



**Pacific Gas and
Electric Company**

Robert Joga
Senior Director
Labor Relations and
Human Resources

375 N. Wiget Lane
Suite 130
Walnut Creek, CA 94598
(925)974-4461

November 14, 2018

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Following are the special rates and premiums effective January 1, 2019. This change incorporates the 3.25% GWI that is effective January 1, 2019.

1. SHIFT PREMIUMS

Second Shift	\$2.28
Third Shift	\$4.56
Sunday Premium	\$4.56
Sunday - second shift	\$6.84
Sunday - third shift	\$9.12

2. RELIEF PREMIUM \$41.48/week or \$1.04/hr

3. NUCLEAR OPERATOR LICENSE PREMIUMS

Reactor Operator	\$7.30
Certified Fuel Handler	\$3.65
Reactor Operator - DCPD	\$9.12
Sr. Reactor Operator – DCPD	\$11.86
DCPD License Class	\$1.82

4. FIRE FIGHTER

Fire Fighter	\$3.65
Fire Fighter Advanced Skills	\$2.16

REMOTE REPORTING FOR 2019

Less than 15 miles	\$29.50
15 miles or more	\$41.00

Sincerely,

Robert Joga
Senior Director, Labor Relations

cc: Bud Longo
John Lowe
Kevin O'Connell
Steven Oshiro
Amos Tanner
Joy Woolford
HR Labor Relations and Ops

Following are the special rates and premiums, effective January 1, 2019

IBEW

1. SHIFT PREMIUMS

(Average rate of all IBEW employees October 31, 2018 to the weighted general wage increase for January 1, 2019 is \$50.71)

Second Shift	\$2.28	(50.71 x 4.5%)
Third Shift	\$4.56	(50.71 x 9%)
Sunday Premium	\$4.56	(Equals to 3 rd Shift Premium)
Sunday - Second Shift	\$6.84	(Sunday premium + 2 nd Shift)
Sunday - Third Shift	\$9.12	(Sunday Premium + 3 rd Shift)

2. RELIEF PREMIUM (weekly)	\$41.48	(8 x Sunday Premium + \$5); or
RELIEF PREMIUM (hourly)	\$1.04	(weekly rate/40)

3. NUCLEAR OPERATOR LICENSE PREMIUM

Reactor Operator	\$7.30	(1.6 x 3 rd Shift Premium)
Certified Fuel Handler	\$3.65	(1/2 of Reactor Operator Premium)
Reactor Operator - DCPD	\$9.12	(2.0 x 3 rd Shift Premium)
Sr. Reactor Operator – DCPD	\$11.86	(2.6 x 3 rd Shift Premium)
DCPD License Class	\$1.82	(0.4 x 3 rd Shift Premium)

4. FIRE FIGHTER

Fire Fighter	\$3.65	(Equals Certified Fuel Handler Premium)
Fire Fighter Advanced Skills	\$2.16	(Avg of Fire Fighter/Captain rates x 4%)

REMOTE REPORTING

Less than 15 miles	\$29.50	(\$26.00 x Physical GWI – round to nearest 25¢)
15 or more miles	\$41.00	(\$36.25 x Physical GWI – round to nearest 25¢)