

**EXHIBIT X – WAGES  
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**\*For 2012 – 2014 wage rates of “incumbent” employees who are eligible and possess a Commercial Driver’s License, see Letter of Agreement 12-32.**

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

PACIFIC GAS AND ELECTRIC COMPANY  
 BASIC WAGE SCHEDULE - FIVE-DAY WEEK BASIS  
 OPERATION, MAINTENANCE AND CONSTRUCTION EMPLOYEES  
 Effective January 1, 2012 through December 31, 2014

Applicable to ALL REGIONS, DIVISIONS AND DEPARTMENTS EXCEPT GENERAL CONSTRUCTION

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>MATERIALS DISTRIBUTION</b>						
<b>WAREHOUSE OPERATIONS</b>						
50010317	1594	Crane Operator		\$ 39.13	\$ 40.21	\$ 41.32
50073021	0462	Truck Driver Heavy - Materials		\$ 37.70	\$ 38.74	\$ 39.81
50010233	1050	Janitor				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.25	\$ 26.97	\$ 27.71
			End 1 Yr	\$ 28.70	\$ 29.49	\$ 30.30
			End 18 Mo	\$ 31.17	\$ 32.03	\$ 32.91
50010144	0433	Lead(man) Driver		\$ 39.13	\$ 40.21	\$ 41.32
50010142	0422	Light Truck Driver - Materials				
			Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
50010265	1215	Materials Facilityperson		\$ 40.11	\$ 41.21	\$ 42.34
50010198	0765	Materials Facility Leader		\$ 43.77	\$ 44.97	\$ 46.21
50010239	1085	Materials Leadperson		\$ 38.08	\$ 39.13	\$ 40.21
50251335	1214	Materials Handler - Hired after 12/31/08				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 25.47	\$ 26.17	\$ 26.89
			End 1 Yr	\$ 27.21	\$ 27.96	\$ 28.73
			End 18 Mo	\$ 28.92	\$ 29.72	\$ 30.54
			End 2 Yr	\$ 31.73	\$ 32.60	\$ 33.50
			End 30 Mo	\$ 33.89	\$ 34.82	\$ 35.78
			End 3 Yr	\$ 34.95	\$ 35.91	\$ 36.90
			End 42 Mo	\$ 36.17	\$ 37.16	\$ 38.18
50251341	1216	Utility Materialsman - hired after 12/31/08				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 25.47	\$ 26.17	\$ 26.89
			End 1 Yr	\$ 27.21	\$ 27.96	\$ 28.73
			End 18 Mo	\$ 28.92	\$ 29.72	\$ 30.54
			End 2 Yr	\$ 31.73	\$ 32.60	\$ 33.50
			End 30 Mo	\$ 33.89	\$ 34.82	\$ 35.78
			End 3 Yr	\$ 34.95	\$ 35.91	\$ 36.90
			End 42 Mo	\$ 36.17	\$ 37.16	\$ 38.18

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010262	1210	Materials Handler - Hired before 2009	Start	\$ 28.92	\$ 29.72	\$ 30.54
			End 6 Mo	\$ 31.73	\$ 32.60	\$ 33.50
			End 1 Yr	\$ 33.89	\$ 34.82	\$ 35.78
			End 18 Mo	\$ 34.95	\$ 35.91	\$ 36.90
			End 2 Yr	\$ 36.17	\$ 37.16	\$ 38.18
50070791	1213	Utility Materialsman - Hired before 2009	Start	\$ 28.92	\$ 29.72	\$ 30.54
			End 6 Mo	\$ 31.73	\$ 32.60	\$ 33.50
			End 1 Yr	\$ 33.89	\$ 34.82	\$ 35.78
			End 18 Mo	\$ 34.95	\$ 35.91	\$ 36.90
			End 2 Yr	\$ 36.17	\$ 37.16	\$ 38.18
50010212	0914	Pipe Handler		\$ 38.08	\$ 39.13	\$ 40.21
50072937	1910	Pipe Machine Operator		\$ 39.13	\$ 40.21	\$ 41.32
50072939	1960	Pipeperson	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
50073024	0416	Truck Driver - Materials	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 35.49	\$ 36.47	\$ 37.47
<b>MACHINE SHOP</b>						
50070786	1132	Apprentice Machinist	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010095	0160	Carpenter	Start	\$ 37.70	\$ 38.74	\$ 39.81
			End 6 Mo	\$ 39.13	\$ 40.21	\$ 41.32
			End 1 Yr	\$ 39.62	\$ 40.71	\$ 41.83
50073182	0690	Lead Carpenter	Start	\$ 40.67	\$ 41.79	\$ 42.94
			End 1 Yr	\$ 43.10	\$ 44.29	\$ 45.51
50010437	2626	Certified Welder				
50073013	2623	Unassigned Certified Welder		\$ 43.29	\$ 44.48	\$ 45.70

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50072992	0400	Crater	Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
			End 1 Yr	\$ 35.49	\$ 36.47	\$ 37.47
50010192	0745	Machine Shop Leader	Start	\$ 41.82	\$ 42.97	\$ 44.15
			End 1 Yr	\$ 44.49	\$ 45.71	\$ 46.97
50010250	1112	Machinist				
50010252	1127	Unassigned Machinist		\$ 43.29	\$ 44.48	\$ 45.70
50070789	1165	Maintenance Worker - Stores	Start	\$ 35.49	\$ 36.47	\$ 37.47
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
50072858	1455	Metal Worker	Start	\$ 39.62	\$ 40.71	\$ 41.83
			End 6 Mo	\$ 41.43	\$ 42.57	\$ 43.74
			End 1 Yr	\$ 42.89	\$ 44.07	\$ 45.28
50070790	1180	Plant Maintenance Worker		\$ 42.89	\$ 44.07	\$ 45.28
50072999	2624	Routine Welder	Start	\$ 35.49	\$ 36.47	\$ 37.47
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
50072841	0920	Utility Worker - Mechanical Meter Dsbn	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
<b>ELECTRIC AND UTILITY</b>						
50072524	0483	Apprentice Electrician	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010437	2626	Certified Welder				
50073013	2623	Unassigned Certified Welder		\$ 43.29	\$ 44.48	\$ 45.70
50010194	0750	Electric Maintenance Crew Leader				
50010185	0710	Electric Shop Leader				
50272160	0711	Traveling Electric Shop Leader				
		See L/A 09-33	Start	\$ 45.30	\$ 46.55	\$ 47.83
			End 1 Yr	\$ 46.40	\$ 47.68	\$ 48.99

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010151	0469	Electrician				
50073005	0486	Unassigned Electrician - Materials				
50010160	0499	Traveling Electrician - Materials				
			\$	43.29	\$	44.48
			\$		\$	45.70
50010163	0530	Filterperson				
50010356	1934	Painter - Materials Distribution				
		Start	\$	35.49	\$	36.47
		End 1 Yr	\$	37.70	\$	38.74
			\$		\$	39.81
50010366	2135	Transformer Repairperson - Materials				
		Start	\$	33.43	\$	34.35
		End 6 Mo	\$	34.42	\$	35.37
		End 1 Yr	\$	35.49	\$	36.47
			\$		\$	37.47
50010215	0923	Utility Worker - Elec Mt Dsbn				
50010159	0498	Traveling Utility Worker - Materials				
		Start	\$	23.76	\$	24.41
		End 6 Mo	\$	26.75	\$	27.49
		End 1 Yr	\$	29.76	\$	30.58
		End 18 Mo	\$	32.75	\$	33.65
			\$		\$	34.58

**ACCOUNTING AND COMPUTER OPERATIONS DEPARTMENT**

50072922	2825	Office Machine Repairman (General Office, Customer Accounting and Computer Operations)				
		Start	\$	35.42	\$	36.39
		End 6 Mo	\$	37.66	\$	38.70
		End 1 Yr	\$	38.51	\$	39.57
		End 18 Mo	\$	39.15	\$	40.23
			\$		\$	41.34
50073078	2819	Senior Office Machine Repairman	\$	41.56	\$	42.70
			\$		\$	43.87

**CUSTOMER ENERGY EFFICIENCY SERVICES DEPARTMENT**

50010372	2201	CIP Inspector				
		Start	\$	24.63	\$	25.31
		End 6 Mo	\$	27.62	\$	28.38
		End 1 Yr	\$	33.41	\$	34.33
			\$		\$	35.27

**ELECTRIC DEPARTMENT**

**OFFICE**

50010118	0252	Assistant Foreman's Clerk <i>See LA 07-57</i>				
		Start	\$	36.09	\$	37.08
		End 6 Mo	\$	36.70	\$	37.71
		End 1 Yr	\$	37.32	\$	38.35
			\$		\$	39.40

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010117	0250	Foreman's Clerk				
50010120	0254	Utility Foreman's Clerk <i>See L/A 06-19</i>	Start	\$ 35.78	\$ 36.76	\$ 37.77
			End 6 Mo	\$ 36.71	\$ 37.72	\$ 38.76
			End 1 Yr	\$ 38.08	\$ 39.13	\$ 40.21
			End 18 Mo	\$ 38.89	\$ 39.96	\$ 41.06
			End 2 Yr	\$ 39.62	\$ 40.71	\$ 41.83
50010119	0253	Foreman's Clerk (More than 2 Assistants) <i>See L/A 06-19</i>	Start	\$ 38.89	\$ 39.96	\$ 41.06
			End 6 Mo	\$ 39.62	\$ 40.71	\$ 41.83
			End 1 Yr	\$ 40.11	\$ 41.21	\$ 42.34
			End 18 Mo	\$ 41.24	\$ 42.37	\$ 43.54
<b>TRANSMISSION AND DISTRIBUTION</b>						
50010376	2281	Apprentice Cable Splicer	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 1 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 18 Mo	\$ 38.39	\$ 39.45	\$ 40.53
			End 2 Yr	\$ 39.46	\$ 40.55	\$ 41.67
			End 30 Mo	\$ 40.43	\$ 41.54	\$ 42.68
50010245	1101	Apprentice Lineman	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50449466	1117	Apprentice Lineman (After 3/1/2012)	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 34.09	\$ 35.03	\$ 35.99
			End 1 Yr	\$ 35.11	\$ 36.08	\$ 37.07
			End 18 Mo	\$ 36.17	\$ 37.16	\$ 38.18
			End 2 Yr	\$ 37.25	\$ 38.27	\$ 39.32
			End 30 Mo	\$ 38.37	\$ 39.43	\$ 40.51
			End 3 Yr	\$ 39.52	\$ 40.61	\$ 41.73
			End 42 Mo	\$ 40.70	\$ 41.82	\$ 42.97
50010260	1188	Apprentice Lineman - Transmission	Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.70	\$ 36.68	\$ 37.69
			End 1 Yr	\$ 36.95	\$ 37.97	\$ 39.01
			End 18 Mo	\$ 38.01	\$ 39.06	\$ 40.13
			End 2 Yr	\$ 39.26	\$ 40.34	\$ 41.45
			End 30 Mo	\$ 40.28	\$ 41.39	\$ 42.53

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50251115	0127	Apprentice Lineman - Service	Start	\$ 35.64	\$ 36.62	\$ 37.63
			End 6 Mo	\$ 36.02	\$ 37.01	\$ 38.03
			End 1 Yr	\$ 37.08	\$ 38.10	\$ 39.15
			End 18 Mo	\$ 37.88	\$ 38.92	\$ 39.99
			End 2 Yr	\$ 40.28	\$ 41.39	\$ 42.53
			End 30 Mo	\$ 41.35	\$ 42.49	\$ 43.66
50010199	0820	Cable Crew Foreman	Start	\$ 46.40	\$ 47.68	\$ 48.99
			End 1 Yr	\$ 47.89	\$ 49.21	\$ 50.56
50444050	0821	Cable Crew Foreman (+7 Emps)		\$ 50.29	\$ 51.67	\$ 53.09
50072918	1105	Cable Lineman - Temporary		\$ 43.29	\$ 44.48	\$ 45.70
50010375	2280	Cable Splicer				
50010380	2286	Unassigned Cable Splicer		\$ 44.81	\$ 46.04	\$ 47.31
50010091	0140	Cableman - San Francisco Division	Start	\$ 46.15	\$ 47.42	\$ 48.72
			End 1 Yr	\$ 46.87	\$ 48.16	\$ 49.48
50070767	0960	Cableman's Utility Worker	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 35.49	\$ 36.47	\$ 37.47
50010227	0998	Compliance Inspector		\$ 48.92	\$ 50.27	\$ 51.65
50010228	0999	Compliance Inspector Underground		\$ 44.81	\$ 46.04	\$ 47.31
50010191	0740	Electric Crew Foreman	Start	\$ 51.18	\$ 52.59	\$ 54.04
			End 1 Yr	\$ 52.42	\$ 53.86	\$ 55.34
50010190	0739	Electric Crew Foreman (When in charge of a crew 5 other employees)		\$ 55.05	\$ 56.56	\$ 58.12
50430687	0744	Electric Crew Foreman SME (Temp) <i>See L/A 12-04</i>	Start	\$ 53.74	\$ 55.22	\$ 56.74
			End 1 Yr	\$ 55.04	\$ 56.55	\$ 58.11
50010193	0746	Electric Crew Foreman - Transmission	Start	\$ 53.80	\$ 55.28	\$ 56.80
			End 1 Yr	\$ 55.05	\$ 56.56	\$ 58.12
50070744	0747	Electric Crew Foreman +5 - Transmission		\$ 57.83	\$ 59.42	\$ 61.05
50010242	1096	Electric T&D Assistant	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 27.78	\$ 28.54	\$ 29.32
			End 1 Yr	\$ 31.77	\$ 32.64	\$ 33.54
			End 18 Mo	\$ 35.78	\$ 36.76	\$ 37.77

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010147	0458	Field Clerk - Electric T&D (PIO)		\$ 36.71	\$ 37.72	\$ 38.76
50073144	0910	Groundman				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
50070746	1186	Helicopter Crew Foreman (Temp)				
			Start	\$ 56.29	\$ 57.84	\$ 59.43
			End 1 Yr	\$ 57.68	\$ 59.27	\$ 60.90
50116249	1185	Helicopter Line Worker (Temp)		\$ 53.84	\$ 55.32	\$ 56.84
50010226	0990	Inspector				
50072883	1035	Utility Inspector (Golden Gate Region only)		\$ 39.62	\$ 40.71	\$ 41.83
50010172	0623	Labor Crew Leader - Elec Transm & Dsbn		\$ 39.13	\$ 40.21	\$ 41.32
50010244	1100	Lineman				
50010246	1103	Unassigned Lineman				
50070780	1108	Utility Lineman - Burney		\$ 48.92	\$ 50.27	\$ 51.65
50073161	2010	Manhole Pumpman		\$ 33.43	\$ 34.35	\$ 35.29
50010184	0683	Night Cable Crew Foreman				
			Start	\$ 48.42	\$ 49.75	\$ 51.12
			End 6 Mo	\$ 49.28	\$ 50.64	\$ 52.03
50444101	0684	Night Cable Crew Foreman (+7 Emps)		\$ 51.74	\$ 53.16	\$ 54.62
50010378	2283	Night Cable Splicer				
			Start	\$ 45.50	\$ 46.75	\$ 48.04
			End 6 Mo	\$ 46.40	\$ 47.68	\$ 48.99
50010243	1098	Night Electric T&D Assistant				
			Start	\$ 24.30	\$ 24.97	\$ 25.66
			End 6 Mo	\$ 29.16	\$ 29.96	\$ 30.78
			End 1 Yr	\$ 32.47	\$ 33.36	\$ 34.28
			End 18 Mo	\$ 36.55	\$ 37.56	\$ 38.59
50072907	0913	Night Groundman				
			Start	\$ 24.29	\$ 24.96	\$ 25.65
			End 6 Mo	\$ 27.32	\$ 28.07	\$ 28.84
			End 1 Yr	\$ 30.39	\$ 31.23	\$ 32.09
			End 18 Mo	\$ 33.43	\$ 34.35	\$ 35.29
50072921	2013	Night Manhole Pumpman		\$ 34.20	\$ 35.14	\$ 36.11



