



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 16-49-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

November 1, 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:

Company proposes to create a new lead level classification in Title 200 of the Physical Agreement, Gas Crew Foreman. This classification will be added to the Division Gas Transmission and Distribution (T&D) Line of Progression, Section 600.1, Exhibit VI. The new classification job definition, lines of progression chart, and 2015 wage rates are defined in Attachment 1.

The initial staffing and incumbent Fitter Arc and Fitter (PIO) transition agreement is as follows:

Initial Staffing

1. As a result of this agreement, the Company will initially add a total of no less than twenty-five (25) additional lead positions under the normal provisions of Title 205.

Initially the Company will fill 14 Gas Crew Leader-Arc and 11 Gas Crew Leader positions. In the event these positions are filled with incumbent Fitter - Arc and Fitter (PIO) employees, the provisions of sections a) and b) will not be applicable. The Company will fill any remaining vacancies as Gas Crew Foreman positions once the normal provisions of Title 205 have been exhausted. Location and groupings to be determined by the Company based on operational need. Positions shall be filled in accordance with Title 205 of the IBEW Physical Agreement.

- a. After the initial staffing is completed and vacancies have been filled, incumbent employees listed in Attachment 2 and still classified as Fitter-Arc or Unassigned Fitter - Arc, with a valid bid on file, will receive temporary upgrade pay to Gas Crew Leader - Arc. The temporary upgrade will be valid for one year or until the employee leaves the classification or declines an offer to a classification higher in the lines of progression.
- b. After the initial staffing is completed and vacancies have been filled, incumbent employees listed in Attachment 2 still classified as Fitter or Unassigned Fitter, with a valid bid on file, will receive temporary upgrade pay to Gas Crew Leader. The temporary upgrade will be valid for one year or until the employee leaves the classification or declines an offer to a classification higher in the lines of progression.

- 2. Incumbent Gas Crew Leader Non-Welding (PIO) as of signing of the Letter of Agreement will be converted to Gas Working Foreman position. (Seven in the system as of September 29, 2016).
Note: Position clean-up only. Same wage rate for both positions. (See Attachment 3)
- 3. Gas Crew Leader and Gas Crew Leader - Arc will continue as separate classifications.

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

This agreement has been discussed with Senior Assistant Business Manager Joe Osterlund and Assistant Business Manager Anthony Brown.

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

NOVEMBER 1, 2016

By: 

 Tom Dalzell
 Business Manager

Job Description

Gas Crew Foreman

An employee who is a working lead, in charge of a crew engaged in construction or maintenance work. Shall have the personal qualifications of leadership, supervisory ability, and may be designated to act as an assistant to a Supervisor. Once developed, must pass jointly developed training, testing and assessment of technical and leadership skills subject to review and approval of the JATC. Must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Responsible for organizing and overseeing the execution of work and documents for work performed for completeness and accuracy. May inspect plastic installations if qualified in plastic fusion. Will perform corrosion work, non-welding leak repair work and new installations. The Gas Crew Foreman may be assigned steel distribution pipeline jobs and a qualified journeyman shall be utilized when welding is required. May perform inspection of contractor or applicant installed facilities. Will mentor and train employees.

For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader - Arc, Gas Crew Leader, and Gas Crew Foreman classifications will be considered the same classification and call-outs will be made on the basis of Title 212.

When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader - Arc/Gas Crew Leader shall be used even if the Gas Crew Foreman is on the top of the Title 212 call-out list.

The classification included in this Agreement is covered by the Department of Transportation requirements as outlined in applicable letters of agreement and all provisions that apply under the Pipeline Safety Program including pre-duty drug testing.

In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.

