

**IBEW**



**LOCAL UNION 1245**

30 ORANGE TREE CIRCLE  
VACAVILLE, CA 95687

TOM DALZELL, BUSINESS MANAGER  
MICHAEL DAVIS, PRESIDENT

(707) 452-2700  
www.ibew1245.com

**2011-12 General Negotiations – IBEW Tentative Agreement**  
**Summary of Physical Agreement**

**Wages**

2012 2.75% Retroactive to 1/1/2012  
2013 2.75%  
2014 2.75%

**Meals Revised 5-16-12**

- Maintain current contract language pending review and agreement of new language by a Joint Company-Union Meals Committee.
- Upon contract ratification, suspend itemized receipt requirements and menu restrictions for meals \$30 or less.
- Itemized receipts will be required for meal expenses over \$30 and the menu restrictions under the Meals Supplement will apply.
- Establish Meals Committee
  - Until new provisions are established, this committee will review itemized receipts of meal expenses over \$30 to determine if they are reasonable.
  - Committee will develop a joint recommendation to modify the meal provisions. If the parties are unable to reach an agreement, either party may submit the dispute to an arbitrator for resolution.

**Commercial Driver's License: See Table Below**

## **Additional Tentative Agreements**

- Pre-Apprentice Lineman staffing agreement with agreed to ratios for Title 200/300 Electric Crews. Agreement to hire in Electric Department through 2015. (Letter of Agreement signed)
- Ad Hoc Committees are established for Transmission/Distribution Electric Operations, Corrosion Mechanic, Hydro, Physical Clerical, DCPD
- Grievance Procedure: Improvements in accountability and ability to fast track grievance
- Permanent New Generation Lead Position 10% increase and 206.5, 206.6 rights
- Safety Straps to be provided to employees at no cost (PPE)
- Funeral Leave language improvement consistent with Clerical Agreement
- Vacation Transfer, Voluntary sale of vacation in the event of death
- T300 travel allowance improvement: Section 301.11
- T300 Field Clerical changes to promo-demo area exhibit II of Agreement.
- Tool Allowance for T200/300 mechanics: Refer to ad hoc committee in progress
- Cover letter language for hiring hall employees placed at higher tier for future hiring
- Agency Shop: Eliminate non dues payer exemption (effective 1/1/2013)
- Sympathy strike language added: Section 3.2 (Complies with Court decisions)

## **Additional Tentative Agreements Title 205 (Bidding)**

- Cover letter language for "D" Bidders; Documents current practice
- Changes to bids (205.4(g) cancellation of pre-bids)
- Add "regular" to define status,
- New job at headquarters eliminate "60 days",
- Pre-Apprentice 1:1 ratio for filling vacancies, (Letter of Agreement signed)
- Notification of bypass language change,
- Amend bid rights for provisional employees,
- Change tie-breaker language
- Title 205 Bidding: Limit number of bids to 80

## **Wages Adjustments for Classifications with additional job duties:**

**Separate Letter of Agreements and contingent on Physical and Benefit Agreement ratification. Union may determine that certain agreements be voted on by affected departments.**

- T300 Gas Welders 3% wage increase for those who volunteer to perform in-service welding (LOA 11-48)
- T200 Gas Control Tech increase to standard tech rate (\$1.62/hour) (LOA 11-47)
- T200 Gas Control Tech GSM&TC increase to standard tech rate (\$1.31/hour) (LOA 11-47)
- T200 M&C Mechanic increase 0.94/hour LOA 11-47
- T200 Electrical Tech (4.1%) and Electrical Tech Crew Lead 5% above Tech (LOA 11-46)
- T300 Electrical Tech (4.1%) and Electrical Tech Crew Lead 5% above Tech (LOA 11-46)
- T200 Electric Maintenance Crew Leader 5% above Switchman (LOA 11-46)
- Agreement to send out to certain Electric T&D Title 200 classifications for separate vote on a Stand by Emergency Duty Pilot Agreement at a later date.

## **CDL Agreement**

As the result of discussions between the parties, the Company proposes to convert the \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the Company proposes to extend the CDLA hourly wage rate to classifications covered by this agreement.

1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.
2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.
3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.
4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition,

eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.

5. Below is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.
6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.
7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.
8. Upon ratification, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.
9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.
10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.
11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.
12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.
13. Company shall pay all cost associated with obtaining and maintaining CDL.
14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used.
15. The wage rate changes will be effective upon SAP implementation or no later than November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.

