



**Pacific Gas and  
Electric Company™**

**Matthew Levy**  
Director  
Labor Relations and  
Human Resources

375 N. Wiget Lane  
Suite 130  
Walnut Creek, CA 94598  
(925)974-4404

November 5, 2019

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, 2020. This change incorporates the 3.00% GWI that is effective January 1, 2020.

1. SHIFT PREMIUMS

Second Shift	\$2.35
Third Shift	\$4.70
Sunday Premium	\$4.70
Sunday - second shift	\$7.05
Sunday - third shift	\$9.40

2. RELIEF PREMIUM \$42.60/week or \$1.07/hr

3. NUCLEAR OPERATOR LICENSE PREMIUMS

Reactor Operator	\$7.52
Certified Fuel Handler	\$3.76
Reactor Operator - DCP	\$9.40
Sr. Reactor Operator – DCP	\$12.22
DCP License Class	\$1.88

4. FIRE FIGHTER

Fire Fighter	\$3.76
Fire Fighter Advanced Skills	\$2.23

REMOTE REPORTING FOR 2020

Less than 15 miles	\$30.50
15 miles or more	\$42.25

Sincerely,

Matt Levy  
Director, Labor Relations

cc: Noelle Attoun  
John Lowe  
Mushtaq Mohammed  
Steven Oshiro  
HR Labor Relations and Ops

**Following are the special rates and premiums, effective January 1, 2020**

**IBEW**

**1. SHIFT PREMIUMS**

(Average rate of all IBEW employees October 31, 2019 to the weighted general wage increase for January 1, 2020 is \$52.20)

Second Shift	\$2.35	(52.20 x 4.5%)
Third Shift	\$4.70	(52.20 x 9%)
Sunday Premium	\$4.70	(Equals to 3 <sup>rd</sup> Shift Premium)
Sunday - Second Shift	\$7.05	(Sunday premium + 2 <sup>nd</sup> Shift)
Sunday - Third Shift	\$9.40	(Sunday Premium + 3 <sup>rd</sup> Shift)

2. RELIEF PREMIUM (weekly) \$42.60 (8 x Sunday Premium + \$5); or  
RELIEF PREMIUM (hourly) \$1.07 (weekly rate/40)

**3. NUCLEAR OPERATOR LICENSE PREMIUM**

Reactor Operator	\$7.52	(1.6 x 3 <sup>rd</sup> Shift Premium)
Certified Fuel Handler	\$3.76	(1/2 of Reactor Operator Premium)
Reactor Operator - DCPD	\$9.40	(2.0 x 3 <sup>rd</sup> Shift Premium)
Sr. Reactor Operator – DCPD	\$12.22	(2.6 x 3 <sup>rd</sup> Shift Premium)
DCPD License Class	\$1.88	(0.4 x 3 <sup>rd</sup> Shift Premium)

**4. FIRE FIGHTER**

Fire Fighter	\$3.76	(Equals Certified Fuel Handler Premium)
Fire Fighter Advanced Skills	\$2.23	(Avg of Fire Fighter/Captain rates x 4%)

**REMOTE REPORTING**

Less than 15 miles	\$30.50	(\$29.50 x Physical GWI – round to nearest 25¢)
15 or more miles	\$42.25	(\$41.00 x Physical GWI – round to nearest 25¢)