



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 17-31-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
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SAN FRANCISCO, CALIFORNIA 94177
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ROBERT JOGA
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

October 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 Master Apprenticeship Agreement (MAA) requires the Joint Apprenticeship and Training Committee (JATC) establish an Administrative Procedures Manual for each apprenticeship training program.

The Company and Union have agreed that the Administrative Procedures Manual shall consist of specific standards for all apprenticeship training programs. Variations within the program are represented below:

- Eligibility requirements for internal PG&E employees.
- Eligibility requirements for external candidates.
- Length of apprenticeship training program.
- Successful completion of the training program.
- Failure to progress in the training program (failure to meet the Standards of Achievement).
- Wage step progression structure.
- Other special provisions that may be applicable.

For each newly indentured apprentice, advancement to the next step requires successful completion of the Standards of Achievement as specified in the jointly agreed-to Administrative Procedures Manual. The protocol for progression and failure to advance will be consistent with the specifics as identified in this agreement and in the Administrative Procedures Manual.

In no event shall the Administrative Procedures Manual supersede this letter of agreement or the Master Apprenticeship Agreement. Typographic errors and omissions or minor edits to the Administrative Procedures Manual that have no material effect shall be made and reported to the JATC as necessary.

The JATC has agreed that the curriculum and associated qualifications can be updated by the subcommittee as needed, to ensure the program reflects current work practices and procedures.

Pursuant to Section 109.2 of the Physical Collective Bargaining Agreement (CBA) and the Master Apprenticeship Agreement, the Company and Union established a joint training subcommittee to establish the Apprentice Electric Equipment Repair Training Program. On June 9, 2017, the JATC approved the Administrative Procedures Manual and training curriculum.

Specifics For The Apprentice Electrician – Electric Asset Management (Title 200) Training Program Will Include The Following:

- 1) Eligibility for Apprenticeship through job bidding
 - Pass the Physical Test Battery, Industrial Skills Test or new tests by Company and Union agreement.
 - Pass the Post Offer Physical Assessment (POPA).
 - Must have 12 months' experience in the Materials Department Machine Shop or the Electric Utility line of progression as a Utility Worker or in a higher classification.

- 2) Length of Training Program
 - The duration of this program is 48 months, divided into eight, six-month steps with step and wage progressions every six months. Step and wage progressions are contingent upon successful completion of program requirements per step.

- 3) Successful Completion of the Training Program
 - The apprentice will become a Journeyman Electrician – Electric Asset Management upon successful completion of all the Standards of Achievement, including the length of time in program. [No temporary upgrades, advanced placement, or early promotion permitted.]

- 4) Apprentice Roles, Responsibilities, and Standards of Achievement

In order to be eligible to progress to the next step, the apprentice must meet the Standards of Achievement as defined below.

 - Satisfy the required time in each step (six months per step); and
 - Accurately complete and record Self-Reported Activities (SRAs) specified for each step; and
 - Successfully complete all formal training specified for each step, to include all relevant qualifications; and
 - Successfully complete the Step Progression Test (SPT) specified for each step; and
 - Continually display positive attitude and behaviors; and
 - Continually comply with safety rules and work procedures; and
 - Satisfy the Apprentice Roles and Responsibilities as defined in the Administrative Procedures Manual.

- 5) Failure to Progress

If an apprentice does not meet the Standards of Achievement, and/or fails to follow the Apprentice Roles and Responsibilities as defined in the Apprentice Administrative Procedures Manual, he or she will be placed on an Action Plan. The Action Plan will:

 - Begin on the day a deficiency is presented to the Apprentice and Supervisor by the Apprentice Coordinator, and be scheduled to end in no later than 90 consecutive days unless special provisions have been approved by the JATC.
 - End on the day the Action Plan requirements are fulfilled.

All Action Plans must be submitted to the JATC for review and approval. The JATC has the final authority to:

 - Approve / extend an Action Plan.
 - Remove an apprentice from the program.