PS Type	Job Code	CDL Agreement-Classifications req'd by Job Definition or req'd- eligible by LA	2011			effective wage increase by Nov 1, 2012
			Wage- Top Step	Plus 2.75%	Plus .29/hour	
T2	50010376	Apprentice Cable Splicer	\$39.35	\$40.43	\$40.72	3.49%
T2	50010155	Apprentice Electrician-Electric & Hydro	\$37.36	\$38.39	\$38.68	3.53%
T2	50010168	Apprentice Fitter	\$35.67	\$36.65	\$36.94	3.56%
T2	50010245	Apprentice Lineman	\$37.36	\$38.39	\$38.68	3.53%
T2	50449466	Apprentice Lineman-48 month	\$39.61	\$40.70	\$40.99	3.48%
T2	50010260	Apprentice Lineman Transmission	\$39.20	\$40.28	\$40.57	3.49%
T2	50010375	Cable Splicer	\$43.61	\$44.81	\$45.10	3.41%
T2	50010317	Crane Operator	\$38.08	\$39.13	\$39.42	3.51%
T2	50010191	Electric Crew Foreman	\$51.02	\$52.42	\$52.71	3.32%
T2	50010193	Electric Crew Foreman - Transmission	\$53.58	\$55.05	\$55.34	3.29%
T2	50010194	Electric Maintenance Crew Leader	\$45.16	\$46.40	\$46.69	3.39%
T2	50010242	Electric Transm & Dsbn Assistant	\$34.82	\$35.78	\$36.07	3.58%
T2	50010149	Electrician - Electric & Hydro	\$42.13	\$43.29	\$43.58	3.44%
T2	50010273	Equipment Mechanic	\$42.13	\$43.29	\$43.58	3.44%
T2	50010276	Equipment Mechanic - DCPD	\$46.34	\$47.61	\$47.90	3.38%
T2	50010320	Equipment Operator - Gas Field Clerk - Electric Transm &	\$38.30	\$39.35	\$39.64	3.51%
T2	50010147	Dsbn	\$35.73	\$36.71	\$37.00	3.56%
T2	50010161	Fieldperson	\$35.67	\$36.65	\$36.94	3.56%
T2	50010167	Fitter	\$42.13	\$43.29	\$43.58	3.44%
T2	50010170	Fitter – Arc	\$43.07	\$44.25	\$44.54	3.42%
T2	50010186	Garage Subforeman	\$44.09	\$45.30	\$45.59	3.41%
T2	50010427	Gas Control Technician - CGT	\$43.30	\$44.49	\$44.78	3.42%
T2	50010175	Gas Crew Leader Non-Welding	\$44.09	\$45.30	\$45.59	3.41%
T2	50010174	Gas Crew Leader Welding	\$45.16	\$46.40	\$46.69	3.39%
T2	50010283	Gas Mechanic	\$45.16	\$46.40	\$46.69	3.39%
T2	50010322	Heavy Equipment Operator	\$38.82	\$39.89	\$40.18	3.50%
T2	50010144	Lead Driver	\$38.08	\$39.13	\$39.42	3.51%
T2	50010244	Lineman	\$47.61	\$48.92	\$49.21	3.36%
T2	50010241	Lineman - Transmission	\$50.00	\$51.38	\$51.67	3.33%
T2	50010298	Mechanic – Welder - CGT	\$42.13	\$43.29	\$43.58	3.44%
T2	50010378	Night Cable Splicer	\$45.16	\$46.40	\$46.69	3.39%
T2	50010243	Night Electric Transm & Dsbn Assistant	\$35.57	\$36.55	\$36.84	3.57%
T2	50010324	Transm & Dsbn Equipment Opr - Transm	\$40.01	\$41.11	\$41.40	3.47%
T2	50010323	Transmission & Distribution Equip Opr	\$38.08	\$39.13	\$39.42	3.51%
T2	50010294	Transmission Mechanic – CGT	\$40.50	\$41.61	\$41.90	3.47%
T2	50010148	Truck Driver Heavy - Gas	\$37.39	\$38.42	\$38.71	3.53%
T2	50010380	Unassigned Cable Splicer	\$43.61	\$44.81	\$45.10	3.41%
T2	50010156	Unassigned Electrician - Elec & Hydro	\$42.13	\$43.29	\$43.58	3.44%
T2	50010170	Unassigned Fitter	\$42.13	\$43.29	\$43.58	3.44%
T2	50010246	Unassigned Lineman	\$47.61	\$48.92	\$49.21	3.36%

