

**2010 IBEW Clerical General Negotiations  
Company Proposals  
June 11, 2010**

Company Proposal #	Contract Title Name	Description
1	<a href="#">Title 6 Leave of Absence</a>	All paid sick, vacation and FH time to run concurrent with Company Medical Leave of Absence so that the total paid time off and unpaid Medical Leave of Absence combined is 12 months.
2	<a href="#">Title 6 Leave of Absence</a>	Provide one year to take and complete child care leave of absence to align with FMLA and CFRA provisions.
3	<a href="#">Title 7 Sick Leave</a>	Sick leave usage will be charged by actual usage in increments of 15 minutes and deducted from sick leave balance.
4	<a href="#">Title 8 Vacations</a>	Eliminate unanticipated vacation. Provide ability to pre-schedule vacation in one-hour increments.
5	Title 8 Vacation	<a href="#">Office Services would like the ability to schedule vacations by group in order to reduce and more effectively manage the time and money spent on employee travel. Pursue by letter agreement first.</a>
6	<a href="#">Title 8 Vacation</a>	Eliminate Section 8.5 Forfeiture of Vacation language as vacation is earned on an ongoing basis.
7	<a href="#">Title 12 Overtime</a>	Eliminate travel time pay for pre-arranged overtime assignments.
8	<a href="#">Title 12 Overtime</a>	Equalize overtime on either the department level or by the work function/group of the employee.
9	<a href="#">Title 12 Overtime</a>	Revise overtime eligibility provisions.
10	<a href="#">Title 13 Wages</a>	Establish a two-tier wage progression to provide market rates for newly hired classifications.
11	<a href="#">Title 13 Wages</a>	Section 13.7 (a) wage progression will be based on satisfactory performance.
12	<a href="#">Title 16 Meals</a>	Revise overtime meal provisions.
13	<a href="#">Title 17 Status</a>	Use Section 106.5(b)(1) language stating employees with less than one year of service may be terminated for inadequate work performance without recourse to the grievance procedure.
14	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Modify Section 18.11--Bypass for Lack of Qualifications to provide that employees can be bypassed for any level of formal discipline.
15	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Delete the tiebreaker provision - use of the application filing date - Section 18.9(b)(3) - Preference by Length of Service.

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16	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Limit posting of New Jobs at Headquarters and Job Awards Bulletins to website only and eliminate the postings to Company bulletin boards. Section 18.4(h) New Job at Headquarters 18.18(b) Job Awards Bulletin.
17	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Eliminate bypass letter notifications to Union Business Representatives. Section 18.14 Notification to Union of Bypass.
18	<a href="#">Title 24 Management of Company and Misc.</a>	Section 24.5 Contracting. Provide the Company with the ability to manage peak work loads through contracting services.
19	<a href="#">Title 24 Management of Company and Misc.</a>	Section 24.5 Contracting. Provide the Company with the ability to outsource bill and notice printing, inserting, mailing (BPM) and US Mail payment Processing (PPC) through contracting services.
20	<a href="#">Uniform Requirement</a>	Provide Office Services organization employees working in the 75 Customer Offices uniform shirts to be worn each work day.
21	<a href="#">L/A R1-91-113 Rewards and Recognition</a>	Revise the scope of eligibility to work groups and to allow additional awards such as cash. Increase maximum amount of award from \$200 per quarter to \$1,000 per quarter.
22	<a href="#">Positive Discipline</a>	Pilot an Attendance Management point system program.
23	<a href="#">L/A 87-189 Positive Discipline Guidelines</a>	Suspend the active period of the discipline any time an employee is off work for ten consecutive workdays or more and eliminate the deactivation after twelve months off due to leave of absence or Compensation Payroll.
24	<a href="#">Ex. A</a>	Fill Accounting Clerk and Customer Service Representative positions as they become vacant with either Accounting Clerks or Customer Service Representatives.
<b>Clean-up and Agreement Simplification</b>		
25a	<a href="#">Title 16 Meals</a>	Add L/A 09-06 updated language for Section 16.6 - Meals - Time Intervals to Agreement.
25b	<a href="#">Title 17 Status</a>	Add L/A 04-12 regarding Hiring Hall procedures to Agreement.
25c	<a href="#">Title 17 Status</a>	Add L/A 06-15 language to the Agreement. Section 17.6 Part Time Employment.

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25d	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Section 18.4(h) New Job at Headquarters. The language for New Jobs at Headquarters is inconsistent with Section 18.4(d) which was revised on 1/1/09.
25e	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Add "regular" to clarify the current language.
25f	<a href="#">Exhibit A</a>	Establish a Subcommittee to update Exhibit A. Update Ex. A with language per L/A 06-03 - time intervals for testing.
25g	Deleted	
25h	<a href="#">All where appropriate</a>	Change "Industrial Relations" to "Labor Relations" and other minor changes.
25i	<a href="#">Title 11 Premium Pay</a>	Update language to mirror Physical Agreement regarding date used to calculate shift premium. Section 11.2 Shift Premium.
25j	<a href="#">Title 3 Continuity of Service</a>	Modify the service continuity language to reflect the intent of the parties.
25k	Title 13 Wages L/A R1-91-113; L/A R1-92-48; L/A 00-33 Rewards and Recognition	See C-21.
25l	<a href="#">Ex. K - Severance</a>	Update severance agreement and release to be the same as what is being used.
25m	<a href="#">Title 12 Overtime</a>	Rate of pay for employees on alternative work schedules when working on non-workdays per LA 04-10. Section 12.2(d) Rate and Double-Time Conditions.
25n	<a href="#">Title 18 Job Bidding, Promotion and Transfer</a>	Cancel prebids of employees who change positions not just classification or headquarters. Sections 18.5h & 18.4g.
26	Title 7 Sick Leave	