



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 19-11-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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SUITE 130
WALNUT CREEK, CA 94598
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MATTHEW LEVY
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

April 25, 2019

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

**Cancels/Supersedes and combines:
13-37...18-29...14-44...R1-04-47**

Dear Mr. Dalzell:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for Section 600.9, Exhibit VI-H, for the Division and General Office Building Departments. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

Changes appear in italics. Also, attached is a revision mode copy showing additions in italics and deletions lined out. The documents prompting the changes are listed on the last page of the JDLOP.

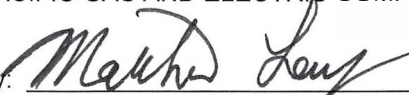
This JDLOP update has been reviewed by Anthony Brown, Senior Business Representative, and Lloyd Cargo, Assistant Business Manager.

While the parties have completed a comprehensive review, due to the length of time since the last update, there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

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 AND ELECTRIC COMPANY

By: 

Matthew Levy
Director

The Union is in agreement.

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

By: 

Tom Dalzell
Business Manager

May 13th

, 2019

**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION 1245**

**DIVISION AND
GENERAL OFFICE BUILDING DEPARTMENTS**

JOB DEFINITIONS AND LINES OF PROGRESSION

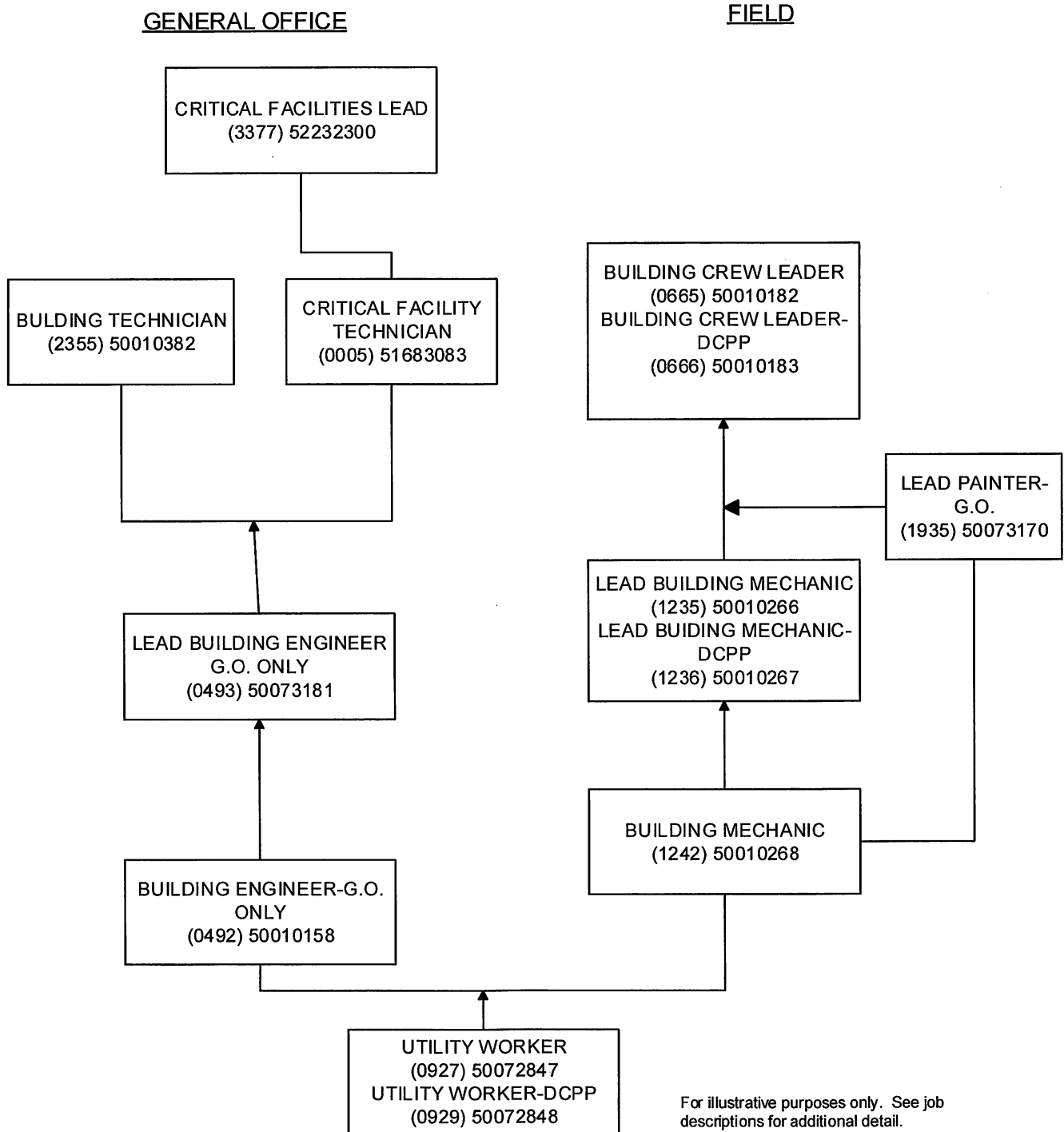
Section 600.9, Exhibit VI-H of the Agreement