T2	50072958	Unassigned Transmission Mechanic - CGT	\$40.50	\$41.61	\$41.90	3.47%
T2	50010361	Unassigned Water System Repairperson	\$39.59	\$40.68	\$40.97	3.48%
T2	50010188	Underground Constr Crew Frmn - Electric	\$51.02	\$52.42	\$52.71	3.32%
T2	50010189	Underground Constr Crew Frmn - Gas	\$47.34	\$48.64	\$48.93	3.36%
T2	50010234	Underground Constr Journeyman - Elec	\$47.39	\$48.69	\$48.98	3.36%
T2	50010235	Underground Constr Journeyman - Gas	\$44.16	\$45.37	\$45.66	3.41%
T2	50010271	Utility Equipment Mechanic – Auberry	\$42.13	\$43.29	\$43.58	3.44%
T2	50010272	Utility Equipment Mechanic – Helms	\$45.29	\$46.54	\$46.83	3.39%
T2	50010347	Utility Operator - Hydro	\$36.80	\$37.81	\$38.10	3.54%
T2	50010362	Water System Repairperson	\$39.59	\$40.68	\$40.97	3.48%
T2	50368698	Pre-apprentice Lineman Backhoe Operator – *Gas Req after 1/1/2009	\$27.04	\$27.78	\$28.07	3.82%
T3	50010305	Crane Operator - Davis	\$44.29	\$45.51	\$45.80	3.40%
T3	50070801	Crane Operator - GC Field - Gas	\$41.46	\$42.60	\$42.89	3.45%
T3	50010318	Crane Operator – GC Field – Not Gas	\$44.29	\$45.51	\$45.80	3.40%
T3	50253877	Driller	\$43.46	\$44.66	\$44.95	3.42%
T3	50010140	Equipment Mechanic - GC	\$42.48	\$43.65	\$43.94	3.43%
T3	50010277	Field Garage Mechanic A	\$42.13	\$43.29	\$43.58	3.44%
T3	50010279	Field Garage Mechanic C	\$44.25	\$45.47	\$45.76	3.41%
T3	50010281	Field Mechanic Inspector	\$34.84	\$35.80	\$36.09	3.58%
T3	50010230	Fieldperson - GC - Gas	\$44.90	\$46.13	\$46.42	3.40%
T3	50010162	Hole Digger Operator	\$37.47	\$38.50	\$38.79	3.52%
T3	50210150	Mechanical Inspector	\$37.47	\$38.50	\$38.79	3.52%
T3	50010326	Miscellaneous Equipment Operator- Gas	\$43.46	\$44.66	\$44.95	3.42%
T3	50010231	Miscellaneous Equipment Operator- Not Gas	\$43.00	\$44.18	\$44.47	3.42%
T3	50010321	Pre-apprentice Lineman	\$39.75	\$40.84	\$41.13	3.48%
T3	50253878	Tapping Technician	\$39.01	\$40.08	\$40.37	3.49%
T3	503687000	Tractor Operator - Gas	\$27.37	\$28.12	\$28.41	3.81%
T3	50258203	Tractor Operator-Not Gas	\$47.66	\$48.97	\$49.26	3.36%
T3	50010351		\$44.29	\$45.51	\$45.80	3.40%
T3	50253879		\$43.46	\$44.66	\$44.95	3.42%

**CDL Agreement-Company  
convenience**

PS Type	Job Code	Job Title				
T2	50010360	Apprentice Water System Repairperson	\$36.39	\$37.39	\$37.68	3.55%
T2	50010227	Compliance Inspector	\$47.61	\$48.92	\$49.21	3.36%
T2	50010228	Compliance Inspector - Underground	\$43.61	\$44.81	\$45.10	3.41%
T2	50070742	Electrician - Switching	\$44.24	\$45.46	\$45.75	3.41%
T2	50202594	Engine Analyst - CGT	\$43.85	\$45.06	\$45.35	3.41%
T2	50010210	Garageman	\$32.54	\$33.43	\$33.72	3.64%
T2	50315043	M&C Coordinator - Electric	\$49.80	\$51.17	\$51.46	3.33%