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010325	1663	Night T&D Equipment Operator - San Francisco Div.	Start	\$ 38.81	\$ 39.88	\$ 40.98
			End 6 Mo	\$ 40.31	\$ 41.42	\$ 42.56
50010357	1943	Patrolman	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.49	\$ 36.47	\$ 37.47
50368698	1114	Pre-Apprentice Lineman	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 27.78	\$ 28.54	\$ 29.32
50010261	1190	Street Light Maintenceman	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 35.49	\$ 36.47	\$ 37.47
50010381	2290	Transmission Cableman		\$ 46.42	\$ 47.70	\$ 49.01
50430686	1055	Lineman SME (Temp)	Single	\$ 51.36	\$ 52.77	\$ 54.22
50010241	1094	Lineman - Transmission				
50072972	1093	Unassigned Lineman - Transmission		\$ 51.38	\$ 52.79	\$ 54.24
50010431	2535	Transmission Troubleman		\$ 52.37	\$ 53.81	\$ 55.29
50010432	2540	Troubleman				
50072877	2550	Utility Troubleman		\$ 49.87	\$ 51.24	\$ 52.65
50010145	0456	Transmission & Distribution Driver	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 35.78	\$ 36.76	\$ 37.77
50010323	1660	T&D Equipment Operator	Start	\$ 37.70	\$ 38.74	\$ 39.81
			End 6 Mo	\$ 39.13	\$ 40.21	\$ 41.32
50010324	1662	Transm & Dsbn Equipment Opr - Transm	Start	\$ 39.58	\$ 40.67	\$ 41.79
			End 6 Mo	\$ 41.11	\$ 42.24	\$ 43.40
50086376	0859	Service Crew Foreman	Start	\$ 55.27	\$ 56.79	\$ 58.35
			End 1 Yr	\$ 56.63	\$ 58.19	\$ 59.79
50086375	1091	Service Lineman		\$ 52.84	\$ 54.29	\$ 55.78
50010188	0737	Underground Construction Crew Foreman - Electric	Start	\$ 51.18	\$ 52.59	\$ 54.04
			End 1 Yr	\$ 52.42	\$ 53.86	\$ 55.34

Underground Construction Crew Foreman shall receive an additional \$50.00 per week.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010234	1077	Underground Construction Journeyman		\$ 48.92	\$ 50.27	\$ 51.65
		Underground Construction Journeyman shall receive an additional \$50.00 per week.				
50072875	2510	Utility Voltage Tester - Auburn				
50072836	2500	Voltage Tester				
			Start	\$ 37.70	\$ 38.74	\$ 39.81
			End 6 Mo	\$ 39.13	\$ 40.21	\$ 41.32
			End 1 Yr	\$ 39.62	\$ 40.71	\$ 41.83
50010202	0845	Working Foreman		\$ 43.22	\$ 44.41	\$ 45.63
50442771	1765	W&R Dispatcher-in-Training - Electric		\$ 33.57	\$ 34.49	\$ 35.44
50442772	1763	W&R Dispatcher - Electric				
50442774	1764	W&R Relief Dispatcher - Electric				
			Start	\$ 36.17	\$ 37.16	\$ 38.18
			End 6 Mo	\$ 36.97	\$ 37.99	\$ 39.03
			End 1 Yr	\$ 40.00	\$ 41.10	\$ 42.23
			End 18 Mo	\$ 43.30	\$ 44.49	\$ 45.71
		Relief: The rate of W&R Dispatcher - Electric plus \$5.00 per week plus 8 times the Sunday premium.				
<b>METER</b>						
50010422	2421	Apprentice Metering Electronics Technician				
50010426	2433	Apprentice Metering Systems Technician				
			Start	\$ 39.46	\$ 40.55	\$ 41.67
			End 6 Mo	\$ 40.11	\$ 41.21	\$ 42.34
			End 1 Yr	\$ 41.20	\$ 42.33	\$ 43.49
50010301	1488	Apprentice Meterperson				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50070800	1491	Electric Field Meterperson (PIO)				
		See L/A 11-29				
			Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 37.68	\$ 38.72	\$ 39.78
			End 1 Yr	\$ 40.00	\$ 41.10	\$ 42.23
50073080	0760	Electric Meter Crew Leader				
			Start	\$ 45.16	\$ 46.40	\$ 47.68
			End 1 Yr	\$ 46.40	\$ 47.68	\$ 48.99
50010414	2411	Metering Electronics Technician				
50072967	2422	Unassigned Metering Electric Technician				
				\$ 45.84	\$ 47.10	\$ 48.40

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50406798	2225	Meter Maintenance Person	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 33.24	\$ 34.15	\$ 35.09
			End 2 Yr	\$ 34.94	\$ 35.90	\$ 36.89
50010424	2431	Metering Systems Technician				
50010425	2432	Unassigned Metering Systems Technician		\$ 45.84	\$ 47.10	\$ 48.40
50010385	2364	Metering Technician Crew Leader	Start	\$ 47.89	\$ 49.21	\$ 50.56
			End 1 Yr	\$ 50.37	\$ 51.76	\$ 53.18
50010389	2370	Metering Technician Crew Leader II (PIO)	Start	\$ 50.29	\$ 51.67	\$ 53.09
			End 1 Yr	\$ 52.90	\$ 54.35	\$ 55.84
50010303	1490	Service Meterperson	Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 35.49	\$ 36.47	\$ 37.47
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
50010299	1480	Senior Meterperson				
50072962	1486	Unassigned Senior Meterperson		\$ 42.89	\$ 44.07	\$ 45.28
50010302	1489	Shop Meterperson	Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 37.68	\$ 38.72	\$ 39.78
			End 1 Yr	\$ 40.00	\$ 41.10	\$ 42.23
50486040	1773	W&R Dispatcher in Training - Metering		\$ 33.57	\$ 34.49	\$ 35.44
50486038	1771	W&R Dispatcher - Metering				
50486039	1772	W&R Relief Dispatcher Metering	Start	\$ 36.17	\$ 37.16	\$ 38.18
			End 6 Mo	\$ 36.97	\$ 37.99	\$ 39.03
			End 1 Yr	\$ 40.00	\$ 41.10	\$ 42.23
			End 18 Mo	\$ 43.30	\$ 44.49	\$ 45.71
Relief: The rate of W&R Dispatcher - Metering plus \$5.00 per week plus 8 times the Sunday premium.						
<b>MAINTENANCE</b>						
50010256	1141	Apprentice Electrical Machinist				
50010155	0481	Apprentice Electrician				
50072873	2630	Apprentice Welder - Electric	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010406	2401	Apprentice Electrical Technician				
50010411	2408	Apprentice Telecommunications Technician				
		Start	\$	38.39	\$ 39.45	\$ 40.53
		End 6 Mo	\$	39.46	\$ 40.55	\$ 41.67
		End 1 Yr	\$	40.11	\$ 41.21	\$ 42.34
		End 18 Mo	\$	41.20	\$ 42.33	\$ 43.49
		End 2 Yr	\$	42.89	\$ 44.07	\$ 45.28
50010317	1594	Crane Operator (Temp)	\$	39.13	\$ 40.21	\$ 41.32
50010194	0750	Electric Maintenance Crew Leader				
		Start	\$	45.30	\$ 46.55	\$ 47.83
		End 1 Yr	\$	46.40	\$ 47.68	\$ 48.99
50010195	0751	Electric Maintenance Crew Leader (Helms)				
		Start	\$	47.56	\$ 48.87	\$ 50.21
		End 1 Yr	\$	48.72	\$ 50.06	\$ 51.44
		Rate applies after 1 year in classification at Helms	\$	49.89	\$ 51.26	\$ 52.67
50010255	1140	Electrical Machinist				
50010257	1143	Unassigned Electrical Machinist	\$	43.29	\$ 44.48	\$ 45.70
50010254	1139	Electrical Machinist (Helms)	\$	45.46	\$ 46.71	\$ 47.99
		Rate applies after 1 year in classification at Helms	\$	41.98	\$ 43.55	\$ 45.29
50010405	2400	Electrical Technician				
50010408	2403	Unassigned Electrical Technician	\$	45.84	\$ 47.10	\$ 48.40
50010196	0752	Electrical Technician Crew Leader				
		Start	\$	47.90	\$ 49.22	\$ 50.57
		End 6 Mo	\$	49.06	\$ 50.41	\$ 51.80
50010407	2402	Electrical Technician (Helms)	\$	48.13	\$ 49.45	\$ 50.81
		Rate applies after 1 year in classification at Helms	\$	49.28	\$ 50.64	\$ 52.03
50232070	0758	Electric Technician Crew Leader - Helms				
		Start	\$	50.32	\$ 51.70	\$ 53.12
		End 6 Mo	\$	51.52	\$ 52.94	\$ 54.40
		End 1 Yr	\$	52.74	\$ 54.19	\$ 55.68
50010149	0467	Electrician - Electric & Hydro				
50010156	0484	Unassigned Electrician - Elec & Hydro	\$	43.29	\$ 44.48	\$ 45.70
50073084	0459	Electrician (Helms)				
		Start	\$	45.46	\$ 46.71	\$ 47.99
		End 1 Yr	\$	46.54	\$ 47.82	\$ 49.14
50070742	0494	Electrician - Switching	\$	45.46	\$ 46.71	\$ 47.99

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50073130	0890	Gardener	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
50073022	0463	Truck Driver Heavy - Electric		\$ 37.70	\$ 38.74	\$ 39.81
50073177	0624	Labor Crew Leader - Electric Maintenance		\$ 39.13	\$ 40.21	\$ 41.32
50073019	0424	Truck Driver Light - Electric	Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
50070792	1231	Mechanic - Electric	Start	\$ 35.18	\$ 36.15	\$ 37.14
			End 6 Mo	\$ 37.70	\$ 38.74	\$ 39.81
50072927	1930	Painter (Temp)		\$ 37.70	\$ 38.74	\$ 39.81
50251337	0251	Senior Telecommunications Crew Leader		\$ 48.13	\$ 49.45	\$ 50.81
50010410	2407	Telecommunications Crew Leader	Start	\$ 47.89	\$ 49.21	\$ 50.56
50073073	2426	Telecom Crew Foreman - DCP	End 6 Mo	\$ 49.06	\$ 50.41	\$ 51.80
			Start Rate 1	\$ 50.29	\$ 51.67	\$ 53.09
			Start Rate 2	\$ 51.24	\$ 52.65	\$ 54.10
			Start Rate 3	\$ 52.68	\$ 54.13	\$ 55.62
			End 6 Mo Rate 1	\$ 51.51	\$ 52.93	\$ 54.39
			End 6 Mo Rate 2	\$ 52.49	\$ 53.94	\$ 55.43
			End 6 Mo Rate 3	\$ 53.97	\$ 55.45	\$ 56.98
Rate 1 applies after being regularly headquartered at DCP for 1 year.						
Rate 2 applies after being regularly headquartered at DCP for 2 years.						
Rate 3 applies after being regularly headquartered at DCP for 3 years.						
50073072	2406	Telecommunications Installer	Start	\$ 32.70	\$ 33.60	\$ 34.52
			End 6 Mo	\$ 34.05	\$ 34.99	\$ 35.95
			End 1 Yr	\$ 35.44	\$ 36.41	\$ 37.41
			End 18 Mo	\$ 36.32	\$ 37.32	\$ 38.35
50010420	2417	Telecommunications Operations Analyst (DCPP, Fairfield and General Office Computer Centers, Sacramento Valley Region and San Joaquin Valley Region Headquarters only.)	Start	\$ 34.34	\$ 35.28	\$ 36.25
			End 6 Mo	\$ 35.44	\$ 36.41	\$ 37.41
			End 1 Yr	\$ 36.32	\$ 37.32	\$ 38.35
			End 18 Mo	\$ 37.46	\$ 38.49	\$ 39.55

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE				
				1/1/2012	1/1/2013	1/1/2014		
50010412	2409	Telecommunications Technician						
50010401	2393	Unassigned Telecommunications Technician	\$	45.84	\$	47.10	\$	48.40
50251337	0251	Senior Telecommunications Technician	\$	48.13	\$	49.45	\$	50.81
50010397	2389	Telecommunications Technician (Helms)	\$	48.13	\$	49.45	\$	50.81
		Rate applies after 1 year in classification at Helms	\$	49.28	\$	50.64	\$	52.03
50010417	2414	Telecommunications Technician - DCPD						
50072960	2427	Unassigned Telecommunications Technician - DCPD						
		Start	\$	45.84	\$	47.10	\$	48.40
		Rate 1	\$	48.13	\$	49.45	\$	50.81
		Rate 2	\$	49.04	\$	50.39	\$	51.78
		Rate 3	\$	50.42	\$	51.81	\$	53.23
		Rate 1 applies after being regularly headquartered at DCPD for 1 year. Rate 2 applies after being regularly headquartered at DCPD for 2 years. Rate 3 applies after being regularly headquartered at DCPD for 3 years.						
50010218	0932	Utility Worker - Telecommunications						
		Start	\$	23.76	\$	24.41	\$	25.08
		End 6 Mo	\$	26.75	\$	27.49	\$	28.25
		End 1 Yr	\$	29.76	\$	30.58	\$	31.42
		End 18 Mo	\$	32.75	\$	33.65	\$	34.58
50073069	0442	Tractor Driver Heavy - Electric						
		Start	\$	35.49	\$	36.47	\$	37.47
		End 6 Mo	\$	37.70	\$	38.74	\$	39.81
50070764	0437	Light Tractor Driver - Electric (Less than 30 H.P.)						
		Start	\$	33.43	\$	34.35	\$	35.29
		End 6 Mo	\$	34.42	\$	35.37	\$	36.34
50010367	2140	Transformer Repairperson						
		Start	\$	33.43	\$	34.35	\$	35.29
		End 6 Mo	\$	34.42	\$	35.37	\$	36.34
		End 1 Yr	\$	35.49	\$	36.47	\$	37.47
50073051	0417	Truck Driver - Electric						
		Start	\$	34.42	\$	35.37	\$	36.34
		End 6 Mo	\$	35.49	\$	36.47	\$	37.47
50010436	2620	Welder						
50072889	2633	Unassigned Welder	\$	35.74	\$	37.08	\$	38.56
50010216	0925	Utility Worker - Electric Maintenance						
50072845	0921	Utility Worker - Drum						
		Start	\$	23.76	\$	24.41	\$	25.08
		End 6 Mo	\$	26.75	\$	27.49	\$	28.25
		End 1 Yr	\$	29.76	\$	30.58	\$	31.42
		End 18 Mo	\$	32.75	\$	33.65	\$	34.58

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010214	0922	Utility Worker - Helms	Start	\$ 24.95	\$ 25.63	\$ 26.33
			End 6 Mo	\$ 28.09	\$ 28.86	\$ 29.66
			End 1 Yr	\$ 31.25	\$ 32.11	\$ 32.99
			End 18 Mo	\$ 34.39	\$ 35.33	\$ 36.31
		Rate 1	End 1 Yr	\$ 31.99	\$ 32.87	\$ 33.78
		Rate 2	End 18 Mo	\$ 35.21	\$ 36.17	\$ 37.17

Rate 1 applies after 1 year in classification at Helms and at 1 year wage step.  
Rate 2 applies after 1 year in classification at Helms and at 18 month wage step.

**OPERATING (including Hydro Operating)**

50010345	1822	Apprentice System Operator	Start	\$ 28.92	\$ 29.72	\$ 30.54
			End 6 Mo	\$ 30.34	\$ 31.17	\$ 32.03
			End 1 Yr	\$ 31.71	\$ 32.58	\$ 33.48
			End 18 Mo	\$ 34.52	\$ 35.47	\$ 36.45
			End 2 Yr	\$ 37.31	\$ 38.34	\$ 39.39
50010346	1823	Assistant System Operator	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 25.27	\$ 25.96	\$ 26.67
			End 1 Yr	\$ 26.74	\$ 27.48	\$ 28.24
			End 18 Mo	\$ 28.26	\$ 29.04	\$ 29.84
			End 2 Yr	\$ 29.75	\$ 30.57	\$ 31.41
50010347	1824	Utility Operator - Hydro <i>See L/A R1-05-22</i>	Start	\$ 24.50	\$ 25.17	\$ 25.86
			End 6 Mo	\$ 27.57	\$ 28.33	\$ 29.11
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 33.72	\$ 34.65	\$ 35.60
			End 2 Yr	\$ 37.81	\$ 38.85	\$ 39.92

**COOK**

Wages for Cook classifications are gross, from which boarding house charges at established rates will be deducted.

