such cancellation. In the latter cases, the employee's prebid will be given the appropriate 205.7 consideration for 15 calendar days from the time the CJBT notifies employee of such cancellation. (Amended 1-1-09)</p> <p><b>Subsection 205.5(h)</b></p> <p>(h) <b>Cancellation of Transfers:</b> Applications for Transfer are valid for a period of one year from the date of receipt or until such time as the employee changes classification and/or headquarters, or until such time as the employee rejects an appointment to the classification and headquarters on which the transfer application was made. Company will notify an employee of the cancellation of employee's applications for transfer as indicated below. Cancellations shall be effective as follows:</p> <p>(1) At the expiration of one year from the date of the transfer and after 15 calendar days advance notice from Company,</p>

(2) Immediately upon the employee's declining an appointment to the classification and headquarters on which the transfer was submitted, (Amended 1-1-09)

(3) Immediately after any employee's change in position of headquarters or classification, (Amended 1-1-12 ~~1-1-09~~)

(4) (Deleted 1-1-09)

(5) Immediately upon receipt of authorization from an employee to cancel a transfer, or

(6) no change

### 305.7 GENEAL CONSTRUCTION PREBID PROCEDURE

(h) **Cancellation of Prebids:** Prebids are valid for a period of one year from the date of receipt or until such time as the employee changes classification or until such time as the employee rejects an appointment to the classification in a specific promotion-demotion geographic area (and shift, if appropriate) on which the prebid was made. Company will notify an employee of the cancellation of employee's prebids as indicated below. Cancellation shall be effective as follows:

(1) at the expiration of one year from the date of the prebid and after 15 calendar days' advance notice from Company,

(2) immediately upon the employee's declining an appointment to the classification in a specific promotion-demotion geographic area on which the prebid was submitted, (Amended 1-1-09)

(3) immediately after any employee's change in position of classification, (Amended 1-1-12 ~~1-1-09~~)

(4) (Deleted 1-1-09)

(5) immediately upon receipt of authorization from an employee to cancel a prebid, or

(6) upon receipt of authorization from the CJBT to cancel prebids because a job no change

Date:	June 7, 2011
Contractual Reference:	<p>TITLE 208. OVERTIME</p> <p>Section 208.2 RATE AND DOUBLE TIME CONDITIONS</p> <p>TITLE 308. OVERTIME</p> <p>308.2 RATE AND DOUBLE-TIME CONDITIONS</p>
Company Interest/Description:	Align contractual provisions with State law and the provisions recently agreed to in Clerical negotiations.
Current Contract Language / Proposed Change:	<p>208.2 RATE AND DOUBLE TIME CONDITIONS</p> <p>(a) In general, overtime compensation at the rate of one and one-half times the straight rate of pay shall be paid to employees for overtime as defined in Items (a), (b), (c), (d) and (e) of Section 208.1; except that</p> <p><b><u>(1) The Company shall not be required to pay overtime compensation to a full-time employee who is off without pay on a regularly scheduled workday until the employee completes 8 hours at the straight time rate of pay or during the workweek until the employee completes 40 hours at the straight time rate of pay. (Added 1-1-12)</u></b></p> <p><b><u>(2) The Company shall not be required to pay overtime compensation to a part-time employee who is off without pay during their regularly scheduled work hours or off work without pay during the workweek (except the scheduled day off [SDO]) until the employee completes 8 hours at the straight time rate of pay on a workday or 40 hours at the straight time rate of pay during a workweek. (Added 1-1-12)</u></b></p> <p><b><u>The exceptions in 208.2(a1) and Section 208.2(a2) above shall not include (a) when employees take time off with permission without pay known as T-Time; (b) holidays when a probationary employee does not receive pay; (c) Hiring Hall employees; (d) time worked before the start of the employee’s scheduled hours of work; or (e) mandatory overtime situations. (Added 1-1-12)</u></b></p> <p>(b) no change</p> <p>(c) no change</p> <p>(d) no change</p> <p>(e) no change</p> <p>308.2 RATE AND DOUBLE-TIME CONDITIONS</p> <p>(a) In general, overtime compensation at the rate of one and one-half times the straight rate of pay shall be paid to employees for overtime as defined in Items (a), (b), (c), (d) and (e) of Section 308.1; except that</p>

**(1) The Company shall not be required to pay overtime compensation to a full-time employee who is off without pay on a regularly scheduled workday until the employee completes 8 hours at the straight time rate of pay or during the workweek until the employee completes 40 hours at the straight time rate of pay. (Added 1-1-12)**

**(2) The Company shall not be required to pay overtime compensation to a part-time employee who is off without pay during their regularly scheduled work hours or off work without pay during the workweek (except the scheduled day off [SDO]) until the employee completes 8 hours at the straight time rate of pay on a workday or 40 hours at the straight time rate of pay during a workweek. (Added 1-1-12)**

**The exceptions in 308.2(a1) and Section 308.2(a2) above shall not include (a) when employees take time off with permission without pay known as T-Time; (b) holidays when a probationary employee does not receive pay; (c) Hiring Hall employees; (d) time worked before the start of the employee's scheduled hours of work; or (e) mandatory overtime situations. (Added 1-1-12)**

- (b) no change
- (c) no change
- (d) no change
- (e) no change

Date:	June 7, 2011
Contractual Reference:	Title 7. MANAGEMENT OF COMPANY
Company Interest/Description:	Establish a Nepotism Policy for bargaining unit employees.
Current Contract Language / Proposed Change:	<p><b><u>7.4 NEPOTISM (Added 1-1-12)</u></b></p> <p><b><u>Relatives will not be treated differently from other applicants for employment, promotion, or transfer to a vacant position, except that an employee may not enter/bid into a position where an immediate member of his/her family is in their supervision/management structure with appointment, promotional or grievance adjustment authority.</u></b></p> <p><b><u>An immediate family member is as defined in Subsection 101.9(a).</u></b></p>

