



LETTER AGREEMENT NO. R1-15-15-PGE



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

May 14, 2015

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 cancels and supersedes Letter of Agreement 13-25. The parties have been discussing the ongoing System Operator staffing issues within Electric Operations. The Company has identified the need to hire at the journeyman System Operator level concurrent with apprentice hiring and training. However, The Company has found that, once the internal bid list is exhausted, external journeyman operator candidates generally do not hold a journeyman card and therefore do not meet the entry qualifications for System Operator. In addition, the Apprentice System Operator wage rate is not sufficient to attract candidates with the required journeyman operator experience. Therefore, in order to better facilitate the placement of internal and external candidates into System Operator positions, the parties agree to make an exception to the Apprentice System Operator Training Guidelines in Letter of Agreement 06-27 and allow Company to hire Provisional System Operators.

To facilitate the staffing of Provisional System Operators, the parties agree that current employees in Electric Operations who are journey level or above in an Electric classification, Electrical Engineers or external qualified applicants, may express interest in a Provisional appointment to a System Operator position. For the purposes of this agreement, external qualified applicants include, but are not limited to, Electric Engineers with utility experience and individuals who possess electric journey level operator or electric control center equivalent experience.

If the Company posts and is unable to fill a journeyman System Operator position through the normal Title 205 bid process, the Company, at their option, may choose to fill the position as provisional through an unrestricted appointment. Interested qualified employees and external applicants may apply for the provisional position.

In order to help ensure success as a System Operator, the hiring department shall adhere to the following for all candidates into a Provisional position:

1. All internal and external entrants into Provisional System Operator positions must pass the Console Operator Basic Requirements Assessment (COBRA) Test as a prerequisite.
2. Prior to an offer being made to an external candidate, a pre-hire assessment of the candidates' qualifications and experience will be performed and a recommendation will be made to the JATC and the hiring department on the candidate's ability to successfully complete the Provisional System Operator training plan.

- 3. Once a candidate is hired or selected for a Provisional position, a training plan will be created by the hiring department and approved by the JATC that outlines the specific training gaps, and includes required classroom and on-the-job training. Final completion of the training plan will occur upon the employee's passing of the final Journeyman test within 12 months of reporting to the position.

Either the Company or Union may cancel this agreement by providing 30 days written advance notice.

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 and Chief Negotiator

The Union is in agreement.

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

June 15 _____, 2015

By: _____
 Tom Dalzell
 Business Manager