

PG&E  
Physical Agreement Proposal Concepts  
March 18, 2016

1. Electric Service Crews

- a) The Company may establish Service Crews in the Electric Department
- b) The workweek and work hours will be regularly scheduled
- c) The workweek may start on any day of the week and at any hour of the day, except no shifts will include both Saturday and Sunday as regular work days
- d) Service Crews will consist of at least a two-person crew, but no more than a three-person crew, including one crew foreman and one journeyman
- e) Service Crews may be assigned to work with other crews or in conjunction with or assistance of a Troublemaker. Troublemakers will not be assigned as part of a two-person unit.
- f) Service Crew members may be assigned any type of work that they are qualified to perform
- g) No 212 requirement for emergencies if a Service Crew is available
- h) The staffing of Service Crews will be accomplished through the voluntary job bidding and transfer system, by the assignment of future Unassigned Linemen who begin their apprenticeship after ratification of this agreement, or with new hires
- i) Service Crew members will receive an 8% premium above the appropriate Title 200 base classification. Premium is not pensionable until after 18 months in a Service Crew Classification

2. Gas First Responder

- a) The Company may establish Gas First Responders in the Gas Department
- b) The workweek and work hours will be regularly scheduled
- c) The workweek may start on any day of the week and at any hour of the day, except no shifts will include both Saturday and Sunday as regular work days
- d) Gas First Responders may be assigned any type of work that they are qualified to perform
- e) No 212 requirement for emergencies if Gas First Responders are available
- f) The staffing of Gas First Responders will be accomplished through the voluntary job bidding and transfer system or with new hires
- g) Gas First Responders will receive an 8% premium above the appropriate Title 200 base classification. Premium is not pensionable until after 18 months in a Gas First Responder Classification.

3. Mandatory Two-Man Rubber Glove Work Procedures

- a) Cancel paragraph E of L/A 90-34
- b) Firm requirement of two-man rubber glove work procedures

4. Job Bidding and Acceptance

- a) Once a position is accepted, employees cannot later decline the offer
- 5. Grievance Procedure
  - a) Reduce steps and simplify procedure
- 6. Safety Title105
  - a) Replace outdated language to encompass current and future safety programs, culture and concepts

## Clerical Agreement Proposal Concepts

- 1. Job Bidding and Acceptance
  - b) Once a position is accepted, employees cannot later decline the offer
- 2. Grievance Procedure
  - a. Reduce steps and simplify procedure
- 3. Clerical Overtime Equalization
  - a. Eliminate obligation to equalize overtime by department within a headquarters for Operating Clerical; redefine “department” for purposes of OT
  - b. Establish separate OT procedure for Clerical storm room staffing
- 4. Call Center Sick Time Award
  - a. Change sick time award from January 1<sup>st</sup> to employee’s service anniversary date
- 5. Safety Title 20
  - a. Replace outdated language to encompass current and future safety programs, culture and concepts