Date:	June 7, 2011
Contractual Reference:	Title 212. Emergency Duty 212.10 Service Employees
Company Interest/Description:	Ensure consistent response to emergency overtime call out for service employees (Gas Service Representatives and Troublemens). These are first responders to immediate response issues, and are necessary to provide the safest rendition of services to the public possible.
Current Contract Language / Proposed Change:	<p>212.10 Service Employees</p> <p><b><u>(a)</u></b> In the distribution of emergency overtime for service personnel, the purpose and intent described in Subsection 212.1(a) shall be applicable; but the current call-out procedure shall remain in effect unless specifically changed by written agreement between the Human Resources Advisors and the appropriate Business Representative. (The call-out procedures currently in effect should incorporate the sequential order of call-out; the rotation of call-out, if any; and the provisions for calling out additional help or replacing an absent employee.) (Amended 1-1-94)</p> <p><b><u>(b) Service employees are expected to maintain a minimum 85% response to emergency call out. Failure to maintain 85% response rate after the first four calls will result in Positive Discipline beginning with a Coaching and Counseling. Positive Discipline will escalate as appropriate under the system for future failure to maintain a 85% response rate. (Added 1-1-12)</u></b></p>

Date:	June 7, 2011
Contractual Reference:	Title 212. Emergency Duty
Company Interest/Description:	The Company's interest is to serve customers in as safe a manner as possible by sending out the service employee who resides closest to an immediate response situation.
Current Contract Language / Proposed Change:	<p>212.10 Service Employees</p> <p><b><u>(a)</u></b> In the distribution of emergency overtime for service personnel, the purpose and intent described in Subsection 212.1(a) shall be applicable; but the current call-out procedure shall remain in effect unless specifically changed by written agreement between the Human Resources Advisors and the appropriate Business Representative. (The call-out procedures currently in effect should incorporate the sequential order of call-out; the rotation of call-out, if any; and the provisions for calling out additional help or replacing an absent employee.) (Amended 1-1-94)</p> <p><b><u>(b) Service Employees – The Company shall have the discretion to call and send the employee who resides closest to the location of an immediate response tag under the following conditions for reasons of practicality:</u></b></p> <p><b><u>1) The issue involves a situation which is determined to require an Immediate Response and,</u></b></p> <p><b><u>2) The employee called is signed up on his/her headquarters 212 list.</u></b></p>

**2011 General Negotiations – IBEW****Company Proposal C-28**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	Letter of Agreement 90-113
<b>Company Interest/Description:</b>	Company is interested in quicker response times to customers and increasing crew effectiveness and productivity. Better performance on Company goals and operating metrics.
<b>Current Contract Language / Proposed Change:</b>	Increase the 125% ratio (number of vehicles requiring a commercial driver's license times 125%) to 200%.

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	Letter of Agreement 90-113 Letter of Agreement R2-93-39
<b>Company Interest/Description</b>	Company is interested in quicker response times to customers and increasing crew effectiveness and productivity. Better performance on Company goals and operating metrics.
<b>Current Contract Language / Proposed Change:</b>	<p>Revise job descriptions so that all newly hired Title 200/300, M&amp;C positions are required to have or obtain and maintain a California Commercial Class A License (Class A), except where medical restrictions prohibit the employee from obtaining the license. Employees will have six months from entry into the classification to obtain the Class A license.</p> <p>Revise job descriptions to require all current employees (from other departments) bidding or transferring into a Title 200/300 M&amp;C position to have or obtain and maintain a Class A license except where medical restrictions prohibit an employee from obtaining the license. The employee will have six months from entry into the classification to fully obtain the Class A or may be released by Company.</p>

**2011 General Negotiations – IBEW****Company Proposal C-30**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	Letter of Agreement 10-50
<b>Company Interest/Description:</b>	Continue the 1:1 ratio for the filling of Pre-Apprentice Lineman positions.
<b>Current Contract Language / Proposed Change:</b>	<del>In 2011, The Pre-Apprentice Lineman shall be filled with a 1:1 ratio similar to or along the lines of Section 205.5 and 305.8 of the Agreement. If, after year 2011, the Company is unable to meet the hiring requirements set forth in Letter of Agreement 10-44, the parties agree to discuss continuing the 1:1 ratio.</del>

Date:	June 7, 2011
Contractual Reference:	Job Definitions and Lines of Progression; Nuclear Power Generation; Diablo Canyon Power Plant; Operations.
Company Interest/Description:	To provide that the Company may make changes to the Licensed Operator Training Program.
Current Contract Language / Proposed Change:	<p>Sec. VIII Oversight Committee: A: An Oversight Committee comprised of two management representatives selected by the Company and two bargaining unit representatives selected by Union will be established. The committee will have responsibilities as outlined in this agreement. The Oversight Committee may review, upon request, the current exam bank and weekly examinations to ensure the exams are appropriately measuring performance. The Oversight committee shall also review <del>and approve</del> changes to TQ2.DC1, TQ2.DC2, and TQ2.DC3 <b><u>and provide input. Company may make changes to TQ2.DC1, TQ2.DC2 and TQ2.DC3, unless such changes conflict with other provisions of the labor agreement. Simple administrative changes may be made through electronic correspondence. Where a meeting is required, minutes will be taken. (Amended 1-1-12)</u></b></p>

**2011 General Negotiations – IBEW****Company Proposal C-32**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	Job Definitions and Lines of Progression – DCPD
<b>Company Interest/Description:</b>	Ensure there are qualified journeymen.
<b>Current Contract Language / Proposed Change:</b>	Establish pre-apprentice classifications in Mechanical, Electrical and Technical Maintenance Departments at DCPD. Mechanical Maintenance: Mechanic Rigger, Welder, Machinist. Electrical Maintenance: Electrician. Technical Maintenance: Instrument Repairman.

