

2011 PHYSICAL AGREEMENT PROPOSALS

UNION PROPOSAL #1

Contract Section: 500.3
Brief Description: General Wage Increase and Term
Proposal: Propose a substantial and reasonable wage increase and term to be given in the near future

UNION PROPOSAL #2

Contract Section: 3.5
Brief Description: Change residency requirements
Proposal: Service employees to be within 30 minutes of their service territory

UNION PROPOSAL #3

Contract Section: 4.1
Brief Description: Union Shop

UNION PROPOSAL #4

Contract Section: Title 6/Exhibit X
Brief Description: Wage Inequities
Proposal: Wage adjustment for the following Classifications

- a. Maintain historic 5% differential between T200 & T300
 - Title 300 Welder Gas
 - Title 300 Sub-foreman A – Line Dept.
- b. Title 200 Electricians
- c. Title 300 Electricians
- d. Title 200 Mechanic Welders
- e. Title 300 MEO – non gas
- f. Title 200 Electric Technician
- g. Title 300 Electric Technician
- h. Title 300 Communication Tech

- i. Telecommunication Tech
- j. Hydro Telecommunication Tech
- k. Meter Tech
- l. Crew Leads (All)
- m. Gas Service Representatives
- n. Water Systems Repairman
- o. Painter A
- p. Towerman
- q. Title 200 Cable Splicers
- r. Title 300 Cable Splicers
- s. Equipment Mechanic
- t. Lead Building Mechanic
- u. Assistant System Operator
- v. Roving Operator
- w. Title 200 Working Foreman ET&D
- x. Underground Construction Journeyman Lineman

UNION PROPOSAL #5

Contract Section: LOA – 05-23
Brief Description: Gain Sharing
Proposal: TBD

UNION PROPOSAL #6

Contract Section: 101.9
Brief Description: Funeral Leave
Proposal:

- a. Expand immediate family members
- b. Change Funeral Leave to 5 days

UNION PROPOSAL #7

Contract Section: 102
Brief Description: Grievance Time Limits/P.D./Suspension
Proposal:

- a. Default language for timeliness of grievances
- b. Eliminate Letter of Agreement 10-36
- c. Eliminate crew wide PD
- d. Company has 30 days to perform a properly documented investigation of incident, and award PD for orals, writtens, and DMLs
- e. No suspension without pay for DCPD Access suspension.
- f. Extend time limits for discharge grievances from 14 to 30 days

- g. PD level dropped one level after a timely grievance is filed
- h. No termination until active PD grievance is resolved
- i. All back logged grievances resolved within 180 days of ratification
- j. Automotive incidents become separate category of PD

UNION PROPOSAL #8

Contract Section: 103.1
Brief Description: Holidays
Proposal: a. Add Christmas Eve as a paid holiday
b. Add Cesar Chavez Day

UNION PROPOSAL #9

Contract Section: 103.3
Brief Description: Floating Holidays
Proposal: Add 1 floating holiday for a total of 4 floating holidays

UNION PROPOSAL #10

Contract Section: 104.10 (a) & (b)
Brief Description: Meals – Reimbursement and Time Taken
Proposal: a. Change missed meal time to one hour
b. All meals in-lieu paid at \$65.00

UNION PROPOSAL #11

Contract Section: 104 New Language
Brief Description: Meals – Reimbursement
Proposal: Allow missed meal payment (1 hour of pay) for those who do not receive an uninterrupted meal period (service/shift employees)

UNION PROPOSAL #12

Contract Section: 105
Brief Description: Safety
Proposal: Contractors held to same safety standards as PG&E employees

UNION PROPOSAL #13

Contract Section: 106.5(b)
Brief Description: Regular Status
Proposal: Eliminate 106.5(b)

UNION PROPOSAL #14

Contract Section: 107.2
Brief Description: Safety Straps
Proposal: Eliminate 107.2

UNION PROPOSAL #15

Contract Section: 107.3
Brief Description: Personal Tools
Proposal: Increase tool allowance for T200/T300 Mechanics and Garageman

UNION PROPOSAL #16

Contract Section: 109
Brief Description: Apprenticeship Training
Proposal: Increase number of Apprenticeships to 3

UNION PROPOSAL #17

Contract Section: 110.2 (a)
Brief Description: Shift Premium
Proposal:
a. Pay shift premium for travel time.
b. Increase shift premium

UNION PROPOSAL #18

Contract Section: 110.7
Brief Description: Weekend Premium
Proposal:
a. Pay Sunday premium for all hours worked on Sunday\
b. Add Saturday shift premium

UNION PROPOSAL #19

Contract Section: 110.8
Brief Description: Relief Premium
Proposal: Increase Relief Premium

UNION PROPOSAL #20

Contract Section: 110 New Language
Brief Description: Premium
Proposal: Establish a Flash Suit Premium

UNION PROPOSAL #21

Contract Section: 111.13(b)(3) and 111.13(c)(1)
Brief Description: Vacations
Proposal: Allow unlimited vacation periods of less than 1 week

UNION PROPOSAL #22

Contract Section: 111.2(b)
Brief Description: Change/Add Earned Annual Vacation
Proposal: 5-9 yrs. = 120 hrs. : 10-19 yrs. = 160 hrs. : 35yrs+=280hrs

