



LETTER AGREEMENT NO. R2-13-67-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
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SAN FRANCISCO, CALIFORNIA 94177
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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

September 24, 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 met to discuss PG&E Gas Operations and interest in making changes to the various lines of progression to build a sustainable organization to meet current and future operational needs. The parties agreed to establish several Line of Progression committees with charters identifying objectives and parameters for discussions and to make recommendations on changes to Company and Union leadership. Pursuant to this agreement a joint Company/Union committee was established and met to discuss new classifications in Liquefied Natural Gas/Compressed Natural Gas (LNG/CNG) Operations and developed recommendations for consideration by Company and Union leadership.

The Committee discussed the CNG station work currently and historically performed by five General Construction Gas Technicians and classifications higher in the line of progression. Such work includes CNG station maintenance, assisting with portable LNG/CNG work, troubleshooting and repair work, and major and partial rebuild and inspections on a system wide basis. The Committee also discussed the portable LNG/CNG work currently and historically performed by Division Gas Control Technicians from the Roseville and Marysville headquarters and the resulting development of technical and critical work procedures, training requirements and safety procedures over the past several years.

After a thorough review by the joint committee the Company proposes the establishment of two new LNG/CNG Operations classifications within the Title 200 Gas Measurement and Corrosion Control Department, Exhibit VI, Section No. 600.1, detailed in the attachment. These classifications will be added pursuant to Subsection 204.4 (b) and posted as soon as administratively possible in accordance with Subsection 205.4(h). The classifications included in this agreement are covered under the Department of Transportation (DOT) program and are subject to all provisions under the Company's DOT Drug and Alcohol Testing Program.

The following will apply to the implementation of this agreement:

1. Training

The parties will establish a joint Company/Union committee to develop the training program subject to review and approval of the Joint Apprenticeship Training Committee (JATC). Incumbent employees identified herein shall be required to successfully complete required training where applicable. Future employees bidding into the position will be required to successfully complete all required training. The joint committee as established by this agreement will provide standards and guidelines for review and approval to the JATC.

2. 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 these vacancies. Incumbent Title 200 employees as identified in this agreement who accept and report to the new LNG/CNG Technician classification as described herein shall receive a wage adjustment for all hours worked in the amount of 5% retroactive to January 1, 2012. Incumbent Title 300 employees who accept and report to the new LNG/CNG Technician classification shall maintain their Title 300 wage rate and any wage adjustments in the future (GWI, etc.) until the employee is no longer in the classification.

2013 Wage Rates for New Classifications

51567004 (0501) LNG/CNG Technician	\$47.10
51567005 (0502) Senior LNG/CNG Technician	\$49.45

Employees in the above LNG/CNG classifications, excluding the current incumbent T300 employees as identified in this agreement, will be paid 5%, in addition to the wage rates shown above, for performing associated duties and related travel throughout the PG&E system. The additional wages paid to these positions will be considered basic weekly pay.

3. JDLOP Update

The parties are currently in the process of updating Job Definitions and Lines of Progressions and these changes will be included in the next update to the Title 200 Gas Measurement and Corrosion Control, Section 600.1, Exhibit VI of the Physical Agreement.

4. Lines of Progression and Reverse Lines of Progression

Consistent with LOP updates being completed the parties will continue to work on updating the Title 200 Gas Measurement & Corrosion Control Job Definitions and Lines of Progression and Reverse Lines of Progression.

- 5. A joint Company and Union committee will continue to discuss existing qualifications for entry and job performance requirements and any proposed modifications.
- 6. The parties agree to meet on an as needed basis to resolve any disputes that may arise from this agreement.

Transition and Placement of Incumbent Employees

The following employees will be offered the new LNG/CNG Technician classification in the new department titled LNG/CNG Operations as established by this agreement. Incumbent Title 200 employees who accept the position will report to either Marysville/Yuba City or Roseville as identified below. Incumbent Title 300 employees who accept the position will report to a headquarters within a reasonable commute to their current residence as identified below.

Title 200 - Division Employees

<u>Employee</u>	<u>Classification</u>	<u>Headquarters</u>
Logan Bartolome	Gas Control Technician – Division	Marysville/Yuba City
Eugene Havlik	Gas Control Technician – Division	Roseville
James Loer	Gas Control Technician – Division	Roseville
Grant Rubino	Gas Control Technician - Division	Marysville/Yuba City
Eloy Saldivar	Gas Control Technician – Division	Marysville/Yuba City

Jacob Scott	Gas Control Technician – Division	Roseville
Chuck Warner	Gas Control Technician – Division	Roseville


Title 300 - GC Employees

<u>Employee</u>	<u>Classification</u>	<u>Newly Assigned Headquarters</u>	<u>Residence</u>
Alex Petrut	Gas Technician	Hayward	Roseville, CA
Jerry Bunker	Gas Technician	Fresno	Fresno, CA
Dale Robertson	PIO Gas Technician	Manteca	Modesto, CA
Schyler Donohue	Gas Technician	Cupertino	Ben Lomond, CA
Chris Russell	Gas Technician	Richmond	San Anselmo, CA

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

_____, September 26, 2013

By: 
 Tom Dalzell
 Business Manager

**LNG/CNG OPERATIONS – GAS MEASUREMENT AND CORROSION CONTROL
ATTACHMENT 1**

51567005 (0502) Senior LNG/CNG Technician

Qualified in both LNG Operations and Major Compressor Rebuilds.