Date:	June 7, 2011
Contractual Reference:	Letter Agreement 87-189-PGE, Positive Discipline Guidelines
Company Interest/Description:	Suspend the active period of the discipline any time an employee is off work for ten consecutive workdays or more and eliminate the deactivation after twelve months off due to leave of absence or Compensation Payroll.
Current Contract Language / Proposed Change:	In the event an employee at a discipline step is placed on an approved leave of absence or is on the Compensation Payroll in excess of, ten consecutive workdays, the active periods referred to above will be suspended until the employee returns to the active payroll. <b>However, if an employee is off the active payroll in excess of twelve consecutive months, any discipline will be deactivated upon their return to the active payroll. (Amended 1-1-12)</b>

**2011 General Negotiations – IBEW****Company Proposal C-34**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	LA R1-91-113-PGE LA R1-92-48-PGE LA 00-33-PGE
<b>Company Interest/Description:</b>	Provide additional flexibility in providing rewards and recognition to employees.
<b>Current Contract Language / Proposed Change:</b>	Expand scope of eligibility to work groups and individuals and allow additional awards such as cash. Increase the maximum award amount to \$400 per quarter and allow for cash awards.

**2011 General Negotiations – IBEW****Company Proposal C-35**

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	LA R1-00-40 – Ex. XVII – Meter Reader Agreement
<b>Company Interest/Description:</b>	The Company provides the full IRS reimbursement rate. The IRS specifically outlines what the mileage rate covers: operating, insurance and depreciation expenses are covered by the allocated amount. Company would like to be consistent with IRS regulations.
<b>Current Contract Language / Proposed Change:</b>	Eliminate the DDA (DMA) reimbursement.

Date:	June 7, 2011
Contractual Reference:	Title 111. VACATIONS  111.3 SERVICE ANNIVERSARY VACATION - BONUS VACATION
Company Interest/Description:	Change “days” to “hours” where appropriate.
Current Contract Language / Proposed Change:	<p>111.3 SERVICE ANNIVERSARY VACATION - BONUS VACATION</p> <p>(a) In the fifth calendar year following his/her employment date and in each fifth calendar year thereafter, Company shall grant each employee a service anniversary vacation of <b><u>40 hours five workdays</u></b>. A service anniversary vacation shall be in addition to the annual vacation allowance set forth in Section 111.2 above to which the employee may be otherwise entitled in that calendar year and the employee acquires no right as to all or any part of the service anniversary vacation unless the employee works in the calendar year in which it is granted. The service anniversary vacation, as herein provided, vests on the first day of each calendar year in which an employee qualifies for a service anniversary vacation, <del>and must be taken in that calendar year</del>. (The provisions of this Section shall not apply to part-time or intermittent employees.) (<b><u>Amended 1-1-12 1-1-94</u></b>)</p> <p>(b) In each of the first five calendar years following his/her employment date, an employee who has used <b><u>40 hours five days</u></b> or less of paid or unpaid sick leave in the preceding year shall be entitled to <b><u>8 hours one day</u></b> of bonus vacation in addition to any vacation allowance the employee is entitled to as set forth in Section 111.2. An employee must complete one year of Service before becoming qualified for such <b><u>hours day</u></b>. In the tenth calendar year following an employee's employment date and in each fifth calendar year thereafter, an employee who has used <b><u>200 hours 25 days</u></b> or less of sick leave during the five preceding calendar years shall be entitled to <b><u>40 five hours days</u></b> of vacation in addition to the vacation allowance the employee is entitled to as set forth in Section 111.2. In determining the number of sick <b><u>hours days</u></b> used in computing <b><u>200 hours 25 days</u></b> or less, no more than <del>ten days or</del> 80 hours will be charged to the employee in any one year. The bonus vacation, as herein provided, vests on the first day of each year in which an employee qualifies for a bonus vacation and <del>must be taken in that calendar year</del>. An employee acquires no right to all or any part of the bonus vacation unless such employee works in the calendar year in which it is granted. (The provisions of this Section shall not apply to part-time or intermittent employees.) (<b><u>Amended 1-1-12 1-1-94</u></b>)</p>

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	TITLE 111. VACATIONS Benefits Table Settlement.
<b>Company Interest/Description:</b>	Update the contractual language as agreed to in the Benefits Table Settlement allowing employee with six months service to take vacation.
<b>Current Contract Language / Proposed Change:</b>	111.2 VACATION ALLOWANCE  (a) Employees in their first year of Service, accrue vacation on paid straight time hours at the rate of 80 hours per year. A regular employee, <del>who completes his/her first year of Service</del> , shall be entitled to take vacation with pay accrued in accordance with the table in Subsection 111.2(b). ( <b><i>Amended 1-1-12 1-1-09</i></b> )

Date:	June 7, 2011
Contractual Reference:	TITLE 201. EXPENSES GENERAL PROVISIONS FOR EMPLOYEES ATTENDING COMPANY TRAINING CLASSES
Company Interest/Description:	To ensure compliance with interpretations of California state labor laws and to maintain consistency with Letter Agreement 07-29, Company proposes to amend the following contractual provisions. These sections pertain to the rate of pay applicable to time spent traveling to training assignments.
Current Contract Language / Proposed Change:	201.8 TRAVEL AND EXPENSES - NON-COMMUTABLE LOCATION  (b) An allowance for reasonable travel time incurred by an employee in traveling between the employee's regular headquarters or living quarters and the training location at the beginning and at the end of the employee's training assignment shall be authorized. Such <del>allowance shall be computed at the straight rate of pay</del> <b><u>time will be considered as time worked and paid at the appropriate rate of pay using</u></b> of the employee's classification at the employee's temporary headquarters and shall also include reimbursement for reasonable cost of meals incurred while traveling. Transportation shall be in accordance with the provisions of Section 201.9. ( <b><u>Amended 1-1-12</u></b> )

Date:	June 7, 2011
Contractual Reference:	TITLE 205. JOB BIDDING, PROMOTION AND TRANSFER 205.4 PREBID PROCEDURE
Company Interest/Description:	Update the language in 205.4(h) to mirror the intent and language of 205.4(d) as amended on 1/1/09 and as agreed to for Section 18.4(h) in the 2010 Clerical Table Settlement.
Current Contract Language / Proposed Change:	<p><b>205.4 PREBID PROCEDURE</b></p> <p>(h) <b>New Jobs at a Headquarters:</b> The Company shall post, on all bulletin boards throughout the System, a notice describing all new classifications at existing headquarters or any job at a new headquarters in the Company, on the first or fifteenth of any month, as soon as such jobs are authorized to be filled. Such notice shall remain posted until the next Directory listing the new classification is posted on the bulletin board, but not less than 15 days. If no prebids are received 18 days after the date shown on the notice, or after two lists have been exhausted, Company <del>may will have 60 days to</del> fill the vacancy <b><u>at its discretion</u></b> under the provisions of Section 205.13. (<b><u>Amended 1-1-12 1-1-09</u></b>)</p>