50070763	0355	When cooking for a group averaging less than 5 persons and having responsibility for upkeep of a dormitory.	\$ 32.75	\$ 33.65	\$ 34.58
50010139	0356	When cooking for a group averaging from 5 to 10 persons and having responsibility for upkeep of a dormitory.	\$ 34.42	\$ 35.37	\$ 36.34
50072989	0357	When cooking for a group averaging from 10 to 14 persons and having responsibility for upkeep of a dormitory.	\$ 37.70	\$ 38.74	\$ 39.81

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50083870	0360	When cooking for a group averaging more than 15 persons and having responsibility for upkeep of a dormitory.		\$ 39.62	\$ 40.71	\$ 41.83
COOK'S UTILITY WORKER						
Wages for Cook's Utility Worker classifications are gross, from which boarding house charges at established rates will be deducted.						
50070768	0964	At an establishment where less than 10 persons are boarded.		\$ 28.03	\$ 28.80	\$ 29.59
50070769	0965	At an establishment where from 10 to 15 persons are boarded.		\$ 28.73	\$ 29.52	\$ 30.33
50070770	0966	At an establishment where more than 15 persons are boarded.		\$ 29.56	\$ 30.37	\$ 31.21
50010319	1610	Division Operator - San Francisco Division				
50073077	1609	Division Operator - Provisional				
			Start	\$ 47.49	\$ 48.80	\$ 50.14
			End 6 Mo	\$ 50.69	\$ 52.08	\$ 53.51
			End 1 Yr	\$ 52.54	\$ 53.98	\$ 55.46
50010338	1803	Grid System Control Operator (PIO)				
			Start	\$ 51.15	\$ 52.56	\$ 54.01
			End 6 Mo	\$ 52.59	\$ 54.04	\$ 55.53
			End 1 Yr	\$ 54.70	\$ 56.20	\$ 57.75
HOUSEKEEPER						
Wages for Housekeeper classifications are gross, from which boarding house charges at established rates will be deducted.						
50010225	0980	At an establishment where less than 10 persons are boarded.		\$ 28.03	\$ 28.80	\$ 29.59
50070771	0983	At an establishment where from 10 to 15 persons are boarded.		\$ 28.73	\$ 29.52	\$ 30.33
50070772	0984	At an establishment where more than 15 persons are boarded.		\$ 29.56	\$ 30.37	\$ 31.21
50010349	1826	Hydro Operator				
50010350	1827	Unassigned Hydro Operator				
		See L/A R1-05-22	Start	\$ 48.28	\$ 49.61	\$ 50.97
			End 6 Mo	\$ 48.97	\$ 50.32	\$ 51.70
50010348	1825	Hydro Operator-In-Training				
		See L/A R1-05-22	Start	\$ 28.92	\$ 29.72	\$ 30.54
			End 6 Mo	\$ 33.80	\$ 34.73	\$ 35.69
			End 12 M	\$ 36.72	\$ 37.73	\$ 38.77



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010341	1809	Lead System Operator	Start	\$ 52.70	\$ 54.15	\$ 55.64
			End 6 Mo	\$ 53.94	\$ 55.42	\$ 56.94
50226825	1828	Unassigned Hydro Operator - Helms <i>See L/A R1-05-22</i>	Start	\$ 50.70	\$ 52.09	\$ 53.52
			End 6 Mo	\$ 51.41	\$ 52.82	\$ 54.27
			End 1 Yr	\$ 52.64	\$ 54.09	\$ 55.58
50010342	1811	Unassigned System Operator				
50010343	1812	System Operator - Provisional	Start	\$ 41.67	\$ 42.82	\$ 44.00
			End 6 Mo	\$ 43.30	\$ 44.49	\$ 45.71
			End 1 Yr	\$ 44.93	\$ 46.17	\$ 47.44
			End 18 Mo	\$ 46.58	\$ 47.86	\$ 49.18
			End 2 Yr	\$ 48.89	\$ 50.23	\$ 51.61
			End 30 Mo	\$ 50.38	\$ 51.77	\$ 53.19
50010334	1740	Roving Operator (Hydro Plants) <i>See L/A-R1-05-22</i>				
50010335	1741	Roving Operator - Unassigned				
50072879	1745	Utility Roving Operator - Stockton only	Start	\$ 45.42	\$ 46.67	\$ 47.95
			End 6 Mo	\$ 45.93	\$ 47.19	\$ 48.49
50073114	0070	Station Attendant		\$ 39.13	\$ 40.21	\$ 41.32
50010339	1805	System Operator	Start	\$ 41.67	\$ 42.82	\$ 44.00
			End 6 Mo	\$ 43.30	\$ 44.49	\$ 45.71
			End 1 Yr	\$ 44.93	\$ 46.17	\$ 47.44
			End 18 Mo	\$ 46.58	\$ 47.86	\$ 49.18
			End 2 Yr	\$ 48.89	\$ 50.23	\$ 51.61
			End 30 Mo	\$ 50.38	\$ 51.77	\$ 53.19
50010344	1819	Hydro Operator (Helms) <i>See L/A R1-05-22</i>	Start	\$ 50.70	\$ 52.09	\$ 53.52
			End 6 Mo	\$ 51.41	\$ 52.82	\$ 54.27
			End 1 Yr	\$ 52.64	\$ 54.09	\$ 55.58
50072881	1880	Utility Operator - Substation				
50072891	1878	Utility Operator - Unassigned				
50072882	1879	Utility Operator - Provisional	Start	\$ 41.34	\$ 42.48	\$ 43.65
			End 6 Mo	\$ 41.82	\$ 42.97	\$ 44.15
50072843	0926	Utility Worker - Electric Operating				
50072845	0921	Utility Worker - Drum	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>CLERICAL - HYDRO</b>						
50010122	0264	First Hydro Clerk	Start	\$ 35.78	\$ 36.76	\$ 37.77
			End 6 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 18 Mo	\$ 38.62	\$ 39.68	\$ 40.77
			End 2 Yr	\$ 39.24	\$ 40.32	\$ 41.43
50010124	0266	First Hydro Clerk - Helms	Start	\$ 37.54	\$ 38.57	\$ 39.63
			End 6 Mo	\$ 38.27	\$ 39.32	\$ 40.40
			End 1 Yr	\$ 39.58	\$ 40.67	\$ 41.79
			End 18 Mo	\$ 40.55	\$ 41.67	\$ 42.82
			End 2 Yr	\$ 41.19	\$ 42.32	\$ 43.48
			Rate 1	\$ 40.53	\$ 41.65	\$ 42.80
			Rate 2	\$ 41.52	\$ 42.66	\$ 43.83
			Rate 3	\$ 42.18	\$ 43.34	\$ 44.54

Rate 1 applies after 1 year in classification at Helms and at 1-year wage step.  
 Rate 2 applies after 1 year in classification at Helms and at 18-month wage step.  
 Rate 3 applies after 1 year in classification at Helms and at 2-year wage step.

50010123	0265	Routine Hydro Clerk	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.99	\$ 27.73	\$ 28.49
			End 1 Yr	\$ 30.22	\$ 31.05	\$ 31.90
			End 18 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 2 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 30 Mo	\$ 35.78	\$ 36.76	\$ 37.77
50010121	0263	Senior Hydro Clerk	Start	\$ 39.24	\$ 40.32	\$ 41.43
			End 6 Mo	\$ 40.11	\$ 41.21	\$ 42.34
			End 1 Yr	\$ 40.92	\$ 42.05	\$ 43.21
			End 18 Mo	\$ 41.83	\$ 42.98	\$ 44.16

**GAS DEPARTMENT**

**GAS DISTRIBUTION AND CONTROL CENTER**

50489164	1591	Apprentice Distribution Gas System Operator	Start	\$ 38.62	\$ 39.68	\$ 40.77
			End 6 Mo	\$ 39.84	\$ 40.94	\$ 42.07
			End 1 Yr	\$ 42.19	\$ 43.35	\$ 44.54
50489065	1587	Distribution Gas System Operator (Relief)		44.99	46.23	47.5
		Relief: The rate of Distribution Gas System Operator plus \$5.00 per week plus 8 times the Sunday premium.				

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>TRANSMISSION AND DISTRIBUTION</b>						
50010168	0561	Apprentice Fitter				
50010161	0524	Fieldperson				
50070741	0526	Night Fieldperson - San Francisco Division Only				
50072863	0526	Night Fieldperson				
			Start	\$ 33.72	\$ 34.65	\$ 35.60
			End 6 Mo	\$ 34.08	\$ 35.02	\$ 35.98
			End 1 Yr	\$ 35.09	\$ 36.05	\$ 37.04
			End 18 Mo	\$ 35.85	\$ 36.84	\$ 37.85
			End 2 Yr	\$ 36.65	\$ 37.66	\$ 38.70
50010320	1645	Equipment Operator - Gas		\$ 39.35	\$ 40.43	\$ 41.54
50010167	0560	Fitter				
50010170	0563	Unassigned Fitter		\$ 43.29	\$ 44.48	\$ 45.70
50010169	0562	Fitter - Arc		\$ 44.25	\$ 45.47	\$ 46.72
50010175	0641	Gas Crew Leader (Non-welding)		\$ 45.30	\$ 46.55	\$ 47.83
50010174	0640	Gas Crew Leader (Welding)				
			Start	\$ 45.30	\$ 46.55	\$ 47.83
			End 1 Yr	\$ 46.40	\$ 47.68	\$ 48.99
50010283	1300	Gas Mechanic		\$ 46.40	\$ 47.68	\$ 48.99
50010285	1307	Gas Control Mechanic		\$44.08	\$ 45.29	\$ 46.54
50073001	1404	Unassigned Gas Control Mechanic		\$44.08	\$ 45.29	\$ 46.54
50072864	1308	Apprentice Gas Control Mechanic				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010322	1650	Heavy Equipment Operator		\$ 39.89	\$ 40.99	\$ 42.12
50010148	0465	Heavy Truck Driver		\$ 38.42	\$ 39.48	\$ 40.57
50010189	0738	Underground Construction Crew Leader - Gas				
			Start	\$ 46.31	\$ 47.58	\$ 48.89
			End 1 Yr	\$ 48.64	\$ 49.98	\$ 51.35
		Underground Construction Crew Leader shall receive an additional \$50.00 per week.				
50010235	1078	Underground Construction Journeyman Gas)		\$ 45.37	\$ 46.62	\$ 47.90
		Underground Construction Journeyman shall receive an additional \$50.00 per week.				

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50072886	0241	Utility Field Clerk - Modesto				
50010112	0242	Utility Field Clerk - Bakersfield				
50010116	0248	Utility Field Clerk - San Francisco				
			\$	36.75	\$	37.76
			\$		\$	38.80
50010217	0930	Utility Worker - Gas Transm & Dsbn				
		Start	\$	23.76	\$	24.41
		End 6 Mo	\$	26.75	\$	27.49
		End 1 Yr	\$	29.75	\$	30.57
		End 18 Mo	\$	32.75	\$	33.65
			\$		\$	34.58
<b>SERVICE</b>						
50072944	0190	Chartperson				
			\$	37.70	\$	38.74
			\$		\$	39.81
50010475	2785	Meter Reader				
		Start	\$	22.92	\$	23.55
		End 6 Mo	\$	25.73	\$	26.44
		End 1 Yr	\$	28.52	\$	29.30
		End 18 Mo	\$	31.33	\$	32.19
		End 2 Yr	\$	32.28	\$	33.17
		End 30 Mo	\$	33.24	\$	34.15
			\$		\$	35.09
50010474	2782	Senior Meter Reader				
		Start	\$	35.82	\$	36.81
		End 6 Mo	\$	36.86	\$	37.87
			\$		\$	38.91
50010293	1405	Service Mechanic				
			\$	43.80	\$	45.00
			\$		\$	46.24
50010336	1755	Service Operator				
		Start	\$	34.42	\$	35.37
		End 6 Mo	\$	35.18	\$	36.15
		End 1 Yr	\$	36.46	\$	37.46
		End 18 Mo	\$	38.08	\$	39.13
		End 2 Yr	\$	39.62	\$	40.71
		End 30 Mo	\$	41.20	\$	42.33
			\$		\$	43.49
50010373	2210	Gas Service Representative				
50072885	2220	Utility Gas Service Representative - Jackson				
		Start	\$	35.67	\$	36.65
		End 6 Mo	\$	36.48	\$	37.48
		End 1 Yr	\$	37.79	\$	38.83
		End 18 Mo	\$	39.46	\$	40.55
		End 2 Yr	\$	41.06	\$	42.19
		End 30 Mo	\$	42.68	\$	43.85
			\$		\$	45.06
50073353	1762	W&R Dispatcher-In-Training Gas				
			\$	33.57	\$	34.49
			\$		\$	35.44
50073351	1760	Work and Resource Dispatcher - Gas				
50073352	1761	Work and Resource Relief Dispatcher - Gas				
		Start	\$	36.17	\$	37.16
		End 6 Mo	\$	36.97	\$	37.99
		End 1 Yr	\$	40.00	\$	41.10
			\$		\$	38.18
			\$		\$	39.03
			\$		\$	42.23

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
			End 18 Mo	\$ 43.30	\$ 44.49	\$ 45.71

Relief: The rate of Work and Resource Dispatcher plus \$5.00 per week plus 8 times the Sunday premium.

**GAS MEASUREMENT AND CORROSION CONTROL**

Relief Operator or Engineer

The appropriate rate of the designated operating classification, plus \$5.00 per week plus 8 times the hourly Sunday premium.

50010290	1368	Apprentice Measurement and Control Mechanic				
50072852	1305	Apprentice Gas Contrl Mech - Meas & Cntl				
		Start	\$ 33.10	\$ 34.01	\$ 34.95	
		End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29	
		End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34	
		End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14	
		End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48	
		End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53	
50073150	1241	Tech Compressor Mechanic - Meas & Contrl	\$ 44.49	\$ 45.71	\$ 46.97	
50010270	1245	Corrosion Mechanic				
		Start	\$ 37.39	\$ 38.42	\$ 39.48	
		End 6 Mo	\$ 38.39	\$ 39.45	\$ 40.53	
		End 1 Yr	\$ 39.13	\$ 40.21	\$ 41.32	
		End 18 Mo	\$ 39.87	\$ 40.97	\$ 42.10	
		End 2 Yr	\$ 40.92	\$ 42.05	\$ 43.21	
50010300	1483	Field Meterperson				
		Start	\$ 33.43	\$ 34.35	\$ 35.29	
		End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34	
		End 1 Yr	\$ 35.49	\$ 36.47	\$ 37.47	
50010413	2410	Gas Control Technician - Division	\$ 44.17	-	-	
		<i>Effective:</i>	10/1/2012	1/1/2013	1/1/2014	
			\$ 45.84	\$ 47.10	\$ 48.40	
50010288	1365	Measurement and Control Mechanic				
50010289	1366	Unassigned Measurement and Control Mechanic				
			\$ 43.29	-	-	
		<i>Effective:</i>	10/1/2012	1/1/2013	1/1/2014	
			\$ 44.25	\$ 45.47	\$ 46.72	

**GAS METER REPAIR FACILITY**

50010291	1375	Meter/Regulator Mechanic				
		Start	\$ 33.65	\$ 34.58	\$ 35.53	
		End 6 Mo	\$ 34.20	\$ 35.14	\$ 36.11	
		End 1 Yr	\$ 34.95	\$ 35.91	\$ 36.90	
		End 18 Mo	\$ 36.17	\$ 37.16	\$ 38.18	
		End 2 Yr	\$ 37.14	\$ 38.16	\$ 39.21	

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010067	0055	Plant Assistant	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.75	\$ 30.57	\$ 31.41
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
			End 2 Yr	\$ 33.10	\$ 34.01	\$ 34.95
50316166	1390	Plant Mechanic	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 35.96	\$ 36.95	\$ 37.97
			End 30 Mo	\$ 38.62	\$ 39.68	\$ 40.77
50010421	2420	Plant Technician		\$ 42.89	\$ 44.07	\$ 45.28
50010292	1376	Senior Meter/Regulator Mechanic		\$ 38.08	\$ 39.13	\$ 40.21

**GENERAL SERVICES DEPARTMENT**

**GARAGE**

50010275	1258	Apprentice Equipment Mechanic	Start	\$ 33.89	\$ 34.82	\$ 35.78
			End 6 Mo	\$ 34.68	\$ 35.63	\$ 36.61
			End 1 Yr	\$ 35.49	\$ 36.47	\$ 37.47
			End 18 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010273	1255	Equipment Mechanic				
50010271	1252	Utility Equipment Mechanic - Auberry				
50010274	1256	Unassigned Equipment Mechanic		\$ 43.29	\$ 44.48	\$ 45.70
50010272	1253	Utility Equipment Mechanic - Helms	Start	\$ 45.46	\$ 46.71	\$ 47.99
			End 1 Yr	\$ 46.54	\$ 47.82	\$ 49.14
50070796	1254	Utility Equipment Mechanic (DER)	Start	\$ 43.29	\$ 44.48	\$ 45.70
50010276	1259	Equipment Mechanic - DCPD		\$ 43.29	\$ 44.48	\$ 45.70
			Rate 1	\$ 45.46	\$ 46.71	\$ 47.99
			Rate 2	\$ 46.32	\$ 47.59	\$ 48.90
			Rate 3	\$ 47.61	\$ 48.92	\$ 50.27