**Revised *April 2019*
Replaces LA R1-13-73 Dated *February 2014*
Changes Appear in *Italics***

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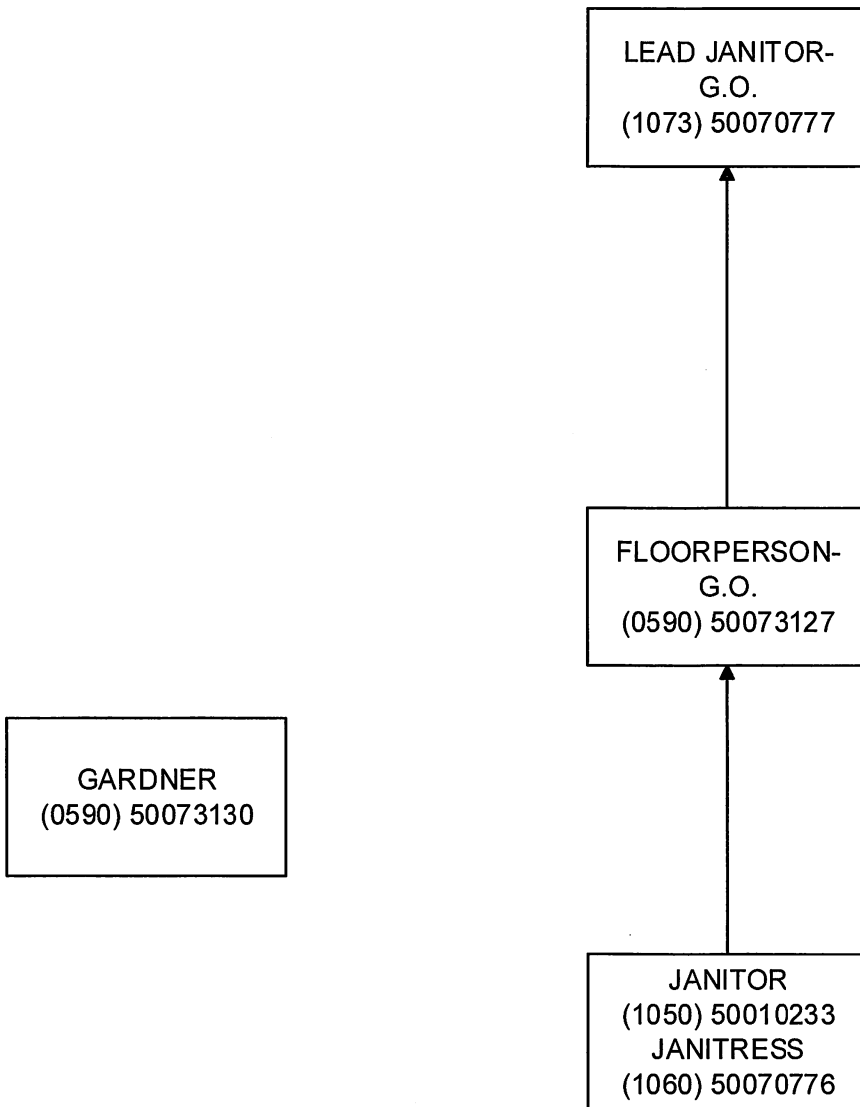
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DIVISION AND GENERAL OFFICE BUILDING DEPARTMENT LINE OF PROGRESSION



For illustrative purposes only. See job descriptions for additional detail.

