



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. R1-13-47-PGE

IBEW



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

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

August 12, 2013

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 a Clearance Interim Negotiations Committee which recently met to discuss Transmission Pipeline work with respect to increased project work load and associated clearances. Given the large volume of Transmission pipeline work now and into the future, the Company proposes pursuant to Subsection 204.4 (b) to establish new classifications within Title 200 Gas System Maintenance & Technical Support/Gas System Operations, Exhibit VI-C Section 600.4. The positions will be geographically dispersed to cover the Northern, Central and Southern areas with headquarters in Rio Vista, Tracy, Brentwood and Bakersfield. The new classifications will be posted as soon as administratively possible in accordance with Subsection 205.4(h).

The classifications to be established will be designated as Lead Gas Control Technician-TPCO (Transmission Project Clearance Operations), Gas Control Technician – TPCO, Lead Mechanic-Welder - TPCO, Transmission Mechanic - TPCO and Utility Worker-GSM/TPCO. The Lead classifications, will also lead other classifications when within the District areas, i.e., Gas Control Technician-TPCO classification will have responsibility for leading other Technicians when in a District area. The new classifications and wage rates are detailed in Attachment 1. The classifications included in this agreement are covered under the DOT program and are subject to all provisions under the Company's DOT Drug and Alcohol Testing Program.

The Company has an interest in filling Utility Workers-GSM/TPCO as soon as possible, therefore agrees to fill four Utility Workers with internal transfers with the understanding that the next four will be filled as unrestricted appointment (URA) at Company's option. After these initial vacancies are filled the usual practice under Section 205.5 shall prevail.

In addition to the above, this agreement provides for the following:

1. Traveling Requirements

Due to the nature of the specialized services provided by the classifications described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply. The parties agree to meet on an as needed basis to resolve any disputes that may arise from this agreement.

2. Work Schedules

Work schedules and hours will be in accordance with Title 202 of the Physical Agreement. The Company will meet with the Union and discuss operational needs affecting any proposed changes to work schedules.

3. Bidding Restrictions

Employees bidding into the above classifications, with the exception of the Utility Worker GSM/TPCO, after the effective date of this agreement will be required to remain in the above TPCO position for two years. This does not preclude the employee from bidding to a TPCO classification in another location or a different TPCO classification. A job award to another location or different classification does not change the original two-year commitment date.

4. Overtime

Due to the nature of the specialized services provided by the TPCO classifications the parties agree that whenever the workgroup provides services within a division/service territory the Company will continue to utilize additional local resources from Gas Measurement & Corrosion Control (GM&CC) and Gas System Maintenance/Gas System Operations on both a straight time and overtime basis. In the event overtime is worked by the TPCO employees in a division/service territory, the Company will post a sign-up list to ensure that the qualified Gas M&CC and Gas System Maintenance/Gas System Operations employees in the division/service territory are offered overtime.

5. SAP Implementation

This agreement includes job codes that have been established and are ready for use. Upon execution of this agreement, the department may proceed in initiating the process to begin filling those vacancies.

6. JDLOP Update

The parties will continue work on updating the Job Definitions and Lines of Progression and Reverse Lines of Progression and include these changes as well as updates to clarify prior modifications in the next update to the Gas System Maintenance & Technical Support/Gas System Operations, Exhibit VI-C Section 600.4.

7. A joint Company and Union committee will continue to discuss existing qualifications for entry and job performance requirements and any proposed modifications.

Mr. Tom Dalzell

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August 12, 2013
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The parties will continue joint collaboration via interim negotiations to update Job Definitions and Lines of Progression (JDLOP) for GSM/GSO and other departments within Gas Operations. These joint efforts are designed to establish or update job descriptions, provide for new or improved training, establish new career opportunities for our Gas employees and will ensure that PG&E Gas employees will set the standard for excellence in the industry. The Company and Union recognize that future changes in organizational alignments with respect to Gas Operations work will require continued negotiations and agree to meet and confer should any issues arise from this agreement.

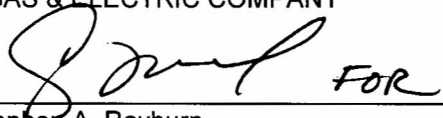
Consistent with existing contractual requirements, the parties agree to meet and confer as soon as possible should operational changes occur that will have an effect on these new classifications.