<p>Date:</p>	<p>June 7, 2011</p>
<p>Contractual Reference:</p>	<p>Title 205. JOB BIDDING, PROMOTION AND TRANSFER                  205.9 PREFERENCE BY LENGTH OF SERVICE                  305.7 GENERAL CONSTRUCTION PREBID PROCEDURE                  305.10 PREFERENCE BY LENGTH OF SERVICE</p>
<p>Company Interest/Description:</p>	<p>Clarify that prior employment time for the purposes of Section 205.9 is “regular” time and does not include time spent as Hiring Hall, internship, temporary additional or summer hire.</p>
<p>Current Contract Language / Proposed Change:</p>	<p>205.9 PREFERENCE BY LENGTH OF SERVICE</p> <p>(a) No change.</p> <p>(b) In the event a conflict arises as to seniority between two (2) or more employees whose seniority date is the same, the following will be the sequence of consideration for the purpose of a tie-breaker:</p> <p>(1) any <b><u>regular</u></b> prior service as a Company employee shall be taken into consideration and the employee whose prior service is greater shall be deemed to have the greater seniority;  <b><u>(Amended 1-1-12)</u></b></p> <p>(2) No change</p> <p>(3) No change.</p> <p>(4) No change</p> <p>(c) No change.</p> <p>305.10 PREFERENCE BY LENGTH OF SERVICE (Added 10-1-03)</p> <p>(a) no change.</p> <p>(b) In the event a conflict arises as to seniority between two (2) or more employees whose seniority date is the same, the following will be the sequence of consideration for the purpose of a tie-breaker:</p> <p>(1) any <b><u>regular</u></b> prior service as a Company employee shall be taken into consideration and the employee whose prior service is greater shall be deemed to have the greater seniority;  <b><u>(Amended 1-1-12)</u></b></p> <p>(2) no change.</p> <p>(3) no change.</p> <p>(4) the parties will determine which employee is deemed to have the greater seniority by a mutually agreed-upon method of chance, such as a coin flip.</p> <p>(c) In the implementation of Title 306, the parties may agree to a process different than the above.</p>

<b>Date:</b>	June 7, 2011
<b>Contractual Reference:</b>	SUPPLEMENT TO TITLE 205 – BIDDING UNITS SUPPLEMENT TO TITLE 206 – DEMOTION UNITS
<b>Company Interest/Description:</b>	Letter Agreement 09-11 provides for system-wide bidding among the IBEW-represented Environmental Field Specialist Unit employees. In order to facilitate this provision, establish Bidding Unit 21 and Demotion Unit 14.
<b>Current Contract Language / Proposed Change:</b>	<p>SUPPLEMENT TO TITLE 205 BIDDING UNITS (1)</p> <p><b><u>BIDDING UNIT 21 (Added 1-1-12)</u></b></p> <p><b><u>ENVIRONMENTAL FIELD SPECIALIST UNIT</u></b></p> <p>SUPPLEMENT TO TITLE 206 DEMOTION UNITS (1)</p> <p><b><u>DEMOTION UNIT 14 (Added 1-1-12)</u></b></p> <p><b><u>ENVIRONMENTAL FIELD SPECIALIST UNIT</u></b></p>

Date:	June 7, 2011
Contractual Reference:	Various – see below
Company Interest/Description:	Update Industrial Relations to Labor Relations and Manager to Director.
Current Contract Language / Proposed Change:	<p>8.2 LOCAL/DEPARTMENT LABOR MANAGEMENT MEETING</p> <p>(c) WITHDRAWAL</p> <p>Any Area or Department may withdraw from participation in the Local Labor-Management Committee upon Company's <del>Manager</del> <b>Director</b> of <del>Labor Industrial</del> Relations giving notice of such intent to Union. (Amended 1-1-00)</p> <p>8.3 PRODUCTIVITY ENHANCEMENT COMMITTEES (Title Amended 1-1-00)</p> <p>(a) Company and Union will establish Joint Committees on Productivity Enhancement. One such committee consisting of four members appointed by Company's <del>Manager</del> <b>Director</b> of <del>Labor Industrial</del> Relations and four members appointed by Union shall meet at the call of either party. Other Productivity Enhancement Committees will be established as agreed between Union and Company at other levels of Company's organization. Union members of such committees who are employees of Company shall be paid by Company for attendance at mutually agreed-to meetings of such committees. (<del>Amended 1-1-12 1-1-88</del>)</p> <p>400.2 An Ad Hoc Negotiating Committee established by this Title shall be composed of members appointed by Union and members appointed by Company's <del>Manager</del> <b>Director</b> of <del>Labor Industrial</del> Relations. Each party may appoint any number of members who they deem best suited to resolve the particular dispute before the Committee. The members appointed by each, however, shall be kept to a reasonable number consistent with the principles of effective bargaining, and each shall appoint a spokesman from amongst those appointed to the Committee. (<del>Amended 1-1-12</del>)</p>

Date:	June 7, 2011
Contractual Reference:	TITLE 3. CONTINUITY OF SERVICE SECTION 3.2
Company Interest/Description:	Clarify intent by amending the language of Section 3.2.
Current Contract Language / Proposed Change:	<p><b>3.2</b> The duties performed by employees of Company as part of their employment pertain to and are essential to the operation of a public utility and the welfare of the public dependent hereon. During the term of this Agreement employees shall not partially or totally abstain from the performance of their duties for Company <b><u>including to support a strike or labor action initiated by another union or a strike or labor action taken by a separate bargaining unit of the same union.</u></b> Union shall not call upon or authorize employees individually or collectively to engage in such activities and shall make a reasonable effort under the circumstances to dissuade employees from engaging in such activities, and Company shall not cause any lockout. <b><u>In the event that the Agreement is terminated in accordance with the provisions of Section 500.1 and/or the Union calls upon or authorizes employees of the Company to individually or collectively to cease or abstain from the performance of their duties for the Company, all benefits will cease.</u></b> (Amended 1-1-12)</p>

