



LETTER AGREEMENT NO. 19-14-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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TOM DALZELL
BUSINESS MANAGER

May 13, 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:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for General Construction Gas Department. 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 the integrated changes noted above and made part of this Agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

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 was discussed with Joe Osterlund, Anthony Brown, and Lloyd Cargo.

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 change.

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
Matthew Levy
Director

The Union is in agreement.

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

June 24th _____, 2019

By: Tom Dalzell
Tom Dalzell
Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245

LINES OF PROGRESSION

in the

GENERAL CONSTRUCTION

GAS DEPARTMENT

REVISED *May 2019*

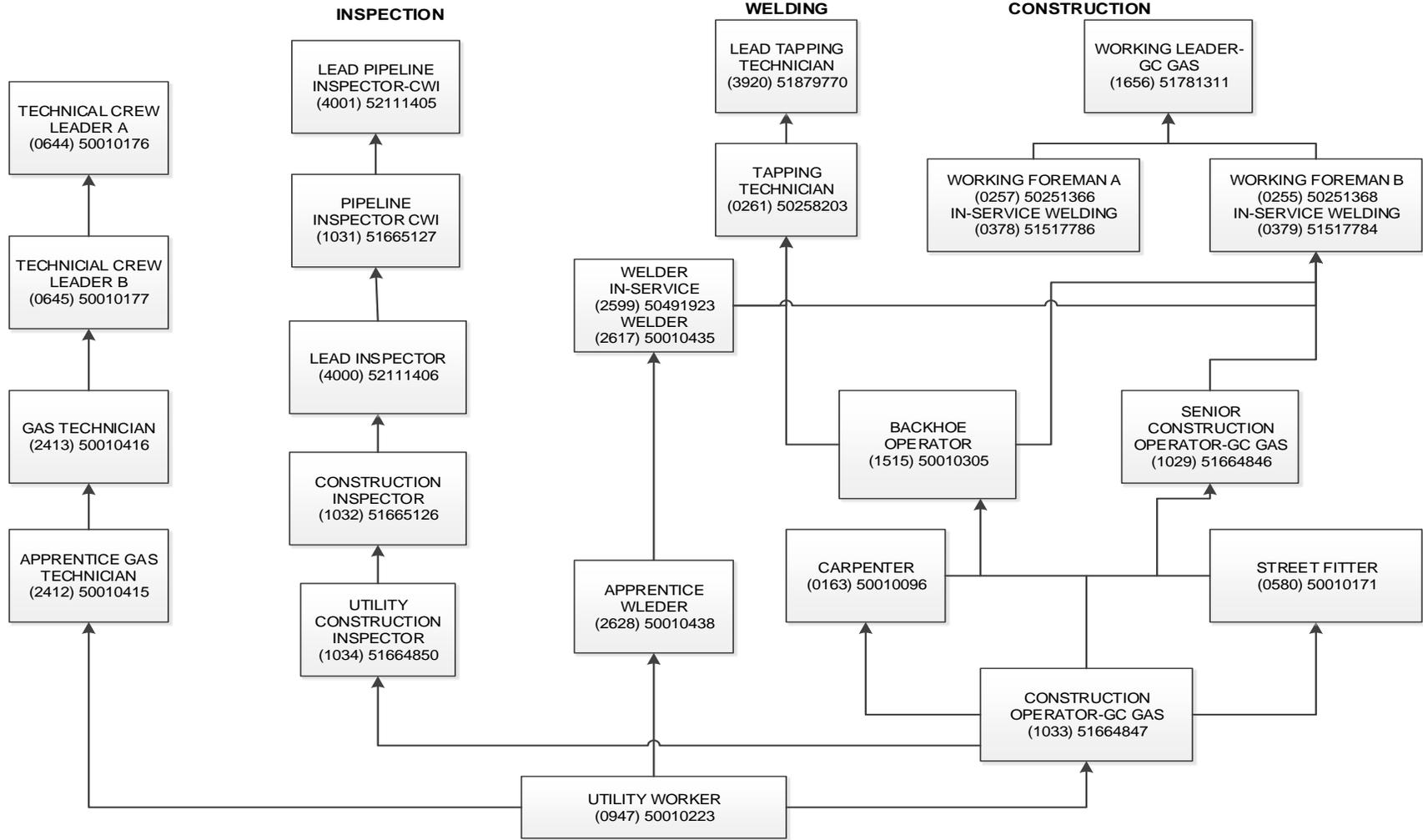
REPLACES BOOK (LA 93-26) DATED *May 1993*

