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## **PG&E Tree Trimming Union vs. Non Union Pay Rate Comparison**

July 12, 2012

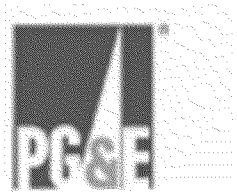


# Hourly Compensation Comparisons – IBEW vs. Non-Union Contractors

	Union Hourly Pay Rates - Standard Time		Non Union Hourly Pay Rates - Standard Time	
	Bay Area	Northern Region	Bay Area	Northern Region
<b>Climber (Tree Trimmer/ Faller) Avg. Total Pay Rate</b>	<b>\$28.24</b>	<b>\$27.52</b>	<b>\$21.50</b>	<b>\$28.00</b>

- **IBEW hourly pay rates vary by region as negotiated by their agreements**
- **IBEW hourly rates include Health & Welfare and Retirement as part of the employee total compensation where non union workers do not receive these benefits**
- **Non union workers are compensated as contract employees without medical or retirement benefits**

Reference: Bay Area Union rates defined using Asplundh and Davey Tree. Non union rates defined from CA Reforestation, Newcomb Tree and Redding Tree Growers  
Northern Union rates defined using Asplundh, Davey Tree, Mountain F. Enterprises, Utility Tree and Windy Tree. Non union rates defined using Roberts Tree Care, Northgate Tree Care and Scott Timber



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## APPENDIX



# Contractor Hourly Compensation Comparison – By Region

Contractor (Forecasted 2012 Spend)	Union - Standard Time								
	Asplundh (\$20.7M)		Davey Tree (\$55.3M)		Trees, Inc. (\$17.1M)	Mtn. Firewood (\$3.1M)	Windy Tree (\$3.6M)	Utility Tree (\$20.4M)	
Area	Northern (North Coast)	Bay Area (SF)	Bay Area (SF)	Northern (North Coast)	Central Valley	Northern North Valley / Sierra	Northern (North Coast)	Northern (North Valley / Sierra)	Northern (Sac.)
Foreman (Tree Trimmer/Faller) Pay Rate	\$ 23.82	\$ 24.59	\$ 25.57	\$ 23.75	\$ 23.48	\$ 31.70	\$ 23.66	\$ 24.61	\$ 24.18
Health & Welfare	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 6.73	\$ 4.20	\$ 4.87	\$ 4.87
Retirement	\$ 0.77	\$ 0.77	\$ 0.75	\$ 0.67	\$ 0.70	\$ 1.03	\$ 0.78	\$ 0.69	\$ 0.68
<b>Total Employee Compensation (Pay + Benefits)</b>	<b>\$ 29.59</b>	<b>\$ 30.36</b>	<b>\$ 31.32</b>	<b>\$ 29.42</b>	<b>\$ 29.18</b>	<b>\$ 39.46</b>	<b>\$ 28.64</b>	<b>\$ 30.17</b>	<b>\$ 29.73</b>
<b>Benefits Percentage of Pay</b>	<b>24%</b>	<b>23%</b>	<b>22%</b>	<b>24%</b>	<b>24%</b>	<b>24%</b>	<b>21%</b>	<b>23%</b>	<b>23%</b>
Climber Pay Rate	\$ 21.47	\$ 22.11	\$ 22.98	\$ 21.38	\$ 20.10	\$ 22.50	\$ 21.31	\$ 22.12	\$ 21.73
Health & Welfare	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 6.73	\$ 4.20	\$ 4.87	\$ 4.87
Retirement	\$ 0.70	\$ 0.70	\$ 0.68	\$ 0.64	\$ 0.63	\$ 0.68	\$ 0.69	\$ 0.62	\$ 0.61
<b>Total Employee Compensation (Pay + Benefits)</b>	<b>\$ 27.17</b>	<b>\$ 27.81</b>	<b>\$ 28.66</b>	<b>\$ 27.02</b>	<b>\$ 25.73</b>	<b>\$ 29.91</b>	<b>\$ 26.20</b>	<b>\$ 27.61</b>	<b>\$ 27.21</b>
<b>Benefits Percentage of Pay</b>	<b>27%</b>	<b>26%</b>	<b>25%</b>	<b>26%</b>	<b>28%</b>	<b>33%</b>	<b>23%</b>	<b>25%</b>	<b>25%</b>
Apprentice Climber Pay Rate	\$ 20.13	\$ 20.50	\$ 20.56	\$ 19.05	\$ 19.88	\$ 18.00	\$ 20.02	\$ 18.14	\$ 18.90
Health & Welfare	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 6.73	\$ 4.20	\$ 4.87	\$ 4.87
Retirement	\$ 0.65	\$ 0.65	\$ 0.64	\$ 0.60	\$ 0.60	\$ 0.56	\$ 0.65	\$ 0.56	\$ 0.58
<b>Total Employee Compensation (Pay + Benefits)</b>	<b>\$ 25.78</b>	<b>\$ 26.15</b>	<b>\$ 26.20</b>	<b>\$ 24.65</b>	<b>\$ 25.48</b>	<b>\$ 25.29</b>	<b>\$ 24.87</b>	<b>\$ 23.57</b>	<b>\$ 24.35</b>
<b>Benefits Percentage of Pay</b>	<b>28%</b>	<b>28%</b>	<b>27%</b>	<b>29%</b>	<b>28%</b>	<b>41%</b>	<b>24%</b>	<b>30%</b>	<b>29%</b>
Groundman/Flagman - Pay Rate	\$ 14.67	\$ 15.09	\$ 15.80	\$ 14.68	\$ 14.47	\$ 14.90	\$ 14.64	\$ 13.79	\$ 13.79
Health & Welfare	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 6.73	\$ 4.20	\$ 4.87	\$ 4.87
Retirement	\$ 0.48	\$ 0.65	\$ 0.46	\$ 0.45	\$ 0.44	\$ 0.45	\$ 0.47	\$ 0.42	\$ 0.42
<b>Total Employee Compensation (Pay + Benefits)</b>	<b>\$ 20.15</b>	<b>\$ 20.74</b>	<b>\$ 21.26</b>	<b>\$ 20.13</b>	<b>\$ 19.91</b>	<b>\$ 22.08</b>	<b>\$ 19.31</b>	<b>\$ 19.08</b>	<b>\$ 19.08</b>
<b>Benefits Percentage of Pay</b>	<b>37%</b>	<b>37%</b>	<b>35%</b>	<b>37%</b>	<b>38%</b>	<b>48%</b>	<b>32%</b>	<b>38%</b>	<b>38%</b>

