



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 17-38-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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ROBERT JOGA
SR. 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

November 17, 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) to 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 through job bidding
- Length of apprenticeship training program
- Successful completion of the training program
- Apprentice Roles, Responsibilities, and Standards of Achievement
- 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.

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. These JATC approved updates will be documented and captured in an Apprentice Committee (AC) letter.

Pursuant to Section 109.2 of the Physical Collective Bargaining Agreement (CBA) and the Master Apprenticeship Agreement (MAA), the Company and Union established a joint training subcommittee to update the Apprentice Lineman (both Title 200 and Title 300) Training Program. On November 10, 2017, the JATC approved the Administrative Procedures Manual and training curriculum in AC Decision NOV-17-113.

Eligibility for Apprenticeship through Job bidding

- Qualified on the Physical Test Battery (PTB) and Industrial Skills test (IST)
- Qualified on the Work Orientation Inventory (WOI)
- Qualified on the Post Offer Physical Assessment (POPA)
- Qualified on the Assessment for Lineworker Progression (ALP)
- Possess a Class "C" Driver's License
- Possess a High School Diploma or General Education Diploma (GED)

Pre-employment entry requirements are subject to change by agreement between the Company and IBEW.

Wage Rates

Apprentice wages per step are defined in the most recent Exhibit X of the Collective Bargaining Agreement, located on the Labor Relations Intranet webpage.

Specifics for the Apprentice Lineman Training Program Will Include the Following:

1) 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.
- Section F.10.c. (or E.9.d of the GC MAA) of the Division Master Apprenticeship Agreement (MAA) will not apply to new apprentices who do not come from within the line of progression for this program.

2) Successful Completion of the Training Program

- The apprentice will become a Journeyman Lineman upon successful completion of all the Standards of Achievement, including the length in program. No temporary upgrades, advanced placement, or early promotion permitted.

3) 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 (SRA's) including task repetitions (OJT), hours spent doing the task (OJE), Job Performance Measures (JPMs), etc., 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.

4) Failure to Progress

- If the apprentice does not meet the Standards of Achievement, and/or fails to follow the Apprentice Roles and Responsibilities, the following will apply:

Time Period	Failure to Progress Due to		# of Action Plans Permitted	If there is a need for:
	Assessment Failure	Field Performance		
0-6 Months* 1 st Step & *Completion of Adv. Climbing	1 st Failure – Remediate 2 nd Failure – Removal	Removal	0	1 st Action Plan, the apprentice is subject to be removed by the Company after consult with IBEW Assistant Business Manager
6-12 Months* 2 nd Step *After Adv. Climbing	Action Plan	Action Plan	1	2 nd Action Plan, the apprentice is subject to be removed by the Company after consult with IBEW Assistant Business Manager
6-48 Months* 2 nd -8 th Step *After Adv. Climbing	Action Plan	Action Plan	2	3 rd Action Plan, the apprentice is subject to be removed by the JATC

Action Plans will:

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

All action plans must be presented 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

This proposed agreement has been reviewed by Senior Assistant Business Manager Robert Dean.

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 Chief Negotiator

The Union is in agreement.

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

November 20th, 2017

By: 
Tom Dalzell
Business Manager