UNION PROPOSAL #23

Contract Section: 112.16(a) & (c)
Brief Description: Family Sick Leave
Proposal:
a. Increase the hours
b. Broaden the scope of family members

UNION PROPOSAL #24

Contract Section: 112 – New Language
Brief Description: Sick Leave
Proposal: Voluntary Transfer of sick leave

UNION PROPOSAL #25

Contract Section: 202.5(a)
Brief Description: Hours
Proposal: Eliminate 202.5(a)

UNION PROPOSAL #26

Contract Section: 202.9
Brief Description: Hours –Service
Proposal: Eight consecutive hour shifts for day Service Employees (lunch issue)

UNION PROPOSAL #27

Contract Section: 204.6(d); 304.1(c)
Brief Description: Wage Rate – Assigned Lower Classification
Proposal: Maintain rate if bid a position that is lower paid
Delete 24 month language in 304.1(c)

UNION PROPOSAL #28

Contract Section: 205.3
Brief Description: Filling Temporary Vacancies
Proposal: Employee on upgrade for one year or more, Company must fill the position

UNION PROPOSAL #29

Contract Section: 205
Brief Description: Job Bidding, Promotion and Transfer
Proposal: Will report within two weeks on successful bids

UNION PROPOSAL #30

Contract Section: 205
Brief Description: Job Bidding, Promotion and Transfer
Proposal: Offer to qualified (d) bidders

UNION PROPOSAL #31

Contract Section: 205
Brief Description: Job Bidding, Promotion and Transfer
Proposal: Current (e) bidders will become (f) bidders

UNION PROPOSAL #32

Contract Section: 205
Brief Description: Job Bidding, Promotion and Transfer
Proposal: Hiring Hall become (e) bidders

UNION PROPOSAL #33

Contract Section: 205
Brief Description: Job Bidding, Promotion and Transfer
Proposal: Require Company to fill Primary Shift Vacancies before filling Secondary Shift Vacancies

UNION PROPOSAL #34

Contract Section: 208.2
Brief Description: Overtime
Proposal: All overtime paid at double time rate

UNION PROPOSAL #35

Contract Section: 208
Brief Description: Overtime
Proposal: Title 200 to get 5% daily premium when forced to work out of town

UNION PROPOSAL #36

Contract Section: 208/308
Brief Description: Overtime
Proposal: Employee option to accrue vacation time in lieu of OT pay

UNION PROPOSAL #37

Contract Section: 208.11/308.14
Brief Description: Rest Periods
Proposal: Full eight hours rest

UNION PROPOSAL #38

Contract Section: 208
Brief Description: Overtime
Proposal: Forced OT based on total OT hours worked (EOT/POT combined)

UNION PROPOSAL #39

Contract Section: 208
Brief Description: Overtime
Proposal: Clear definition of Prearranged Overtime

UNION PROPOSAL #40

Contract Section: 212
Brief Description: Stand-by Pay
Proposal: Establish terms and definitions for standby work/pay

UNION PROPOSAL #41

Contract Section: 301
Brief Description: Expenses – Field Employees
Proposal: Per diem adjustment

UNION PROPOSAL #42

Contract Section: 301.2
Brief Description: Mileage
Proposal: Out of town personal mileage from lodging to show up

UNION PROPOSAL #43

Contract Section: 301
Brief Description: Out of town assignments
Proposal: 4/10 Standard work schedule for crews on Rotation

UNION PROPOSAL #44

Contract Section: 301
Brief Description: Out of town assignments
Proposal: All GC Crews in home area before utilizing Contractors

UNION PROPOSAL #45

Contract Section: 301
Brief Description: Out of town assignments
Proposal: Travel paid each week when on rotation. Not First trip in/Last trip out

UNION PROPOSAL #46

Contract Section: 301.9
Brief Description: Special Assignment
Proposal: Paid travel day the day before training at appropriate rate of pay

UNION PROPOSAL #47

Contract Section: 303
Brief Description: Inclement Weather
Proposal: Title 300 to be the same as Title 200 (203)

UNION PROPOSAL #48

Contract Section: 308.2
Brief Description: Overtime Rate of Pay
Proposal: Double time for all overtime

UNION PROPOSAL #49

Contract Section: 308.8; 208.7
Brief Description: Travel Time
Proposal: Title 300 same as Title 200

UNION PROPOSAL #50

Contract Section: 308.9
Brief Description: Minimum Pay
Proposal: Eliminate 308.9

UNION PROPOSAL #51

Contract Section: 308.10?
Brief Description: Maximum Travel Time
Proposal: Eliminate "Maximum Travel Time" and compensate to actual travel time

UNION PROPOSAL #52

Contract Section: 308.14
Brief Description: Rest Periods
Proposal: Same language as Title 208.11

UNION PROPOSAL #53

Contract Section: 208.11; 308.14
Brief Description: Rest Periods
Proposal: Change language to accommodate 9/80 and 4/10 work schedule