Non Union - Standard Time					
Roberts Tree Care (<\$0.1M)	Northgate Tree Care (\$0.5M)	CA Reforest- ation (\$0.9M)	Newcomb Tree (\$0.8M)	Redding Tree Growers (\$0.3M)	Scott Timber (\$0.6M)
Northern	Northern	Bay Area / Coastal	Bay Area / Pennisula	Bay Area	Northern (North Valley / Central Valley)
\$ 33.00	\$ 20.00	\$ 33.85	\$ 30.00	\$ 30.00	\$ 25.00
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>\$ 33.00</b>	<b>\$ 20.00</b>	<b>\$ 33.85</b>	<b>\$ 30.00</b>	<b>\$ 30.00</b>	<b>\$ 25.00</b>
<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
\$ 33.00	\$ 26.00	\$ 22.50	\$ 22.00	\$ 20.00	\$ 25.00
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>\$ 33.00</b>	<b>\$ 26.00</b>	<b>\$ 22.50</b>	<b>\$ 22.00</b>	<b>\$ 20.00</b>	<b>\$ 25.00</b>
<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
	\$ 17.00		\$ 17.00		\$ 23.00
	\$ -		\$ -		\$ -
	\$ -		\$ -		\$ -
	\$ 17.00		\$ 17.00		\$ 23.00
	<b>0%</b>		<b>0%</b>		<b>0%</b>
\$ 17.75	\$ 16.00	\$ 12.50	\$ 17.00	\$ 17.00	\$ 18.00
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>\$ 17.75</b>	<b>\$ 16.00</b>	<b>\$ 12.50</b>	<b>\$ 17.00</b>	<b>\$ 17.00</b>	<b>\$ 18.00</b>
<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>

Note: 2012 Rate information provided by contractor communications or existing Direct Labor Worksheets