Time Period	Number of Action Plans Permitted	Subject to JATC Removal If:
To be determined by subject matter experts	Generally, two Action Plans but may be adjusted based on length of program	If there is a need for a third Action Plan at any point in time during the eight-step program, the apprentice is subject to be removed by the JATC.

If an apprentice has exhausted his or her allotment of Action Plans, the apprentice will be removed from the apprenticeship by the Apprentice Electrician – Electric Asset Management (Title 200) program leaders. All apprentice removals are subject to review and approval by the JATC.

JATC will rely on PG&E leaders (Supervisors) to use the Positive Discipline (PD) process to regulate apprentice's attitude, behavior and attendance.

- 6) Wage Rates
See Attachment 4.

This proposed agreement has been reviewed by Senior 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
Director and Chief Negotiator

The Union is in agreement.

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

October 31st, 2017

By: 
Tom Dalzell
Business Manager

Apprentice Electrician – Electric Asset Management (EAM)

Preferential Consideration

The following employees who are currently employed in the Materials Department Machine Shop or the Electric Utility line of progression in the following classifications shall have preferential bid rights to Apprentice Electrician EAM job postings prior to the normal provisions of Title 205 being utilized.

The incumbents identified in this section, if unsuccessful in an attempted Electrician-EAM Apprenticeship, will be returned to their former classification, and headquarters.

**Incumbent List for Special Rights to
Apprentice Electrician - EAM**

Employee Name	Identified Incumbent Job Title as of September 19, 2014
Gary Galley	Traveling Utility Worker-Materials
Roberto Mondragon	Traveling Utility Worker-Materials
Joseph C. Rodriguez	Traveling Utility Worker-Materials
Jose Vega	Filterperson

Apprentice Electrician – Electric Asset Management (EAM)

Apprentice Electrician – Electric Asset Management (EAM) 52011131

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed.

Must have 12 months' experience in the Materials Department Machine Shop or the Electric Utility line of progression as a Utility Worker or in a higher classification. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Wage Protection

Painter – Materials Distribution, Carpenter, and Filterperson in the Materials Department Machine Shop or the Electric Utility line of progression will have wage retention when successfully bidding to the Apprentice Electrician - EAM. That is, their wage step rate will be maintained until they progress to a higher wage step rate in the Apprentice Electrician - EAM progression in accordance with Section 204.6(d).

Apprentice Electrician – Electric Asset Management (EAM)

APPRENTICE ELECTRICIAN - EAM 52011131

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker – Materials
0530	50010163	Filterperson
0920	50072841	Utility Worker - Mechanical Meter Distrb
0923	50010215	Utility Worker - Electric Mt Dsbn
1934	50010356	Painter - Materials Dist
2135	50010366	Transformer Repairperson – Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0466	50073083	Electrician - GC - SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0481	50010155	Apprentice Electrician
0482	50072851	Apprentice Electrician - Steam
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0485	50073004	Un Electrician - Steam
0486	50073005	Un Electrician - Materials
0488	50010157	Appr. Electrician - GC
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader
0486	50073005	Un Electrician – Materials
0469	50010151	Electrician – Materials
0499	50010160	Traveling Electrician - Materials
Xxxx	52011131	Apprentice Electrician - EAM

Note: Bids to Apprentice Electrician – EAM will qualify with 12 months in the line of progression as a Utility Worker or higher classification in the Electric Utility Department of Materials Distribution.

Apprentice Electrician – Electric Asset Management (EAM)

WAGES

Journeyman Electrician wages for 2017 are \$49.82.

Apprentice Electrician EAM 2017 Wage Rates

Start	\$38.10
End 6 Mo.	\$38.47
End 1 Yr.	\$39.61
End 18 Mo.	\$40.48
End 2 Yr.	\$43.04
End 30 Mo.	\$44.18
End 3 Yr.	\$44.62
End 42 Mo.	\$45.07