Date:	June 7, 2011
Contractual Reference:	EXHIBIT XIV - SEVERANCE
Company Interest/Description:	Update the Severance Agreement language to what is currently being used.
Current Contract Language / Proposed Change:	<p style="text-align: center;"><b>ATTACHMENT 1</b></p> <p style="text-align: center;"><b>SEVERANCE AGREEMENT AND RELEASE (<u>Amended 10-1-03 1-1-12</u>)</b></p> <p>This Severance Agreement and Release is made and entered into between Mr./Ms. _____ and the Pacific Gas and Electric Company (PG&amp;E). Mr./Ms. _____ and PG&amp;E (collectively referred to as "the parties"), in their wish to compromise, resolve, settle, and terminate any dispute or claim between them with respect to Mr./Ms. _____ employment with PG&amp;E and severance therefrom, have agreed as follows:</p> <ol style="list-style-type: none"> <li>1. <b>Severance Payment:</b> Effective close of business <b>on</b>, _____ Mr./Ms. _____ shall be laid off from PG&amp;E employment.</li> <li>2. On _____, or seven calendar days following the execution of this Severance Agreement and Release, whichever is later, PG&amp;E shall pay to Mr./Ms. _____ the amount of _____, less applicable deductions. Mr./Ms. _____ <b>agrees that he/she is shall be</b> responsible for paying any taxes on the amount paid to him/her pursuant to this Severance Agreement and Release. If Mr./Ms. _____ is rehired within 30 calendar days of layoff, then PG&amp;E's obligation to pay is null and void. The parties agree that the payment provided in this paragraph is in addition to, and does not affect, any payment and benefit to which Mr./Ms. _____ may be otherwise entitled under PG&amp;E's compensation, <del>performance incentive, stock option,</del> and other benefit programs.</li> <li>2. <b>3- No Pending Claims.</b> Mr./Ms. _____ represents that he/she does not have any pending claim, charge or action in or with any federal, state or local court or any administrative agency relating to his/her employment against PG&amp;E, its officers, attorneys, agents, employees, subsidiaries, parent company, assigns, affiliated companies and successors. If Mr./Ms. _____ does have pending claims described in the preceding sentence, Mr./Ms. _____ agrees that such claims are covered by the release aspect of this Severance Agreement and Release and that he/she shall take all necessary action to seek dismissal with prejudice of each claim, within two business days after the effective date of this Severance Agreement and Release.</li> <li>3. <b>4. Release.</b> In consideration for the payment which PG&amp;E shall provide Mr./Ms. _____ under this Severance Agreement and</li> </ol>

Release, Mr./Ms. \_\_\_\_\_ ~~in~~ on behalf of his/herself, his/her heirs, estate, executors, administrators, successors, and assigns, releases and agrees to hold harmless PG&E, its officers, attorneys, agents, employees, subsidiaries, parent company, assigns, affiliated companies, and successors, from all actions, causes of action, claims, disputes, judgments, obligations, damages, liabilities of whatsoever kind and character, relating to Mr./Ms. \_\_\_\_\_ employment with PG&E, including his/her employment severance and any action which led to the severance. Specifically, Mr./Ms. \_\_\_\_\_ understands and agrees that the actions, causes of action, claims, disputes, judgments, obligations, damages, and liabilities covered by the preceding sentence include, but are not limited to, those arising under any federal, state, or local law, regulation, or order relating to civil rights (including but not limited to employment discrimination on the basis of race, color, religion, age, sex, national origin, ancestry, physical or mental handicap or disability, medical condition, veteran status, marital status, pregnancy, and sexual orientation), wage and hour, labor, contract, or tort.

~~5.~~ Mr./Ms. \_\_\_\_\_ understands and agrees that the Severance Agreement and Release extends to all claims of every nature and kind whatsoever, known or unknown, suspected or unsuspected, past or present, and all rights under Section 1542 of the California Civil Code are hereby expressly waived. Such section reads as follows:

**A general release does not extend to claims which the creditor does not know or suspect to exist in his/her favor at the time of executing the release, which if known to his/her must have materially affected his/her settlement with the debtor.**

~~6.~~ Mr./Ms. \_\_\_\_\_ agrees not to initiate, participate or aid, in any way, in any lawsuit or proceeding upon any claim released by him/her under this Severance Agreement and Release. The preceding sentence, however, shall not prohibit Mr./Ms. \_\_\_\_\_ from participating in any judicial or administrative proceeding that relates to the subject matter of, or any claim covered by, this Severance Agreement and Release, if he/she is compelled to do so by a properly-issued subpoena or valid court order. PG&E also acknowledges that Mr./Ms. \_\_\_\_\_ may be legally required to appear and testify at a deposition, court hearing or trial, or otherwise respond to a subpoena. In the event of any such subpoena, court order, or request, Mr./Ms. \_\_\_\_\_ shall notify PG&E's Human Resources Department as soon as possible.

4. ~~7.~~ **Return of PG&E Property.** Mr./Ms. \_\_\_\_\_ represents and agrees that prior to signing this Severance Agreement and Release, he/she returned to PG&E all originals and copies of all files, memoranda, records, software, credit cards, identification cards, keys, and any other property of PG&E or its affiliates which he/she had in his/her possession, custody or control. Mr./Ms. \_\_\_\_\_ further agrees that his/her violation of this paragraph shall constitute a material breach of this Severance Agreement and Release.

5. ~~8.~~ **Non Disclosure.** Mr./Ms. \_\_\_\_\_ agrees not to use, disclose, publicize, or circulate any secret, confidential or proprietary information concerning PG&E, its subsidiaries, parent company, or affiliates, which has come to his/her attention during his/her employment with PG&E, unless his/her doing so is consistent with any rights he/she

may have under any applicable whistleblower laws, is authorized in writing by PG&E or is required by law, including subpoena. Before making any legally-required disclosure, Mr./Ms. \_\_\_\_\_ shall give PG&E as much advance notice as possible. Mr./Ms.