DIVISION AND GENERAL OFFICE BUILDING DEPARTMENT LINE OF PROGRESSION



For illustrative purposes only. See job descriptions for additional detail.

JOB DEFINITIONS AND LINES OF PROGRESSION
DIVISION AND GENERAL OFFICE BUILDING DEPARTMENTS

BUILDING SERVICE

CRITICAL FACILITIES LEAD
(3377) 52232300

The Critical Facilities Lead shall have all the training and experience of a Critical Facilities Technician, Building Technician, and (Lead) Building Engineer, and shall possess strong leadership abilities. This position will act as an assistant to the Facilities Manager in charge, providing daily work direction and oversight to building maintenance employees within Company facilities classified as Critical Facilities. Will be responsible for providing technical oversight for assigned facilities to ensure proper procedures and standards are being practiced and that safe and effective maintenance of machinery, infrastructure and systems (including base building, controls, life safety and critical equipment) are being carried out and comply with applicable building codes and regulations. Responsible for oversight of the preventative maintenance program to ensure the buildings machinery, infrastructure and systems meet or exceed their operating efficiency and assigned life expectancy. Shall identify areas for employee performance improvement and assist the Facilities Manager in determining training requirements for building maintenance and critical facilities employees. Will provide technical oversight for the design and implementation of maintenance programs and shall review plans for adding or upgrading new equipment, infrastructure, building improvements and will interface with applicable building management and contractors. Responsible for other duties as assigned.

Qualifications:

- a) Persons bidding or hiring into this position must have successfully passed any applicable selection instrument(s) (e.g., test, test battery, technical interview) as agreed to by the Company and the Union for existing represented employees, which may include existing selection instruments (e.g., Physical Test Battery, Industrial Skills Test, Work Orientation Inventory, etc.) or new selection instruments as deemed appropriate.
- b) Must have completed the Critical Facilities Technician Training Program or completion of an equivalent external formal building technician or engineer training program.
- c) Must have held a Critical Facilities Technician classification for a minimum of 3 years.
- d) Must have or obtain the following Certifications (as applicable to assigned facilities):
 - High Rise Safety Director
 - Fire Pump Testing
 - Refrigerant (CFC)
 - 480v Worker Certification

NOTE: The company shall reimburse employees for obtaining the required certifications. Failure to obtain the required certifications within six months of obtaining a Critical Facilities Lead position will result in removal from the position unless an extension of six additional months is granted by the Facilities Manager due to unforeseen circumstances. Removal from the Critical Facilities Lead position will be in accordance with Section 206.15 of the Physical Agreement. Prior to removal, the Company and Union will meet to discuss the reasons the employee has not obtained the required certifications.

Bidding:

Critical Facilities Technicians who have held the Critical Facilities Technician classification for a minimum of 3 years will be considered "B" Bidders for this position system-wide.

Notes:

- 1) FR Clothig is required for this position
- 2) Class C Driver's license is required for this position

Pay Scale Code	SAP Job Code	Next Lower Classifications	Pay Scale Code	SAP Job Code	Same or Higher Classifications
0005	51683083	Critical Facilities Technician	3377	52232300	Critical Facilities Lead

CRITICAL FACILITY TECHNICIAN
(0005) 51683083

A shift employee who is able to perform all assigned tasks of a Building Technician, Building Crew Leads, and Lead Building Mechanics. In addition, includes at an expert level the following: maintain and operate critical electrical systems from utility point(s) of service, main-tie-mains, electrical distribution boards, emergency distribution boards, automatic transfer switches, static transfer switches, and power distribution units. Maintain and operate emergency generators, load bank systems (reactive & resistive), fuel delivery systems, fuel storage systems, and fuel leak detection systems. Maintain and operate mechanical and hydronic cooling tower systems, pumps, VFDs, chillers, Water Source Heat Pumps, and computer room air conditioners (CRAC). Maintain and operate automated open and closed water treatment systems. Maintain and operate critical fire and life safety detection and protection systems such as Vesda, Inergen & Halon protection assemblies, and pre-action suppression systems. Maintain and operate building automation and controls systems including sequence of operations protocol, active monitoring, and executing changes of state as/if needed. Be familiar with and able to execute emergency operating and recovery procedures. Be familiar with change procedures from inception to installation and commissioning and supporting Clearance Requests, Work Plans, Job Plans, Methods of Procedure, Standard Operating Procedures, risk analysis, and contingency planning. Prepare, oversee, administer, and record testing and compliance documentation. Maintain testing and maintenance records in compliance with Records Retention policies. Schedule contractors and vendors for all work performed in controlled environments for all activities, including service-affecting work. Read and interpret, design documents, construction documents (plans), submittals, schematics, requests for proposal, and close-out documentation. Oversee and track contractor or vendor work performed to ensure compliance with contract documents, purchase orders, or work authorizations. Respond to all critical alarms to mitigate downtime or operational disruptions. Prepare detailed written site incident reports, corrective measures, and root cause analysis. Understand and administer reliability centered maintenance, predictive maintenance, and preventative maintenance standards.