Rate 1 applies after being regularly headquartered at DCPD for 1 year.  
 Rate 2 applies after being regularly headquartered at DCPD for 2 years.  
 Rate 3 applies after being regularly headquartered at DCPD for 3 years.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50073128	0060	Garage Attendant - General Office	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 35.25	\$ 36.22	\$ 37.22
			End 1 Yr	\$ 35.78	\$ 36.76	\$ 37.77
50010186	0730	Garage Subforeman		\$ 45.30	\$ 46.55	\$ 47.83
50010187	0733	Garage Subforeman (DCPP)		\$ 45.30	\$ 46.55	\$ 47.83
			Rate 1	\$ 47.56	\$ 48.87	\$ 50.21
			Rate 2	\$ 48.48	\$ 49.81	\$ 51.18
			Rate 3	\$ 49.83	\$ 51.20	\$ 52.61
<p>Rate 1 applies after being regularly headquartered at DCPP for 1 year.                      Rate 2 applies after being regularly headquartered at DCPP for 2 years.                      Rate 3 applies after being regularly headquartered at DCPP for 3 years.</p>						
50010210	0880	Garageman	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
			End 2 Yr	\$ 33.43	\$ 34.35	\$ 35.29
50010143	0423	Light Truck Driver - Garage	Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
50072928	1928	Painter - Garage		\$ 37.70	\$ 38.74	\$ 39.81
50010237	1083	Parking Leadman (50 Main Garage)	Start	\$ 37.70	\$ 38.74	\$ 39.81
			End 6 Mo	\$ 39.13	\$ 40.21	\$ 41.32
			End 1 Yr	\$ 40.50	\$ 41.61	\$ 42.75
50010126	0277	Parts Clerk	Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 34.95	\$ 35.91	\$ 36.90
			End 1 Yr	\$ 35.96	\$ 36.95	\$ 37.97
			End 18 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 2 Yr	\$ 37.70	\$ 38.74	\$ 39.81
<p><b>BUILDING SERVICE</b></p>						
50010158	0492	Building Engineer - GO only	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.49	\$ 36.47	\$ 37.47
			End 2 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 30 Mo	\$ 39.13	\$ 40.21	\$ 41.32

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
		Relief Building Engineer				
		The appropriate rate of Building Engineer, plus \$5.00 per week plus 8 times the hourly Sunday premium.				
50010268	1242	Building Mechanic				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.49	\$ 36.47	\$ 37.47
			End 2 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 30 Mo	\$ 39.13	\$ 40.21	\$ 41.32
50010182	0665	Building Crew Leader				
			Start	\$ 43.10	\$ 44.29	\$ 45.51
			End 1 Yr	\$ 43.77	\$ 44.97	\$ 46.21
50010183	0666	Building Crew Leader (DCPP)				
				\$ 43.77	\$ 44.97	\$ 46.21
			Rate 1	\$ 45.96	\$ 47.22	\$ 48.52
			Rate 2	\$ 46.83	\$ 48.12	\$ 49.44
			Rate 3	\$ 48.15	\$ 49.47	\$ 50.83
		Rate 1 applies after being regularly headquartered at DCPP for 1 year.				
		Rate 2 applies after being regularly headquartered at DCPP for 2 years.				
		Rate 3 applies after being regularly headquartered at DCPP for 3 years.				
50010382	2355	Building Technician		\$ 45.42	\$ 46.67	\$ 47.95
50073127	0590	Floorperson - General Office only				
			Start	\$ 31.79	\$ 32.66	\$ 33.56
			End 6 Mo	\$ 33.10	\$ 34.01	\$ 34.95
50073130	0890	Gardener				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
50010233	1050	Janitor				
50070776	1060	Janitress				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.25	\$ 26.97	\$ 27.71
			End 1 Yr	\$ 28.70	\$ 29.49	\$ 30.30
			End 18 Mo	\$ 31.17	\$ 32.03	\$ 32.91
50073181	0493	Lead Building Engineer - General Office only				
50010266	1235	Lead Building Mechanic		\$ 40.92	\$ 42.05	\$ 43.21



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010267	1236	Lead Building Mechanic - DCP	Start	\$ 40.92	\$ 42.05	\$ 43.21
			Rate 1	\$ 42.96	\$ 44.14	\$ 45.35
			Rate 2	\$ 43.78	\$ 44.98	\$ 46.22
			Rate 3	\$ 45.00	\$ 46.24	\$ 47.51
		Rate 1 applies after being regularly headquartered at DCP for 1 year. Rate 2 applies after being regularly headquartered at DCP for 2 years. Rate 3 applies after being regularly headquartered at DCP for 3 years.				
50070777	1073	Lead Janitor - General Office		\$ 33.65	\$ 34.58	\$ 35.53
50073170	1935	Lead Painter - General Office	Start	\$ 39.13	\$ 40.21	\$ 41.32
			End 6 Mo	\$ 40.92	\$ 42.05	\$ 43.21
			End 1 Yr	\$ 41.83	\$ 42.98	\$ 44.16
50072847	0927	Utility Worker - Building Services	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
50072848	0929	Utility Worker - Building (DCP)	Start	\$ 25.33	\$ 26.03	\$ 26.75
			End 6 Mo	\$ 27.80	\$ 28.56	\$ 29.35
			End 1 Yr	\$ 30.27	\$ 31.10	\$ 31.96
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58

**MISCELLANEOUS**

2570 Utilityperson - General Office Rate based upon various types of work performed.

**GAS SYSTEM MAINTENANCE/GAS SYSTEM OPERATIONS**

**MAINTENANCE**

50070793	1246	Lead Tech Compressor Mechanic		\$ 46.20	\$ 47.47	\$ 48.78
50070794	1249	Tech Compressor Mechanic		\$ 44.08	\$ 45.29	\$ 46.54
50070795	1251	Apprentice Tech Compressor Mechanic	Start	\$ 33.10	\$ 34.01	\$ 34.95
50072865	2437	Apprentice Gas Control Technician - GSM	End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
50072871	1401	Apprentice Transmission Mechanic	End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50202594	1422	Engine Analyst See LA 07-36		\$ 45.06	\$ 46.30	\$ 47.57

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010294	1406	Transmission Mechanic				
50072958	1414	Unassigned Transmission Mechanic		\$ 41.61	\$ 42.75	\$ 43.93
50070745	825	Transmission Crew Leader (When assigned to supervise four or more employees including themselves.)	Start	\$ 44.49	\$ 45.71	\$ 46.97
			End 1 Yr	\$ 45.50	\$ 46.75	\$ 48.04
50010427	2435	Gas Control Technician - GSM				
	2436	Unassigned Gas Control Technician - GSM				
50010428	2448	Gas Control Technician - M&C		\$ 44.49	-	-
			<i>Effective:</i>	10/1/2012	1/1/2013	1/1/2014
				\$ 45.84	\$ 47.10	\$ 48.40
50072607	2434	Lead Gas Control Technician		\$ 46.72	\$ 48.00	\$ 49.32
50010418	2415	Gas Transmission Technician		\$ 45.84	\$ 47.10	\$ 48.40
50010419	2416	Lead Gas Transmission Technician (When assigned to supervise four or more employees including themselves.)		\$ 47.89	\$ 49.21	\$ 50.56
50010068	0057	Maintenance Assistant I	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
A Maintenance Assistant I will automatically progress to Maintenance Assistant II upon completion of 18 months in rate or hold top step for 6 months.						
50010066	0049	Maintenance Assistant II	Start	\$ 32.75	\$ 33.65	\$ 34.58
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
			End 1 Yr	\$ 36.17	\$ 37.16	\$ 38.18
A Maintenance Assistant II will automatically progress to Senior Maintenance Assistant upon completion of skill proficiency examination and 6 months at top step.						
50010065	0048	Senior Maintenance Assistant		\$ 37.75	\$ 38.79	\$ 39.86
50010298	1440	Mechanic-Welder				
50010250	1112	Machinist (PIO - GSBU only)				
50010252	1127	Unassigned machinist (PIO-GSUB only)		\$ 43.29	\$ 44.48	\$ 45.70
50010270	1245	Corrosion Mechanic (PIO - GSBU only)	Start	\$ 37.39	\$ 38.42	\$ 39.48
			End 6 Mo	\$ 38.39	\$ 39.45	\$ 40.53
			End 1 Yr	\$ 39.13	\$ 40.21	\$ 41.32
			End 18 Mo	\$ 39.87	\$ 40.97	\$ 42.10
			End 2 Yr	\$ 40.92	\$ 42.05	\$ 43.21

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010219	0935	Utility Worker-GSM	Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58

**OPERATIONS**

50073138	1591	Apprentice Transmission Gas System Operator	Start	\$ 38.62	\$ 39.68	\$ 40.77
			End 6 Mo	\$ 39.84	\$ 40.94	\$ 42.07
			End 1 Yr	\$ 42.19	\$ 43.35	\$ 44.54

50010329	1705	Operator-Mechanic	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 38.08	\$ 39.13	\$ 40.21

Relief Operator-Mechanic

The appropriate rate of Operator-Mechanic, plus \$5.00 per week plus 8 times the hourly Sunday premium.

50010332	1708	Operator-Mechanic I	Start	\$ 33.88	\$ 34.81	\$ 35.77
			End 6 Mo	\$ 34.23	\$ 35.17	\$ 36.14
			End 1 Yr	\$ 35.20	\$ 36.17	\$ 37.16
			End 18 Mo	\$ 35.95	\$ 36.94	\$ 37.96
			End 2 Yr	\$ 38.86	\$ 39.93	\$ 41.03

To progress to Operator Mechanic I, employee must be an Operator Mechanic and successfully complete skill block 1 (Station Facilities).

50010331	1707	Operator-Mechanic II	Start	\$ 34.66	\$ 35.61	\$ 36.59
			End 6 Mo	\$ 35.00	\$ 35.96	\$ 36.95
			End 1 Yr	\$ 35.98	\$ 36.97	\$ 37.99
			End 18 Mo	\$ 36.75	\$ 37.76	\$ 38.80
			End 2 Yr	\$ 39.63	\$ 40.72	\$ 41.84

To progress to Operator Mechanic II, employee must be an Operator Mechanic II and successfully complete skill block 2 (Transmission Facilities).

50010328	1704	Senior Operator-Mechanic (PIO)	Start	\$ 39.39	\$ 40.47	\$ 41.58
			End 1 Yr	\$ 41.16	\$ 42.29	\$ 43.45

Relief Senior Operator Mechanic (PIO)

The appropriate rate of Senior Operator Mechanic, plus \$5.00 per week plus 8 times the hourly Sunday premium.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010330	1706	Lead Operator Mechanic (When assigned to supervise four or more employees including themselves.)	Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.11	\$ 36.08	\$ 37.07
			End 1 Yr	\$ 36.14	\$ 37.13	\$ 38.15
			End 18 Mo	\$ 36.92	\$ 37.94	\$ 38.98
			End 2 Yr	\$ 39.98	\$ 41.08	\$ 42.21
50073171	1709	Lead Operator Mechanic I (When assigned to to supervise four or more employees including themselves.)	Start	\$ 35.53	\$ 36.51	\$ 37.51
			End 6 Mo	\$ 35.88	\$ 36.87	\$ 37.88
			End 1 Yr	\$ 36.91	\$ 37.93	\$ 38.97
			End 18 Mo	\$ 37.72	\$ 38.76	\$ 39.83
			End 2 Yr	\$ 40.76	\$ 41.88	\$ 43.03
50073172	1703	Lead Operator Mechanic II (When assigned to supervise four or more employees including themselves.)	Start	\$ 36.30	\$ 37.30	\$ 38.33
			End 6 Mo	\$ 36.69	\$ 37.70	\$ 38.74
			End 1 Yr	\$ 37.72	\$ 38.76	\$ 39.83
			End 18 Mo	\$ 38.50	\$ 39.56	\$ 40.65
			End 2 Yr	\$ 41.55	\$ 42.69	\$ 43.86
*	1702	Lead Senior Operator Mechanic (When assigned to supervise four or more employees including themselves.)	Start	\$ 41.38	\$ 42.52	\$ 43.69
			End 1 Yr	\$ 43.22	\$ 44.41	\$ 45.63
		Relief Lead Senior Operator Mechanic (When assigned to supervise four or more employees including themselves.) The appropriate rate of Lead Senior Operator Mechanic, plus \$5.00 per week plus 8 times the hourly Sunday premium.				
50010314	1587	Transmission Gas System Operator		\$ 44.99	\$ 46.23	\$ 47.50
		Relief Transmission Gas System Operator The appropriate rate of Transmission Gas System Operator, plus \$5.00 per week plus 8 times the hourly Sunday premium.				
50010309	1577	Senior Gas Transmission Operator (PIO)	Start	\$ 42.24	\$ 43.40	\$ 44.59
			End 1 Yr	\$ 44.17	\$ 45.38	\$ 46.63
		Relief Senior Gas Transmission Operator The appropriate rate of Senior Gas Transmission Operator, plus \$5.00 per week plus 8 times the hourly Sunday premium.				

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
*	1574	Lead Senior Gas Transmission Operator (When assigned to supervise four or more employees including themselves.)	Start	\$ 44.36	\$ 45.58	\$ 46.83
			End 1 Yr	\$ 46.39	\$ 47.67	\$ 48.98
		Relief Lead Senior Gas Transmission Operator (When assigned to supervise four or more employees including themselves.) The appropriate rate of Lead Senior Gas Transmission Operator, plus \$5.00 per week plus 8 times the hourly Sunday premium.				
50210203	2130	Operator (50210205) See LA 07-34	Start	\$ 33.02	\$ 33.93	\$ 34.86
			End 6 Mo	\$ 35.09	\$ 36.05	\$ 37.04
			End 1 Yr	\$ 38.29	\$ 39.34	\$ 40.42
50210204	2131	Senior Operator (50210203) See LA 07-34		\$ 41.12	\$ 42.25	\$ 43.41
50210205	2131	Relief Senior Operator (50210205) Senior Operator wage, plus \$5, plus 8 Times the hourly Sunday premium.		\$ 41.12	\$ 42.25	\$ 43.41

**STEAM GENERATION & NUCLEAR POWER GENERATION DEPARTMENTS  
EXCEPT DIABLO CANYON POWER PLANT**

**OPERATING**

Relief Operator or Engineer

The appropriate rate of the designated operating classification, plus \$5.00 per week plus 8 times the hourly Sunday premium.

