



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 18-05-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

ROBERT JOGA
SENIOR DIRECTOR

TOM DALZELL
BUSINESS MANAGER

April 6, 2018

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:

Letter of Agreement 14-39, which established the GC Gas Line of Progression (LOP) for 'Inspection', noted the importance of a highly trained inspection workforce to perform gas transmission pipeline and distribution facility inspections. In recognition of this, the parties agreed to address updates to qualification and certification requirements as needed. This commitment similarly applies to two lead inspector classifications created by Letter of Agreement 18-04.

Company proposes to add American Petroleum Institute 1169 (hereafter API 1169) and NACE International Institute Coating Inspector Program Level 2 (hereafter NACE CIP 2) as requirements to the classifications within the GC Gas LOP for 'Inspection'.

The API 1169 and NACE CIP 2 certifications shall be required as noted for the classifications in the table below. Additionally, any classifications regardless of the LOP, must hold the appropriate certifications to perform inspections on transmission pipeline and distribution facilities.

Additional Requirements by Classification

Job Code	Classification	New Requirements
51664850	Utility Construction Inspector	API 1169
51665126	Construction Inspector	API 1169, NACE CIP 2
52111406	Lead Inspector	API 1169, NACE CIP 2
51665127	Pipeline Inspector – CWI	API 1169, NACE CIP 2
52111405	Lead Pipeline Inspector – CWI	API 1169, NACE CIP 2

Upon execution of this agreement, an hourly premium of three percent of the employee's straight-time rate (rounded to the nearest full cent per hour) shall be applied to wages for time worked as follows:

1. All incumbent employees listed in Attachment 1 (hereafter "incumbents"), who remain in the Line of Progression and who obtain and maintain the above listed qualifications as required by the classification.

2. All employees who are outside of the GC Gas LOP for 'Inspection' but are assigned to support the department full time and who obtain and maintain the above listed qualifications as required by the work performed.
3. All future employees within the GC Gas LOP for 'Inspection,' who remain in the Line of Progression and who obtain and maintain the above listed qualifications as required by the classification.

In the event that industry standard requirements are modified, the parties agree to meet to discuss transfer of the premium to the new requirements.

Initial Implementation Phase - API 1169

1. All incumbents will be provided the opportunity, at Company cost, up to two attempts to obtain the API 1169 certification.
 - a. Such attempts shall be made within six months from the date of the execution of this Agreement with reasonable flexibility allowed for first available API 1169 training and testing windows.
 - b. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
2. Incumbents who do not successfully meet the new certification requirement are precluded from further progression within the LOP and from inspecting gas transmission pipeline until such time as requirements are met.

Initial Implementation Phase - NACE CIP 2

1. All incumbents will be provided the opportunity, at Company cost, up to two attempts to obtain the NACE CIP 2 certification.
 - a. These attempts shall be made within six months from the date of the execution of this Agreement with reasonable flexibility allowed for first available NACE CIP 2 training and testing windows.
 - b. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
2. Incumbents who do not successfully meet the new certification requirement are precluded from further progression within the LOP until such time as requirements are met.

Additional Staffing Notes

1. Upon execution of this Agreement and pursuant to Section 305.5, an employee shall not be eligible for appointment to any classification within the GC Gas LOP for 'Inspection' via the Temporary/Permanent (T/P) Upgrade process unless he/she possesses the required qualifications prior to the request for T/P Sheets on file.
2. Upon execution of this Agreement and pursuant to Section 305.7, an employee shall not be eligible for award of a bid to any classification within the GC Gas LOP and shall be required to possess the required qualifications prior to control date of the vacancy.
3. In the event an employee other than an incumbent in the Gas GC Inspection LOP does not possess or maintain the required qualifications, the employee will be required to attempt to qualify or requalify (as applicable) during the first available opportunity for the missing qualification prior to being subject to the provisions of Title 306.

- 4. Issues that may arise from the implementation of this Agreement shall first be referred to the existing Oversight Committee established in Letter of Agreement 14-39 for resolution.

This agreement has been discussed with Senior Assistant Business Manager Anthony Brown and Assistant Business Manager Bryan Carroll.

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: 
Robert Joga
Senior Director

The Union is in agreement.

