



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 18-10-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

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 OF LABOR RELATIONS

TOM DALZELL  
BUSINESS MANAGER

August 8, 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:

This Letter of Agreement confirms recent discussions between the Company and Union with respect to filling Title 300 vacancies. The Company and Union agree to make temporary modifications to add the Office and Clerical Employees to the sequence for consideration in section 305.7 (b) and section 305.8 (c) as noted below. ***(See added sections (4) in bold and italics)***

### 305.7 General Construction Prebid Procedure

#### 305.7 (b)

(b) **Filling of Vacancies:** whenever a vacancy occurs in any job classification which the Company intends to fill on a regular basis, once the current provisions of Section 305.5 have been exhausted, Company shall fill the remaining vacancies as soon as practicable and in the following sequence:

- (1) Bids made by employees who are entitled to preferential consideration under Section 306.9 who are out of the Promotion-Demotion Geographic Area of the vacancy;
- (2) Bids made by regular Title 300 General Construction employees in order of seniority who are:
  - (a) in the same department but in a different Promotion-Demotion Geographic Area, who are either
    - (i) in the same classification as that in which the job vacancy exists, or
    - (ii) in classifications which are higher thereto in the Lines of Progression, or
    - (iii) at the top rate of pay of the next lower classification in the normal Line of Progression, except as otherwise provided in any applicable apprenticeship agreement.

(b) from all other Title 300 employees from any other department (Amended 10/1/03)

(3) Bids made by any regular Title 200 Division employee in order of seniority.

**(4) Bids made by any regular Office and Clerical employee in order of seniority  
(temporarily modified 7-13-18)**

305.8 Filling Beginner's Classifications

305.8 (c)

(c) In making appointments to fill the remaining one-half of the vacancies in beginner's classifications in each Line of Progression in a given department in a promotion-demotion geographic area, Company shall give preferential consideration to employees with at least one year of service, unless transferring to a part-time classification with a higher wage rate or from a part-time position to a full-time position, who have previously filed a transfer to fill such vacancies. An employee who is the senior, qualified transferee to more than one vacancy, which is currently being filled, shall be given the option of accepting the vacancy desired. Preference for appointment shall be given to the employee for each vacancy in each classification who has the greatest Service in the following sequence: (Amended 10-1-03)

- (1) Title 300 General Construction employee in the same department as the vacancy.
- (2) Any other Title 300 General Construction employee.
- (3) Title 200 Division employees.

**(4) Office and Clerical employees.  
(Temporarily modified 7-13-18)**

The above provisions shall be applicable to a beginner's classification in a Line of Progression in a promotion-demotion geographic area where a transfer application for such vacancy is on file and the number of unrestricted appointments exceeds transfers. All transfer requests must be submitted electronically through PG&E@Work For Me (from the Company's intranet or the Internet). In no event shall the Company consider any transfer application which was received by the Centralized Job Bidding Team (CJBT) on or after the established control date. The control date is first established on the date the fully authorized personnel requisition is received by the CJBT to fill a job vacancy in the classification and promotion-demotion geographic area on which the transfer application was made. If the transfer listing is exhausted without a successful candidate, a new control date will be established. This new control date will be the date of the decline or bypass of the last transfer applicant. Transfers which were not timely under the original control date but were received prior to the new control date will then be given consideration. If the vacancy cannot then be filled by transfer, it may be filled by unrestricted appointment - no transfers on file. (Amended 1-1-09)

This Agreement shall terminate, unless extended by mutual agreement by the Company and Union, on December 31, 2019 or December 31, 2021, should the Physical Collective Bargaining Agreement be extended to 2021.

Mr. Tom Dalzell

August 8, 2018  
L/A 18-10-PGE

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:  \_\_\_\_\_  
Robert Joga  
Senior Director of Labor Relations

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

August 28<sup>th</sup>, 2018

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