T2	50315042	M&C Coordinator - Gas	\$47.34	\$48.64	\$48.93	3.36%
T2	50315041	M&C Coordinator - Transmission	\$47.43	\$48.73	\$49.02	3.36%
T2	50010197	Maintenance Subforeman - DCP	\$49.67	\$51.04	\$51.33	3.33%
T2	50010232	Meteorological Instrumentperson	\$40.23	\$41.34	\$41.63	3.47%
T2	50010431	Transmission Troublem	\$50.97	\$52.37	\$52.66	3.32%
T2	50010258	Traveling Machinist - Diablo Canyon	\$46.34	\$47.61	\$47.90	3.38%
T2	50010370	Traveling Mechanic-Rigger - DCP	\$46.34	\$47.61	\$47.90	3.38%
T2	50010432	Troublem	\$48.54	\$49.87	\$50.16	3.35%
T2	50010371	Unassigned Traveling Mech-Rigger - DCP	\$46.34	\$47.61	\$47.90	3.38%
T2	50010112	Utility Field Clerk - Bakersfield	\$35.77	\$36.75	\$37.04	3.56%
T2	50010217	Utility Worker – Gas Transm & Dsbn	\$31.87	\$32.75	\$33.04	3.66%
T2	50010202	Working Foreman	\$42.06	\$43.22	\$43.51	3.44%
T2	50010200	Water System Crew Leader	\$42.64	\$43.81	\$44.10	3.43%
T3	50010379	Apprentice Cable Splicer	\$39.35	\$40.43	\$40.72	3.49%
T3	50010157	Apprentice Electrician	\$39.22	\$40.30	\$40.59	3.49%
T3	50010248	Apprentice Lineman - GC	\$39.22	\$40.30	\$40.59	3.49%
T3	50449467	Apprentice Lineman - GC 48 month	\$41.59	\$42.73	\$43.02	3.45%
T3	50010438	Apprentice Welder - GC - Gas	\$39.98	\$41.08	\$41.37	3.48%
T3	50253876	Backhoe Operator-Not Gas	\$43.46	\$44.66	\$44.95	3.42%
T3	50010377	Cable Splicer – GC	\$45.78	\$47.04	\$47.33	3.38%
T3	50010096	Carpenter A-Gas	\$41.54	\$42.68	\$42.97	3.45%
T3	50010097	Carpenter B-Gas	\$39.54	\$40.63	\$40.92	3.48%
T3	50010152	Electrician	\$44.25	\$45.47	\$45.76	3.41%
T3	50073099	Field Garageman	\$34.17	\$35.11	\$35.40	3.60%
T3	50010208	Garage Working Foreman	\$44.75	\$45.98	\$46.27	3.40%
T3	50010173	Labor Foreman A	\$40.01	\$41.11	\$41.40	3.47%
T3	50010247	Lineman –GC	\$50.00	\$51.38	\$51.67	3.33%
T3	50010171	Street Fitter	\$40.30	\$41.41	\$41.70	3.47%
T3	50010179	Subforeman A - Overhead	\$53.58	\$55.05	\$55.34	3.29%
T3	50010180	Subforeman A - Station/Hydro	\$47.43	\$48.73	\$49.02	3.36%
T3	50010178	Subforeman A - Underground	\$53.33	\$54.80	\$55.09	3.29%
T3	50010181	Subforeman B	\$46.33	\$47.60	\$47.89	3.38%
T3	50010223	Utility Worker - GC	\$33.46	\$34.38	\$34.67	3.62%
T3	50010435	Welder - GC - Gas	\$45.09	\$46.33	\$46.62	3.39%
T3	50253880	Welder - GC-Not Gas	\$44.24	\$45.46	\$45.75	3.41%
T3	50251365	Working Foreman A - Non-Climbing	\$47.43	\$48.73	\$49.02	3.36%
T3	50010205	Working Foreman B - Climbing	\$46.56	\$47.84	\$48.13	3.37%
T3	50010206	Working Foreman C – Gas	\$45.59	\$46.84	\$47.13	3.39%
T3	50251368	Working Foreman B – Gas	\$47.23	\$48.53	\$48.82	3.36%
T3	50251366	Working Foreman A – Gas	\$48.35	\$49.68	\$49.97	3.35%
T3	50251367	Working Foreman B - Non-Climbing	\$46.33	\$47.60	\$47.89	3.38%
T3	50253775	Working Foreman C-Not Gas	\$44.73	\$45.96	\$46.25	3.40%