



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 16-08-PGE

IBEW



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

ROBERT JOGA
SENIOR DIRECTOR

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

January 26, 2016

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 Division Gas T&D Joint Oversight Committee continues to meet to explore new opportunities in the interest of being the safest and most reliable Gas Operations organization and infrastructure in the United States. The joint committee has been discussing emergency rapid response to uncontrolled blowing gas leaks caused by dig-ins, natural disasters or any other accidents or incidents. The parties reviewed recent history of such events during regular work hours and work days and those that occurred outside of regular work hours and on non-work days, and recommends the establishment of Gas First Responder Crew (GFRC) positions.

This agreement cancels and supersedes letter of agreement 15-31.

Except as provided for in section 2 with respect to weekend start time, the provisions of this Agreement, including the workweek and work hours established by Section 202.16(b), shall not be modified or canceled without prior written agreement between the Business Manager and the Senior Director of Labor Relations.

Oversight Committee:

The Division Gas T&D Oversight Committee will maintain jurisdiction over all matters relating to this Agreement and will be charged with resolving any issues that may arise.

The establishment of these positions will provide the Company the means to respond to gas emergencies and is not the intent of either party to circumvent the normal practices and procedures of Title 212 except as modified in this Agreement.

The Gas First Responder Crew classifications are established pursuant to Subsection 204.4 (b) and will be incorporated into Letter of Agreement 14-35 and/or any future revisions. These classifications are not considered Service Classifications as provided for in Exhibit IV of the Physical Agreement or the Hours Clarification. Compensation, work schedules, headquarter assignments, bidding procedures, overtime procedures, primary work assignments, commercial driver's license requirements and training/PPE requirements are as follows:

1. Gas First Responder Crew Compensation

- a. 2015 pay rates for classifications identified herein shall be established at 10% above the respective Title 200 classification. **Attachment I** identifies the current 2015 pay rates for the eligible classifications.
- b. Employees must have accumulated at least eighteen (18) months (3,120 straight time hours) in any Gas First Responder Crew classification for the 10% increase to be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan.
- c. Title 110 – Premium pay shall apply to these positions.
- d. The provisions of section 204.2(b) shall be applicable for time accrued in the base classifications and the classifications identified in Attachment I of this agreement.

2. Gas First Responder Crew Hours

The basic workweek will be four days from Wednesday – Saturday or Sunday – Wednesday. The basic work hours will be ten consecutive hours and will consist of one of the following schedules:

- 12:00 pm – 10:00 pm
- 1:00 pm – 11:00 pm
- 2:00 pm to midnight

Weekend shift start times may differ from weekday start times if mutually agreed to by the Local Union Representative and the Area Labor Specialist.

Employees shall be permitted to eat their meals during work hours and shall not be allowed additional time at Company expense (See Section 104.13). The provisions of Letter of Agreement 93-96 shall apply to Gas First Responder Crews except for items 1 and 14.

Standup/All Hands meetings will be held with Gas First Responder Crews consistent with day crews.

3. Additional Headquarter Assignments

- a. The Committee has reviewed Section 3.1 of the Agreement which states the following: Company is engaged in rendering public utility services to the public, and Company and Union recognize that there is an obligation on each party for the continuous rendition and availability of such services.
- b. Consistent with the provisions of Section 3.1 which pertains to the continuity of service to the public, the Company may add additional locations for the Gas First Responder Crews if it is deemed necessary by operational needs. In such event the Company will notify the Union's Business Manager in writing providing details of operational needs and additional location(s).
- c. Operational needs, for example, may include a request from public authorities, a significant increase in local gas emergencies and/or insufficient volunteers for emergency duty. The parties agreed that staffing deficiencies shall not constitute an operational need.

4. Staffing the Gas First Responder Crew and Headquarters Assignments

The complement of the Gas First Responder Crew will be three persons in the following sequence:

- 1) Gas Crew Leader – Arc, GFRC or Gas Crew Leader, GFRC
- 2) Two crew members selected by the Company in the following classifications:
Fitter – Arc, GFRC; Senior Gas T&D Equipment Operator, GFRC; Gas T&D Equipment Operator, GFRC; or Fieldperson, GFRC.