Qualifications:

- Must pass the Physical Pre-employment test (PTB) or have the background of a Building Technician.
- Must pass the Industrial Skills Test (IST) or ACT if incumbent Building Department employee.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0666	50010183	Building Crew Leader - DCPP
1236	50010267	Lead Building Mechanic - DCPP
0665	50010182	Building Crew Leader
1235	50010266	Lead Building Mechanic

Pay Scale Code	SAP Job Code	Same or Higher Classifications
2355	50010382	Building Technician
0005	51683083	Critical Facility Technician
3377	52232300	Critical Facilities Lead

CFT vacancies shall be given preferential consideration in the following sequence:

- 1) *Critical Facilities Technician and Building Technicians shall be considered the “same or higher” on a system-wide basis*
- 2) *Building Crew Leader (0665), Lead Building Mechanic (1235), Lead Building Mechanic – DCP (1236), Building Crew Leader – DCP (0666) shall be considered qualified bidders on a system-wide basis.*

BUILDING TECHNICIAN
(2355) 50010382

An employee who, without direct supervision, adjusts, maintains and repairs building electronic, hydronic and pneumatic equipment. May assist in developing or modifying devices used in the building operation. May be required to perform the duties of Lead Building Mechanic and Lead Building Engineer. May be delegated to assign work among employees in other classification and furnish them with functional guidance in the performance of such work. Must have qualifications including demonstrated proficiency/ability in working with electrical, electronic, mechanical, Hydronic, and pneumatic equipment.

Pay Scale Code	SAP Job Code	Next Lower Classifications	Pay Scale Code	SAP Job Code	Same or Higher Classifications
0493	50073181	Lead Building Engineer-- G.O. Only	2355	50010382	Building Technician
0666	50010183	Building Crew Leader - DCPP	0005	51683083	Critical Facility Technician
1236	50010267	Lead Building Mechanic - DCPP	2355	50010382	Building Technician
0665	50010182	Building Crew Leader			
1235	50010266	Lead Building Mechanic			

Building Technician vacancies shall be given preferential consideration in the following sequence:

- 1) *Critical Facilities Technician and Building Technicians shall be considered the “same or higher” on a system-wide basis.*
- 2) *Building Crew Leader (0665), Lead Building Mechanic (1235), Lead Building Mechanic – DCP (1236), Building Crew Leader – DCP (0666) shall be considered qualified bidders on a system-wide basis.*

(See pg. 10 - Hours of Work)

BUILDING CREW LEADER
(0665) 50010182
BUILDING CREW LEADER-DCPP
(0666) 50010183

An employee who is a working foreman and has the qualifications of a Lead Building Mechanic. Supervises employees engaged in the operation, maintenance, and minor construction of buildings and related systems. Shall have the personal qualifications of leadership and supervisory ability and shall be familiar with the buildings to which an employee is assigned and with Company's maintenance and safety standards, accounting procedures, and other applicable rules and procedures.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0493	50073181	Lead Building Engineer--G.O. Only
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP
1935	50073170	Lead Painter--G.O.

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
2355	50010382	Building Technician
0055	51683083	Critical Facility Technician

(See pg. 10 Hours of Work)

LEAD BUILDING MECHANIC

(1235) 50010266

LEAD BUILDING MECHANIC - DCPP

(1236) 50010267

An employee who is a journeyman, who without direct supervision performs maintenance, repairs, and miscellaneous service work required in the use, care, minor construction, and reconstruction of buildings and grounds, and the parts thereof. An employee's job skills shall include, but not be limited to the following: read and work from design drawings, be familiar with all building related codes, job planning, and layouts; diagnosing and making routine adjustments and repairs to electrical and mechanical equipment including controls; the safe use of hand, portable power, and shop tools; and welding operations. May also be required to direct the work of other Building Department employees.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0492	50010158	Building Engineer--G.O. Only
1242	50010268	Building Mechanic

