



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. R1-18-03-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

March 1, 2018

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:

Pursuant to Title 400 and Section 204.4(b), the Company and Union established a joint committee to negotiate new classifications, job definitions, wage rates and lines of progression within the Division Gas and Steam Heat Department, Exhibit VI, and Section 600.1, Gas Service. These positions will be covered by the IBEW Physical Agreement and those Titles and Exhibits, as appropriate, for non-exempt Region employees. The joint committee has reached agreement and recommends the following:

1) Oversight Committee

Upon execution of this agreement the parties will establish a joint oversight committee to review any matters that may arise from this agreement. The Oversight Committee will meet as required and will be limited to two members from management and two members from the bargaining unit.

2) Training Programs

The Oversight Committee will appoint a joint subcommittee, consisting of no more than four members from each side, to develop any training and/or testing requirements for each classification as described herein. In addition, the subcommittee will develop entry exams for the Gas Control Communications Specialist classification. Such training or testing requirements and any entry exams shall be subject to review and approval of the Joint Apprenticeship Training Committee.

3) Job Definitions and Lines of Progression

a) Attachment I describes Job Definitions for two new classifications within the Division Gas and Steam Heat Department, Gas Service, and work jurisdiction addendum.

b) Attachment II describes the Lines of Progression for the purposes of Title 205 Job Bidding, Promotion and Transfer.

4) Transition and Placement of Incumbent Employees

a) The Company will place incumbent employees who are designated as Communications Specialist into the Gas Control Communications Specialist classification and appropriate rate of pay, based on their years of service, upon execution of this agreement.

- b) The Company will place incumbent employees who are designated as Communications Specialist, Senior and Gas Communications Specialist, Senior, into the Gas Control Communications Specialist, Senior, classification and appropriate rate of pay, based on their years of service, upon execution of this agreement. Selection of these incumbents will be at the Company's discretion.
 - c) The parties agree that upon ratification and as soon as administratively feasible, the above positions (all job levels) will be converted from monthly to hourly, bi-weekly pay (the "Converted Positions").
 - d) From that point forward, except as otherwise set forth herein, all incumbents and future individuals in these Converted Positions shall be treated as non-exempt employees in accordance with all current PG&E policies and applicable federal, state and local laws.
- 5) The residency requirement in Section 3.5 of the Agreement shall not apply to this classification.
- 6) Exhibit IV of the Physical agreement shall be updated to include the Gas Control Communications Specialist, and Gas Control Communications Specialist, Senior, classifications.
- 7) Bidding Units and Filling Future Vacancies
- a) Bidding Units One through Thirteen shall be utilized for the purposes of Title 205 – Job Bidding, Promotion and Transfer.
 - b) The Centralized Job Bidding Team (CJBT) shall establish bid codes for each classification and headquarters for employees covered under this agreement and when necessary, shall post new classifications at headquarters pursuant to 205.4 (h).
- 8) Demotion Units
- a) Demotion Units One through Six shall be utilized for the purposes of Title 206 – Demotion and Lay Off Procedure. Special Note: Demotion Unit Two, Area Six shall include the San Francisco General Office headquarters.
 - b) The Company and Union will develop reverse lines of progression consistent with the intent of this agreement and Title 206.
- 9) 2018 – 2019 Wage Rates:

The Company will establish Pay Scale Codes as soon as administratively possible. The 2018 Wage Rates shall be effective upon execution of this agreement. If necessary, employees covered by this agreement shall be paid retroactive to the date of execution of this agreement.

<u>Wage Rates:</u>	<u>Progression</u>	<u>1/1/2018</u>	<u>1/1/2019</u>
Gas Control Communications Specialist 52101708	Start	\$ 37.23	\$ 38.44
	End 1 Yr	\$ 42.97	\$ 44.37
	End 18 Mo	\$ 43.92	\$ 45.35
	End 2 Yr	\$ 47.53	\$ 49.07
	End 30 Mo	\$ 51.45	\$ 53.12
Gas Control Communications Specialist, Senior 52101709	Start	\$ 46.18	\$ 47.68
	End 6 Mo	\$ 49.27	\$ 50.87
	End 1 Yr	\$ 52.37	\$ 54.07

10) Short Term Incentive Plan (STIP):

Employees' participation in the Short Term Incentive Plan (STIP) will continue until the date this letter of agreement is signed, following which they will no longer participate in STIP. The STIP payout will be prorated based on the number of months participating in 2018.

