



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 13-25-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
P.O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310  
STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
TOM DALZELL  
BUSINESS MANAGER

April 5, 2013

**CXL Superseded by LA R1-15-15**

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:

Over the past six months, the parties have been discussing issues associated with the ongoing staffing shortage of Transmission System Operators at the Vacaville Grid Control Center (GCC). While the Company's preference is to hire into the apprentice program and train candidates internally to become journeymen, they are limited by the number of apprentices that can be supported through training and experienced operator and supervisory oversight at one time. As such, there is a need to hire at the journeyman operator level concurrent with apprentice hiring and training.

Company has found that, once the internal bid list is exhausted, external journeyman operator candidates from out of state do not hold a journeyman card and therefore do not meet the entry qualifications for System Operator. In addition, the Apprentice System Operator wage rate is not sufficient to attract candidates with the required journeyman operator experience.

In order to facilitate the external hiring of journeyman operators into System Operator positions, the parties agree to make an exception to the Apprentice System Operator Training Guidelines in Letter of Agreement 06-27 and allow Company to hire Provisional System Operators externally on a case by case basis.

In order to ensure success as a System Operator, the hiring department must adhere to the following for all external candidates into a Provisional position:

1. Prior to an offer being made to an external candidate, the Power Systems Operator School will perform a pre-hire assessment of the candidates' qualifications and experience and make a recommendation to the JATC and the hiring department on the candidates' ability to successfully complete a training plan within 6 – 12 months of hire. This assessment will be developed by the Power Systems Operator School and will be standardized for all candidates.
2. Once the candidate is hired, a training plan will be created by the hiring department and approved by the JATC that outlines the specific training gaps, and includes required classroom and on-the-job training.

In accordance with the GCC workforce plan, the GCC plans to hire 12 Apprentice Transmission System Operators in 2013 and 12 more in 2014.

This proposal has been discussed with Assistant Business Manager Bob Dean.

Either the Company or Union may cancel this agreement by providing 30 days written advance notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,


PACIFIC GAS & ELECTRIC COMPANY

By:   
\_\_\_\_\_  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

\_\_\_\_\_, May 2 \_\_\_\_\_, 2013

By:   
\_\_\_\_\_  
Tom Dalzell  
Business Manager