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0493	50073181	Lead Building Engineer--G.O. Only
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP
1935	50073170	Lead Painter--G.O.
2355	50010382	Building Technician
0055	51683083	Critical Facility Technician

(See pg. 10- Hours of Work)

LEAD BUILDING ENGINEER (General Office Only)

(0493) 50073181

A shift employee who is a journeyman and who, without direct supervision, repairs and maintains equipment and machinery in the General Office complex. Duties shall include, but not be limited to, the maintenance and adjustment of pneumatic controls, electronic controls, steam flow valves, humidity sensors, etc. May also be required to direct the work of other Building Department employees.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0492	50010158	Building Engineer--G.O. Only

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0493	50073181	Lead Building Engineer--G.O. Only
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP
2355	50010382	Building Technician

(See pg. 10 - Hours of Work)

NOTE: Per Letter Agreement R1-04-47, Lead Building Engineer has automatic progression to Building Technician (2355) once the employee has completed the negotiated training program and has been at the top rate of pay of his/her classification for twelve months.

BUILDING MECHANIC
(1242) 50010268

An employee who is engaged in performing building work or is engaged in training assignments as an assistant to a Lead Building Mechanic or higher classification, may be required to work alone or under indirect supervision on all jobs for which an employee has been trained and has demonstrated an employee's ability. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0927	50072847	Utility Worker--Building Services
0929	50072848	Utility Worker-- <i>Building (DCPP)</i>

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0492	50010158	Building Engineer--G.O. Only
0493	50073181	Lead Building Engineer--G.O. Only
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP
1242	50010268	Building Mechanic
2355	50010382	Building Technician

(See pg. 10 - Hours of Work)

NOTE: Per Letter Agreement R1-04-47, Building Mechanic has automatic progression to Lead Building Mechanic (1235)/Lead Building Mechanic – DCPP (1236) once the employee has completed the negotiated training program and has been at the top rate of pay of his/her classification for twelve months.

BUILDING ENGINEER (General Office Only)
(0492) 50010158

A shift employee who operates, cleans and performs routine preventive maintenance tasks on or in relation to equipment, machinery and appurtenances in Boiler Rooms, Machine Rooms or other locations in the General Office complex. May be required to work alone or under direct supervision on all jobs for which an employee has

been trained and has demonstrated an employee's ability. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0927	50072847	Utility Worker--Building Services
0929	50072848	Utility Worker--Building (DCPP)

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0492	50010158	Building Engineer--G.O. Only
0493	50073181	Lead Building Engineer--G.O. Only
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP
1242	50010268	Building Mechanic
2355	50010382	Building Technician

(See pg. 10 - Hours of Work)

NOTE: Per Letter Agreement R1-04-47, Building Engineer has automatic progression to Lead Building Engineer (0493) once the employee has completed the negotiated training program and has been at the top rate of pay of his/her classification for six months.

LEAD PAINTER (General Office)
(1935) 50073170

An employee who is a journeyman, who without direct supervision, performs painting, furniture and paneling refinishing, wall repair and taping, and miscellaneous work required in the use, care, minor construction and reconstruction of buildings and parts thereof. An employee's job skills shall include, but not be limited to, the following: read and work from design drawings, job planning, mixing stains and paints to match existing finishes, repairing damaged furniture finishes, general taping, spray painting metal furniture, vinyl wall covering, and plastic laminate repairs. May also be required to direct the work of other Building Department employees or contract painters.

Pay Scale Code	SAP Job Code	Next Lower Classifications
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
1935	50073170	Lead Painter-G.O.

(See pg.10 - Hours of Work and pg. 11 - Training Program.)

UTILITY WORKER-Building Services*
(0927) 50072847
UTILITY WORKER-Building-DCPP
(0929) 50072848

An employee whose principal duties consists of semiskilled work such as assisting the higher classifications, including the use of hand tools. Under indirect supervision, may also be required to perform work such as

cleaning, replacing light globes or tubes, moving furniture, changing washers in plumbing fixtures and replacing or repairing window blinds.

Beginner's Classification.

(See pg. 10- Hours of Work)

*NOTE: Per Letter Agreement R1-04-47, Utility Worker Building Services has automatic progression to Building Engineer (0492) once the employee has completed the negotiated training program and has been at the top rate of pay of his/her classification for six months.