11) 202.24 Exchange of Shifts

The parties agree to modify Subsection 202.24 to allow Exchange of Shifts among classifications for Gas Control Communications Specialist and Gas Control Communications Specialist, Senior.

Shift or service employees within the Gas Control Communications Specialist and Gas Control Communications Specialist, Senior, classifications may exchange shifts or work periods provided that any such exchange takes place within the respective workweeks of the employees involved and does not require the payment of overtime compensation, and provided, further, that employees within the same classification and work group whose schedules are established under the provisions of Sections 202.5, 202.11 or 202.15 may exchange workdays and/or work hours when the supervisor in charge gives approval thereto. (Amended 1-1-91)

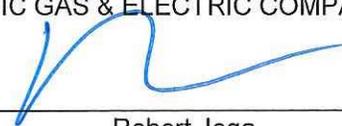
All other provisions of the collective bargaining agreement and supplements thereto, shall apply.

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

_____, March 1st _____, 2018

By: _____



Tom Dalzell
Business Manager

ATTACHMENT I

Job Definitions – Division Gas and Steam Heat Department, Gas Service

Gas Control Communications Specialist, Sr.
52101708

A service employee who is required to perform the same and additional job duties as a Gas Control Communications Specialist (GCCS). In addition, the employee shall provide basic GCCS process and procedure training and mentorship for newly hired GCCS's and provide feedback and help identify process/procedure improvement opportunities regarding Gas Control Communications Specialist support, will help with the team workload management and incident management and escalation. The Senior Gas Control Communications Specialist may participate in the creation, and update process documentation, will help discover business solutions for specific issues brought forth by leadership, clients and peers. They will work closely with project management to help develop, and maintain solutions with technology platforms utilized by GCCS. The employee will be a safety champion and may schedule and/or lead team safety discussions.

Gas Control Communications Specialist
52101709

A service employee who effectively monitors communications from dispatch. Provides information to field personnel to ensure safety, security, equipment performance, and continuity of service by identifying, analyzing, prioritizing, and reacting to distribution and transmission system disturbances, abnormal operating conditions, and emergency situations. Takes appropriate action in emergency situations including but not limited to event notifications. Performs necessary call outs to resolve issues during normal and emergency situations including equipment or communication failure. Documents information as per Company record keeping requirements including maintaining a detailed and accurate log of system events, resolutions, and record of response actions. Maintains communication with field personnel as needed or required. Manages communication through the use of appropriate communication pathways, such as, but not limited to, telephone and radio. Gathers and processes data pertaining to gas operations including situational awareness and required procedures. Compiles and generates reports using computer equipment and software.

Note:

The positions are covered by Department of Transportation requirements as outlined in applicable Letters of Agreement, and all provisions that apply under the Pipeline Safety Program, including pre-duty testing.

Position Entry Requirements:

All candidates for positions in the Communications Specialist Line of Progression must meet the following requirements:

Passing the Clerical Test Battery (CTB)

New tests as agreed to by the Company and Union

Note: Incumbent employees to be transitioned by this Letter of Agreement are exempt from CTB testing requirement.

Additional Requirements When Filling Unrestricted Appointments:

Possess a High School or General Educational Development (GED) Diploma

Passing the Work Orientation Inventory (WOI)

Pre-duty testing per Department of Transportation requirements

California Class C License, or equivalent

Experience Minimum

Gas Control Communications Specialist Job-related experience, 2 years

Gas Control Communications Specialist, Sr. Job-related experience, 4 years

ATTACHMENT II

LINES OF PROGRESSION FOR THE PURPOSES OF TITLE 205

GAS CONTROL COMMUNICATIONS SPECIALIST

52101708

Pay Scale Code	SAP Job Code	Next Lower Classifications
1760	50073351	Work and Resource Dispatcher - Gas
1761	50073352	Work and Resource Relief Dispatcher - Gas

Pay Scale Code	SAP Job Code	Same or Higher Classifications
XXXX	52101708	Gas Control Communications Specialist
XXXX	52101709	Gas Control Communications Specialist, Senior

GAS CONTROL COMMUNICATIONS SPECIALIST, SR.

52101709

Pay Scale Code	SAP Job Code	Next Lower Classifications
XXXX	52101708	Gas Control Communications Specialist

Pay Scale Code	SAP Job Code	Same or Higher Classifications
XXXX	52101709	Gas Control Communications Specialist, Senior