The Company may offer employees within the LNG/CNG Technician classification the opportunity to become a Senior LNG/CNG Technician which requires the employee to be qualified to perform **both** LNG Operations and Major Compressor Rebuilds. The Company will fill the Senior LNG/CNG Technician vacancies pursuant to the normal provisions of Title 205. Incumbent employees identified in this agreement are considered eligible for the Senior LNG/CNG Technician position upon execution of this agreement. The Company may limit such opportunities based on operational needs.

To be eligible for the Senior LNG/CNG Technician position future employees must successfully complete the applicable training programs followed by two years' experience as a LNG/CNG Technician. To ensure that future employees are eligible for this position the parties agree to establish training programs within one year from the date of signature of this agreement. The training programs shall be designed to provide an employee with sufficient understanding of the fundamentals of LNG Operations and CNG Compressor Operations.

Notes:

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.

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. Overtime

For CNG operations and pre-arranged overtime the normal provisions of Title 208 will apply. For CNG operations and emergency overtime the practice has been for the Title 300 employees to rotate weekly emergency duty assignments to respond to matters related to CNG stations throughout the service territory. This arrangement will continue until each employee is trained and qualified for emergency duty. When an employee is qualified for emergency duty the parties will meet to determine the process for adding the employee into the rotation. When all employees are qualified the parties will meet to determine the nature of the rotation based on the needs of the employees and the Company. For example: A north/south rotation or system-wide rotation.

Pursuant to Section 212.12 the parties agree that the employees will be on a weekly rotating call-out schedule to respond to CNG emergency duty. The employees shall be available to respond at all hours during their assigned schedule. The parties agree to continue discussions on establishing the rotating sequence of call-out and other related requirements.

Employees assigned a weekly rotating schedule may exchange CNG emergency duties with prior approval of the supervisor in charge.

Line of Progression:

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0501	51567004	LNG/CNG Technician*	0502	51567005	Senior LNG/CNG Technician

*To be considered qualified, must have completed the applicable training program followed by two years' experience as a LNG/CNG Technician.

51567004 (0501) LNG/CNG Technician

An employee, who without direct supervision, performs the installation, operation and maintenance of Liquefied Natural Gas (LNG) and Compressed Natural Gas (CNG) portable and station equipment. Portable LNG/CNG equipment provides natural gas to customers during extreme cold weather events, planned outages and emergency situations. LNG/CNG equipment stores, controls, transports and dispenses high pressure natural gas and/or vaporized cryogenic natural gas. The employee shall safely install, operate, maintain, repair and troubleshoot independently LNG/CNG equipment. May be required to act as a lead, directing the work of other employees in the same and/or lower classifications engaged in work pertaining to all aspects of LNG/CNG operations, equipment and stations. This work is comprised of but not limited to include regulation (including spring loaded, pilot loaded and controller operated), valves (including manual, automated operated and controlled operated), Meters (including orifice, insertion, mass flow, turbine and rotary) Relief and Odorization systems and Pneumatic controls.

Based on operational needs (and without direct supervision) may be required to perform all types of work related to the base classification of Gas Control Technician, M&C Mechanic, General Construction Gas Technician, depending on the background, skills and training of the employee. Background of training, education and experience must be such as to qualify an employee to perform the job duties with skill and efficiency.

This classification will be required to travel as assigned by the Company to perform LNG/CNG operations.

All employees in the LNG/CNG Technician classification will be required to perform LNG assistant duties, CNG operator duties, partial compressor rebuilds and other associated work.

Future employees bidding into the classification of the LNG/CNG Technician will be required to successfully complete the approved training program and to become qualified in either the LNG Operator duties or Major Compressor Rebuilds. Company will determine which skill the employee must qualify for based on operational needs. The employee shall be qualified in all aspects of LNG/CNG safety procedures, equipment, tools and standards.

Must possess valid Class C driver's license.

Notes:

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.

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Pursuant to Section 212.12 the parties agree that the employees will be on a weekly rotating call-out schedule to respond to CNG emergency duty. The employees shall be available to respond at all hours during their assigned schedule. The parties agree to continue discussions on establishing the rotating sequence of call-out and other related requirements.

Employees assigned a weekly rotating schedule may exchange CNG emergency duties with prior approval of the supervisor in charge.

Line of Progression:

Legacy Code	SAP Job Code	Next Lower Classifications
1306 (1304)	50073132	Gas Control Mechanic M&C & (Un.)*
1365 (1366)	50010288	Measurement & Control Mechanic & (Un.)

Legacy Code	SAP Job Code	Same or Higher Classifications
0501	51567004	LNG/CNG Technician
0502	51567005	Sr. LNG/CNG Technician
0644	50010176	Technical Crew Leader A (G.C. Gas)
0645	50010177	Technical Crew Leader B (G.C. Gas)
2405	50010409	Gas Technician (G.C.) (PIO)**
2410	50010413	Gas Control Technician
2413	50010416	Gas Technician (G.C.)

*Former M&C Mechanics, Appr. M&C Mechanics and Technical Compressor Mechanics (Rio Vista only) who, in accordance with LA 91-145, were transferred from DBU (*now Utility Operations*) to GSO (*now Gas System Maintenance & Technical Support*) and given the option to retain rights to the M&C Line of Progression in *Utility Operations*.

2013 Wage Rates for New Classifications

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- 51567005 (0502) Senior LNG/CNG Technician \$49.45

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