



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 18-04-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4401
ROBERT JOGA
SENIOR 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

April 5, 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:

As agreed to in Letter of Agreement 14-39 and pursuant to Section 304.4 of the Physical Agreement, Company proposes to create two lead level classifications, Lead Pipeline Inspector – CWI (Certified Welding Inspector) (52111405) and Lead Inspector (52111406). These classifications will be added to the General Construction (GC) Gas Line of Progression, Section 600.13, Exhibit VI-M. The job definitions are defined in Attachment 1. And 2018 wage rates and lines of progression chart are defined in Attachment II. This agreement will be incorporated in the next revision to the GC Gas Line of Progression for 'Inspectors.'

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

DRIVER'S LICENSE REQUIREMENTS:

The Lead Pipeline Inspector – CWI and Lead Inspector classifications are required to possess a Class C Driver's License.

STAFFING VACANCIES:

1. The Company may fill as many Lead Pipeline Inspector – CWI and Lead Inspector positions as desired. Upon execution of this agreement the Company will initially staff two Lead Pipeline Inspector – CWI and two Lead Inspector vacancies at locations to be determined by the Company based on operational needs.
2. The above number of initial vacancies shall be filled pursuant to this Agreement in accordance with the normal provisions of Title 305.
3. For future staffing, the parties agree to jointly develop training, testing, and assessment of leadership skills for vacancies.

PROVISIONAL PERIOD:

Recognizing the unique skills required for these positions, the Company and Union agree to a provisional placement process as outlined below for both initial and future staffing.

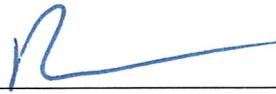
1. After three months as a Lead Pipeline Inspector – CWI or Lead Inspector, the Company will determine if the employee is able to develop the skills or aptitude (i.e., interpersonal, communications, job coordination) needed to perform the job duties of the designated classification. If not, the Company has discretion to release the employee back to his/her previous classification. At any time during this three-month period, an employee may choose to return to his/her previous classification.
2. If, after the first three months of employment as a Lead Pipeline Inspector – CWI or Lead Inspector, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., interpersonal, communications, job coordination) necessary to perform the job duties of the designated classification, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform such duties. If not, the Company has discretion to release the employee back to his/her previous classification. At any time during this three-month period, an employee may choose to return to his/her previous classification.
3. Any disputes that may arise as a result of this section may be grieved pursuant to Title 102.

This agreement has been discussed with Senior Assistant Business Manager Anthony Brown and Assistant Business Manager Bryan Carroll.

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

April 25th, 2018

By: 
 Tom Dalzell
 Business Manager

JOB DEFINITIONS

Lead Pipeline Inspector - CWI

52111405

A qualified employee with the craft qualifications and skills of the Pipeline Inspector - CWI who leads an inspection team, coordinates work, and provides guidance, technical expertise, and logistical support on gas transmission pipeline. Such employee shall have the personal qualifications of leadership and supervisory ability. The Lead Pipeline Inspector – CWI oversees and reviews inspection work, conducts team tailboards, mentors, and helps develop the skills of the team. Assists in root-cause investigations for any reportable events and provides knowledge as a Subject Matter Expert to Estimating, Engineering, Codes & Standards, Academy, and other applicable teams.

In addition, the Lead Pipeline Inspector - CWI shall:

- Possess (as of the control date of the vacancy) and maintain AWS CWI, American Petroleum Institute (API) 1169, NACE CIP 2, and any other certifications as required.
- Must have a minimum of 5 years' experience inspecting gas transmission pipelines (see note below)
- Have passed GAS-0861 Hydrotest Training
- Have and maintain all required operator qualifications
- Pass the jointly developed Lead Inspector Technical Test for Transmission, pending Joint Apprenticeship Training Committee (JATC) approval
- Pass the leadership assessment, once developed

*Note – incumbent employees listed in Attachment 3 must have only a minimum of two years' experience inspecting gas transmission pipelines.

The parties agree to update qualifications and certifications as required.

Lead Inspector

52111406

A qualified employee with the craft qualifications and skills of the Construction Inspector who leads an inspection team, coordinates work, and provides guidance, technical expertise, and logistical support on distribution gas and electric underground contract projects. Such employee shall have the personal qualifications of leadership and supervisory ability. The Lead Inspector oversees and reviews inspection work, conducts team tailboards, mentors, and helps develop the skills of the team. Assists in root-cause investigations for any reportable events and provides knowledge as a Subject Matter Expert to Estimating, Engineering, Codes & Standards, Academy, and other applicable teams.

In addition, the Lead Pipeline Inspector shall:

- Possess (as of the control date of the vacancy) and maintain API 1169, NACE CIP 2, and any other certifications as required
- Must have a minimum two years inspection experience including Joint Trench Subdivision and Rule 20A work
- Have and maintain all required operator qualifications
- Pass the jointly developed Lead Inspector Technical Test for Distribution, pending JATC approval
- Pass the leadership assessment, once developed

The parties agree to update qualifications and certifications as required.

2018 WAGE RATES:

	Classification	Progression	2018 Rate
52111406	Lead Inspector	Single Rate	\$ 56.71
52111405	Lead Pipeline Inspector - CWI	Single Rate	\$ 58.98

LINE OF PROGRESSION:

	Classification	Next Lower/Eligible Classifications
52111405	Lead Pipeline Inspector – CWI	Pipeline Inspector – CWI
51665127 / 1031	Pipeline Inspector – CWI	Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In Service) Welder – GC Gas

	Classification	Next Lower/Eligible Classifications
52111406	Lead Inspector	Construction Inspector
51665126 / 1032	Construction Inspector	Utility Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In Service) Welder – GC Gas
51664850 / 1034	Utility Construction Inspector	Construction Operator – GC Gas

Employee Number	Last	First	Classification
41591	Zahn	Jeffrey	Pipeline Inspector CWI
112474	Ray	William	Pipeline Inspector CWI
276767	Manier	Steven	Pipeline Inspector CWI
297831	Crane	Donald	Pipeline Inspector CWI
298961	Hale	Perris	Pipeline Inspector CWI
299798	Zamora	Francisco	Pipeline Inspector CWI
299807	Mack	Thomas	Pipeline Inspector CWI
300218	Boutwell Jr.	Charles	Pipeline Inspector CWI
300235	Ortiz	Rigoberto	Pipeline Inspector CWI
300237	Craddock Jr.	Dennis	Pipeline Inspector CWI
300248	Sutherland	Derrick	Pipeline Inspector CWI
300269	Montalvo	Robert	Pipeline Inspector CWI
300270	Wysocki	Matthieu	Pipeline Inspector CWI
301795	Riker	David	Pipeline Inspector CWI
301853	Conley	Stacy	Pipeline Inspector CWI
302262	Abia	Anietang	Pipeline Inspector CWI