50010315	1589	Assistant Control Operator - (Group I) Humboldt Bay, Hunters Point	Start	\$ 39.62	\$ 40.71	\$ 41.83
			End 6 Mo	\$ 40.67	\$ 41.79	\$ 42.94
50010308	1560	Auxiliary Operator	Start	\$ 28.92	\$ 29.72	\$ 30.54
			End 6 Mo	\$ 30.54	\$ 31.38	\$ 32.24
			End 1 Yr	\$ 32.75	\$ 33.65	\$ 34.58
			End 18 Mo	\$ 33.89	\$ 34.82	\$ 35.78
			End 2 Yr	\$ 34.95	\$ 35.91	\$ 36.90
			End 30 Mo	\$ 36.17	\$ 37.16	\$ 38.18

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010555	3260	Chemical Technologist	Start	\$ 30.20	\$ 31.03	\$ 31.88
			End 6 Mo	\$ 31.41	\$ 32.27	\$ 33.16
			End 1 Yr	\$ 32.67	\$ 33.57	\$ 34.49
			End 18 Mo	\$ 33.97	\$ 34.90	\$ 35.86
			End 2 Yr	\$ 35.30	\$ 36.27	\$ 37.27
			End 30 Mo	\$ 36.75	\$ 37.76	\$ 38.80
			End 3 Yr	\$ 38.20	\$ 39.25	\$ 40.33
			End 42 Mo	\$ 39.74	\$ 40.83	\$ 41.95
			End 4 Yr	\$ 41.35	\$ 42.49	\$ 43.66
			End 54 Mo	\$ 42.91	\$ 44.09	\$ 45.30
50010313	1585	Control Operator - (Group I) Humboldt Bay, Hunters Point	Start	\$ 42.23	\$ 43.39	\$ 44.58
			End 6 Mo	\$ 44.17	\$ 45.38	\$ 46.63
50010233	1050	Janitor	Start	\$ 23.76	\$ 24.41	\$ 25.08
50070776	1060	Janitress	End 6 Mo	\$ 26.25	\$ 26.97	\$ 27.71
			End 1 Yr	\$ 28.70	\$ 29.49	\$ 30.30
			End 18 Mo	\$ 31.17	\$ 32.03	\$ 32.91
50010310	1580	Senior Control Operator - (Group I) Humboldt Bay Hunters Point	Start	\$ 45.84	\$ 47.10	\$ 48.40
<b>ELECTRICAL MAINTENANCE</b>						
50072851	0482	Apprentice Electrician - Steam	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50073081	0749	Electrical Maintenance Subforeman - Steam	Start	\$ 45.30	\$ 46.55	\$ 47.83
			End 1 Yr	\$ 46.40	\$ 47.68	\$ 48.99
50010150	0468	Electrician - Steam	Start	\$ 43.29	\$ 44.48	\$ 45.70
50073004	0485	Unassigned Electrician - Steam	End 6 Mo	\$ 43.29	\$ 44.48	\$ 45.70
50010153	0477	Traveling Electrician	End 1 Yr	\$ 43.29	\$ 44.48	\$ 45.70
50072953	0476	Unassigned Traveling Electrician	End 18 Mo	\$ 43.29	\$ 44.48	\$ 45.70
50072839	0943	Utility Worker - Steam Gen Electrical	Start	\$ 23.76	\$ 24.41	\$ 25.08
50073053	0942	Traveling Utility Worker - Electric	End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>MECHANICAL MAINTENANCE</b>						
50070785	1131	Apprentice Machinist - Steam				
50010369	2171	Apprentice Mechanic - Rigger				
50072874	2629	Apprentice Welder - Steam				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010437	2626	Certified Welder				
50073013	2623	Unassigned Certified Welder				
50010440	2637	Traveling Certified Welder				
50072957	2636	Unassigned Traveling Certified Welder				
				\$ 43.29	\$ 44.48	\$ 45.70
50073016	0426	Truck Driver Light - Steam				
			Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
50073166	1111	Machinist - Steam				
50070783	1126	Unassigned Machinist - Steam				
50010259	1147	Traveling Machinist				
50010251	1124	Unassigned Traveling Machinist				
				\$ 43.29	\$ 44.48	\$ 45.70
*	0753	Maintenance Subforeman				
			Start	\$ 45.30	\$ 46.55	\$ 47.83
			End 1 Yr	\$ 46.40	\$ 47.68	\$ 48.99
50070810	2173	Mechanic - Rigger - Steam				
50072968	2175	Unassigned Mechanic - Rigger				
50010368	2170	Traveling Mechanic - Rigger				
50072897	2172	Unassigned Traveling Mechanic - Rigger				
				\$ 43.29	\$ 44.48	\$ 45.70
50010136	0330	Tool Clerk		\$ 33.43	\$ 34.35	\$ 35.29
50072837	0940	Utility Worker				
50010224	0963	Traveling Utility Worker - Mechanical				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.76	\$ 30.58	\$ 31.42
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
50010436	2620	Welder		\$ 39.62	\$ 40.71	\$ 41.83

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>TECHNICAL MAINTENANCE</b>						
50010404	2398	Apprentice Control Technician				
			Start	\$ 38.39	\$ 39.45	\$ 40.53
			End 6 Mo	\$ 39.46	\$ 40.55	\$ 41.67
			End 1 Yr	\$ 40.11	\$ 41.21	\$ 42.34
			End 18 Mo	\$ 41.20	\$ 42.33	\$ 43.49
			End 2 Yr	\$ 42.89	\$ 44.07	\$ 45.28
50010363	2091	Apprentice Instrument Repairman				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50072987	2397	Control Technician				
50010393	2383	Unassigned Control Technician				
50010403	2396	Traveling Control Technician				
50010402	2394	Unassigned Traveling Control Technician				
				\$ 45.84	\$ 47.10	\$ 48.40
50010388	2369	Deconner HBPP				
			Start	\$ 33.55	\$ 34.47	\$ 35.42
			End 6 Mo	\$ 34.39	\$ 35.34	\$ 36.31
			End 1 Yr	\$ 35.24	\$ 36.21	\$ 37.21
			End 18 Mo	\$ 36.13	\$ 37.12	\$ 38.14
			End 2 Yr	\$ 37.04	\$ 38.06	\$ 39.11
50070805	2090	Instrument Repairman				
50072974	2093	Unassigned Instrument Repairman				
50070807	2097	Traveling Instrument Repairman				
50072951	2094	Unassigned Traveling Instrument Repairman				
				\$ 43.29	\$ 44.48	\$ 45.70
50072979	1505	Radiation and Process Monitor (HBPP)				
50010304	1506	Traveling Radiation and Process Monitor (HBPP)				
			Start	\$ 34.42	\$ 35.37	\$ 36.34
			End 6 Mo	\$ 37.14	\$ 38.16	\$ 39.21
			End 1 Yr	\$ 39.87	\$ 40.97	\$ 42.10
			End 18 Mo	\$ 42.91	\$ 44.09	\$ 45.30
50072838	0944	Utility Worker - Steam Gen Instrument				
50010222	0946	Traveling Utility Worker - Technical				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.75	\$ 27.49	\$ 28.25
			End 1 Yr	\$ 29.75	\$ 30.57	\$ 31.41
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>CLERICAL</b>						
50010129	0293	First Plant Clerk				
			Start	\$ 35.78	\$ 36.76	\$ 37.77
			End 6 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 18 Mo	\$ 38.62	\$ 39.68	\$ 40.77
			End 2 Yr	\$ 39.24	\$ 40.32	\$ 41.43
<b>NUCLEAR POWER GENERATION DEPARTMENT DIABLO CANYON POWER PLANT</b>						
<b>OPERATING</b>						
Relief Operator or Engineer						
The appropriate rate of the designated operating classification, plus \$5.00 per week plus 8 times the hourly Sunday premium.						
50010312	1583	Reactor Operator		\$ 50.85	\$ 52.25	\$ 53.69
50010233	1050	Janitor (DCPP)				
50070776	1060	Janitress (DCPP)				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 26.25	\$ 26.97	\$ 27.71
			End 1 Yr	\$ 28.70	\$ 29.49	\$ 30.30
			End 18 Mo	\$ 31.17	\$ 32.03	\$ 32.91
50010327	1699	Nuclear Operator				
			Start	\$ 34.37	\$ 35.32	\$ 36.29
			End 6 Mo	\$ 34.72	\$ 35.67	\$ 36.65
			End 1 Yr	\$ 35.76	\$ 36.74	\$ 37.75
			End 18 Mo	\$ 36.95	\$ 37.97	\$ 39.01
			End 2 Yr	\$ 38.83	\$ 39.90	\$ 41.00
			End 30 Mo	\$ 39.87	\$ 40.97	\$ 42.10
			End 42 Mo	\$ 44.05	\$ 45.26	\$ 46.50
			End 54 Mo	\$ 48.19	\$ 49.52	\$ 50.88
50252644	1584	Nuclear Operator Level 9		\$ 50.85	\$ 52.25	\$ 53.69
50010311	1582	Work Control Lead		\$ 53.40	\$ 54.87	\$ 56.38
<b>ELECTRICAL MAINTENANCE</b>						
50072523	2366	Apprentice Electrical Control Technician (DCPP)				
			Start	\$ 38.39	\$ 39.45	\$ 40.53
			End 6 Mo	\$ 39.46	\$ 40.55	\$ 41.67
			End 1 Yr	\$ 40.11	\$ 41.21	\$ 42.34
			End 18 Mo	\$ 41.20	\$ 42.33	\$ 43.49
			End 2 Yr	\$ 42.89	\$ 44.07	\$ 45.28

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50072851	0482	Apprentice Electrician - Steam	Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010386	2365	Electrical Control Technician (DCPP)				
50073008	2367	Unassigned Electrical Control Technician (DCPP)				
				\$ 45.84	\$ 47.10	\$ 48.40
			Rate 1	\$ 48.13	\$ 49.45	\$ 50.81
			Rate 2	\$ 49.04	\$ 50.39	\$ 51.78
			Rate 3	\$ 50.42	\$ 51.81	\$ 53.23
Rate 1 applies after being regularly headquartered at DCPP for 1 year.						
Rate 2 applies after being regularly headquartered at DCPP for 2 years.						
Rate 3 applies after being regularly headquartered at DCPP for 3 years.						
50073082	0472	Electrician (DCPP)				
50073006	0489	Unassigned Electrician (DCPP)				
50010154	0479	Traveling Electrician (DCPP)				
50072952	0491	Unassigned Traveling Electrician (DCPP)				
			Start	\$ 43.29	\$ 44.48	\$ 45.70
			Rate 1	\$ 45.46	\$ 46.71	\$ 47.99
			Rate 2	\$ 46.32	\$ 47.59	\$ 48.90
			Rate 3	\$ 47.61	\$ 48.92	\$ 50.27
Rate 1 applies after being regularly headquartered at DCPP for 1 year.						
Rate 2 applies after being regularly headquartered at DCPP for 2 years.						
Rate 3 applies after being regularly headquartered at DCPP for 3 years.						
50073079	0748	Electric Maintenance Subforeman - DCPP				
50010197	0755	Maintenance Subforeman - DCPP				
			Start	\$ 49.76	\$ 51.13	\$ 52.54
			End 1 Yr	\$ 51.04	\$ 52.44	\$ 53.88
50010137	0332	Tool Maintenance Clerk - Electrical (DCPP)				
			Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
			End 1 Yr	\$ 35.49	\$ 36.47	\$ 37.47
			End 18 Mo	\$ 36.17	\$ 37.16	\$ 38.18
			End 2 Yr	\$ 37.70	\$ 38.74	\$ 39.81
*	0941	Utility Worker (DCPP)				
			Start	\$ 25.33	\$ 26.03	\$ 26.75
			End 6 Mo	\$ 27.80	\$ 28.56	\$ 29.35
			End 1 Yr	\$ 30.28	\$ 31.11	\$ 31.97
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>MECHANICAL MAINTENANCE</b>						
50070785	1131	Apprentice Machinist - Steam				
50010369	2171	Apprentice Mechanic - Rigger				
50072874	2629	Apprentice Welder - Steam				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50072942	2631	Certified Welder (DCPP)				
50073012	2632	Unassigned Certified Welder (DCPP)				
50010439	2634	Traveling Certified Welder (DCPP)				
50072894	2635	Unassigned Traveling Certified Welder (DCPP)				
			Start	\$ 43.29	\$ 44.48	\$ 45.70
			Rate 1	\$ 45.46	\$ 46.71	\$ 47.99
			Rate 2	\$ 46.32	\$ 47.59	\$ 48.90
			Rate 3	\$ 47.61	\$ 48.92	\$ 50.27
Rate 1 applies after being regularly headquartered at DCPP for 1 year.						
Rate 2 applies after being regularly headquartered at DCPP for 2 years.						
Rate 3 applies after being regularly headquartered at DCPP for 3 years.						
50070782	1113	Machinist (DCPP)				
50010253	1128	Unassigned Machinist (DCPP)				
50010258	1146	Traveling Machinist (DCPP)				
50070784	1129	Unassigned Traveling Machinist (DCPP)				
50010295	1409	Traveling Mechanic (DCPP) (Incumbent only)				
50010370	2174	Traveling Mechanic - Rigger (DCPP)				
50010371	2176	Unassigned Traveling Mechanic - Rigger (DCPP)				
			Start	\$ 43.29	\$ 44.48	\$ 45.70
			Rate 1	\$ 45.46	\$ 46.71	\$ 47.99
			Rate 2	\$ 46.32	\$ 47.59	\$ 48.90
			Rate 3	\$ 47.61	\$ 48.92	\$ 50.27
Rate 1 applies after being regularly headquartered at DCPP for 1 year.						
Rate 2 applies after being regularly headquartered at DCPP for 2 years.						
Rate 3 applies after being regularly headquartered at DCPP for 3 years.						
50073055	2167	Traveling Rigger				
50072896	2164	Unassigned Traveling Rigger				
				\$ 43.29	\$ 44.48	\$ 45.70
50010138	0336	DCPP Tool Maintenance Clerk - Mechanical				
			Start	\$ 33.43	\$ 34.35	\$ 35.29
			End 6 Mo	\$ 34.42	\$ 35.37	\$ 36.34
			End 1 Yr	\$ 35.49	\$ 36.47	\$ 37.47
			End 18 Mo	\$ 36.17	\$ 37.16	\$ 38.18
			End 2 Yr	\$ 37.70	\$ 38.74	\$ 39.81

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
*	0941	DCPP Utility Worker				
50506640	0941	DCPP Traveling Utility Worker				
			Start	\$ 25.33	\$ 26.03	\$ 26.75
			End 6 Mo	\$ 27.80	\$ 28.56	\$ 29.35
			End 1 Yr	\$ 30.28	\$ 31.11	\$ 31.97
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
<b>TECHNICAL MAINTENANCE</b>						
50010404	2398	Apprentice Control Technician				
			Start	\$ 38.39	\$ 39.45	\$ 40.53
			End 6 Mo	\$ 39.46	\$ 40.55	\$ 41.67
			End 1 Yr	\$ 40.11	\$ 41.21	\$ 42.34
			End 18 Mo	\$ 41.20	\$ 42.33	\$ 43.49
			End 2 Yr	\$ 42.89	\$ 44.07	\$ 45.28
50010363	2091	Apprentice Instrument Repairman				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50010383	2357	Chemical & Radiation Protection Technician (DCPP)				
50010384	2358	Traveling Chemical & Radiation Protection Technician (DCPP)				
			Start	\$ 34.76	\$ 35.72	\$ 36.70
			End 6 Mo	\$ 37.49	\$ 38.52	\$ 39.58
			End 1 Yr	\$ 40.25	\$ 41.36	\$ 42.50
			End 18 Mo	\$ 43.29	\$ 44.48	\$ 45.70
			End 2 Yr	\$ 46.33	\$ 47.60	\$ 48.91
			End 3 Yr	\$ 47.62	\$ 48.93	\$ 50.28
			End 4 Yr	\$ 49.06	\$ 50.41	\$ 51.80
50010391	2380	Control Technician (DCPP)				
50073010	2381	Unassigned Control Technician (DCPP)				
50010392	2382	Traveling Control Technician (DCPP)				
50072955	2399	Unassigned Traveling Control Technician (DCPP)				
50010394	2385	Shift Control Technician (DCPP)				
50010390	2375	Unassigned Shift Control Technician (DCPP)				
			Start	\$ 45.84	\$ 47.10	\$ 48.40
			Rate 1	\$ 48.13	\$ 49.45	\$ 50.81
			Rate 2	\$ 49.04	\$ 50.39	\$ 51.78
			Rate 3	\$ 50.42	\$ 51.81	\$ 53.23

Rate 1 applies after being regularly headquartered at DCPP for 1 year.  
 Rate 2 applies after being regularly headquartered at DCPP for 2 years.  
 Rate 3 applies after being regularly headquartered at DCPP for 3 years.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE				
				1/1/2012	1/1/2013	1/1/2014		
50070806	2095	Instrument Repairman (DCPP)						
50072973	2096	Unassigned Instrument Repairman (DCPP)						
50073058	2099	Traveling Instrument Repairman (DCPP)						
50072893	2092	Unassigned Traveling Instrument Repairman (DCPP)						
		Start	\$	43.29	\$	44.48	\$	45.70
		Rate 1	\$	45.46	\$	46.71	\$	47.99
		Rate 2	\$	46.32	\$	47.59	\$	48.90
		Rate 3	\$	47.61	\$	48.92	\$	50.27
<p>Rate 1 applies after being regularly headquartered at DCPP for 1 year.                      Rate 2 applies after being regularly headquartered at DCPP for 2 years.                      Rate 3 applies after being regularly headquartered at DCPP for 3 years.</p>								
50010387	2368	Decontamination Specialist						
		Start	\$	36.00	\$	36.99	\$	38.01
		End 1 Yr	\$	39.45	\$	40.53	\$	41.64
		End 2 Yr	\$	42.89	\$	44.07	\$	45.28
50073151	0756	Technical Maintenance Subforeman						
		Start	\$	49.76	\$	51.13	\$	52.54
		End 1 Yr	\$	51.04	\$	52.44	\$	53.88
50073070	0334	DCPP Tool Maintenance Clerk - Instrument Maintenance						
		Start	\$	33.43	\$	34.35	\$	35.29
		End 6 Mo	\$	34.42	\$	35.37	\$	36.34
		End 1 Yr	\$	35.49	\$	36.47	\$	37.47
		End 18 Mo	\$	36.17	\$	37.16	\$	38.18
		End 2 Yr	\$	37.70	\$	38.74	\$	39.81
50072838	0944	DCPP Utility Worker						
50010222	0946	Traveling Utility Worker - Technical						
		Start	\$	23.76	\$	24.41	\$	25.08
		End 6 Mo	\$	26.75	\$	27.49	\$	28.25
		End 1 Yr	\$	29.75	\$	30.57	\$	31.41
		End 18 Mo	\$	32.75	\$	33.65	\$	34.58
50072846	0938	DCPP Utility Worker - Chemical and Radiation Protection Technician						
		Start	\$	28.92	\$	29.72	\$	30.54
		End 6 Mo	\$	30.84	\$	31.69	\$	32.56
		End 1 Yr	\$	32.75	\$	33.65	\$	34.58
50010220	0939	Shift Utility Worker - Chemical and Radiation						
50073111	0939	DCPP Protection Technician						
		Start	\$	25.33	\$	26.03	\$	26.75
		End 6 Mo	\$	27.80	\$	28.56	\$	29.35
		End 1 Yr	\$	30.27	\$	31.10	\$	31.96
		End 18 Mo	\$	32.75	\$	33.65	\$	34.58