LEAD JANITOR
(1073) 50070777

An employee who is a leadman and who performs janitor work and directs the work of a group of janitorial employees who are on duty at night. May be required to operate an elevator.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0590	50073127	Floorperson--G.O. Only
1050	50010233	Janitor
1060	50070776	Janitress

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0492	50010158	Building Engineer--G.O. Only
0493	50073181	Lead Building Engineer--G.O. Only
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
1073	50070777	Lead Janitor--G.O.
1235	50010266	Lead Building Mechanic
1236	50010267	Lead Building Mechanic--DCPP
1242	50010268	Building Mechanic

FLOORPERSON (General Office Only)
(0590) 50073127

An employee who maintains the specially treated floors, including the preparing, cleaning and application of finish and preserving materials to them.

Pay Scale Code	SAP Job Code	Next Lower Classifications
1050	50010233	Janitor
1060	50070776	Janitress

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0492	50010158	Building Engineer--G.O. Only
0493	50073181	Lead Building Engineer--G.O. Only
0590	50073127	Floorperson-G.O. Only
0665	50010182	Building Crew Leader
0666	50010183	Building Crew Leader--DCPP
1073	50070777	Lead Janitor--G.O.
1235	50010266	Lead Building Mechanic

1236	50010267	Lead Building Mechanic--DCPP
1242	50010268	Building Mechanic

GARDENER
(0890) 50073130

An employee engaged in the care of lawns, gardens, grounds, etc.

Beginner's classification

JANITOR
(1050) 50010233
JANITRESS
(1060) 50070776

An employee who performs all types of janitorial work in an assigned building or section thereof; may be required to operate an elevator and perform other related work.

HOURS OF WORK

The classifications of Building Crew Leader, Lead Building Mechanic, Building Mechanic, Utility Worker, Building Technician, Lead Painter-General Office, Building Engineer and Lead Building Engineer may be assigned regular hours of work pursuant to Section 202.15 including the standard shifts of 7-3, 3-11, and 11-7. When more than one shift is utilized at a headquarters, the shifts may be assigned on either a rotational or non-rotational basis. It is not the intent to change any practices relative to the rotation of shifts in effect on the effective date of this agreement without the prior agreement of the Union. (LA 7853)

BUILDING DEPARTMENT TRAINING PROGRAM

All employees in the Building Utility Worker classification and the Building Mechanic classification must successfully participate in a Training Program for purposes of rate progression and promotion.

This Training Program consists of separate courses of instruction designed to be taken in six-month increments starting with the Building Utility Worker classification and ending at the top of the Building Mechanic classification. Employees in the Program will receive instruction specifically tailored to meet the needs of the facilities in the Division where the employee is employed.

This Training Program shall be administered as follows:

A. PLACEMENT INTO THE BUILDING DEPARTMENT TRAINING PROGRAM

1. An employee who transfers to a vacancy in the Building Utility Worker classification shall be placed pursuant to Section 204.4 of the Physical Agreement. Such an employee must satisfactorily complete all required training commensurate with such employee's wage step prior to further wage progression or prior to bidding or transferring pursuant to Title 205 to another Building Department classification. Such an employee must pass an entry level test prior to transfer to the Utility Worker position.

2. Employee classified as Building Utility Worker, on the effective date of this agreement shall be maintained at their present wage rate and will enter the Building Department Training Program upon successfully passing the entry level test. Such employees may progress to the top Utility Worker rate but may not progress to a higher classification in the line of progression until such time as they satisfactorily meet all standards established for the Building Utility Worker classification.

3. Employees who entered the classifications of Building Mechanic, Building Engineer or Building Crew Leader subsequent to July 1, 1974, shall be red-circled and maintained in their present classifications at the wage step they have attained on the effective date of this agreement. Such employees shall be required to satisfactorily complete the Utility Worker portion of the Training Program and that portion of Building Mechanic training that corresponds to their present wage rate. Upon successfully attaining the standards in the Building Mechanic classification, which corresponds to their rate in their red-circled classification, they shall be reclassified to Building Mechanic and allowed to progress in accordance with the remaining portion of the Building Department Training Program.