5. Headquarters

The Company may establish two (2) Gas First Responder three-person crews at each headquarters identified below.

- 1) Sacramento
- 2) Fresno
- 3) San Rafael
- 4) San Jose
- 5) Concord
- 6) Modesto
- 7) Stockton
- 8) San Francisco
- 9) Salinas

Initial Staffing:

For the purposes of the Agreement the Company will begin by staffing Gas First Responder Crew classifications in San Francisco, Concord, San Jose and Sacramento Divisions. Specific headquarters, workweek and work hours will be posted pursuant to Subsection 205.4 (h). [New Job at a Headquarters]

6. Bidding Procedures

- a. Classifications shall be filled under the normal provisions of Title 205. Gas First Responder Crew classifications shall be filled utilizing the existing Lines of Progression for purposes of Title 205 as described in Letter of Agreement 14-35.
- b. Except for c) below, no employee shall be forced into these classifications, including forced temporary assignment or temporary upgrade. If the vacancy is not filled by the provisions of Title 205, the Company may utilize new hires or the hiring hall. No current employee as of the effective date of this Agreement shall ever be forced on a Gas First Responder Crew.
- c. Employees hired after the effective date of this Agreement may be temporarily assigned by order of inverse seniority to a Gas First Responder Crew within their headquarters until the vacancy is filled on a regular basis.
- d. External hires hired into a Gas First Responder Crew position are not eligible to bid for positions outside of a Gas First Responder Crew position for two years unless the Company and Union mutually agree to waive this requirement.

7. Special Overtime Pay

The Company and Union agree to modify Title 208, Section 208.2, Title 308, Section 308.2 and Title 12, Section 12.2 of the Physical and Clerical Agreements for all employees in the departments identified in Attachment II of this Agreement. The provisions of these overtime procedures shall become effective as soon as practicable contingent upon SAP programming and completion of initial staffing.

Employees will be paid at two times the straight rate of pay under the following conditions:

- a. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to reliability and/or customer outages. This section shall apply for the duration of the assignment.
- b. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday, or non-workday, due to an unanticipated event (e.g. earthquake, wildfire, weather, or mutual aid). This section shall apply for the duration of the assignment.

- c. All prearranged overtime hours worked on Saturday or Sunday of a three- or four-day holiday weekend including the holiday(s)
- 1) Gas T&D employees who are covered under Section 202.5 (a) and Gas First Responder Crew classifications may be pre-arranged to work on a holiday, and shall be paid at the rate of two times the employee's straight rate of pay.
 - 2) Clerical employees covered under this agreement, and all other Gas employees covered under Section 103.7(b) and this agreement who are prearranged to perform work on a holiday covered by this section, shall be paid at the rate of two times the employee's straight rate of pay.
8. Use of Gas First Responder Crews will not directly result in displacements, demotions or layoffs for lack of work as defined in Title 206, Title 306 and Title 19 of the IBEW Agreements, nor can they create a basis for the contracting out of work.
9. In addition and as a result of this Agreement for new Gas First Responder Crew classifications, the Company agrees to identify all late shifts and Tuesday through Saturday workweek schedules that are currently established pursuant to Section 202.2 and Section 202.5 of the Physical Agreement. Upon execution of this Agreement and no later than **July 1, 2016**, all employees currently working such shifts or schedules shall be returned to the normal workweek of Monday through Friday with work hours of 7:00 am to 3:30 pm.

