

WHAT HAS THE UNION DONE FOR ME?

IBEW Local 1245 Bargaining Gains at PG&E: 1953-2012



Here's the real question: **What have IBEW members accomplished for themselves** through collective bargaining at Pacific Gas & Electric? Nearly 60 years of steady, united action have produced tremendous gains in wages, benefits and working conditions. Major highlights:

1953

- 1) Adjustments in Classifications.
- 2) Provide for paid rest periods.
- 3) Additional classifications covered by the union.
- 4) Improvements in the Union Pension Plan.
- 5) General wage increase. (9-1-1953 – 3-1/2%)

1954

- 1) Improvements in sick leave.
- 2) Improved protection during displacement.
- 3) Eliminate of the casual worker position.
- 4) Improvement in the upgrade procedure.
- 5) Changed seniority to company time instead of classification time.
- 6) General wage increase. (9-1-1954 - 2 1/2% [22 month term])

1956

- 1) Classification wage adjustments. (\$.04 to \$.05 per hour)
- 2) Improved vacation package. (4 weeks at 25 years service)
- 3) Provide A Supplemental Benefit for Industrial Injury
- 4) General wage increase. (7-1-1956 -7.5% with a minimum increase of \$.16 per hour)

1957

- 1) Classification wage adjustments.
- 2) Improved vacation package. (3 weeks after 10 years service)
- 3) Overtime paid for work on Holiday. (Time and one-half holiday pay whether worked or not)
- 4) Shift premium for GC.
- 5) Established apprenticeship committee.
- 6) Provide Regular rate pay for work while on light duty.
- 7) General wage increase. (7-1-1957 - 5 1/2%, 7-1-1958 - 5%)

1959

- 1) Classification wage adjustments.
- 2) Increase in shift premium (to \$.08 and \$.12)
- 3) Improvement in group life insurance plan. (Provide increase to \$1000 insurance without increase in premium)
- 4) Increased company contribution to PSE Hospital Plan. (Employee pays \$2.15 and Co. pays \$3.15)
- 5) Increased Improvements in the grievance procedures.(Establish time limits at first step)
- 6) Improvements in Job Bidding and Promotion procedures.
- 7) Expanded options for Demotions procedures.
- 8) General wage increase. (7-1-1959 - 5 1/2%)

1960

- 1) Classification wage adjustments.
- 2) Increased company contribution to Hospital Plan. (By \$1.00 per month)
- 3) Expanded Job security.
- 4) Improvements in grievances procedures. (Time limits on answers and filing of
1) grievances)
- 5) General wage increase (7-1-1960 - 4.5%, 7-1-1961 - reopened)

1962

- 1) Classification wage adjustments.
- 2) Reclassification of some jobs in job description and line of progression.
- 3) Improvements for Leave of Absence. (Union leave of Absence increased to 36
6) months)
- 4) Improvements in grievances procedures.
- 5) Clarified benefits for Industrial injury.
- 6) Increase in shift premium. (\$.09 and \$.13 per hour)
- 7) Guaranteed Holidays for those who work the day.
- 8) Improved options for Title 206.
- 9) Improved rest period.
- 10) Separation of overtime into two categories.
- 11) Established supplemental sick leave pay.
- 12) Established maternity leave protect to return to work.
- 13) General wage increase. (\$3.50 to \$6.75 per week depending on present weekly pay)

1963

- 1) Classification wage adjustments.
- 2) Guaranteed 8 Holidays.
- 3) Improved vacation plan. (Four weeks vacation after 20 years)
- 4) Increase in shift premium. (7-1-1963 - \$.09 to \$.13 and \$.10 to \$.15)
- 5) Increased company contribution to Hospital Plan. (8-1-1963 - Member only \$5.00 per

month, Employee and one or more dependents \$5.20 per month; 8-1-1964 - Member only \$5.25 per month, employee and one dependent \$6.50 per month, employee and two or more dependents \$8.25 per month; 8-1-1965 - Member only \$5.50 per month, employee and one dependent \$8.00 per month, employee and two or more dependents \$11.75 per month)

- 6) General wage increase. (7-1-1963 - 3.75%, 7-1-1964 - 3.25%, 7-1-1965 - 3.25%)

