



LETTER AGREEMENT NO. 17-16-PGE



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

May 23, 2017

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 Company and Union have been in discussions about the best way to perform work associated with the Tower Maintenance Program. The parties agreed that classifications in the Tower Line of Progression (LOP) may perform the duties of Painter B or below in the Insulation & Coating (I & C) Line of Progression as outlined herein. In order to ensure the adequate training of newly hired and existing employees in the Tower LOP to perform painting of transmission towers, the Company proposes the following:

STAFFING

Consistent with the parties shared interest in hiring locally from a diverse hiring pool, the Company agrees to make reasonable efforts to hire a total of four crews in 2017 and two additional crews in 2018. In July of 2018, upon request of the Union, the parties agree to discuss the potential hiring of two additional crews in 2019. For the purpose of this agreement, a crew is defined as one (1) Working Foreman C, two (2) Towermen, and two (2) Utility Workers. The Company will fill these positions in accordance with Title 305. If the Company is unable to fill the Towerman positions provided for in this agreement, then the Company will attempt to fill the positions as Utility Workers. When the Company attempts to fill Utility Worker positions, they will attempt to fill half of them by transfer prior to attempting to fill through unrestricted appointment. The other half will be filled by unrestricted appointment.

The following classifications will be utilized:

<u>Classification</u>	<u>SAP Job Code</u>	<u>Legacy Code</u>
Subforeman A	50010179	0651
Working Foreman C	50253775	1608
Towerman	50010430	2520
Utility Worker	50210201	0947

WAGE RETENTION

If Painters bid from the I&C LOP to work on the Tower Maintenance Program, they will have wage retention when successfully bidding to the Tower LOP. Painters will be placed as Utility Workers in the Tower LOP. Their wage rate will be maintained until they progress to a higher pay wage step in the Tower LOP. Painters will receive wage retention so long as they enter into the Towerman classification within six months of bidding to the Utility Worker classification.

PAINT TRAINING

Prior to requiring employees to perform coating and painting of transmission towers, the Company will provide employees in the Tower LOP with Lead Awareness training and the proper use of regulators to ensure the safe and proper performance of work associated with the Tower Maintenance Program. These employees will continue to receive on-the-job training to perform the duties of a Painter B and Painter Utility Worker. The following duties will become shared duties between employees in the Tower LOP and the classifications of Painter B or below in the I&C LOP.

SHARED DUTIES

Employees in the Tower LOP working as a member of a crew painting towers may be required to perform certain duties of Painter B and below in the Painter LOP, including but not limited to the use of cleaning tools (hand and mechanical) for surface preparation, application of commonly used protective and decorative coatings, the performance of acceptable removal and installation of insulation material, the use of hand and power suspended staging, and the carrying, assembling, and use of different types of scaffolding including tubular rolling.

To safely and proficiently perform the work associated with the Tower Maintenance Program, employees will be given training, which may occur solely on the job, in the following procedures:

- A. Surface Preparation
- B. Coating Application
- C. Planning and Basic Rigging
- D. Tools and Equipment
- E. Waste and Salvage Disposal Techniques

In recognition of the commitments made in this agreement and of the importance of the collaborative approach taken to perform work associated with the Tower Maintenance Program, the Union agrees not to grieve the contracting out of the work associated with this Program to IBEW Local 1245 signatory contractors through 2019. Following July 2019, any grievances over contracting associated with this Program will be limited to situations where the Union asserts that the annual amount of contracting of work in 2020 or thereafter has exceeded the annual amount of contracting of work in 2019. This agreement is without prejudice to the parties' existing contractual rights relative to contracting out work or to the issue of jurisdiction to perform this work. If the Company anticipates a material change to the scope or amount of contracting of work to be performed in or after 2020, the Company and Union, through the Oversight Committee, will discuss those changes prior to the filing of any grievance.

OVERSIGHT COMMITTEE


The Company and Union shall each appoint two members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution prior to a grievance being filed and Subsection 102.3(a)(2) timelines will be waived. The Oversight Committee shall also meet and confer over the assessment and advanced placement of new entrants into the Towerman LOP.

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

may 25 _____, 2017

By: _____



Tom Dalzell
Business Manager