UNION PROPOSAL #54

Contract Section: New (312)
Brief Description: New language to address GC emergency call out
Proposal: Establish a GC Emergency Call Out Procedure, GC called out before contractors

UNION PROPOSAL #55

Contract Section: 600/Exhibit VI
Brief Description: Changes to job descriptions/JDLOP
Proposal: Various listed below

- a. GC Paint – Establish formal training program/apprenticeship
- b. Establish L.O.P. for Power Plant Assistant for promotion/demotion rights
- c. Transfer GC Line Paint Department into Substation Maintenance & Construction Dept. L.O.P.
- d. Change L.O.P. for Gas Service Reps. To allow for additional promotion/demotion opportunities
- e. Make G.S.R. training a recognized apprenticeship with journeyman status
- f. Establish auto progression of T200 routine clerks to first clerks in 3 year term
- g. Expand Troublemans job description to include programming, testing & installing electronic, solid state & SCADA controls on field line equipment.
- h. Develop site-specific training program for Fossil Generation
- i. Tower Department to be considered climbing classification
- j. GC Line Paint Working Foreman “B” – all to be climbing classification
- k. Expand Control Technician description to include work package pre-verification and post closure , job walk downs,
- l. Establish Lead Hydro Operator
- m. Establish Gas Compliance Fieldman
- n. Establish Lead classification for certain work groups
- o. Establish Gas Foreman’s Clerk
- p. Expand Title 200 Gas M&C JDLOP
 - Establish Gas Control Tech Lead
 - Gas Control Tech to Tech rate of pay
 - M&C Mechanic
 - Corrosion Mechanic to Journeyman level
- q. GC Gas (c) bidders to Title 200 App. Fitter
- r. Modify Materials Department JDLOP
- s. Clarify DCP sub foreman job description to align with equal classification in division or GC
- t. Establish above beginning level classification for ASO/Electric Dispatch

UNION PROPOSAL #56

Contract Section: EXHIBIT II
Brief Description: GC Promo-Demo Areas
Proposal: Clerical Services included in Gas, Line, Fleet and Station

UNION PROPOSAL #57

Contract Section: EXHIBIT II
Brief Description: GC Promo-Demo Areas
Proposal: Discuss present Promo-Demo areas, follow as spelled out in current agreement

UNION PROPOSAL #58

Contract Section: Letter of Agreement 93-98-PGE
Brief Description: Holidays – 12 hour shift
Proposal: OT rate be paid for all 10 PG&E Holidays

UNION PROPOSAL #59

Contract Section: Letter of Agreement 93-98-PGE
Brief Description: Holidays – 12 hour shift
Proposal: Eliminate factored pay for 9 and 12 hour employees

UNION PROPOSAL #60

Contract Section: Letter of Agreement 9-41/Exhibit XVI
Brief Description: Contracting
Proposal: Cancel Exhibit XVI; re-establish 207 language

UNION PROPOSAL #61

Contract Section: 107
Brief Description: New Language
Proposal: Allowance (Increased)for FR clothing

UNION PROPOSAL #62

Contract Section: 107
Brief Description: New Language
Proposal: Boot allowance (EH Rated)

UNION PROPOSAL #63

Contract Section: Letter of Agreement 90-113
Brief Description: CDLA
Proposal: Increase CDLA premium, Apply to all CDLA drivers

UNION PROPOSAL #64

Contract Section: Letter of Agreement 00-33 and 91-13
Brief Description: Rewards and Recognitions
Proposal: Raise the dollar amount per person per year

UNION PROPOSAL #65

Contract Section: 208
Brief Description: New language. Incorporate Letter of Agreement 08-22 Shift Change Pay
Proposal: Include all employees whose job requires shift turn over (Hydro Operators, etc.)

UNION PROPOSAL #66

Contract Section: Letter of Agreement 97-148
Brief Description: Travel time pay
Proposal: GSR's or other employees on the truck take home policy, get paid driveway to driveway

UNION PROPOSAL #67

Contract Section: Letter of Agreement 09-13
Brief Description: New Generation
Proposal: Provide an Ad Hoc to discuss LOA 09-13 and Exhibit XVIII pertaining to the second discipline bidding and demotion opportunities to other generation facilities; establish Advanced Power Plant Technician position and reduced work week provisions other than Shift employees

UNION PROPOSAL #68

Contract Section: Letter of Agreement 07-33
Brief Description: Line Tower
Proposal: Modify language to "Critical", receive 8% above basic weekly rate for Critical classification as per Exhibit X

UNION PROPOSAL #69

Contract Section: Letter of Agreement 07-97 and 06-19
Brief Description: Physical Clerks
Proposal: Retain FC and AFC classifications under Physical Contract
Allow FC and AFC to bid positions vacated by FC and AFC and maintain LOP

UNION PROPOSAL #70

Contract Section: LOA 10-50
Brief Description: Job Bidding, Promotion and Transfer
Proposal: MEO same as UW/T&D Assistant for wage protection to Pre. Appr.

6/7/11

UNION PROPOSAL #71

Contract Section:	110
Brief Description:	New Language
Proposal:	Nuclear Excessive Exposure Premium. Hourly premium at \$1/millirem above normal background radiation levels for all classifications exposed.