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

April 25th, 2018

By: 
Tom Dalzell
Business Manager

ID	Name	Classification
302262	Abia, Anielang	Pipeline Inspector CWI
300218	Boubwell Jr., Charles	Pipeline Inspector CWI
301853	Conley, Stacy Mitchell	Pipeline Inspector CWI
300237	Craddock Jr., Dennis Stephen	Pipeline Inspector CWI
297831	Crane, Donald Ray	Pipeline Inspector CWI
298961	Hale, Perris Robertson	Pipeline Inspector CWI
299807	Mack, Thomas Craig	Pipeline Inspector CWI
276767	Manier, Steven Anthony	Pipeline Inspector CWI
300269	Montalvo, Robert M	Pipeline Inspector CWI
300235	Ortiz, Rigoberto	Pipeline Inspector CWI
112474	Ray, William	Pipeline Inspector CWI
301795	Riker, David Alan	Pipeline Inspector CWI
300248	Sutherland, Derrick	Pipeline Inspector CWI
300270	Wysocki, Mathieu Robert	Pipeline Inspector CWI
41591	Zahn, Jeffrey C	Pipeline Inspector CWI
299798	Zamora, Francisco Jabier	Pipeline Inspector CWI

ID	Name	Classification
280690	Ackerman, Jacob Robert	Construction Inspector
281022	Baldwin, Daniel	Construction Inspector
278345	Black, Joseph Larry	Construction Inspector
275263	Brainard, Brian David	Construction Inspector
234661	Chavez, Anthony	Construction Inspector
119327	Cook, Kelly A	Construction Inspector
301794	Corralejo, JoseJordon Luis	Construction Inspector
219553	Cowell, Ryan	Construction Inspector
234601	Ellington, Brian J	Construction Inspector
301668	Fuller, Jacob Lynn	Construction Inspector
240628	Garcia, Jesus Clemente	Construction Inspector
299552	Garland, Luke Daniel	Construction Inspector
295011	Gonzales, Lauren Ashley	Construction Inspector
299050	Grixis, Martin David	Construction Inspector
236851	Gross, Brandon	Construction Inspector
300254	Herron, Colby Lee	Construction Inspector
242156	Hilman, Dennis	Construction Inspector
279445	Hodoh, Ashleigh Benet Anne	Construction Inspector
279285	Hutgren, Brian Thomas	Construction Inspector
292676	Jackson, Warren Charles	Construction Inspector
283080	Loewen, Randy Jay	Construction Inspector
295784	Luna, Daniel Ray	Construction Inspector
301796	Maravilla, Raymond	Construction Inspector
234714	Millsap, Trent wesley	Construction Inspector
114786	Moore, Brian T	Construction Inspector
300252	Moyer, Justin Ray	Construction Inspector
220805	Palae, Thomas Christopher	Construction Inspector
240464	Ray, Robert	Construction Inspector
279296	Redfern, Michael Sean	Construction Inspector
295284	Romano, Mario D.	Construction Inspector
241038	Russo, Kyle Nicholas	Construction Inspector
297248	Salo, Steven Peter	Construction Inspector
241375	Santos, Martin R.	Construction Inspector
234711	Sparks, Thomas William	Construction Inspector
220807	Spears, Ramen Macdonald	Construction Inspector
293039	Sullivan, Kahe Elizabeth	Construction Inspector
299802	Wickers, Taylor	Construction Inspector
278319	Zack, Anthony J	Construction Inspector

ID	Name	Classification
308696	Bough, Todd R.	Utility Construction Inspector
280535	Cedano, Armando Jorge	Utility Construction Inspector
311646	Dandridge, Michael Gavin	Utility Construction Inspector
292645	Evans, Daniel Clayton	Utility Construction Inspector
308297	Flores, Mario Roberto	Utility Construction Inspector
35967	Gabriel, Paul	Utility Construction Inspector
299716	Hill, Wyatt s	Utility Construction Inspector
300247	Jacobson, Gordon John	Utility Construction Inspector
300229	Kinseella, Kevin Michael	Utility Construction Inspector
299727	Landi, Christopher	Utility Construction Inspector
308239	Leimmons, Austin	Utility Construction Inspector
237499	Long, Nicholas A	Utility Construction Inspector
233732	Lopp, Richard Bennett	Utility Construction Inspector
235067	Luna, Abraham Martinez	Utility Construction Inspector
301793	MacPherson, Matt Alan	Utility Construction Inspector
280688	Mael, Nathnael	Utility Construction Inspector
283650	Olivares, Eva	Utility Construction Inspector
300227	Riley, Valentine	Utility Construction Inspector
300246	White, Aaron Jennings	Utility Construction Inspector
239015	Young, Christine	Utility Construction Inspector
116879	Zamboukos, Michael	Utility Construction Inspector