

# Tentative Agreement Reached Between IBEW 1245 and PG&E

Through the **hard work** of your bargaining committee and Business Manager Tom Dalzell, IBEW 1245 and PG&E have reached a tentative four-year agreement that will provide for the **highest wage increases amongst utility locals in the country** while maintaining our many hard-fought protections.

Key elements of the TA include:

- ✓ A total **wage increase of 13%** over four years, starting 2016  
3% in 2016 — 3.25% in 2017 — 3.5% in 2018 — 3.25% in 2019

## Effective January 1, 2017:

**Improvements for members with zero to four years** with the company, including:

- ✓ 40 hours of sick leave, available from Day 1
- ✓ An extra 40 hours of vacation, for a total of 120 hours per year, accumulating from Day 1

Changes to the **time-off programs** that include many improvements:

- ✓ **A new voluntary short-term disability (VSTD)** that's better than the State Disability Insurance program. The benefit will increase from 55% to 70% of base wage, with no cap. Members will be able to go on VSTD for up to 2080 hours (52 weeks).
- ✓ **Long-term disability (LTD)** benefit will increase from 66 2/3 % to 70% of base wage, and will include more return-to-work opportunities, plus five years of wage protection.
- ✓ **A new voluntary Paid Family Leave (VPFL)** that's better than the State Paid Family Leave program. The benefit will increase from 55% to 70% of base wage, with no cap. Members can go on VPFL for up to 320 hours (8 weeks) per year, with no waiting period.
- ✓ Preservation of **existing sick leave bank hours** (now called "capped sick leave hours"), which members will accumulate through the end of 2016. Members will still be able to use sick hours they've previously accumulated. Upon retirement, remaining sick bank hours will be converted to their retiree health reimbursement account (RHRA) at a rate of 20%.
- ✓ A revised **incidental sick pay system** beginning , that includes 80 hours of sick pay per year (40 hours on January 1, 40 hours on July 1).

## The company and union have also agreed to:

- ✓ A reopener on **retiree benefits** in 2016. The union is committed to keeping its promise to our retirees.
- ✓ Address other issues in **Ad Hoc negotiations**. IBEW 1245 has a stellar track record when it comes to finding win-win solutions in Ad Hoc. Any agreements that come out of Ad Hoc may be voted on only by the affected members.

✓ **YES**

**Your IBEW  
1245  
Bargaining  
Committee  
recommends  
a YES vote  
on this TA.**

**Ballots will  
be mailed on  
Thursday,  
Aug. 20 and  
counted on  
Tuesday,  
Sept. 22.**



**FOR MORE INFORMATION, VISIT OUR WEBSITE: [IBEW1245.com/PGE-TA-2015](http://IBEW1245.com/PGE-TA-2015)**