\_\_\_\_\_ further agrees that his/her violation of this paragraph shall constitute a material breach of this Severance Agreement and Release.

6. **9. Anti-Disparagement.** Mr./Ms. \_\_\_\_\_ agrees not to make, issue, endorse, publicize, or circulate to any person or entity statements or remarks that can reasonably be construed as disparaging toward PG&E, including its officers, directors, attorneys, agents, employees, assigns, parent company, subsidiaries, affiliated companies and successors, or any aspect of its operations. Mr./Ms. \_\_\_\_\_ also agrees that, if called upon to do so, he/she will cooperate with, and provide reasonable assistance to, PG&E to protect and further its lawful interests in all judicial, administrative, investigative, and legislative proceedings involving PG&E or any aspect of its operations. The parties agree that this paragraph does not affect Mr./Ms. \_\_\_\_\_'s legitimate exercise of his/her rights under applicable whistleblower laws or his/her obligation to comply with all validly-issued court or administrative orders, including subpoenas. Mr./Ms. \_\_\_\_\_ further agrees that his/her violation of this paragraph shall constitute a material breach of this Severance Agreement and Release.
7. **10. Breach.** Mr./Ms. \_\_\_\_\_ agrees that, if he/she engages in a material breach of this Severance Agreement and Release, PG&E shall not be required to make any unpaid payment due under this Severance Agreement and Release, and he/she shall repay to PG&E the payment he/she received under this Severance Agreement and Release within seven (7) calendar days upon written demand by PG&E. The parties agree that this paragraph shall not apply to the lawful exercise of any right Mr./Ms. \_\_\_\_\_ may have under the Age Discrimination in Employment Act and that such matters shall be governed by the provisions of said act.
8. **11. Misconduct.** Mr./Ms. \_\_\_\_\_ understands that if he/she engages, or has engaged, in misconduct that would warrant his/her termination of employment under PG&E's employee conduct standards and the collective bargaining agreement's just cause standard, he/she shall forfeit his/her right to sign this Severance Agreement and Release.
9. **12. Arbitration.** Any dispute regarding any aspect of this Severance Agreement and Release, including its validity, interpretation, or any action which would constitute a violation of this Severance Agreement and Release (hereinafter referred to as an "arbitrable dispute") shall be resolved by an experienced arbitrator, selected by the parties in accordance with the rules of the American Arbitration Association. The fees of the arbitrator and the cost associated with producing a transcript of the proceedings shall be paid in equal shares by Mr./Ms. \_\_\_\_\_ and PG&E. The parties agree that arbitration shall be the exclusive remedy for resolving arbitrable disputes and that the decision of the arbitrator shall be final and binding. The judgment rendered by the arbitrator may be entered in any court having competent jurisdiction. The prevailing party in any such arbitration shall be entitled to costs and reasonable attorneys' fees. In addition, any party who attempts to pursue an arbitrable dispute in any forum other than

arbitration shall be liable for costs and attorneys' fees incurred by the other party in seeking to compel arbitration. The parties agree that this paragraph shall not apply to the lawful exercise of any right Mr./Ms. \_\_\_\_\_ may have under the Age Discrimination in Employment Act and that such matters shall be governed by the provisions of said Act.

10. **13- Repayment.** Mr./Ms. \_\_\_\_\_ agrees that, if he/she initiates an administrative, judicial, arbitral, or other similar proceeding, to bring a claim released by this Severance Agreement and Release or to challenge the validity of this Severance Agreement and Release, PG&E shall not be required to make any unpaid payment due under this Severance Agreement and Release and he/she shall repay to PG&E the payment he/she received under this Severance Agreement and Release concurrent with his/her initiation of the proceeding. Mr./Ms. \_\_\_\_\_'s failure to make the prescribed repayment shall be a basis for rejecting his/her claim and/or his/her attempt to challenge the validity of this Severance Agreement and Release. Mr./Ms. \_\_\_\_\_ also agrees that, if the claim he/she brought or his/her attempt to challenge the validity of this Severance Agreement and Release is rejected, he/she shall pay to PG&E any loss, cost, damage, or expense, including, without limitation, reasonable attorney fees PG&E incurred in the proceeding, within seven (7) calendar days from the final decision rejecting his/her claim or attempt. Further, notwithstanding the foregoing, if Mr./Ms. \_\_\_\_\_ obtains against PG&E a monetary judgment or settlement for a claim released under this Severance Agreement and Release, the payment he/she received under this Severance Agreement and Release shall be deducted from any such monetary judgment or settlement. The parties agree that this paragraph shall not apply to the lawful exercise of any right Mr./Ms. \_\_\_\_\_ may have under the Age Discrimination in Employment Act and that such matters shall be governed by the provisions of said Act.
11. **14- No Admission of Liability.** This Severance Agreement and Release shall not be considered an admission of liability or a violation of any applicable contract, law, rule, regulation, guideline, or order of any kind.
12. **15- Older Workers Benefit Protection Act (Age 40 or over).** Mr./Ms. \_\_\_\_\_ agrees that all claims he/she may have arising under the Age Discrimination in Employment Act before he/she signs this Severance Agreement and Release are covered by paragraphs ~~3, 4 and 5~~ of this Severance Agreement and Release and that his/her waiver of those age discrimination claims is an integral part of the release aspect of this Severance Agreement and Release. Therefore, consistent with the Older Workers Benefit Protection Act, Mr./Ms. \_\_\_\_\_ states that he/she was given this Severance Agreement and Release on \_\_\_\_\_, and understands that he/she has 45 calendar days from \_\_\_\_\_ until \_\_\_\_\_, to consider the Severance Agreement and Release. Further, Mr./Ms. \_\_\_\_\_ understands that, if he/she signs this Severance Agreement and Release, he/she may revoke it within seven (7) calendar days of the agreement's execution. To revoke this Severance Agreement and Release, Mr./Ms. \_\_\_\_\_ must submit to the local Human Resources Department, a signed statement to that effect by close of business of the seventh (7<sup>th</sup>) day. Mr./Ms. \_\_\_\_\_ understands and agrees that this Severance Agreement and Release will not take effect until the expiration of the seven-day revocation period.