1966

- 1) Increased company contribution to Hospital Plan. (Increases co. contribution to: Employee only from \$5.50 to \$6.50/month, Employee & one dependent from \$8.00 to \$9.25, Employee and two or more dependents from \$11.75 to \$13.75. Company contribution increased: 1-1-1968 by 60% ,1-1-1969 by 66 2/3% and 1-1-1970 by 75%.
- 2) Increase in shift premium. (\$.15 per hour and \$.20 per hour)
- 3) Improvements in rest period.
- 4) Additional sick leave bonus. (In 20 year of Co. seniority if qualified employee will be allowed 160 hr. additional sick leave)
- 5) Anniversary week of vacation every 5th year.
- 6) Automatic top-out of apprentice into journeyman.
- 7) Improved Prebid procedures.
- 8) Traveling assignment agreement.
- 9) General wage increase. (7-1-1966 - 4% with rounding to next \$.05 + experience, knowledge and skill adjustment, 7-1-1967 - 4%,7-1-1978 - 10.5 to 19 cents per hour + CPI reopened and 7-1-1969 - reopened)

1970

- 1) Improved vacation. (Established pro rata for first year of vacation and places vacation on calendar year basis)
- 2) Improved maternity leave. (Provides the employee with the right to return to her former classification after maternity leave)
- 3) Additional Holiday. (Birthday holiday)
- 4) Improved moving expenses. (Set at \$500.00)
- 5) Established educational assistance.
- 6) Dental Plan.
- 7) Provide for rest period. (clerical only)(8 hr. or more at OT rate entitled to 8 hr rest)
- 8) Upgrade pay for upgrade work. (clerical only)(full day only)
- 9) Improved meal provision. (clerical only) (Incorporates additional meal provisions for work periods outside of normal work hours beyond 1-1/2 hours on non-work days.
- 10) Improved bidding rights. (clerical only)
- 11) Improved per diem for Class "A" residences. (physical only)
- 12) Larger Promo-Demo areas for titles 305 &306. (physical only)
- 13) Union Shop.
- 14) General wage increase.(7-1-1970 -7-1/2%, 7-1-1971 and 7-1-1972 - 6% to 7-1/2% increase depending on May CPI)

1974

- 1) Established Labor-Management meetings.(Established Title 8 meetings)
- 2) Improved Leave of absence. (Maturity leave is to be treated as any other leave)
- 3) Improved pay for Funeral Leave, Jury Duty, witness and adoptions. (Provides for time off with pay for funeral leave, jury duty, to act as a witness and for legal adoption procedures.)
- 4) Improved grievance procedures.
- 5) Additional Holiday (Added Friday after Thanksgiving).
- 6) Improved meal policy. (Established \$2.00 meal for shift employees and established" guidelines for comparable substitute for meals)
- 7) Creation of the Safety Inspection Committees. (Walk-around Safety Committee)
- 8) Increase in shift premium. From 15 to 20 cents per hour and 20 to 25 cents per hour)
- 9) Improvements in vacation.(After 25 years service 5 weeks vacation)
- 10) Established renewal bonus sick leave.
- 11) Established criteria for double time.(Double-time for work beyond 16 hours, and between midnight and 8 am unless employee reports to work after 6 am, double time for work during rest period)
- 12) Established 21 day rule.
- 13) Established emergency duty guidelines.
- 14) Expanded provisions for Class HAH residences. (GC)
- 15) Increased expense allowance. (under section 301.4(a) (1) \$10 to \$12, \$7 to \$8.15, \$6 to \$7 and \$5.20 to \$6.00)
- 16) Rights based on service (date of employment) time not classification time.
- 17) "A" rights to LTD returnees.
- 18) "A" rights to entry level positions for those laid off for lack of work.
- 19) Improvement in moving costs. (From \$500 to \$750)
- 20) Improvement in Retirement Plan. (Provides early retirement without pension reduction at age 62 and over)
- 21) General wage increase. (1974 -7%, 1975 - 6% or reopened if Oct. 1974 CPI exceeds 149.0, 1976 - reopened)

1977

- 1) Revamp of wage rates. (Provides a differential of \$2.00 between wage rates)
- 2) Improvements in LTD plan.(5% to 41 % adjustment)
- 3) Improvements in the retirement plan.
- 4) Increased company contributions to Medical and Dental Plans. (Medical – 80-20 Co. payment, Dental - 70-30 Co. payment)
- 5) Improvements for Funeral Leave, Jury Duty and witness. (Added Grandparents to Funeral leave. Jury duty employees on second shift rescheduled to first shift)
- 6) Additional Holiday. (Floating taken first half of year)
- 7) Shift premium base on %.
- 8) Improved vacation plan. (16-24 [was 18] years get 20 days, 25 [was 26] or greater years get 25 days. Vacation taken in 1 day increments with approval.)]
- 9) Improved bidding procedure.
- 10) Improved right under demotion and layoff.
- 11) Expanded when 2X is paid for overtime.

