

**IBEW Local 1245
Proposal #1
23 March 2009**

Existing Retirees

Retired 12/31/93 or earlier

Retiree only or survivor only: retiree or survivor pays \$150/month (or current premium co-pay if lower) for medical coverage of their choice.

Retiree and spouse: retiree pays \$300/month (or current premium co-pay if lower) for medical coverage of their choice.

Provision: Payment not to exceed cost of premium.

Retired Since 1/1/94

Retirees with 25 YOS or more or survivors of retirees with 25 YOS or more:

Retiree/survivor contribution 35% (or current percentage of premium co-pay if lower) pre-65, 50% age 65 and older

Prorated for levels of service between 10 and 25 YOS

Continue use of blended rate

Employer subsidy subject to hard employer cap (\$20,000/\$5,000 for employee or survivor only; \$40,000/\$10,000 for employee plus spouse).

All existing retirees

Maintain RPOA-50 and RPOA-25

New PPO plan

Wellness Questionnaire same as active employees

Out-of-state Kaiser as option

Future Retirees

Sick Leave Conversion

\$1 for \$1 cash-out at retirement, including nuclear premium

Any hours exceeding maximum allowed, including bonus sick leave, to RMSA \$1 for \$1

Vacation

Allow unlimited accrual after age 55, with cash-out at retirement including nuclear premium or RMSA at employee's choice

RSP

Increase company match to \$.75 per \$1.00

Increase matching to 10%

Immediate full participation and match

Automatic enrollment upon hire, notice, opt-out option

RMSA

Separate accounts established for employees and spouses

Annual allocation per year of service beginning at 10 years of service or age 45, whichever occurs earlier, for both employee and spouse (\$7,500) and increasing for both employee and spouse (\$10,000) per year of service at 20 years of service or age 55, whichever occurs earlier.

8% interest credited to accounts immediately

Account balances used to pay premiums or plan deductibles/co-pays for PG&E-sponsored retiree medical coverage. Maximum annual account drawdown for both pre- and post-65 is 75% of plan premium, unlimited for other medical costs.

Opening balances based on service worked.

Employee retiring prior to 2020 will have option of existing plan or RMSA.

Pension

1.65 times gross for all years of service.

Other

RPOA-50

Wellness Questionnaire

Additional PPO option

100% survivor option if employees dies in active service

All Kaiser as option

Add Kaiser Optometric Plan for Kaiser members

Regular status employees (6 month service) with less than one year service may take accrued earned vacation