Should such an employee fail to attain any of the above standards, may be subject to transfer or demotion to the Building Utility Worker classification or to that rate in the Building Mechanic wage progression for which he/she has previously qualified. Such employee shall be maintained at that wage step. Prior to such action, Company and Union shall discuss the placement

Employees in the Building Mechanic, Building Engineer or Building Crew Leader classifications who held such classification on July 1, 1974, shall be red-circled in their present classification and maintained in their present wage step and be required to take the Building Department Training Program and may progress in the manner outlined above. However, should an employee fail to meet one of the standards, such employee shall be maintained at his/her red-circled wage step and classification.

B. TRAINING & TESTING OF EMPLOYEES IN THE BUILDING DEPARTMENT TRAINING PROGRAM

All employees in the Building Department Training Program shall be required to successfully complete the training specified for each wage step in the Program and to successfully demonstrate acceptable performance in the on-the-job aspects of the Program. Such employees must also pass the appropriate agreed-to wage progression tests and any agreed-upon performance tests if applicable for the involved wage step prior to advancing to the next wage step in the Program.

An employee in the Program who has spent six months at his/her current wage step and who has successfully completed the specified training for that wage step shall be advanced to the next higher wage step of the progressive wage rate.

An employee who is due to progress to his/her next higher wage step in the wage progression who fails to meet the established criterion for each specified training for that wage step shall:

1. Be notified of his/her inadequate performance in writing prior to the date an employee is scheduled to receive the next higher wage step.
2. A copy of the written notification shall be furnished to the Union's Business Representative.
3. Be held in his/her present wage step, and
4. Be allowed a maximum of five months, including three retests for each training step, to meet the established criterion for each training step not successfully completed. All specified training must be successfully completed by the end of this five-month period.
5. An employee shall be entitled to take tests, described above, a maximum of four times in accordance with the following schedule:

- | | | |
|----------|---|--|
| 1st test | - | at any time prior to the date on which the examination requirement must be met as provided above |
| 2nd test | - | within one month, following the date of the original test |
| 3rd test | - | within two months, following the date of the first test |
| 4th test | - | three months, following the date of the third test |

If an employee fails to pass a test a fourth time, Company will not be required to test such an employee further.

An employee will be deemed to have met the test requirement if he/she attains a grade of 70% on any form of a written test for the wage step he/she is attempting to attain and passes the performance test, if required, for the wage step he/she is attempting to attain. If such standard is attained, further examinations for progression within the applicable classification will not be required.

6. If, during the above period, the employee meets the established criterion for all specified training, shall receive the next higher wage rate effective the date all such criteria are met. Will not be eligible for further progression in the wage rate until six months have elapsed since the date he/she received such wage increase and until he/she successfully completes the specified training for such wage step.

7. If an employee classified as a Building Utility Worker, who was hired after the effective date of this agreement, fails to meet the established requirements for any wage step in the Program during the specified time, shall be removed from the classification.

If an employee fails to pass the established requirements to progress to any other step of the Program other than above within the allotted time, such employee shall be removed from his/her present classification and demoted in accordance with provisions of Section 206.15 of the Physical Agreement.

8. A Building Utility Worker may elect to continue in the Training Program above the level of Utility Worker; however, may not advance to the first wage step in the Building Mechanic classification until a vacancy exists, and he/she is awarded the job under Title 205 of the Physical Agreement. Upon award of such job, the employee may be placed at the wage step for which an employee has successfully completed the training and can demonstrate satisfactory on-the-job performance.

9. An employee within one year of demotion from the Building Department Training Program upon presentation of acceptable evidence that the employee has remedied the deficiencies which caused the demotion or, if demotion was due to academic failure, that the employee has pursued an outside study program and by completing the required tests meets the established standards for the wage step that the employee left, shall have his or her application for transfer to a vacancy in the appropriate Building Department Training Program classification considered under the provisions of Title 205. If the employee is transferred, he or she shall be restored to the Training Program at the wage step the employee left and shall progress as outlined above to the next higher wage step six months after re-entering the Program.

C. APPLICATION OF PROGRAM TO TITLE 205 - JOB BIDDING AND PROMOTION

Since the Program is tailored to meet specific conditions in each Division, employees who have met all of the requirements in one Division will not necessarily have done so for all Divisions. However, employees who have satisfactorily met all requirements in their present Divisions may bid to another Division pursuant to provisions of Title 205 and may be awarded a job without having taken all of the training required in the Division to which the employee is bidding. However, such an employee must complete any necessary training material in the new Division in a reasonable time. This waiver of qualifications applies only to portions of the Training Program that an employee may be missing. An employee who does not satisfactorily pass the necessary training in the new Division shall not be qualified for progression to a higher Building Department classification pursuant to Title 205 of the Physical Agreement. All other requirements pertinent to qualifications shall apply.