10. Response Rules

Gas First Responder Crews may perform work within their assigned headquarters as well as across service territories or division boundaries. It is not intended that Gas First Responder Crews respond to work within the jurisdiction of other Gas Department employees and other departments.

a. **Emergency Response Outside of Regular Headquarters:**

For emergency work assignments outside of the established headquarters of the Gas First Responder Crew, the Company may dispatch Gas First Responder Crew employees to such emergencies provided that the Company call out the proper number of crew members by classification for the emergency work assignment utilizing the local 212 list.

b. **Emergency Response Within the Headquarters**

- 1) Emergency work dispatched before the last thirty (30) minutes of the regular work hours of the day crews will not require a callout from the local 212 weekly list.
 - 2) During and after the last thirty (30) minutes of the day crew's regular work hours on Monday-Friday, the local Gas First Responder Crew may respond to one emergency per regular work period in their assigned headquarters without a corresponding 212 call out. The local 212 weekly list will be used for subsequent emergencies in the same work period.
 - 3) After the start of regular work hours of the Gas First Responder Crew on Saturday and Sunday, the Gas First Responder Crews may each respond to one emergency per regular work period in their assigned headquarters without a corresponding 212 call out. The local 212 weekly list will be used for subsequent emergencies in the same work period.
- c. The Gas First Responder Crew will not replace a crew already on a jobsite, except to avoid forced overtime. Conversely, a Gas First Responder Crew already on a job site shall not be replaced by another crew, except to avoid forced overtime.

11. Commercial Driver's License (Class A) Requirements:

- a. The Gas First Responder Crew classifications listed below are required to obtain and maintain a Class A License:
 - 1) Fitter-Arc
 - 2) Gas T&D Equipment Operator
 - 3) Sr. Gas T&D Equipment Operator
 - 4) Fieldperson
- b. The Gas Crew Leader - Arc or Gas Crew Leader classification requires a Class C License.
- c. Gas Crew Leader - Arc or Gas Crew Leader may choose to obtain or continue to maintain a Class A License and will be eligible for Class A pay as provided for in LA 12-32.
- d. Except as noted in this Section, all other provisions of LA 12-32 shall apply.

12. Training & PPE Requirements:

Gas First Responder Crew employees may be required to train with internal PG&E emergency response teams and external first responders such as fire, police and other applicable federal, state and local authorities. The parties recognize the unique and critical responsibility of the Gas First Responder Crew positions which in addition to specialized training, requires the proper use of all PPE and FR clothing. The Company may, at its discretion, require Gas First Responder Crew members to be respirator-qualified depending on operational needs.

Except as noted herein all other provisions of the Physical Agreement and Clerical Agreement and supplements thereto shall apply.

This Letter Agreement 16-08-PGE is contingent upon the successful Union ratification.

This agreement will not be implemented until successful ratification of the IBEW Physical, IBEW Clerical and Benefits Agreements with the term of January 1, 2016 through December 31, 2019.

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

The Union is in agreement.

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

January 27th, 2016

By: 

Tom Dalzell
Business Manager

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DIVISION GAS T&D GAS FIRST RESPONDER CREW 2015 WAGE RATES

XXXXXXXXXX	XXXX	Fieldperson - GFRC	
		Start	\$40.24
		End 6 Mo	\$40.67
		End 1 Yr	\$41.87
		End 18 Mo	\$43.14
		End 2 Yr	\$43.74
XXXXXXXXXX	XXXX	Fitter – Arc - GFRC	\$52.80
XXXXXXXXXX	XXXX	Unassigned Fitter – Arc - GFRC	
XXXXXXXXXX	XXXX	Gas Crew Leader - Arc - GFRC	\$56.62
XXXXXXXXXX	XXXX	Gas Crew Leader - GFRC	\$55.37
XXXXXXXXXX	XXXX	Gas T&D Equipment Operator - GFRC	\$47.61
XXXXXXXXXX	XXXX	Senior Gas T&D Equipment Operator - GFRC	\$50.00

GAS DEPARTMENT – ALL EMPLOYEES WITHIN THE FOLLOWING DEPARTMENTS:

- Gas Distribution Control Center
- Transmission and Distribution
- Gas Service
- Gas Meter Repair Facility
- Gas Pipeline Operations and Maintenance (T&D)
- General Construction Gas

Shall include all Operating Clerical and General Construction Clerical classifications assigned to any Gas Operations Department noted above.