COMMERCIAL DRIVER'S LICENSE:

- 1. In accordance with #5 of Letter Agreement 12-32, the parties have discussed and agreed to add this classification as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate, provided the employee is a grandfathered "incumbent" as described in Letter of Agreement 12-32.*
- 2. All other provisions of Letter of Agreement 12-32 shall apply to the Gas Crew Foreman classification.*

2015 Wage Rate

Gas Crew Foreman \$49.15

GAS CREW FOREMAN

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0560	50010167	Fitter (PIO)	0063	51654530	Gas Crew Leader-Arc
0563	50010170	Fitter - UN (PIO)	0640	50010174	Gas Crew Leader
0562	50010169	Fitter-Arc	0738	50010189	Underground Construction Crew Leader-Gas
0062	51654528	Fitter-Arc UN	0257	50010204	Working Foreman A-GC Gas
1078	50010235	Underground Construction Journeyman-Gas	0255	50010205	Working Foreman B-GC Gas
0065	51654540	Senior Gas T&D Equipment Operator	1300	50010283	Gas Mechanic
0064	51654537	Gas T&D Equipment Operator	1004	50315042	M&C Coordinator [1]
0465	50010148	Heavy Truck Driver (PIO)	1655	51781783	Working Leader - Division Gas
0524	50010161	Fieldperson	XXXX	XXXXXXXXXX	Gas Crew Foreman
0526	50070741	Night Fieldperson –San Francisco Division Only			
0564	51636998	Apprentice Fitter - Arc			

[1] Must have previously held a Fitter, Fitter - Arc, Gas Crew Leader, Gas Crew Leader – Non Welding, Gas Crew Leader - Welding, Gas Crew Leader - Arc classification or a qualified employee who held a classification identified as next lower.

Fitter - Arc and Unassigned Fitter - Arc

PRNR	Last	First	Job ID	Job Title
26857	Ballinger	Stephen	50010169	Fitter - Arc
30288	Laws	Christopher	50010169	Fitter - Arc
55959	Licea	Jorge	50010169	Fitter - Arc
116306	Fuller	Ian	50010169	Fitter - Arc
220446	Au	David	50010169	Fitter - Arc
225969	Wisdom	Josh	50010169	Fitter - Arc
233645	Hinely	John	50010169	Fitter - Arc
237849	Charette	Mark	50010169	Fitter - Arc
111481	Erickson	Richard	51654528	Unassigned Fitter-Arc
115267	Mazariegos	Daniel	51654528	Unassigned Fitter-Arc
115574	Rogers	Nick	51654528	Unassigned Fitter-Arc
116169	Easton	Joseph	51654528	Unassigned Fitter-Arc

PIO Fitter and PIO Unassigned Fitter

PRNR	Last	First	Job ID	Job Title
88879	Washington	George	50010167	PIO Fitter
112098	Crouson	Michael	50010167	PIO Fitter
56274	Jones	Miguel	50010170	PIO Unassigned Fitter
65509	Hockaday	Kenneth	50010170	PIO Unassigned Fitter
72797	Cheatwood Jr.	John	50010170	PIO Unassigned Fitter
82344	Crespo	Mark	50010170	PIO Unassigned Fitter
111134	Tafoya	Eugene	50010170	PIO Unassigned Fitter
112569	Vanderpool	Tobias	50010170	PIO Unassigned Fitter
114723	Gallagher	Terry	50010170	PIO Unassigned Fitter
220891	Martinez	Manuel	50010170	PIO Unassigned Fitter
223234	Ortiz	Jose	50010170	PIO Unassigned Fitter

PIO Gas Crew Leader Non-Welding

PRNR	Last	First	Job ID	Job Title
3281	Brewer	George	50010175	PIO Gas Crew Leader Non-Welding
28673	Smith	Roger	50010175	PIO Gas Crew Leader Non-Welding
46154	Mohammed	David	50010175	PIO Gas Crew Leader Non-Welding
67614	Eichhorn	Gregg	50010175	PIO Gas Crew Leader Non-Welding
80009	Martin	Jose	50010175	PIO Gas Crew Leader Non-Welding
116309	Thomas	Andrew	50010175	PIO Gas Crew Leader Non-Welding
116735	Garcia	Hector	50010175	PIO Gas Crew Leader Non-Welding