

In The Cross-Hairs:

Job Security and Wage Security Under Attack in PG&E Clerical Negotiations

IBEW Local 1245 and PG&E offered radically different visions of the future when Clerical bargaining proposals were exchanged on June 11 at Weakley Hall in Vacaville. These opening proposals, including key provisions on wage security and job security, will be the basis for negotiations that begin in early September.

PG&E claims they are “protecting” current workers. But in reality, the PG&E proposal would harm current workers.

Contracting out is a direct threat to job security at Call Centers and Bill/Print/Mail.

Two-tier wage structures historically create division, resentment, and higher turn-over rates, all of which have a negative impact on current workers, and a devastating effect on all future workers.

IBEW Clerical members put their hearts into submitting over 2,200 bargaining proposals.

Our Clerical Bargaining Committee worked hard to design a fair and reasonable opening package.

We will defend our job and wage security and resist any effort to divide and conquer us.

IBEW 1245's CLERICAL CONTRACT PROPOSAL

IBEW 1245's contract proposal seeks to preserve wage security and job security. We call for:

- Fair & Equitable Wages to help Clerical members support their families.
- Work/Life Balance (alternative work schedules, vacation, funeral leave)
- Better Training and Opportunities for Advancement

PG&E's CLERICAL CONTRACT PROPOSAL

PG&E's contract proposal attacks our wage security and our job security. It calls for:

- Management authority to Contract Out work at Call Centers and Bill/Print/Mail.
- A Two-Tier Wage Structure that imposes lower wages on all future hires
- Stricter Availability language, including elimination of Un-anticipated Vacation.

FACT: PG&E management is proposing a starting wage of \$10.70 for new utility clerks – compared to the current rate of \$14.91. *That is a nearly 30% wage reduction.* This would put some Clerical employees well below the “living wage” standards set by some northern California cities.

We can help PG&E become a better, stronger company. But we will not submit to unjustified and counter-productive attacks on our wages and our job security.

Stay strong. Stay engaged. Stay tuned.

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