



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 14-44-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

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

October 15, 2014

CXL Superseded by LA 19-11

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:

The Company and Union established an ad hoc committee to discuss a new classification with associated training requirements and review the current Job Definitions and Lines of Progression with respect to the Division and General Office Building Department.

Pursuant to Subsection 204.4 (b), the Company proposes to establish a new classification within the Division and General Office Building Department titled "Critical Facility Technician", (CFT). The job description, lines of progression, and wage rates are provided in Attachment I of this agreement.

Upon execution of this agreement the Company will initially fill ten (10) Critical Facility Technician positions: six (6) at the Fairfield Information & Operations Center (Data Center) and four (4) at the San Francisco General Office. The Company will continue to evaluate business needs and fill CFT positions in other locations as needed.

BIDDING PROCEDURES FOR CFT VACANCIES

In the initial filling of the ten (10) CFT positions noted above, Building Technicians will be given first preference for these 10 positions. Remaining positions not filled by Building Technicians shall be filled as described below.

Remaining positions and future CFT vacancies shall be given preferential consideration in the following sequence:

- 1) Critical Facilities Technician and Building Technicians shall be considered the "same or higher" on a system-wide basis.
- 2) Building Crew Leader (0665), Lead Building Mechanic (1235), Lead Building Mechanic – DCP (1236), Building Crew Leader – DCP (0666) shall be considered qualified bidders on a system-wide basis.

- 3) If there are no qualified bidders, the positions will be filled by unrestricted appointment.

Internal employees who are awarded one of the initial ten (10) CFT vacancies shall be eligible for the Training/SME bonus.

Successful bidders will have taken and achieved a passing score on the Industrial Skills Test (IST). The Company will communicate the IST requirement to all employees within the department prior to filling CFT vacancies. Incumbent Building Department employees who have passed the ACT test are considered exempt from this section.

CFT TRAINING PROGRAM

The Company and Union committee members have been developing a formal training program for the newly created CFT positions which will include internal training and vendor provided training as required. The formal training program being finalized will be subject to review and approval of the Joint Apprenticeship Training Committee (JATC). The training program will not exceed two years and employees, depending on skill set and experience, may test out of certain CFT training courses and complete the training program earlier than two years.

Successful bidders will be placed as provisional CFTs for the duration of the training program and shall not be eligible to bid to other positions until successful completion of the CFT training program. This does not preclude a CFT from bidding another CFT vacancy at another headquarters. Employees entering into the CFT training program will be given a provisional training plan, specific to their training needs with an expected timeline of completion, subject to review and approval of the JATC.

Training and SME bonus:

Successful bidders to the initial ten (10) CFT positions referenced above will receive a \$10,000 training/SME bonus paid in two installments:

- \$2500 payable upon reporting to the CFT position and;
- \$7500 upon completion of the training.

REMOVAL FROM THE CFT TRAINING PROGRAM

The parties agree that the CFT training program is not yet completed therefore, in the event an employee bidding on the initial ten (10) CFT positions is unsuccessful in completing the agreed to training program such employee will be able to return to his previous position and headquarters. In the future, and after final review and approval by the JATC, other employees that may be unsuccessful in completing the training program will be placed in accordance with 206.15 of the Physical Agreement.

The ad hoc committee will remain intact to oversee any matters that may arise as a result of this agreement and to address other matters such as finalization of the training program, qualification testing, and other issues that may arise as the new position is implemented.

The parties will also form a working committee to provide oversight and recommendations on Exhibit XVI compliance issues, shift schedules, and backfilling vacancies. This committee will exam the contracting practices, determine applicability, and make recommendations on staffing levels, locations, and positions as appropriate. Final decisions on the recommendations will be made by the company. The working committee will have its first meeting no later than November 15, 2014 and complete its review and provide recommendations no later than December 31, 2014.

Building Technician

This agreement modifies bid rights for filling Building Technicians vacancies to include the following classifications: Building Crew Leader (0665), Lead Building Mechanic (1235), Lead Building Mechanic – DCP (1236), Building Crew Leader – DCP (0666). See **ATTACHMENT III**

Reverse Line of Progression

The parties agree to update the reverse line of progression as part of the next update to the Title 206 Reverse Lines of Progression. Such update shall utilize demotion units for the Building Technician and Critical Facility Technician positions.

Wages – 2014

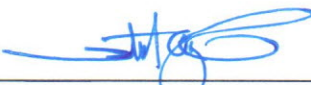
Single Rate \$47.95/hour

The Company has discussed this Letter of Agreement with Sr. Assistant Business Manager Joe Osterlund.

