

The Trouble with “Two-Tier”

How would you feel if the co-worker sitting next to you got paid \$10 more per hour than you do — even though you do the exact same work? You’d be pissed. Anybody would.

PG&E is proposing “two-tier” wages in the current Clerical negotiations. Two-tier wages would save PG&E money. But where does that money come from? It is taken out of the wages of new workers.

PG&E says two-tier “protects” current employees. Sure it does. As long as we’re willing to throw every new employee under the bus.

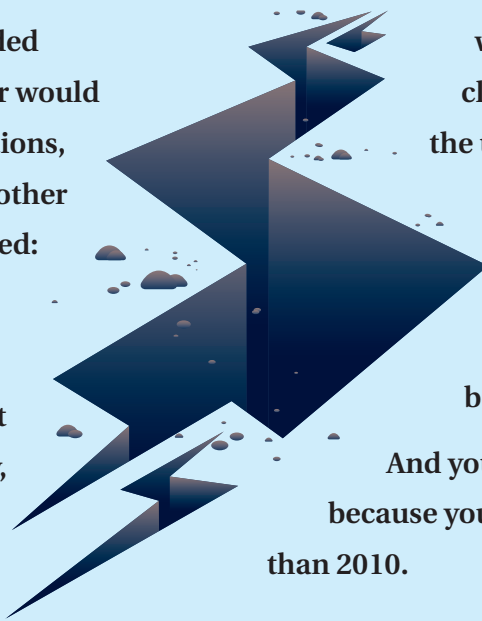
Don’t care about new employees? Think it over. Two-tier is a class system, and new employees will figure out pretty quickly they’re in the lower class. Over time, this lower class will get bigger and bigger. And madder and madder.

Someday there will be enough of them to throw *you* under the bus.



Abraham Lincoln said “A house divided against itself cannot stand.” Two-tier would divide our house. In future negotiations, we’d spend more time fighting each other than fighting for the things we all need: good wages, good benefits, decent working conditions.

The founders of our union knew that equal treatment was the key to unity, and that unity was the source of our strength. Non-discrimination



was one of the very first clauses they negotiated into the union contract at PG&E:

You shouldn’t be paid less because you’re a woman. You shouldn’t be paid less because of your race.

And you shouldn’t be paid less because you hired on in 2011 rather than 2010.

In negotiations this year, we’re not going to let anyone be thrown under the bus. We’re going to throw *two-tier* under the bus.



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