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: _____

 FOR
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

By: _____


Tom Dalzell
Business Manager

August 15, 2013

**Gas System Maintenance & Technical Support/Gas System Operations, Exhibit VI-C Section 600.4
Transmission Project Clearance Operations (TPCO)**

<u>New Classification</u>	<u>2013 Wage Rate</u>
2434 (51527024) Lead Gas Control Technician - TPCO	\$ 49.45
1351 (51530457) Lead Mechanic-Welder - TPCO	\$ 46.70
2435 (51530458) Gas Control Technician – TPCO	\$ 47.10
1406 (51527201) Transmission Mechanic - TPCO	\$ 42.75
0935 (51527202) Utility Worker-GSM/TPCO	\$ 24.41 - Start 27.49 - End 6 mos. 30.58 - End 1 Yr. 33.65 - End 18 mos.

Employees in the above TPCO classifications will be paid 5%, in addition to the wage rates shown above, for performing associated TPCO duties and related travel throughout the PG&E system. The additional wages paid to these positions will be considered basic weekly pay.

LEAD GAS CONTROL TECHNICIAN - TPCO
2434 (Job Code 51527024)

In addition to the duties noted below the Lead Gas Control Technician will be responsible for all aspects of Transmission Project Clearance Operations as assigned by the supervisor in charge. Such duties shall include but are not limited to work planning, writing and holding clearances, ensuring safety-related information is understood and communicated, and that operator qualifications (OQ's) for self and classifications lower in line of progression are maintained. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft and skill qualifications, and a minimum of one year in the line of progression.

Performs all the duties in the base classification of Gas Control Technician (2435) last updated by Letter of Agreement PGE-12-45

An employee who is a journeyman and without direct supervision is engaged in the technology associated with the installation, adjusting, testing, operation, maintenance and repair of mechanical, pneumatic, electrical and electronic gas measurement, instrumentation and control systems and all other equipment appurtenant to the operation of gas facilities. Employee must be able to climb towers, masts and work at elevated heights. Employee may be required to act in a lead capacity, supervising the work of other employees in lower classifications engaged in this work. Employee may be required to work as an assistant to a Gas Transmission Technician to gain experience in the installation, adjusting, testing, operation, maintenance and repair of telecommunication equipment. Employee's background of apprenticeship and experience shall be such that these duties are performed with skill and efficiency. May be able to install telephone instruments if trained and qualified. May be required to write and hold pipeline, station, and transmission line clearances. Based on operational needs may be required to operate, maintain and troubleshoot CNG and LNG injection equipment. Employees' background, training and experience must be such that these duties are performed with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
2435	51530458	Gas Control Technician - TPCO
2435	50010427	Gas Control Technician
2437	50072865	Appr. Gas Control Technician - GSM
2412	50010415	Appr. Gas Technician - GC
2415	50010418	Gas Transmission Technician (PIO)
0644	50010176	Technical Crew Leader A - GC Gas
0645	50010177	Technical Crew Leader B - GC Gas
2405	50010409	Gas Technician (PIO) - GC Gas
2448	50010428	Gas Control Technician (M&C)**
2413	50010416	Gas Technician - GC Gas
1422	50202594	Engine Analyst
1008	50315041	M&C Coordinator - Gas Transmission *

Legacy Code	SAP Job Code	Same or Higher Classifications
2434	51527024	Lead Gas Control Technician - TPCO
2416	50010419	Lead Gas Transmission Technician
2434	50072607	Lead Gas Control Technician

****Note:** 2448 (50010428) Gas Control Technician - M&C (PIO) - retain Division M&C Line of Progression bidding rights.

Note: * M&C Coordinator – Gas Transmission must have held a classification within the LOP

GAS CONTROL TECHNICIAN – TPCO
2435 (Job Code 51530458)

An employee, who without direct supervision installs, checks, adjusts, and operates all gas supervisory and remote control equipment including pneumatic and electronic controls, computers, and their associated equipment. May be required to act as a lead, supervising the work of other employees in lower classifications engaged in this work. May be required to write and hold pipeline, station, and transmission line clearances. Based on operational needs may be required to operate maintain and troubleshoot CNG and LNG injection equipment. Background of training, education and experience must be such as to qualify an employee to perform the job duties with skill and efficiency. Must possess a valid Class C driver's license.