- 12) Improved meal agreement. (Provided meal 1 hour beyond quitting time)
- 13) Removed 3 year bar for promotions and demotion in GC
- 14) General wage increase. (1977 -7.25%,1978 -7%, and 1979 - 6.75% or reopened if Oct. 1978 CPI exceeds 196.0)

1980

- 1) Extra vacation based on sick leave usage.(Use 1/2 or less of annual Sick Leave get 1 extra day of vacation per year)
- 2) Improved Funeral leave provisions. (Added Son-in-law and Daughter-in-law)
- 3) Improved shift and resident meal allowance. (From \$2.50 to \$3.00)
- 4) Increased the % amount for shift premium. (4-1/2% second and 9% third)
- 5) Additional Holiday. (floating holiday)
- 6) Improved service anniversary. Extend the 5-year service anniversary vacation beyond 20 years service.
- 7) Improved vacation plan. (Provide a 6th week vacation in the 32nd year of service)
- 8) Improved the provisions of 212.17. (Provide 8 hr rest between shift changes following 202.17 work)
- 9) Classification wage adjustments.
- 10) General wage increase and COLA. (12-1-79 - 9.2%, 1981 and 1982 - 3% + COLA of .01 cent per hour per week for each 0.33 point increase in the Aug. to Aug. CPI for each year)
- 11) Increased moving allowance. (From \$900 to \$1200)

1983

- 1) Additional HMO added to Health Plan. (Rockridge Health Care Plan of Oakland, Bay Pacific Health Plan, Inc., Heals Health Plan and Health Maintenance Network of Southern California)
- 2) Improved Jury duty provisions.
- 3) Accelerated promotion for those in demoted or transferred status.
- 4) Increase in GC Per Diem. (5% increase)
- 5) Improvements in L TO, Pension bands, and Supplemental Benefits. (7% improvement in pension bands)
- 6) General wage increase and COLA. (1983 - 7%, 1984 - 3% + COLA of .01 cent per hour per week for each 0.3 point increase in the July to July CPI for each year and 1985 - 3% + COLA of .01 cent per hour per week for each 0.3 point increase in the July to July CPI for each year)

1984

- 1) Established Joint Productivity Enhancement Committee.
- 2) Establish Child Care Leave.(Up to 6 consecutive months)
- 3) Improved Funeral Leave provisions. (Add Grandparent-in-law and Grandchild)
- 4) Improved Jury Duty provisions.(Reschedule second and third shift to first shift)
- 5) Improved Holiday provisions. (Allows for in lieu day for work on holiday)
- 6) Improved meal allowance provisions. (Established missed meal allowance of \$5.00, \$6.00 and \$11.00 for 1984 and \$5.25, \$6.30 and \$11.55 for 1986)

- 7) Increase in resident meal allowance. (From \$3.00 to \$6.00)
- 8) Improved vacation plan.(1-5 years 10 days, 6-15 years 15 days, 16-21 years 20 days and 22 and greater 25 days)
- 9) Establish Job Siting provisions.
- 10) Improved upgrade provisions.(Clerical employee upgraded for 4 hours or more shall be paid higher rate)
- 11) Increase moving allowance. (From \$1200 to \$1600)
- 12) Improve GC Per Diem Allowance and meal cost reimbursement.(25-35 miles \$5.25, 35-45 miles \$9.00, 45-55 miles \$12.25, 55-65 miles \$17.00, 65-75 miles \$22.00 and >75 miles \$32.50)
- 13) Improved Vision Plan. (100% Co. paid)
- 14) Improved Dental Plan. (Co. will pay 50% of covered orthodontics to \$1,000)
- 15) Improved Retirement packages.
- 16) General wage increase and COLA. (1985, 1986 and 1987 3% + COLA of .01 cent per hour per week for each 0.3 point increase in the July to July CPI for each year)

1988

- 1) Establish Employee Involvement Efficiency Projects.
- 2) Improved Funeral Leave provisions. (Added Step-parents and allows use vacation, floating holidays and personal time off to extend funeral leave)
- 3) Allow time off with pay for adoption.
- 4) Change Birthday Holiday to a Floating Holiday.
- 5) Improved meal provisions, (Allowed for reimbursement and 1/2 hour for each meal missed.
- 6) Improved vacation provisions. (Allow for scheduling vacations of one day or more for Physical)

1991

- 1) Expand Leave of Absence. (Includes guardianship of a child to qualify for leave)
- 2) Expand Funeral Leave. (Adds Aunts and Uncles to funeral leave)
- 3) Dropped restriction on Day after Thanksgiving.
- 4) Allow floaters for Martin Luther King Jr. Birthday.
- 5) Increase meal reimbursement. (\$8.00, \$8.00 and \$15.00 for missed meals from \$7.00, \$7.00 and \$14.00. \$8.00 from \$7.00 for resident and shift employees.)
- 6) Improve supplemental benefits for Industrial Injuries. (After 6 months from 75% to 66-2/3% and no payback when permanent disability settlement is received)
- 7) Extend number of days off industrial injury before forfeiture of vacation from 66 consecutive days to 110 workdays.
- 8) Voluntary Vacation transfer. (To a fellow employee for medical emergency)
- 9) Set mileage allowance to max. IRS non-taxable.
- 10) Establish direct deposit for all BU.
- 11) Improve options for displacement and layoff procedures.
- 12) Improve job security.
- 13) Increase moving allowance. (From \$1600 to \$2000)
- 14) Improve promotion rights in GC.
- 15) Improvements In vacation.