Further, Mr./Ms. \_\_\_\_\_ may elect to consider the severance package for fewer than 45 days, at his/her own option, but is under no obligation to shorten the period. If Mr./Ms. \_\_\_\_\_ elects to consider the severance package for fewer than 45 days at his/her option and executes this Severance Agreement and Release before the 45-day consideration period has expired, said employee may receive the severance payment before the 45-day consideration period, but only after the seven-day revocation period has expired. In no event, however, shall Mr./Ms. \_\_\_\_\_ receive the payment until he/she has completed his/her consideration period, which may be less than 45 days at his/her option, as well as the seven-day revocation period.

13. ~~16.~~ **Entire Agreement.** This Severance Agreement and Release sets forth the entire agreement between the parties and fully supersedes any and all prior agreements or understandings between the parties pertaining to the subject matter of this Severance Agreement and Release. This Severance Agreement and Release, however, shall not affect any right either party has or may have against the other regarding Workers' Compensation claims and Supplemental Benefit payments made for those claims. The parties agree that this Severance Agreement and Release may not be modified or canceled in any manner except by a writing signed by Mr./Ms. \_\_\_\_\_ and an authorized PG&E official. If any provision of this release is found to be unenforceable, all other provisions will remain fully enforceable.

14. ~~17.~~ **Consultation with Counsel.** Mr./Ms. \_\_\_\_\_ states that he/she has read this Severance Agreement and Release in its entirety, that he/she has been given the necessary time to consider its contents, that he/she fully understands its terms, that he/she has been advised that he/she should consult legal counsel of his/her choosing, that the only promises made to him/her to sign are those stated herein, and that he/she is signing this Severance Agreement and Release voluntarily.

**PLEASE READ CAREFULLY. THIS SEVERANCE AGREEMENT AND RELEASE INCLUDES A RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.**

\_\_\_\_\_  
PACIFIC GAS AND ELECTRIC COMPANY

\_\_\_\_\_  
**EMPLOYEE-First Name**  
**Last Name (Pernr)**

~~Social Security~~

\_\_\_\_\_  
DATE

\_\_\_\_\_  
DATE

Date:	June 7, 2011
Contractual Reference:	TITLE 208. OVERTIME TITLE 308. OVERTIME
Company Interest/Description:	Include language of LA 04-10-PGE in the Physical Agreement to provide clarification for overtime for alternative work schedules.
Current Contract Language / Proposed Change:	<p><b>208.2 RATE AND DOUBLE-TIME CONDITIONS</b></p> <p>(a) no change</p> <p>(b) no change</p> <p>(c) no change</p> <p>(d) The time worked in excess of eight hours on the employee's second of two scheduled days off counting from the first day of the basic workweek shall be paid at the rate of two times the employee's straight rate of pay provided such employee has performed work on the first scheduled day off. Employees scheduled to have four consecutive days shall be entitled, in addition to the above, to pay at the rate of two times the employee's straight rate of pay for the time worked in excess of eight hours on the fourth scheduled day off, provided that such employee has also performed work on the third scheduled day off. <b><u>For employees on an alternative work schedule: If an employee performs work on any non-workday, the employee will receive double time after eight hours worked on the next day, provided that day is also a non-workday. Double-time after eight hours worked will continue until such time as the employee performs no work on a non-workday or a regular workday occurs. (Amended 1-1-12)</u></b></p> <p>(e) no change</p> <p><b>308.2 RATE AND DOUBLE-TIME CONDITIONS</b></p> <p>(a) no change</p> <p>(b) no change</p> <p>(c) no change</p> <p>(d) The time worked in excess of eight hours on the employee's second of two scheduled days off counting from the first day of the basic workweek shall be paid at the rate of two times the employee's straight rate of pay provided such employee has performed work on the first scheduled day off. Employees scheduled to have four consecutive days shall be entitled, in addition to the above, to pay at the rate of two times the employee's straight rate of pay for the time worked in excess of eight hours on the fourth scheduled day off, provided that such employee has also performed work on the third scheduled day off. <b><u>For employees on an alternative work schedule: If an employee performs work on any non-workday, the employee will receive double time after eight hours worked on the next day, provided that day is also a non-workday. Double-time after eight hours worked will continue until such time as the employee performs no work on a non-workday or a regular workday occurs. (Amended 1-1-12 4-1-80)</u></b></p> <p>(e) For purposes of this Section, an employee's "regular hours of work" shall be the same on a non-workday as those regularly scheduled for such employee on a workday.</p>