If you agree, 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 agreement.

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

October 23, 2014

By: 

Tom Dalzell
Business Manager

ATTACHMENT I

Critical Facilities Building Technician xxxx (51683083)

A shift employee who is able to perform all assigned tasks of a Building Technician, Building Crew Leads, and Lead Building Mechanics. In addition, includes at an expert level the following: maintain and operate critical electrical systems from utility point(s) of service, main-tie-mains, electrical distribution boards, emergency distribution boards, automatic transfer switches, static transfer switches, and power distribution units. Maintain and operate emergency generators, load bank systems (reactive & resistive), fuel delivery systems, fuel storage systems, and fuel leak detection systems. Maintain and operate mechanical and hydronic cooling tower systems, pumps, VFDs, chillers, Water Source Heat Pumps, and computer room air conditioners (CRAC). Maintain and operate automated open and closed water treatment systems. Maintain and operate critical fire and life safety detection and protection systems such as Vesda, Inergen & Halon protection assemblies, and pre-action suppression systems. Maintain and operate building automation and controls systems including sequence of operations protocol, active monitoring, and executing changes of state as/if needed. Be familiar with and able to execute emergency operating and recovery procedures. Be familiar with change procedures from inception to installation and commissioning and supporting Clearance Requests, Work Plans, Job Plans, Methods of Procedure, Standard Operating Procedures, risk analysis, and contingency planning. Prepare, oversee, administer, and record testing and compliance documentation. Maintain testing and maintenance records in compliance with Records Retention policies. Schedule contractors and vendors for all work performed in controlled environments for all activities, including service-affecting work. Read and interpret, design documents, construction documents (plans), submittals, schematics, requests for proposal, and close-out documentation. Oversee and track contractor or vendor work performed to ensure compliance with contract documents, purchase orders, or work authorizations. Respond to all critical alarms to mitigate downtime or operational disruptions. Prepare detailed written site incident reports, corrective measures, and root cause analysis. Understand and administer reliability centered maintenance, predictive maintenance, and preventative maintenance standards.

Qualifications:

- Must pass the Physical Pre-employment test (PTB) or have the background of a Building Technician.
- Must pass the Industrial Skills Test (IST) or ACT if incumbent Building Department employee.

ATTACHMENT II

XXXX - CRITICAL FACILITY TECHNICIAN

SEE NOTES BELOW ON SEQUENCE FOR FILLING VACANCIES

Legacy Code	SAP Job Code	Next Lower Classifications

Legacy Code	SAP Job Code	Same or Higher Classifications
XXXX	51683083	Critical Facility Technician
2355	50010382	Building Technician

Legacy Code	SAP Job Code	Next Lower Classifications
0666	50010183	Building Crew Leader - DCPP
1236	50010267	Lead Building Mechanic - DCPP
0665	50010182	Building Crew Leader
1235	50010266	Lead Building Mechanic

Legacy Code	SAP Job Code	Same or Higher Classifications
XXXX	51683083	Critical Facility Technician

CFT vacancies shall be given preferential consideration in the following sequence:

- 1) Critical Facilities Technician and Building Technicians shall be considered the "same or higher" on a system-wide basis
- 2) Building Crew Leader (0665), Lead Building Mechanic (1235), Lead Building Mechanic – DCPP (1236), Building Crew Leader – DCPP (0666) shall be considered qualified bidders on a system-wide basis.

ATTACHMENT III

2355 (50010382) BUILDING TECHNICIAN

SEE NOTES BELOW ON SEQUENCE FOR FILLING VACANCIES

Legacy Code	SAP Job Code	Next Lower Classifications

Legacy Code	SAP Job Code	Same or Higher Classifications
XXXX	51683083	Critical Facility Technician
2355	50010382	Building Technician

Legacy Code	SAP Job Code	Next Lower Classifications
0666	50010183	Building Crew Leader - DCPD
1236	50010267	Lead Building Mechanic - DCPD
0665	50010182	Building Crew Leader
1235	50010266	Lead Building Mechanic

Legacy Code	SAP Job Code	Same or Higher Classifications
2355	50010382	Building Technician

Building Technician vacancies shall be given preferential consideration in the following sequence:

- 1) Critical Facilities Technician and Building Technicians shall be considered the "same or higher" on a system-wide basis
- 2) Building Crew Leader (0665), Lead Building Mechanic (1235), Lead Building Mechanic – DCPD (1236), Building Crew Leader – DCPD (0666) shall be considered qualified bidders on a system-wide basis.