- 16) Improvements in the Health Plan.
- 17) General wage increase. (1991 – 3-3/4%, 1992 – 4% and 1993 – 4-1/2%)

1994

- 1) Additional Holiday. (Martin Luther King)
- 2) Increase time for bridging due to lack of work.
- 3) Improvement in the moving allowances.
- 4) Improved rehire rights for layoff due to lack of work.
- 5) Improved job security.
- 6) Improvement in the 401-K plan.
- 7) Improved medical plan.
- 8) Improvements for retirees and LTD.
- 9) One time offer of Voluntary Retirement Incentive.
- 10) Severance Package for term of contract. (4 weeks base pay + 1 week's pay for each year of service)
- 11) General wage increase. (1994 - 3%, 1995 – 3-1/4%, 1996 - 3-3/4% and 1997 - Wage opener)

1997

- 1) General Wage increase (1997 – 3- 1/4%, 1998 - 3 -1/4%, 1999 - 3 -1/2%)
- 2) Improvement for retirees

1999

- 1) General Wage increase (2000 - 3%, 2001 - 3%, 2002 - 3%)
- 2) Improved pension bands approximately 7%.
- 3) Elimination of early retirement penalties for employees who are at least 55 years of age with 30 years of service.
- 4) Increase pension and LTD for individuals prior to 1994.
- 5) Paid up life insurance of \$10,000 for all bargaining unit employees, which makes all eligible for LTD.
- 6) Successor Clause to protect members in case of sell off or spins to new business.
- 7) Three year wage protection for certain employees.
- 8) Job protection for Title 200/300 when contracting is being done.
- 9) Increase Title 300 per diem and mileage expense.
- 10) Expanded availability of vacation time - in hourly increments.

2003

- 1) Increased pension formula from 1.43% to 1.5% for first 25 years service, and 1.6% for service above 25 years.
- 2) General Wage Increase (2003 – 4%, 2004 – 4%, 2005 – 4%)
- 3) Instituted 3.75% member co-pay on medical premiums (concession)
- 4) Pension adjustment for those retired prior to 1978

- 5) 401-K improvement
- 6) Retirement Premium Offset Account established: \$5,000 current retirees, \$10,000 future retirees
- 7) Increase GC per diem and mileage reimbursement
- 8) Two-hour minimum (instead of four) for Clerical upgrades
- 9) Convert floating holidays at end of year to vacation hours instead of losing benefit
- 10) Successor clause language.

2006

(Wage reopener)

- 1) General Wage Increase (2006 – 3.75%, 2007 – 3.75%) plus contract extension through 2008 with General Wage Increase of 3.75%)
- 2) Benefit increases for Social Security-qualified employees on LTD

2009

- 1) General Wage Increases (Clerical/by letter agreement) (2009 – 3.75%, 2010 – 3.75%)
- 2) Wage adjustments: Service Crews, Climbing Classifications, Gas Service, Gas T&D, Electrical Maintenance.
- 3) Per diem increases
- 4) In lieu meal increases
- 5) Pension adjustment: 5% pre-1990 retirees; 3% for retired in 1990-1997, inclusive.
- 6) Education Assistance improvement

2010 (Clerical)

- 1) General Wage Increases (2011 – 3%, 2012 – 2%, 2013 – 2%, 2014 – 2%)
- 2) Enhanced funeral leave
- 3) Improved bidding and demotion rights
- 4) Access to bonus vacation for part time worker

2011-12 (Physical & Benefits)

- 1) General Wage Increases (2012 - 2.75%, 2013 – 2.75%, 2014 – 2.75%)
- 2) Suspended itemized receipt requirements and menu restrictions for meals \$30 or less
- 3) Improved funeral leave language
- 4) Improved Title 300 travel allowance
- 5) Wage adjustments for various classifications with additional job duties
- 6) Converted CDL premium to an hourly rate, extended rate to additional classifications
- 7) Maintained monthly medical premium copay at 7.5%
- 8) Crafted new approach to medical, emphasizing free preventative health care
- 9) Established health care reimbursement accounts
- 10) Created cash balance pension plan for future employees, optional conversion for current employees