D. GENERAL

1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Section 102.8 of the Agreement; however,

2. If the grievance pertains to:

- a) the fairness of administration or correction of a test required in the Program, or
- b) the attainment of a standard or proficiency which does not require a test as such,

the Local Investigating Committee, prior to its decision and as part of its deliberation, may refer such grievance to the Joint Apprenticeship Training Committee for its recommendations.

LETTER AGREEMENT R1-96-70-PGE

July 26, 1996

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Letter Agreement R5-95-25-PGE, the Joint Company-Union Building Department Training Committee recommends the adoption of the attached Building Technician Training Program for the General Office Complex dated May 1996 (revised).

This has been approved by the Joint Apprenticeship and Training Committee.

The purpose of this training program is to provide General Office Complex Building Technicians with the additional skills necessary to maintain and operate the advanced building equipment and systems recently installed throughout the General Office Complex, and to provide a comprehensive training program for employees entering the Building Technician classification in the future.

As outlined in Letter Agreement R5-95-25, incumbent Building Technicians are required to participate in the Building Technician training program, however, there will be no penalty for any incumbent Building Technician who fails to complete the training program. Further, no employee shall be penalized as a result of Company's failure to provide timely training as outlined in the attached program.

The Building Department Training Committee recognizes that periodically changes and updates to the training reference materials will be necessary. Any changes to the implementation or content of the Building Technician Training Program are subject to review and approval by the Building Department Training Committee and Joint Apprenticeship and Training Committee.

Should a grievance arise concerning the administration of any portion of the Training Program, it shall be determined by the procedure established under the provisions of Title 102 of the Physical Agreement.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

August 28, 1996

By: s/Jack McNally
Business Manager



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-04-47-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

MATTHEW LEVY
DIRECTOR

TOM DALZELL
BUSINESS MANAGER

March 12, 2019

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 Building Services Ad Hoc Committee has developed the following proposal which the Company is proposing to implement pursuant to Subsection 204.4 (b) of the Agreement. This revision removes the exclusion of the Diablo Canyon classifications, making them eligible for automatic progression.

It is proposed that the following classifications have automatic progression once the employee has completed the negotiated training program and has been at the top rate of pay of his/her classification for **six months**:

FIELD CLASSIFICATIONS:

0927 Utility Worker to 1242 Building Mechanic

GENERAL OFFICE CLASSIFICATIONS:

0927 Utility Worker to 0492 Building Engineer
0492 Building Engineer to 0493 Lead Building Engineer

Classifications that require **12 months** at the top rate of pay in the classification before automatic progression:

FIELD CLASSIFICATIONS

1242 Building Mechanic to 1235 Lead Building Mechanic
1236 Lead Building Mechanic - DCPD

GENERAL OFFICE CLASSIFICATIONS:

0493 Lead Building Engineer to 2355 Building Technician

TRAINING PROGRAM:

Employees will have to complete the TPC Training System training program for Utility Worker/Building Mechanic/Building Engineer, which will be administered in accordance with the Building Services Training Program.

Employees will also have to complete a "hands on" competency test, which is to be developed and agreed to by the Joint Apprenticeship and Training Committee. This test will be administered by the employee's supervisor and, if needed, with assistance for field classifications by a Building Crew Leader and for General Office classifications by a Building Technician.

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 AND ELECTRIC COMPANY

By: S/Matthew Levy
 Matthew Levy
 Director

The Union is in agreement.

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

 March 13th , 2019

By: S/Tom Dalzell
 Tom Dalzell
 Business Manager

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES		
LA	Subject	Page(s)
LA R1-04-47 3/13/19	Update to LA 04-47 Bulding Services Auto-Progression	<u>15</u>
LA 14-44 10-23-14	Add Newly established classification of Critical Facility Technician job description and LOP to 600.9 VI-H Division and General Office Building Department JDLOP.	<u>4</u>
LA 18-29 01/07/19	Added Newly established classification of Critical Facilities Lead job description and LOP to 600.9 VI-H Division and General Office Building Department JDLOP	<u>3</u>