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50084284	2371	Traveling Chemical & Radiation Tech - HB	Start	\$ 31.29	\$ 32.15	\$ 33.03
			End 6 Mo	\$ 33.75	\$ 34.68	\$ 35.63
			End 1 Yr	\$ 36.23	\$ 37.23	\$ 38.25
			End 18 Mo	\$ 38.98	\$ 40.05	\$ 41.15
			End 2 Yr	\$ 41.70	\$ 42.85	\$ 44.03
			End 3 Yr	\$ 42.87	\$ 44.05	\$ 45.26
			End 4 Yr	\$ 44.14	\$ 45.35	\$ 46.60
<b>FIRE DEPARTMENT</b>						
50010164	0540	DCPP Fire Captain	Start	\$ 43.75	\$ 44.95	\$ 46.19
			End 6 Mo	\$ 45.76	\$ 47.02	\$ 48.31
			End 1 Yr	\$ 46.18	\$ 47.45	\$ 48.75
50010165	0545	DCPP Firefighter	Start	\$ 38.82	\$ 39.89	\$ 40.99
			End 6 Mo	\$ 40.07	\$ 41.17	\$ 42.30
			End 1 Yr	\$ 41.90	\$ 43.05	\$ 44.23
50073109	0547	DCPP Shift Firewatch Relief	Start	\$ 25.73	\$ 26.44	\$ 27.17
			End 6 Mo	\$ 26.61	\$ 27.34	\$ 28.09
			End 1 Yr	\$ 28.27	\$ 29.05	\$ 29.85
<b>CLERICAL</b>						
50010131	0301	DCPP Control Room Assistant (PIO)	Start	\$ 31.17	\$ 32.03	\$ 32.91
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.78	\$ 36.76	\$ 37.77
			End 2 Yr	\$ 36.46	\$ 37.46	\$ 38.49
			End 30 Mo	\$ 37.44	\$ 38.47	\$ 39.53
			End 3 Yr	\$ 38.62	\$ 39.68	\$ 40.77
			End 42 Mo	\$ 39.24	\$ 40.32	\$ 41.43
50462905	1629	DCPP Administrative Associate - Nuclear	Start	\$ 21.73	\$ 22.33	\$ 22.94
			End 6 Mo	\$ 23.26	\$ 23.90	\$ 24.56
			End 1 Yr	\$ 24.87	\$ 25.55	\$ 26.25
50462906	1630	DCPP Administrative Specialist - Nuclear	Start	\$ 25.33	\$ 26.03	\$ 26.75
			End 6 Mo	\$ 28.02	\$ 28.79	\$ 29.58
			End 1 Yr	\$ 30.73	\$ 31.58	\$ 32.45
			End 18 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 2 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 30 Mo	\$ 35.78	\$ 36.76	\$ 37.77
			End 3 Yr	\$ 36.46	\$ 37.46	\$ 38.49
			End 42 Mo	\$ 37.70	\$ 38.74	\$ 39.81

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50462907	1631	DCPP Senior Administrator - Nuclear				
			Start	\$ 39.24	\$ 40.32	\$ 41.43
			End 6 Mo	\$ 40.11	\$ 41.21	\$ 42.34
			End 1 Yr	\$ 40.92	\$ 42.05	\$ 43.21
			End 18 Mo	\$ 41.83	\$ 42.98	\$ 44.16
50010129	0293	DCPP First Plant Clerk (PIO)				
			Start	\$ 35.78	\$ 36.76	\$ 37.77
			End 6 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 18 Mo	\$ 38.62	\$ 39.68	\$ 40.77
			End 2 Yr	\$ 39.24	\$ 40.32	\$ 41.43
50010069	0059	DCPP Scheduling Assistant (PIO)				
			Start	\$ 31.17	\$ 32.03	\$ 32.91
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.78	\$ 36.76	\$ 37.77
			End 2 Yr	\$ 36.46	\$ 37.46	\$ 38.49
			End 30 Mo	\$ 37.44	\$ 38.47	\$ 39.53

**NEW GENERATION POWER FACILITIES**

**FOSSIL GENERATION**

50319268	2452	Lead Power Plant Technician	S	\$ 50.42	\$ 51.81	\$ 53.23
50212251	2428	Power Plant Technician		\$ 44.17	\$ 45.38	\$ 46.63
50212252	2429	Advanced Power Plant Technician		\$ 45.84	\$ 47.10	\$ 48.40
50288409	2425	Associate Power Plant Technician <i>See LA 09-13</i>				
			Start	\$ 33.10	\$ 34.01	\$ 34.95
			End 6 Mo	\$ 33.43	\$ 34.35	\$ 35.29
			End 1 Yr	\$ 34.42	\$ 35.37	\$ 36.34
			End 18 Mo	\$ 35.18	\$ 36.15	\$ 37.14
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50220164	1726	Power Plant Assistant				
			Start	\$ 35.78	\$ 36.76	\$ 37.77
			End 6 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 18 Mo	\$ 38.62	\$ 39.68	\$ 40.77
			End 2 Yr	\$ 39.24	\$ 40.32	\$ 41.43

**SOLAR GENERATION**

50391068	1012	Solar Technician		\$ 43.29	\$ 44.48	\$ 45.70
50391069	1013	Senior Solar Technician		\$ 44.91	\$ 46.15	\$ 47.42

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>HYDRO MAINTENANCE</b>						
50010360	2067	Apprentice Water System Repairperson				
		Start	\$	33.10	\$	34.01 \$ 34.95
		End 6 Mo	\$	33.42	\$	34.34 \$ 35.28
		End 1 Yr	\$	34.42	\$	35.37 \$ 36.34
		End 18 Mo	\$	35.18	\$	36.15 \$ 37.14
		End 2 Yr	\$	36.46	\$	37.46 \$ 38.49
		End 30 Mo	\$	37.39	\$	38.42 \$ 39.48
50070773	1037	Assistant Meteorological Instrumentperson				
		Start	\$	33.43	\$	34.35 \$ 35.29
		End 6 Mo	\$	34.42	\$	35.37 \$ 36.34
		End 1 Yr	\$	35.18	\$	36.15 \$ 37.14
		End 18 Mo	\$	36.17	\$	37.16 \$ 38.18
50073096	0247	Field Clerk - Water				
		Start	\$	31.17	\$	32.03 \$ 32.91
		End 6 Mo	\$	32.18	\$	33.06 \$ 33.97
		End 1 Yr	\$	33.43	\$	34.35 \$ 35.29
		End 18 Mo	\$	34.42	\$	35.37 \$ 36.34
		End 2 Yr	\$	35.78	\$	36.76 \$ 37.77
		End 30 Mo	\$	36.46	\$	37.46 \$ 38.49
		End 3 Yr	\$	37.39	\$	38.42 \$ 39.48
		End 42 Mo	\$	38.39	\$	39.45 \$ 40.53
		End 4 Yr	\$	39.43	\$	40.51 \$ 41.62
50073014	0425	Truck Driver Light - Water				
		Start	\$	33.43	\$	34.35 \$ 35.29
		End 6 Mo	\$	34.42	\$	35.37 \$ 36.34
50010232	1036	Meteorological Instrumentperson	\$	41.34	\$	42.48 \$ 43.65
50073023	0418	Truck Driver - Water				
		Start	\$	34.42	\$	35.37 \$ 36.34
		End 6 Mo	\$	35.49	\$	36.47 \$ 37.47
50070766	0945	Utility Worker - Water				
		Start	\$	23.76	\$	24.41 \$ 25.08
		End 6 Mo	\$	26.75	\$	27.49 \$ 28.25
		End 1 Yr	\$	29.76	\$	30.58 \$ 31.42
		End 18 Mo	\$	32.75	\$	33.65 \$ 34.58
50072849	1899	Utility Water Systems Operator (Spring Gap)	\$	35.97	\$	36.96 \$ 37.98
50010353	1898	Water System Operator				
		Start	\$	33.43	\$	34.35 \$ 35.29
		End 6 Mo	\$	34.42	\$	35.37 \$ 36.34
		End 1 Yr	\$	35.15	\$	36.12 \$ 37.11
50010362	2070	Water Systems Repairperson				
50010361	2068	Unassigned Water System Repairperson	\$	40.68	\$	41.80 \$ 42.95



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50070804	2069	Water Systems Repairperson (Helms)				
50072890	2066	Unassigned Water Systems Repairperson (Helms)				
			Start	\$ 42.71	\$ 43.88	\$ 45.09
			End 1 Yr	\$ 43.74	\$ 44.94	\$ 46.18
50010200	0830	Water System Crew Leader		\$ 43.81	\$ 45.01	\$ 46.25
50072833	1905	Water Treatment Plant Operator		\$ 39.46	\$ 40.55	\$ 41.67

**WORK AND RESOURCE DEPARTMENT**

50315043	1005	M&C Coordinator - Electric				
			Start	\$ 48.92	\$ 50.27	\$ 51.65
			End 1 Yr	\$ 51.18	\$ 52.59	\$ 54.04
50315042	1004	M&C Coordinator - Gas				
50315041	1008	M&C Coordinator - Gas Transmission				
			Start	\$ 46.40	\$ 47.68	\$ 48.99
			End 1 Yr	\$ 48.64	\$ 49.98	\$ 51.35
50316500	1009	M&C Coordinator - Gas & Electric (Temp)		\$ 52.42	\$ 53.86	\$ 55.34

**ENVIRONMENTAL FIELD SERVICES**

50261562	3261	Environmental Field Specialist	Min Rate	\$ 6,495.00	\$ 6,674.00	\$ 6,858.00
			Max Rate	\$ 7,853.00	\$ 8,069.00	\$ 8,291.00
50261563	3262	Environmental Field Specialist, Senior	Min Rate	\$ 7,825.00	\$ 8,040.00	\$ 8,261.00
			Max Rate	\$ 9,424.00	\$ 9,683.00	\$ 9,949.00
50261564	3263	Consulting Environmental Field Specialist, Senior	Min Rate	\$ 8,694.00	\$ 8,933.00	\$ 9,179.00
			Max Rate	\$ 10,440.00	\$ 10,727.00	\$ 11,022.00

\* Classifications without an SAP job code may not be used until the code is established.

**BASIC WAGE SCHEDULE - HOURLY WAGE RATE**  
**Effective January 1, 2012 through December 31, 2014**  
**PHYSICAL EMPLOYEES**  
**GENERAL CONSTRUCTION**

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>FIELD CLASSIFICATIONS</b>						
50010379	2285	Apprentice Cable Splicer				
			Start	\$ 36.14	\$ 37.13	\$ 38.15
			End 6 Mo	\$ 36.92	\$ 37.94	\$ 38.98
			End 1 Yr	\$ 39.25	\$ 40.33	\$ 41.44
			End 18 Mo	\$ 40.28	\$ 41.39	\$ 42.53
			End 2 Yr	\$ 41.44	\$ 42.58	\$ 43.75
			End 30 Mo	\$ 42.46	\$ 43.63	\$ 44.83

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010399	2391	Apprentice Communication Technician				
50010396	2388	Apprentice Electrical Technician				
			Start	\$ 40.62	\$ 41.74	\$ 42.89
			End 6 Mo	\$ 41.20	\$ 42.33	\$ 43.49
			End 1 Yr	\$ 42.10	\$ 43.26	\$ 44.45
			End 18 Mo	\$ 43.30	\$ 44.49	\$ 45.71
			End 2 Yr	\$ 45.04	\$ 46.28	\$ 47.55
50010157	0488	Apprentice Electrician				
50010248	1107	Apprentice Lineman				
			Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.67	\$ 36.65	\$ 37.66
			End 1 Yr	\$ 36.95	\$ 37.97	\$ 39.01
			End 18 Mo	\$ 38.00	\$ 39.05	\$ 40.12
			End 2 Yr	\$ 39.26	\$ 40.34	\$ 41.45
			End 30 Mo	\$ 40.30	\$ 41.41	\$ 42.55
50010415	2412	Apprentice Gas Technician				
			Start	\$ 41.41	\$ 42.55	\$ 43.72
			End 6 Mo	\$ 42.00	\$ 43.16	\$ 44.35
			End 1 Yr	\$ 42.91	\$ 44.09	\$ 45.30
			End 18 Mo	\$ 44.13	\$ 45.34	\$ 46.59
			End 2 Yr	\$ 45.51	\$ 46.76	\$ 48.05
			End 30 Mo	\$ 46.71	\$ 47.99	\$ 49.31
50072866	2419	Apprentice Instrument Technician				
			Start	\$ 40.62	\$ 41.74	\$ 42.89
			End 6 Mo	\$ 41.20	\$ 42.33	\$ 43.49
			End 1 Yr	\$ 42.10	\$ 43.26	\$ 44.45
			End 18 Mo	\$ 43.30	\$ 44.49	\$ 45.71
			End 2 Yr	\$ 44.66	\$ 45.89	\$ 47.15
			End 30 Mo	\$ 45.83	\$ 47.09	\$ 48.38
50449467	1118	Apprentice Lineman - GC (After 3/1/2012)				
			Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.79	\$ 36.77	\$ 37.78
			End 1 Yr	\$ 36.87	\$ 37.88	\$ 38.92
			End 18 Mo	\$ 37.98	\$ 39.02	\$ 40.09
			End 2 Yr	\$ 39.11	\$ 40.19	\$ 41.30
			End 30 mo	\$ 40.29	\$ 41.40	\$ 42.54
			End 3 Yr	\$ 41.49	\$ 42.63	\$ 43.80
			End 42 Mo	\$ 42.73	\$ 43.91	\$ 45.12
50082800	1183	Apprentice Lineman - Helicopter (Temp)				
			Start	\$ -	\$ -	\$ -
			End 6 Mo	\$ 39.26	\$ 40.34	\$ 41.45
			End 1 Yr	\$ 40.68	\$ 41.80	\$ 42.95
			End 18 Mo	\$ 41.79	\$ 42.94	\$ 44.12
			End 2 Yr	\$ 43.19	\$ 44.38	\$ 45.60
			End 30 Mo	\$ 44.35	\$ 45.57	\$ 46.82

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50449468	1189	Appr Lineman-Helicopter-GC Temp	3/1/2012			
			Start	\$ 39.26	\$ 40.34	\$ 41.45
			End 6 Mo	\$ 40.44	\$ 41.55	\$ 42.69
			End 1 Yr	\$ 41.65	\$ 42.80	\$ 43.98
			End 18 mo	\$ 42.90	\$ 44.08	\$ 45.29
			End 2 Yr	\$ 44.19	\$ 45.41	\$ 46.66
			End 30 Mo	\$ 45.52	\$ 46.77	\$ 48.06
			End 3 Yr	\$ 46.87	\$ 48.16	\$ 49.48
			End 42 Mo	\$ 48.28	\$ 49.61	\$ 50.97
50010438	2628	Apprentice Welder-GC - Gas (Except Service Center, Davis, or Oakland)				
			Start	\$ 35.43	\$ 36.40	\$ 37.40
			End 6 Mo	\$ 36.35	\$ 37.35	\$ 38.38
			End 1 Yr	\$ 37.67	\$ 38.71	\$ 39.77
			End 18 Mo	\$ 38.73	\$ 39.80	\$ 40.89
			End 2 Yr	\$ 40.01	\$ 41.11	\$ 42.24
			End 30 Mo	\$ 41.08	\$ 42.21	\$ 43.37
50253881	1619	Apprentice Welder - GC - Not Gas				
			Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.67	\$ 36.65	\$ 37.66
			End 1 Yr	\$ 36.95	\$ 37.97	\$ 39.01
			End 18 Mo	\$ 38.00	\$ 39.05	\$ 40.12
			End 2 Yr	\$ 39.26	\$ 40.34	\$ 41.45
			End 30 Mo	\$ 40.30	\$ 41.41	\$ 42.55
50072900	2625	Arc-Welder				
				\$ 40.62	\$ 41.74	\$ 42.89
50010305	1515	Backhoe Operator - Gas All Backhoes - Includes truck-mounted Warner-Swasey Gradall, Model G660; Crawler-mounted Hein-Werner Hyd. Backhoe/Excavator, Model C 14A; Power Screens. (Backhoe Operator is considered a specialist and not an integral part of the crew, except as provided in footnotes to Subforeman, Working Foreman and Labor Foreman.)				
			Start	\$ 39.22	\$ 40.30	\$ 41.41
			End 6 Mo	\$ 39.97	\$ 41.07	\$ 42.20
			End 1 Yr	\$ 41.71	\$ 42.86	\$ 44.04
			End 18 Mo	\$ 42.48	\$ 43.65	\$ 44.85
			End 2 Yr	\$ 43.91	\$ 45.12	\$ 46.36
			End 30 Mo	\$ 45.51	\$ 46.76	\$ 48.05
50253876	1612	Backhoe Operator - Not Gas				
			Start	\$ 38.47	\$ 39.53	\$ 40.62
			End 6 Mo	\$ 39.22	\$ 40.30	\$ 41.41
			End 1 Yr	\$ 40.90	\$ 42.02	\$ 43.18
			End 18 Mo	\$ 41.68	\$ 42.83	\$ 44.01
			End 2 Yr	\$ 43.07	\$ 44.25	\$ 45.47
			End 30 Mo	\$ 44.66	\$ 45.89	\$ 47.15

