



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 12-48-PGE

**IBEW**



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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
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TOM DALZELL  
BUSINESS MANAGER

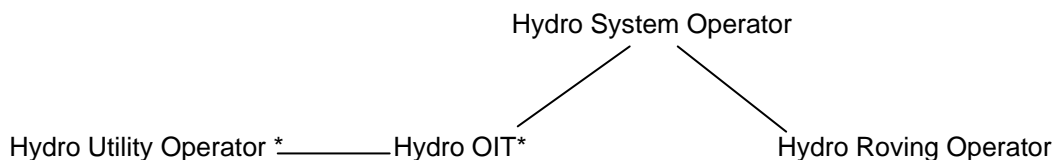
January 8, 2013

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:

On June 25, 2005, the Company and Union established Letter Agreement R1-05-22-PGE which referenced Letter Agreements R1-05-21-PGE and R1-02-12-PGE. In part, the agreement outlined training and bidding requirements for the Hydro Operator-In-Training classification (HOIT). The Company is proposing to provide the following changes/clarifications to Letter Agreement R1-05-22-PGE, and any applicable language in Letter Agreements R1-05-21-PGE and 02-12-PGE in regards to the length of the training program, wage progression, and bidding clarifications to journeyman positions for HOITs. Any changes to R1-05-22-PGE outside of the HOIT training, wage progression, and bidding clarifications are subject to future revisions as negotiated by the parties at that time. This revised Letter Agreement will apply to any HOIT positions filled as of January 1, 2012 and after.

1)



\* Beginners Classification

Note: OIT must be 3<sup>rd</sup> step and have completed and successfully passed all training requirements, tests, simulator, and JPMs to qualify for next lower to HSO or HRO.

*Note: Training requirements are to be met within the time limits prescribed in this agreement unless delayed by the company as described in the Division Master Apprenticeship Agreement. (LA R1-02-22)  
(See excerpt below)*

*Company and Union recognize that employees who successfully completed training in any of the above apprentice classifications before the effective date of this agreement shall receive credit for this training. If such training is timely in relation to the Standards of Achievement, the apprentice's progression within the classification or to journeyman shall be subject to the provisions of this Agreement. If such training is not given or is not timely in relation to the Standards of Achievement, the employee's progression within the apprentice classification shall not be delayed.*

*However, the progression of such apprentice to journeyman as provided in this Agreement may be delayed under the provisions of Section 205.11 of the Agreement based on standards which relate to the training that the employee has received and the job definition.*

2) **Wages (Attachment 2):** Remove “automatic” progression from the last wage step and change from 10 months to 12 months:

1825 (50010348)	Hydro Operator-In-Training
	<b>2012</b>
Start	\$28.92
6 months	\$33.80
<u>12 months</u>	\$36.72

3) **Attachment 3:**

Training for Hydro OIT’s will be primarily held in San Ramon, Vacaville Training Annex, or other designated PG&E location, or be headquartered based. The OIT class hours at San Ramon will be 0700 to 1730 hours to be adjusted as needed to allow maximum use of the simulator and the training facilities.

Journeyman Hydro Operator vacancies will be filled as outlined in Section 2(s) of the attached Hydro Operator-in-Training Guidelines. HOIT employees will attain 205.7(b) bidding status to the Hydro Operator classification upon attainment of Wage Step 3 and successful completion of all required training, tests, simulator, and JPMs.

Unassigned Journeyman and HOIT’s who have entered Wage Step 3 and met all qualification requirements in this program may be required to move beyond a commutable distance to fill Journeyman vacancies. If required to move beyond commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 of the Agreement. If moving expenses for any regular assignment as specified above are paid by Company, the operator shall not be considered a qualified bidder in accordance with Title 205 of the Agreement for a period of 18 months from the date of placement. If such employee provides for his/her own moving expenses, the employee will be able to bid upon reporting to the new headquarters.

4) **Wage Progression and Time Frame:**

I. **Wage Progression** To enter the program the employee must meet requirements:

- Pass the initial screening test for HOIT
- Pass the Industrial Skills Test (IST).
- Possess a Class C Drivers License.

In wage step one, the employee must:

- Complete 88 modules and 12 field practices (see course map).
- Complete Plant Fundamentals Class.
- Successfully pass the Basic Electricity final test.

In wage step two, the employee must:

- Complete Advanced Fundamentals Class.
- Pass the Simulator and written Wage Progression Test (WPT).
- Complete Field Task List
- Complete Advanced Operating Review Class
- Successfully pass the first 10 Job Performance Measures.

In wage step three, the HOIT may attain Journeyman status upon the completion of the following requirements:

- Successfully pass the second 10 OJT Training Modules.
- Complete all field tasks
- Complete shift taking criteria

**m. Time Frame**

This program is designed to be self-paced. However, each HOIT is expected to progress as follows:

- Wage Step Two entered by the end of 6 month of training.
- Wage Step Three entered by the end of 12 month training.
- Unassigned Status by the end of 18 month of training.

Due to abilities possessed at the time of program entry, a student may advance more rapidly so long as all academic and demonstration skills are completed.

**5) Filling Journeyman Vacancies:**

**s. Filling Journeyman Vacancies**

1. A regular Hydro job vacancy which is to be filled in a Journeyman Operator classification shall be filled by bidding in the normal application of Subsection 205.7(a) or (b). However, employees who entered this program by transfer will be considered before other bidders from this program in the administration of Subsection 205.7(b) for positions in their respective geographic Areas.
2. If the job vacancy is not filled under the above paragraph, Company may assign the Unassigned Journeyman or the OIT who has attained Wage Step 3 and met all requirements with the greatest service in the Area (Northern, Central, or Southern) where the vacancy exists to the job vacancy.
3. If the job vacancy is not filled under the above paragraphs 1 or 2, the Unassigned Journeyman Operator or the OIT who has attained Wage Step 3 and met all requirements who has received training at the location and who has the least service may be assigned to the job vacancy.
4. If the job vacancy is not filled under the above paragraphs 1, 2, or 3, Company shall attempt to fill the job vacancy by volunteer with the greatest service among the Unassigned Journeyman Operators or OIT's who have attained Wage Step 3 and met all requirements while headquartered temporarily in San Ramon. If there are no volunteers, Company shall assign the Unassigned Journeyman Operator or OIT who has attained Wage Step 3 and met all requirements among those at San Ramon with the least service to the job vacancy.

In applying paragraphs 2, 3 and 4 above, if the assignment requires the employee to move beyond a commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 and the Labor Agreement Interpretation relating to moving expenses.

5. If the job vacancy is not filled under the above paragraphs 1, 2, 3, or 4 Company shall fill it in accordance with Subsection 205.7c.
6. When a System Operator transfers to another headquarters and is not capable of assuming shift after a reasonable time period, prior to the application of Section 206.15 of the Physical Agreement, his/her status shall be referred to a subcommittee consisting of one Company and one Union member of the Joint Apprenticeship and Training Committee. Action of this subcommittee shall be limited to the determination of an extension of time that is to be allowed to complete the orientation. It is understood that situations may occur where no additional time is warranted for the transferred employee's orientation.

