



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 16-37-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

September 16, 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 parties have been meeting to discuss Company's efforts to upgrade the technology and equipment in the Reprographics department, expand the services offered in-house and modify the work performed by employees in Reprographics. Some of the new equipment that has been purchased requires skills, knowledge and abilities to operate it that are not required for existing Reprographics classifications.

The Company's intent is to negotiate with Union the establishment of a new classification within the Reprographics line of progression titled Large Format Operator to operate the new equipment. However, in the interest of expediting the operation of the new equipment and begin offering the new services in-house, Company proposes the following temporary solution. Once this agreement has been implemented, the parties will meet again to discuss a long-term solution.

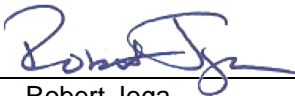
1. The parties have reviewed the Company's job analysis and job description, and agree to adopt the following test requirements for employees interested in the temporary opportunity: Physical Test Battery (PTB); Industrial Skills Test (IST) and; the Microsoft (MS) Word beginning-level computer skills test. Employees volunteering for the temporary position will be required to successfully complete these tests prior to being upgraded. Interested employees will be provided study guides for the PTB and IST tests, and may access online tutorials to prepare for the MS Word test.
2. Company will fill four positions, two positions on a first shift, eight-hour schedule with a flexible start time between 6:00-8:00AM, and two positions on a second shift, eight-hour schedule with a flexible start time between 2:00-4:00PM. One position per shift will provide relief behind the second position, and may perform other Reprographics work in accordance with their skills and abilities.
3. Employees volunteering for the assignment who meet the qualifications will be upgraded on a temporary basis to the existing Reprographics Job Coordinator classification (50010772/4906), and be paid at the top of the Job Coordinator rate (2-year step). This pay rate applies to this temporary assignment only and does not set precedent for any subsequent negotiations on the pay rate for a new regular classification.
4. The four temporary positions will first be offered on a voluntary basis to incumbent regular employees in Reprographics. If there are more than four volunteers who pass the tests, the assignment(s) will be awarded on the basis of seniority.
5. If there are insufficient qualified volunteers from regular employees, the parties agree to implement a process outlined in Attachment 1 to include the use of Hiring Hall employees.
6. The four employees who are the successful candidates for this assignment will participate in the two-week training prior to operating the new machines.

- 7. Any issues that arise or adjustments that need to be made with the implementation of this agreement will be discussed between the IBEW's negotiator and the PG&E Labor Relations negotiator.

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 Principal Negotiator

The Union is in agreement.

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

\_\_\_\_\_, 2016  
September 19th

By:   
Tom Dalzell  
Business Manager

In reference to item no. 5 in this agreement, the parties agree to the following:

- If there are insufficient qualified volunteers from regular employees, incumbent Hiring Hall employees in Reprographics will be offered the opportunity.
- Hiring Hall employees who pass the tests and are assigned to the position will be placed into the existing Hiring Hall Data Entry Operator-Experienced classification (50070977/0207) and pay rate for the duration of the assignment.
- Any Hiring Hall employees who are assigned to the temporary classification will not be required to participate in the IBEW Hiring Hall sign-up/dispatch process, and will be considered as Special Project/Special Condition in accordance with Letter Agreement 04-12 for the duration of the assignment.