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010377	2282	Cable Splicer		\$ 47.04	\$ 48.33	\$ 49.66
CARPENTER						
50010096	0163	A - Gas when working from drawings or plans to construct buildings, cabinet work, and intricate form work, also high trestle work.		\$ 42.68	\$ 43.85	\$ 45.06
50253770	1601	A - Not Gas		\$ 41.89	\$ 43.04	\$ 44.22
50010097	0164	B - Gas when performing ordinary or finish work, but does not lay out from drawings or plans.		\$ 40.63	\$ 41.75	\$ 42.90
50253771	1604	B - Not Gas		\$ 39.87	\$ 40.97	\$ 42.10
50072946	0053	Clerical Assistant				
			Start	\$ 30.83	\$ 31.68	\$ 32.55
			End 6 Mo	\$ 31.56	\$ 32.43	\$ 33.32
			End 1 Yr	\$ 32.65	\$ 33.55	\$ 34.47
			End 18 Mo	\$ 33.49	\$ 34.41	\$ 35.36
			End 2 Yr	\$ 34.22	\$ 35.16	\$ 36.13
			End 30 Mo	\$ 34.94	\$ 35.90	\$ 36.89
			End 3 Yr	\$ 35.80	\$ 36.78	\$ 37.79
50010398	2390	Communication Technician		\$ 48.14	\$ 49.46	\$ 50.82
50010318	1597	Crane Operator-Gas				
		Crane - 40- to 70-ton capacity, such as the Lima, 40-ton; the Link Belt, 45-ton; the American, 50-ton; the Lima, 70-ton.				
		Crane - 30- to 35-ton capacity, such as PMH 30-ton and 35-ton and the Calavar Lift.				
		Crane - All 10- to 25-ton capacity, such as Grove 12-ton, Bucyrus Erie 15-ton, and the Lorain 20-ton.				
		Pile Driving Hammer, such as Kobe Model K13, diesel powered when applicable.				
		Power Screens; or equivalent.				
			Start	\$ 39.22	\$ 40.30	\$ 41.41
			End 6 Mo	\$ 39.97	\$ 41.07	\$ 42.20
			End 1 Yr	\$ 41.71	\$ 42.86	\$ 44.04
			End 18 Mo	\$ 42.48	\$ 43.65	\$ 44.85
			End 2 Yr	\$ 43.91	\$ 45.12	\$ 46.36
			End 30 Mo	\$ 45.51	\$ 46.76	\$ 48.05

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50253877	1613	Crane Operator - GC Field-Not Gas	Start	\$ 38.47	\$ 39.53	\$ 40.62
			End 6 Mo	\$ 39.22	\$ 40.30	\$ 41.41
			End 1 Yr	\$ 40.90	\$ 42.02	\$ 43.18
			End 18 Mo	\$ 41.68	\$ 42.83	\$ 44.01
			End 2 Yr	\$ 43.07	\$ 44.25	\$ 45.47
			End 30 Mo	\$ 44.66	\$ 45.89	\$ 47.15
50010140	0405	Driller	Start	\$ 35.61	\$ 36.59	\$ 37.60
			End 6 Mo	\$ 36.95	\$ 37.97	\$ 39.01
			End 1 Yr	\$ 38.29	\$ 39.34	\$ 40.42
			End 18 Mo	\$ 39.63	\$ 40.72	\$ 41.84
			End 2 Yr	\$ 40.98	\$ 42.11	\$ 43.27
			End 30 Mo	\$ 42.29	\$ 43.45	\$ 44.64
			End 3 Yr	\$ 43.65	\$ 44.85	\$ 46.08
50010201	0844	Drilling Working Foreman B	Start	\$ 47.56	\$ 48.87	\$ 50.21
			End 6 Mo	\$ 48.07	\$ 49.39	\$ 50.75
50010203	0846	Drilling Working Foreman C	Start	\$ 43.00	\$ 44.18	\$ 45.39
			End 6 Mo	\$ 46.84	\$ 48.13	\$ 49.45
50010395	2387	Electrical Technician		\$ 48.14	\$ 49.46	\$ 50.82
50010152	0474	Electrician		\$ 45.47	\$ 46.72	\$ 48.00
50010279	1270	Field Garage Mechanic "A"		\$ 45.47	\$ 46.72	\$ 48.00
50010280	1275	Field Garage Mechanic "B"	Start	\$ 36.19	\$ 37.19	\$ 38.21
			End 6 Mo	\$ 36.72	\$ 37.73	\$ 38.77
			End 1 Yr	\$ 40.29	\$ 41.40	\$ 42.54
50010281	1276	Field Garage Mechanic "C"	Start	\$ 34.43	\$ 35.38	\$ 36.35
			End 6 Mo	\$ 35.80	\$ 36.78	\$ 37.79
50073099	0885	Field Garageman (Hired 1-1-88 and after)	Start	\$ 27.18	\$ 27.93	\$ 28.70
			End 6 Mo	\$ 30.06	\$ 30.89	\$ 31.74
			End 1 Yr	\$ 35.11	\$ 36.08	\$ 37.07
50010230	1006	Field Mechanical Inspector		\$ 46.13	\$ 47.40	\$ 48.70
50073125	0276	Field Partsman	Start	\$ 32.38	\$ 33.27	\$ 34.18
			End 6 Mo	\$ 34.36	\$ 35.30	\$ 36.27
			End 1 Yr	\$ 35.57	\$ 36.55	\$ 37.56
			End 18 Mo	\$ 36.70	\$ 37.71	\$ 38.75
			End 2 Yr	\$ 39.58	\$ 40.67	\$ 41.79

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010162	0525	Fieldperson-GC-Gas	Start	\$ 35.43	\$ 36.40	\$ 37.40
			End 6 Mo	\$ 35.80	\$ 36.78	\$ 37.79
			End 1 Yr	\$ 36.84	\$ 37.85	\$ 38.89
			End 18 Mo	\$ 37.96	\$ 39.00	\$ 40.07
			End 2 Yr	\$ 38.50	\$ 39.56	\$ 40.65
50253772	1605	Fieldperson - GC-Not Gas	Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.11	\$ 36.08	\$ 37.07
			End 1 Yr	\$ 36.13	\$ 37.12	\$ 38.14
			End 18 Mo	\$ 37.24	\$ 38.26	\$ 39.31
			End 2 Yr	\$ 37.77	\$ 38.81	\$ 39.88
50210150	0525	Fieldperson - Tower	Start	\$ 35.43	\$ 36.40	\$ 37.40
			End 6 Mo	\$ 35.80	\$ 36.78	\$ 37.79
			End 1 Yr	\$ 36.84	\$ 37.85	\$ 38.89
			End 18 Mo	\$ 37.96	\$ 39.00	\$ 40.07
			End 2 Yr	\$ 38.50	\$ 39.56	\$ 40.65
	0376	First Cook	Start	\$ 33.05	\$ 33.96	\$ 34.89
End 6 Mo			\$ 33.80	\$ 34.73	\$ 35.69	
End 1 Yr			\$ 34.64	\$ 35.59	\$ 36.57	
End 18 Mo			\$ 35.49	\$ 36.47	\$ 37.47	
Automatic progression to Senior Cook upon completion of 1 year at 18-month step. Employee cannot be returned to First Cook after automatic progression has occurred.						
50010115	0246	First Field Clerk	Start	\$ 37.94	\$ 38.98	\$ 40.05
			End 6 Mo	\$ 38.65	\$ 39.71	\$ 40.80
			End 1 Yr	\$ 39.57	\$ 40.66	\$ 41.78
			End 18 Mo	\$ 40.55	\$ 41.67	\$ 42.82
			End 2 Yr	\$ 41.61	\$ 42.75	\$ 43.93
50010284	1301	Gas Mechanic	Start	\$ 35.28	\$ 36.25	\$ 37.25
			End 6 Mo	\$ 36.35	\$ 37.35	\$ 38.38
			End 1 Yr	\$ 37.67	\$ 38.71	\$ 39.77
			End 18 Mo	\$ 38.73	\$ 39.80	\$ 40.89
			End 2 Yr	\$ 39.84	\$ 40.94	\$ 42.07
			End 30 Mo	\$ 40.98	\$ 42.11	\$ 43.27
			End 3 Yr	\$ 43.81	\$ 45.01	\$ 46.25
50010416	2413	Gas Technician		\$ 49.07	\$ 50.42	\$ 51.81

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010409	2405	Gas Technician (PIO)	Start	\$ 36.72	\$ 37.73	\$ 38.77
			End 6 Mo	\$ 38.20	\$ 39.25	\$ 40.33
			End 1 Yr	\$ 39.53	\$ 40.62	\$ 41.74
			End 18 Mo	\$ 40.93	\$ 42.06	\$ 43.22
			End 2 Yr	\$ 42.21	\$ 43.37	\$ 44.56
			End 30 Mo	\$ 43.74	\$ 44.94	\$ 46.18
			End 3 Yr	\$ 45.46	\$ 46.71	\$ 47.99
			End 42 Mo	\$ 46.71	\$ 47.99	\$ 49.31
			End 4 Yr	\$ 47.73	\$ 49.04	\$ 50.39
50073145	1510	Gunite Nozzleman				
50010326	1690	Hole Digger Operator	Start	\$ 38.47	\$ 39.53	\$ 40.62
			End 6 Mo	\$ 39.22	\$ 40.30	\$ 41.41
			End 1 Yr	\$ 40.90	\$ 42.02	\$ 43.18
			End 18 Mo	\$ 41.68	\$ 42.83	\$ 44.01
			End 2 Yr	\$ 43.07	\$ 44.25	\$ 45.47
			End 30 Mo	\$ 44.66	\$ 45.89	\$ 47.15
50073142	1043	GC Installer		\$ 34.92	\$ 35.88	\$ 36.87
50082473	1181	Helicopter Line Worker - GC (Temp)		\$ 56.52	\$ 58.07	\$ 59.67
50082474	1182	Helicopter Subforeman - GC (Temp)	Start	\$ 59.18	\$ 60.81	\$ 62.48
			End 6 Mo	\$ 60.58	\$ 62.25	\$ 63.96
50109133	1184	Helicopter Towerman (Temp)	Start	\$ 38.21	\$ 39.26	\$ 40.34
			End 6 Mo	\$ 39.36	\$ 40.44	\$ 41.55
			End 1 Yr	\$ 41.33	\$ 42.47	\$ 43.64
			End 18 Mo	\$ 42.82	\$ 44.00	\$ 45.21
			End 2 Yr	\$ 44.34	\$ 45.56	\$ 46.81
50070715	2418	Instrument Technician		\$ 48.15	\$ 49.47	\$ 50.83
	0956	Kitchen Utility Worker	Start	\$ 28.92	\$ 29.72	\$ 30.54
				\$ 29.56	\$ 30.37	\$ 31.21
				\$ 30.43	\$ 31.27	\$ 32.13

LABOR FOREMAN

The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Labor Foreman. The step in which a new Labor Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over his highest rate supervised excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Tractor Operator A, or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered to be an integral part of the crew.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010173	0630	Labor Foreman A A - Supervises a crew performing semi-skilled work, such as, but not limited to, clearing, excavating, sloping, concrete work, sorting and distribution material.	Start	\$ 37.81	\$ 38.85	\$ 39.92
			End 6 Mo	\$ 38.59	\$ 39.65	\$ 40.74
			End 1 Yr	\$ 39.55	\$ 40.64	\$ 41.76
			End 18 Mo	\$ 41.11	\$ 42.24	\$ 43.40
	0633	Labor Foreman B B - Supervises crew performing labor work, such as, but not limited to, simple excavation, chemical right-of-way treatment, brushing, and job cleanup.	Start	\$ 34.67	\$ 35.62	\$ 36.60
			End 6 Mo	\$ 35.38	\$ 36.35	\$ 37.35
			End 1 Yr	\$ 36.08	\$ 37.07	\$ 38.09
			End 18 Mo	\$ 36.78	\$ 37.79	\$ 38.83
50072606	1267	Lead Field Garage Mechanic		\$ 46.04	\$ 47.31	\$ 48.61
50070778	1086	Lead Materials Handler		\$ 39.97	\$ 41.07	\$ 42.20
	1090	Levelman	Start	\$ 33.28	\$ 34.20	\$ 35.14
			End 6 Mo	\$ 33.98	\$ 34.91	\$ 35.87
			End 1 Yr	\$ 34.94	\$ 35.90	\$ 36.89
50010247	1106	Lineman		\$ 51.38	\$ 52.79	\$ 54.24
50430688	1116	Lineman SME - GC (Temp)	Single	\$ 53.94	\$ 55.42	\$ 56.94
50010263	1211	Material Handler	Start	\$ 30.38	\$ 31.22	\$ 32.08
			End 6 Mo	\$ 33.33	\$ 34.25	\$ 35.19
			End 1 Yr	\$ 35.57	\$ 36.55	\$ 37.56
			End 18 Mo	\$ 36.71	\$ 37.72	\$ 38.76
			End 2 Yr	\$ 38.00	\$ 39.05	\$ 40.12
	1500	Miner - Tunnel	Start	\$ 35.20	\$ 36.17	\$ 37.16
			End 6 Mo	\$ 35.80	\$ 36.78	\$ 37.79
			End 1 Yr	\$ 36.73	\$ 37.74	\$ 38.78
			End 18 mo	\$ 38.14	\$ 38.16	\$ 39.21
			End 2 Yr	\$ 38.47	\$ 39.53	\$ 40.62
50010321	1646	Miscellaneous Equipment Operator - Gas	Start	\$ 39.82	\$ 40.92	\$ 42.05
			End 6 Mo	\$ 40.84	\$ 41.96	\$ 43.11



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50253878	1616	Miscellaneous Equipment Operator - Not Gas	Start	\$ 39.06	\$ 40.13	\$ 41.23
			End 6 Mo	\$ 40.08	\$ 41.18	\$ 42.31
MIXER OPERATOR						
50072860	1710	A - When operating a concrete mixer of 2 cu. yds., or over output.		\$ 44.17	\$ 45.38	\$ 46.63
50072861	1713	B - When operating a concrete mixer of 1 cu. yd., or more and less than 2 cu. yds. output.		\$ 41.20	\$ 42.33	\$ 43.49
50072862	1714	C - When operating a concrete mixer of more than 1/2 cu. yd. and less than 1 cu. yd. output.		\$ 38.47	\$ 39.53	\$ 40.62
50010354	1924	Painter A		\$ 40.20	\$ 41.31	\$ 42.45
50010355	1925	Painter B	Start	\$ 33.98	\$ 34.91	\$ 35.87
			End 6 Mo	\$ 35.20	\$ 36.17	\$ 37.16
			End 1 Yr	\$ 36.93	\$ 37.95	\$ 38.99
			End 18 Mo	\$ 38.47	\$ 39.53	\$ 40.62
			End 2 Yr	\$ 39.31	\$ 40.39	\$ 41.50
50070802	1926	Painter Utility Worker (Hired 1-1-88 and after)	Start	\$ 26.10	\$ 26.82	\$ 27.56
			End 6 Mo	\$ 28.97	\$ 29.77	\$ 30.59
			End 1 Yr	\$ 31.85	\$ 32.73	\$ 33.63
50368700	1115	Pre-Apprentice Lineman - GC	Start	\$ 25.68	\$ 26.39	\$ 27.12
			End 6 Mo	\$ 28.12	\$ 28.89	\$ 29.68
50072986	2157	Rigger	Start	\$ 36.42	\$ 37.42	\$ 38.45
			End 6 Mo	\$ 37.52	\$ 38.55	\$ 39.61
			End 1 Yr	\$ 38.47	\$ 39.53	\$ 40.62
			End 18 Mo	\$ 39.43	\$ 40.51	\$ 41.62
			End 2 Yr	\$ 40.90	\$ 42.02	\$ 43.18
			End 30 Mo	\$ 45.04	\$ 46.28	\$ 47.55