<p>Date:</p>	<p>June 7, 2011</p>												
<p>Contractual Reference:</p>	<p>Exhibit III Classifications of Shift Employees</p>												
<p>Company Interest/Description:</p>	<p>Add a Section to Exhibit III for the Hydro Department which would list the following classifications: Add the classifications of Apprentice System Operator and Lead System Operator to the Electric Department Classifications.</p>												
<p>Current Contract Language / Proposed Change:</p>	<p style="text-align: center;"><b>EXHIBIT III CLASSIFICATIONS OF SHIFT EMPLOYEES ELECTRIC DEPARTMENT <u>Amended 1-1-12</u></b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 Assistant Operator                  Division Operator <b>(PIO)</b>                  Grid System Control Operator  <b><u>(PIO)</u></b> </td> <td style="width: 50%;">                 Operator-in-Training                  System Operator  <b><u>Lead System Operator</u></b>  <b><u>Apprentice System Operator</u></b> </td> </tr> </table> <p style="text-align: center;"><b>GAS DEPARTMENT</b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 Compressor Engineer                  Fireman                  Gas Operator In Training             </td> <td style="width: 50%;">                 Plant Utility Worker                  Shift Utility Worker                  Watch Engineer             </td> </tr> </table> <p style="text-align: center;"><b>SYSTEM MAINTENANCE &amp; TECHNICAL SUPPORT/GAS SYSTEM OPERATIONS</b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 Gas System Operator                  Gas System Operator-in-Training                  Gas Supply Coordinator (PIO)                  Gas Transmission Operator (PIO)             </td> <td style="width: 50%;">                 Operator - Mechanic                  Operator Mechanic I                  Operator Mechanic II                  Senior Gas Transmission Operator (PIO)                  Senior Operator Mechanic (PIO)             </td> </tr> </table> <p style="text-align: center;"><b>BUILDING DEPARTMENT</b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 Building Engineer             </td> <td style="width: 50%;">                 Lead Building Engineer             </td> </tr> </table> <p style="text-align: center;"><b>NUCLEAR POWER GENERATION DEPARTMENT</b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 Chemical and Radiation Protection Technician                  Control Operator                  Control Room Assistant                  Fire Captain                  Firefighter                  Nuclear Operator             </td> <td style="width: 50%;">                 Senior Control Operator                  Shift CARP Helper                  Shift Control Technician                  Shift Firewatch                  Shift Utility Plant Clerk                  Shift Utility Worker             </td> </tr> </table> <p style="text-align: center;"><b>STEAM GENERATION DEPARTMENT</b></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">                 Assistant Control Operator                  Assistant Power Plant Operator                  Auxiliary Operator                  Control Operator             </td> <td style="width: 50%;">                 Power Plant Operator                  Senior Control Operator                  Senior Power Plant Operator                  Steam Heat Engineer             </td> </tr> </table>	Assistant Operator Division Operator <b>(PIO)</b> Grid System Control Operator <b><u>(PIO)</u></b>	Operator-in-Training System Operator <b><u>Lead System Operator</u></b> <b><u>Apprentice System Operator</u></b>	Compressor Engineer Fireman Gas Operator In Training	Plant Utility Worker Shift Utility Worker Watch Engineer	Gas System Operator Gas System Operator-in-Training Gas Supply Coordinator (PIO) Gas Transmission Operator (PIO)	Operator - Mechanic Operator Mechanic I Operator Mechanic II Senior Gas Transmission Operator (PIO) Senior Operator Mechanic (PIO)	Building Engineer	Lead Building Engineer	Chemical and Radiation Protection Technician Control Operator Control Room Assistant Fire Captain Firefighter Nuclear Operator	Senior Control Operator Shift CARP Helper Shift Control Technician Shift Firewatch Shift Utility Plant Clerk Shift Utility Worker	Assistant Control Operator Assistant Power Plant Operator Auxiliary Operator Control Operator	Power Plant Operator Senior Control Operator Senior Power Plant Operator Steam Heat Engineer
Assistant Operator Division Operator <b>(PIO)</b> Grid System Control Operator <b><u>(PIO)</u></b>	Operator-in-Training System Operator <b><u>Lead System Operator</u></b> <b><u>Apprentice System Operator</u></b>												
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Building Engineer	Lead Building Engineer												
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Assistant Control Operator Assistant Power Plant Operator Auxiliary Operator Control Operator	Power Plant Operator Senior Control Operator Senior Power Plant Operator Steam Heat Engineer												

HYDRO MAINTENANCE

Hydro Utility Operator

Hydro Operator-in-  
Training

Hydro Operator

Hydro Roving Operator

<p><b>Date:</b></p>	<p>June 7, 2011</p>				
<p><b>Contractual Reference:</b></p>	<p>EXHIBIT IV CLASSIFICATIONS OF SERVICE EMPLOYEES ELECTRIC DEPARTMENT</p>				
<p><b>Company Interest/Description:</b></p>	<p>Change Exhibit IV for the Electric Department to add Electrician Switching (In accordance with LA 10-01).</p> <p>Change the Gas Department to include Dispatcher in Training and Dispatcher. Eliminate Service Operator position from the Gas Department. (In accordance with LA 06-20).</p>				
<p><b>Current Contract Language / Proposed Change:</b></p>	<p style="text-align: center;"><b>EXHIBIT IV CLASSIFICATIONS OF SERVICE EMPLOYEES <u>Amended 1-1-12</u></b></p> <p style="text-align: center;"><b>ELECTRIC DEPARTMENT</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>Cableman Cableman's Utility Worker Night Cable Splicer Night Groundman Night Manhole Pumpman Night T&amp;D Assistant</p> </td> <td style="width: 50%; vertical-align: top;"> <p>Night T&amp;D Equipment Operator Patrolman Street Light Maintenceman Troubleman <b><u>Electrician Switching</u></b> <b><u>Service Crew Foreman</u></b> <b><u>Service Lineman</u></b></p> </td> </tr> </table> <p style="text-align: center;"><b>GAS DEPARTMENT</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>Chartperson Service Representative Service Mechanic</p> </td> <td style="width: 50%; vertical-align: top;"> <p><del>Service Operator</del> Steam Serviceman Night Fieldperson <b><u>Dispatcher-in-Training</u></b> <b><u>Dispatcher</u></b></p> </td> </tr> </table> <p style="text-align: center;"><b>WATER DEPARTMENT</b></p> <p style="text-align: center;">Water Treatment Plant Operator</p>	<p>Cableman Cableman's Utility Worker Night Cable Splicer Night Groundman Night Manhole Pumpman Night T&amp;D Assistant</p>	<p>Night T&amp;D Equipment Operator Patrolman Street Light Maintenceman Troubleman <b><u>Electrician Switching</u></b> <b><u>Service Crew Foreman</u></b> <b><u>Service Lineman</u></b></p>	<p>Chartperson Service Representative Service Mechanic</p>	<p><del>Service Operator</del> Steam Serviceman Night Fieldperson <b><u>Dispatcher-in-Training</u></b> <b><u>Dispatcher</u></b></p>
<p>Cableman Cableman's Utility Worker Night Cable Splicer Night Groundman Night Manhole Pumpman Night T&amp;D Assistant</p>	<p>Night T&amp;D Equipment Operator Patrolman Street Light Maintenceman Troubleman <b><u>Electrician Switching</u></b> <b><u>Service Crew Foreman</u></b> <b><u>Service Lineman</u></b></p>				
<p>Chartperson Service Representative Service Mechanic</p>	<p><del>Service Operator</del> Steam Serviceman Night Fieldperson <b><u>Dispatcher-in-Training</u></b> <b><u>Dispatcher</u></b></p>				