Legacy Code	SAP Job Code	Next Lower Classifications
2437	50072865	Appr. Gas Control Technician - GSM
2412	50010415	Appr. Gas Technician - GC

Legacy Code	SAP Job Code	Same or Higher Classifications
2434	51527024	Lead Gas Control Technician - TPCO
2416	50010419	Lead Gas Transmission Technician
2434	50072607	Lead Gas Control Technician
2415	50010418	Gas Transmission Technician (PIO)

Legacy Code	SAP Job Code	Same or Higher Classifications
2435	51530458	Gas Control Technician - TPCO
2435	50010427	Gas Control Technician
0644	50010176	Technical Crew Leader A - Gas
0645	50010177	Technical Crew Leader B - Gas
2405	50010409	Gas Technician (PIO) GC Gas
2448	50010428	Gas Control Technician (M&C)**
2413	50010416	Gas Technician - GC Gas
1422	50202594	Engine Analyst
1008	50315041	M&C Coordinator - Gas Transmission *

Note: *M&C Coordinator – Gas Transmission must have held a classification within the LOP

LEAD MECHANIC-WELDER – TPCO
1351 (Job Code 51530457)

In addition to the duties noted below, the Lead Mechanic-Welder will be responsible for all aspects of Transmission Project Clearance Operations as assigned by the supervisor in charge. Such duties shall include but are not limited to work planning, writing and holding clearances, ensuring safety-related information is understood and communicated, and that operator qualifications (OQ's) for self and classifications lower in line of progression are maintained. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft and skill qualifications, and a minimum of one year in the line of progression.

Performs all the duties in the base classification of Mechanic-Welder (1440) last updated by Letter of Agreement PGE-07-36

A journeyman engaged in oxy-acetylene and arc welding who is capable of performing any welding operation required by the Gas System Maintenance and Technical Support Department. In addition, performs the work of a Transmission Mechanic. May be required to act as a lead person directing the work of three employees in classifications engaged in this work. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
1406	51527201	Transmission Mechanic - TPCO
1406	50010294	Transmission Mechanic
1414	50072958	UN Transmission Mechanic
1365	50010288	M&C Mechanic
1366	50010289	UN M&C Mechanic
1440	50010298	Mechanic-Welder

Legacy Code	SAP Job Code	Same or Higher Classifications
1351	51530457	Lead Mechanic Welder - TPCO

TRANSMISSION MECHANIC – TPCO
1406 (Job Code 51527201)

In addition to the duties noted below, the Transmission Mechanic-TPCO will work as part of a crew and at the direction of the Lead Gas Control Technician or Lead Mechanic-Welder on Transmission Project Clearance Operations as assigned by the supervisor in charge.

Performs all the duties in the base classification of Transmission Mechanic (1406) last updated by Letter of Agreement PGE-07-36

A journeyman who, without direct supervision, installs, operates, tests, adjusts, repairs and maintains natural gas compressor station and gas transmission facilities including, but not limited to, servicing, calibrating and testing of gas measurement and regulation pneumatic and hydraulic control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench, hand and machine shop tools such as valve facers, drill presses, grinders, lathes, mills and is capable of doing shop and routine welding. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, may be required to perform any of the work for which s/he has been provided training for in the apprenticeship. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
1401	50072871	Appr. Transmission Mechanic

Legacy Code	SAP Job Code	Same or Higher Classifications
1365	50010288	M&C Mechanic**
1366	50010289	UN M&C Mechanic**
1406	51527201	Transmission Mechanic - TPCO
1406	50010294	Transmission Mechanic
1414	50072958	UN Transmission Mechanic
1422	50202594	Engine Analyst

Note: **1365/1366 (50010288/50010289) M&C Mechanic/UN - retain Division M&C Line of Progression bidding rights.

UTILITY WORKER – GSM/TPCO
0935 (Job Code 51527202)

An employee whose main duties consist of semi-skilled work, such as Utility Worker for journeyman or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision. Operates light duty trucks and associated trailers. Must possess a Class C driver's license.

BEGINNER'S CLASSIFICATION