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010114	0245	Routine Field Clerk (Hired 1-1-88 and after) Must pass pre-employment test and type 15 w.p.m. present incumbent only	Start	\$ 26.52	\$ 27.25	\$ 28.00
			End 6 Mo	\$ 29.17	\$ 29.97	\$ 30.79
			End 1 Yr	\$ 31.81	\$ 32.68	\$ 33.58
			End 18 Mo	\$ 34.45	\$ 35.40	\$ 36.37
			End 2 Yr	\$ 35.23	\$ 36.20	\$ 37.20
			End 30 Mo	\$ 36.19	\$ 37.19	\$ 38.21
			End 3 Yr	\$ 37.56	\$ 38.59	\$ 39.65
		Routine Field Clerk will automatically progress to First Field Clerk upon completion of six months at top rate of pay.				
	0377	Senior Cook		\$ 36.72	\$ 37.73	\$ 38.77
50010113	0243	Senior Field Clerk	Start	\$ 42.14	\$ 43.30	\$ 44.49
			End 6 Mo	\$ 42.98	\$ 44.16	\$ 45.37
			End 1 Yr	\$ 43.93	\$ 45.14	\$ 46.38
50010287	1337	Station Mechanic	Start	\$ 34.63	\$ 35.58	\$ 36.56
			End 6 Mo	\$ 35.67	\$ 36.65	\$ 37.66
			End 1 Yr	\$ 36.95	\$ 37.97	\$ 39.01
			End 18 Mo	\$ 38.00	\$ 39.05	\$ 40.12
			End 2 Yr	\$ 39.08	\$ 40.15	\$ 41.25
			End 30 Mo	\$ 40.20	\$ 41.31	\$ 42.45
			End 3 Yr	\$ 42.98	\$ 44.16	\$ 45.37
50010171	0580	Street Fitter	Start	\$ 35.10	\$ 36.07	\$ 37.06
			End 6 Mo	\$ 35.60	\$ 36.58	\$ 37.59
			End 1 Yr	\$ 36.49	\$ 37.49	\$ 38.52
			End 18 Mo	\$ 37.44	\$ 38.47	\$ 39.53
			End 2 Yr	\$ 38.26	\$ 39.31	\$ 40.39
			End 30 Mo	\$ 39.48	\$ 40.57	\$ 41.69
			End 3 Yr	\$ 41.41	\$ 42.55	\$ 43.72

SUBFOREMAN

The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Subforeman. The step in which a new Subforeman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010179	0650	A - Supervises crews performing highest class of work including, but not limited to, "hot" operations. May work at his craft with the crew he supervises. (Line construction only)	Start	\$ 53.80	\$ 55.28	\$ 56.80
			End 6 Mo	\$ 55.05	\$ 56.56	\$ 58.12
50010180	0651	A - Supervises crews performing highest class of work including, but not limited to, "hot" operations. May work at his craft with the crew he supervises. (Excluding Line construction)	Start	\$ 47.60	\$ 48.91	\$ 50.26
			End 6 Mo	\$ 48.73	\$ 50.07	\$ 51.45
50010181	0653	B - Supervises crews containing skilled craftsmen of highest grade at level of Electrician, Lineman, Welder or above, but who is limited as to class of work he may supervise. May work at his craft with the crew he supervises.	Start	\$ 47.13	\$ 48.43	\$ 49.76
			End 6 Mo	\$ 47.60	\$ 48.91	\$ 50.26
50430689	0652	Subforeman A - Overhead SME (Temp)	Start	\$ 56.49	\$ 58.04	\$ 59.64
			End 6 Mo	\$ 57.81	\$ 59.40	\$ 61.03
50258203	0261	Tapping Technician	Start	\$ 48.53	\$ 49.86	\$ 51.23
			End 6 Mo	\$ 49.68	\$ 51.05	\$ 52.45
50010176	0644	Technical Crew Leader A - Gas		\$ 52.48	\$ 53.92	\$ 55.40
50253773	1606	Technical Crew Leader A - Not Gas		\$ 51.50	\$ 52.92	\$ 54.38
50010177	0645	Technical Crew Leader B - Gas	Start	\$ 50.86	\$ 52.26	\$ 53.70
			End 6 Mo	\$ 51.38	\$ 52.79	\$ 54.24
50253774	1607	Technical Crew Leader B - Not Gas	Start	\$ 49.92	\$ 51.29	\$ 52.70
			End 6 Mo	\$ 50.40	\$ 51.79	\$ 53.21

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010400	2392	Telecommunications Equipment Installer	Start	\$ 33.05	\$ 33.96	\$ 34.89
			End 6 Mo	\$ 33.80	\$ 34.73	\$ 35.69
			End 1 Yr	\$ 34.64	\$ 35.59	\$ 36.57
			End 18 Mo	\$ 35.49	\$ 36.47	\$ 37.47
			End 2 Yr	\$ 39.08	\$ 40.15	\$ 41.25
			End 30 Mo	\$ 40.20	\$ 41.31	\$ 42.45
			End 3 Yr	\$ 44.66	\$ 45.89	\$ 47.15
50010430	2520	Towerman	Start	\$ 34.75	\$ 35.71	\$ 36.69
			End 6 Mo	\$ 35.80	\$ 36.78	\$ 37.79
			End 1 Yr	\$ 37.54	\$ 38.57	\$ 39.63
			End 18 Mo	\$ 38.92	\$ 39.99	\$ 41.09
			End 2 Yr	\$ 40.28	\$ 41.39	\$ 42.53
50010351	1840	Tractor Operator - Gas Cat, D-4, D-5, D-6, D-7 and D-8; Case, 850, 1150; IH, TD-9, TD-15, TD-20, TD-25; A.C. HD-6, HD-11, HD-16, HD-21; Drott over 5-ton to 18-ton; Crane, swing, self- propelled 5- to 10-ton P/M Model 25-20; Loader, crawler mounted, 1-1/2 cubic yard and over; Whirley, swing crane; Motor patrol over 115 HP or when grading to stakes or grade; Tractor, crawler side boom, 10-ton and over.		\$ 45.51	\$ 46.76	\$ 48.05
50253879	1617	Tractor Operator - Not Gas		\$ 44.66	\$ 45.89	\$ 47.15
50010352	1860	Trencher Operator Large wheel and ladder type trenchers, such as Barbe-Green, Parsons, Cleveland, Gauwood, Challenge, or equivalent.		\$ 45.51	\$ 46.76	\$ 48.05
	1860	Trencher Operator - Gas		\$ 46.03	\$ 47.30	\$ 48.60
50073066	1661	T&D Equipment Operator - GC	Start	\$ 39.58	\$ 40.67	\$ 41.79
			End 6 Mo	\$ 41.11	\$ 42.24	\$ 43.40
50010178	0649	Underground Subforeman A	Start	\$ 53.54	\$ 55.01	\$ 56.52
			End 6 Mo	\$ 54.80	\$ 56.31	\$ 57.86

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010223	0947	Utility Worker				
50107750	0961	Utility Worker - Communications				
50210201	0947	Utility Worker - Tower				
			Start	\$ 25.68	\$ 26.39	\$ 27.12
			End 6 Mo	\$ 28.12	\$ 28.89	\$ 29.68
			End 1 Yr	\$ 30.53	\$ 31.37	\$ 32.23
			End 18 Mo	\$ 32.94	\$ 33.85	\$ 34.78
			End 2 Yr	\$ 34.38	\$ 35.33	\$ 36.30
WAITRESS						
	2580	A - As head waitress for more than 35 persons and in charge of salads and dining room or when working as a combination waitress and dishwasher in a camp of not more than 22 persons.		\$ 30.43	\$ 31.27	\$ 32.13
	2583	B - At an establishment of not more than 35 persons or when working with one assistant.		\$ 28.91	\$ 29.71	\$ 30.53
	2584	C - When acting as an assistant. (Hired 1-1-83 and after)		\$ 26.81	\$ 27.55	\$ 28.31
	2584	C - When acting as an assistant. (Hired 12-31-82 and before)		\$ 28.54	\$ 29.32	\$ 30.13
50010435	2617	Welder - Gas		\$ 46.33	\$ 47.60	\$ 48.91
50497923	2599	Welder- GC Gas (In-Service Welding) See L/A 12-35		\$ 47.72	\$ 49.03	\$ 50.38
50253880	1618	Welder-GC - Not Gas		\$ 45.46	\$ 46.71	\$ 47.99

WORKING FOREMAN

The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010204	0850	A - Supervises highest class work including but not limited to "hot" operations (climbing)	Start	\$ 47.84	\$ 49.16	\$ 50.51
			End 6 Mo	\$ 48.97	\$ 50.32	\$ 51.70
50251366	0257	A - Gas	Start	\$ 48.53	\$ 49.86	\$ 51.23
			End 6 Mo	\$ 49.68	\$ 51.05	\$ 52.45
50251365	0105	A - non-climbing	Start	\$ 47.60	\$ 48.91	\$ 50.26
			End 6 Mo	\$ 48.73	\$ 50.07	\$ 51.45
50010205	0853	B - Supervises a crew containing one or more skilled craftsmen of the highest grade at the level of Electrician, Lineman, Welder, or higher classifications (climbing).	Start	\$ 47.35	\$ 48.65	\$ 49.99
			End 6 Mo	\$ 47.84	\$ 49.16	\$ 50.51
50251368	0255	B - Gas	Start	\$ 48.04	\$ 49.36	\$ 50.72
			End 6 Mo	\$ 48.53	\$ 49.86	\$ 51.23
50251367	0107	B - non-Climbing	Start	\$ 47.12	\$ 48.42	\$ 49.75
			End 6 Mo	\$ 47.60	\$ 48.91	\$ 50.26
50010206	0854	C - Gas Supervises a crew containing skilled craftsmen of intermediate grade at level of Oxygen-Acetylene Welder, Carpenter A, or higher, or supervises Towermen.	Start	\$ 43.00	\$ 44.18	\$ 45.39
			End 6 Mo	\$ 46.84	\$ 48.13	\$ 49.45
50253775	1608	C - Not Gas	Start	\$ 42.20	\$ 43.36	\$ 44.55
			End 6 Mo	\$ 45.96	\$ 47.22	\$ 48.52
50010207	0855	D - Supervises a crew containing skilled craftsmen at level of Carpenter B or below.	Start	\$ 40.18	\$ 41.28	\$ 42.42
			End 6 Mo	\$ 40.86	\$ 41.98	\$ 43.13
			End 1 Yr	\$ 42.14	\$ 43.30	\$ 44.49

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
<b>SERVICE CENTER CLASSIFICATIONS</b>						
50010278	1261	Apprentice Equipment Mechanic				
50070803	2028	Apprentice Repairperson				
			Start	\$ 33.89	\$ 34.82	\$ 35.78
			End 6 Mo	\$ 34.68	\$ 35.63	\$ 36.61
			End 1 Yr	\$ 35.49	\$ 36.47	\$ 37.47
			End 18 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 2 Yr	\$ 37.39	\$ 38.42	\$ 39.48
			End 30 Mo	\$ 38.39	\$ 39.45	\$ 40.53
50072914	2622	AWS Certified Welder		\$ 43.29	\$ 44.48	\$ 45.70
50070801	1596	Crane Operator				
			Start	\$ 36.72	\$ 37.73	\$ 38.77
			End 6 Mo	\$ 39.43	\$ 40.51	\$ 41.62
			End 1 Yr	\$ 42.60	\$ 43.77	\$ 44.97
50073083	0466	Electrician				
50010277	1260	Equipment Mechanic - GC				
				\$ 43.29	\$ 44.48	\$ 45.70
50010134	0313	First Shop Clerk (PIO)				
			Start	\$ 35.78	\$ 36.76	\$ 37.77
			End 6 Mo	\$ 36.46	\$ 37.46	\$ 38.49
			End 1 Yr	\$ 37.70	\$ 38.74	\$ 39.81
			End 18 Mo	\$ 38.62	\$ 39.68	\$ 40.77
			End 2 Yr	\$ 39.24	\$ 40.32	\$ 41.43
50010208	0857	Garage Working Foreman		\$ 45.98	\$ 47.24	\$ 48.54
		<p>The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.</p>				
50073129	0882	Garageman - GC (Hired 1-1-88 and after)				
			Start	\$ 23.76	\$ 24.41	\$ 25.08
			End 6 Mo	\$ 27.79	\$ 28.55	\$ 29.34
			End 1 Yr	\$ 30.87	\$ 31.72	\$ 32.59
			End 18 Mo	\$ 32.75	\$ 33.65	\$ 34.58
			End 2 Yr	\$ 33.43	\$ 34.35	\$ 35.29

IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50072605	0515	Lead Electrician				
50073173	1345	Lead Mechanic				
50010358	2026	Lead Repairperson (Davis Service Center)				
50070811	2619	Lead Welder				
			\$	44.18	\$ 45.39	\$ 46.64
50070781	1110	Machinist	\$	43.29	\$ 44.48	\$ 45.70
50010236	1082	Materials Leadman - GC	\$	38.08	\$ 39.13	\$ 40.21
50010264	1212	Materials Handler GC				
		Start	\$	28.92	\$ 29.72	\$ 30.54
		End 6 Mo	\$	31.72	\$ 32.59	\$ 33.49
		End 1 Yr	\$	33.89	\$ 34.82	\$ 35.78
		End 18 Mo	\$	34.95	\$ 35.91	\$ 36.90
		End 2 Yr	\$	36.17	\$ 37.16	\$ 38.18
50010231	1007	Mechanical Inspector	\$	44.18	\$ 45.39	\$ 46.64
50010238	1084	Parts Leadman	\$	38.08	\$ 39.13	\$ 40.21
50010125	0275	Partsman				
		Start	\$	30.83	\$ 31.68	\$ 32.55
		End 6 Mo	\$	32.75	\$ 33.65	\$ 34.58
		End 1 Yr	\$	33.89	\$ 34.82	\$ 35.78
		End 18 Mo	\$	34.95	\$ 35.91	\$ 36.90
		End 2 Yr	\$	36.17	\$ 37.16	\$ 38.18
50010359	2027	Repairperson	\$	43.29	\$ 44.48	\$ 45.70
50070762	0314	Routine Shop Clerk (Hired 1-1-88 and after) (PIO)				
		Start	\$	23.76	\$ 24.41	\$ 25.08
		End 6 Mo	\$	26.99	\$ 27.73	\$ 28.49
		End 1 Yr	\$	30.22	\$ 31.05	\$ 31.90
		End 18 Mo	\$	33.43	\$ 34.35	\$ 35.29
		End 2 Yr	\$	34.42	\$ 35.37	\$ 36.34
		End 30 Mo	\$	35.78	\$ 36.76	\$ 37.77
50073106	1408	Service Mechanic				
		Start	\$	36.46	\$ 37.46	\$ 38.49
		End 6 Mo	\$	37.39	\$ 38.42	\$ 39.48
		End 1 Yr	\$	38.39	\$ 39.45	\$ 40.53



IBEW PHYSICAL WAGES 2012-2014

EXHIBIT X

SAP JOB CODE	LEGACY CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE		
				1/1/2012	1/1/2013	1/1/2014
50010209	0858	Services Working Foreman The craft at which the Foreman himself is working while supervising the crew is to be included in determining his proper grade of Working Foreman. The step in which a new Working Foreman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists, such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A, or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered an integral part of the crew.		\$ 45.98	\$ 47.24	\$ 48.54
50073113	0434	Special Driver		\$ 38.11	\$ 39.16	\$ 40.24
50073119	0917	Steel Fabricator	Start	\$ 28.92	\$ 29.72	\$ 30.54
			End 6 Mo	\$ 31.72	\$ 32.59	\$ 33.49
			End 1 Yr	\$ 33.89	\$ 34.82	\$ 35.78
			End 18 Mo	\$ 34.95	\$ 35.91	\$ 36.90
			End 2 Yr	\$ 36.17	\$ 37.16	\$ 38.18
50010213	0918	Steel Fabricator Leadman		\$ 38.08	\$ 39.13	\$ 40.21
50072831	2618	Welder	Start	\$ 36.82	\$ 37.83	\$ 38.87
			End 6 Mo	\$ 39.60	\$ 40.69	\$ 41.81
			End 1 Yr	\$ 40.51	\$ 41.62	\$ 42.76
			End 18 Mo	\$ 41.50	\$ 42.64	\$ 43.81
			End 2 Yr	\$ 42.77	\$ 43.95	\$ 45.16