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G.C. GAS LINE OF PROGRESSION CHART



Pursuant to L/A 12-32, employees may be required to have or obtain a Class A Driver's license.
For illustrative purposes only. PIO classifications not shown.
 For clarification see GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE BASED ON SENIORITY

CONSTRUCTION LINE OF PROGRESSION

NOTES:

1. *All classifications must pass the Physical Test Battery.*
2. Establishment of Crane Operator, LA 91-155.
3. Guidelines for promotion and demotion of Working Foreman B, LA 82-69.
4. Demotion rights for various equipment operators, LA 82-101.
5. Plastic Fusion duties, LA 89-55.
6. Filling Gas Mechanics, LA 92-96.
7. Clarification on Crane Operator duties, PRC 1195, 1294 and 1488.
8. Establishment of the GC Installer, LA 10-10.
9. Establishment of the In Service Welder, LA 12-35.

GENERAL CONSTRUCTION

LINES OF PROGRESSION

Wage Differentials G.C.-Regions

On January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Note: Below language is retained for historical purposes.

Company and Union shall prepare a list of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications. The Helper shall be considered comparable to the Region (0930) Helper; the new classification of G. C. Fieldman shall be considered comparable to the Region (0524) Fieldman; and the new classification of Miscellaneous Equipment Operator shall be considered comparable to a combination of the Region (0465) Heavy Truck Driver and the Region (1645) Equipment Operator.

Note: Below language is retained for historical purposes.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

GAS CONSTRUCTION DEPARTMENT - NOTES ON LINES OF PROGRESSION

NOTES:

1. Entry level - must pass Physical Test Battery.
2. Requires Class "A" operator's license.
3. May go directly to Apprenticeship provided employee completes entry requirements to Apprenticeship and provided employer need for apprentice exists.

CONSTRUCTION

WORKING LEADER-GC GAS **(1656) 51781311**

An employee who has held the position of a Working Foreman A – Gas or Working Foreman B for a minimum of five cumulative years and acts as the subject matter expert of work procedures and new technology within his/her area of responsibility. Such employee will be required to observe and coach all employees under his/her direction to ensure all safety procedures and construction standards are adhered to.

The Working Leader must have a working knowledge of all construction standards, safety procedures, construction tools and equipment and the base qualifications of the Working Foreman A.

The Working Leader shall coordinate and oversee the execution of work of the GC Gas construction crews and may be responsible for supporting the work within other gas operations departments. In addition, the Working Leader communicates and coordinates with various employees across multiple functions and processes as necessary to complete the work as assigned, safely, efficiently and with the utmost regard for quality.

The Working Leader will be required to resolve problems or difficult situations; become subject matter expert on new and emerging technology; oversee the execution of complex field activities; mentor and train and/or coordinate the training of subordinate employees and may be required to participate in the investigation of incidents or accidents as assigned by the Supervisor-in-Charge. It is not intended that such investigations shall be associated with disciplinary matters with bargaining unit members.

COMMERCIAL DRIVER'S LICENSE:

- 1. The Working Leader is required to possess a Class C Driver's License.*
- 2. Working Leaders who possess a CDL may continue to do so and will be eligible for the CDL premium provided for in LA 12-32.*
- 3. Working Leaders who do not possess a CDL will not be required to do so but may volunteer to obtain the CDL and will be eligible for the CDL premium provided for in LA 12-32.*

WORKING FOREMAN A **(0257) 50251366**

No negotiated job description

Class A Driver's License may be required for Company convenience LA 12-32

WORKING FOREMAN B **(0255) 50251368**

No negotiated job description

Class A Driver's License may be required for Company convenience LA 12-32

BACKHOE OPERATOR
(1515) 50010305

No negotiated job description.

Class C and Class A Driver's Licenses are required LA R2-93-39 & 12-32

SENIOR CONSTRUCTION OPERATOR-GC GAS
(1029) 51664846

No negotiated job description.

Operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8
- Case, 850, 1150
- IH, TD-9, TD-15, TD-20, TD-25
- HD-6, HD-11, HD-16, HD-21;
- Drott over 5 ton to 18 ton
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20
- Loader, crawler mounted, 1-1/2 cubic yard and over
- Whirley, swing crane
- Motor patrol over 115 HP or when grading to stakes or grade
- Tractor, crawler side boom, 10 ton and over

Other equipment may be added to the above list by agreement between Company and Union.

Class A Driver's license may be required LA R2-93-39.

CARPENTER
(0163) 50010096

No negotiated job description.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

STREET FITTER
(0580) 50010171

No negotiated job description.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

CONSTRUCTION OPERATOR-GC GAS
(1033) 51664847

May be required to perform the following duties:

- *Performs metalman duties*

- *When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber*
- *When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone)*
- *When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two inch or larger, length including fitting(s) exceeds five feet, number of meters exceed one, or a manifold is required, the Street Fitter classification shall be used)*

See LA 93-26 and 14-39

Operates the following equipment:

- Earthworm
- Gas/electric hoist up to 15 HP;
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper;
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent
- Tugger Air Hoist
- Air compressor up to 1000 C.F.M.
- Riding roller, self-propelled
- Street Sweeper, self-propelled, small
- Small Snow Cat, such as Bombadier
- Two-axle truck of 12,000 lb. GVW or over
- Small tiller type tractor or similar hauling unit, 30 HP and under
- Industrial material handling truck or tractor including lift and towing
- Pump tender
- Small trencher and other equipment 30 HP and under
- Dozer, smaller than D-4 or equivalent, with or without a side boom or equipment
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom
- Crane, swing, self-propelled, up to and including 5 ton
- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system
- Truck tractor operator coupled with one or more trailers
- Three-axle truck
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work;*
- Boom truck without a personnel bucket under 10 tons
- Hydrauger
- Gas/electric hoist over 15 HP
- Motor Patrol, less than 115 HP, when not grading to stake or grade
- Trencher, Boom Type, such as Ditch Witch, or equivalent
- Concrete Pump
- Tensioners and Pullers (see separate listing of pulling and tensioning equipment)
- Large Snow Cats

- Drill, Liner, self-propelled air trac or equivalent; Cross Country vehicles such as Dragon Wagon or equivalent; Flume washer

Other equipment may be added to the above list by agreement between Company and Union.

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate driver's license and/or endorsements.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

Note:

Incumbent employees who do not currently possess a Class A California Driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California Driver's License, such employee shall not be assigned to equipment requiring said licenses.

Note: Below language is retained for historical purposes:

Current employees as of January 1, 1991, in classifications higher than the Fieldman who are subsequently affected by Title 306 will not be adversely impacted as a result of the Fieldman licensing requirements.

Employees who enter the Fieldman [Construction Operator GC-Gas (LA 14-39)] classification after the implementation date of January 1, 1991 will be required to possess the Class A California Driver's License and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California Driver's License and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Fieldman Construction Operator GC-Gas (LA 14-39) on a regular basis, he/she will be accommodated as follows:

One unlicensed Fieldman [Construction Operator GC-Gas (LA 14-39)] per 20 licensed Fieldman Construction Operator GC-Gas (LA 14-39). In computing this ratio, all Fieldman Construction Operator GC-Gas (LA 14-39) will be included (both those classified at the time of implementation and Fieldman entering the classification after implementation).

UTILITY WORKER
(0947) 50010223

Utility Worker: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. A Utility Worker in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

WELDING

LEAD TAPPING TECHNICIAN
(3920) 51879770

An employee who is a working lead, has the personal qualifications of leadership and supervisory ability, and the craft qualifications of a Welder. May be in charge of Tapping Technicians throughout the system and may be designated to act as an assistant to a Supervisor. Required to serve as a subject matter expert on the development of training and work procedures related to tapping and plugging. Will be required to mentor and train employees. Responsible for organizing and overseeing the execution of work and work performed for completeness and accuracy. Must be able to travel throughout the Company system. May schedule large diameter pressure control jobs system wide and provide technical assistance as to the fittings, equipment and processes required to perform the job safely and efficiently.

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

COMMERCIAL DRIVER'S LICENSE:

- 1. The Lead Tapping Technician is required to possess a valid Class C Driver's License and may be required to obtain and maintain a Commercial Driver's License at the Company's discretion.*
- 2. In accordance with #5 of Letter Agreement 12-32, the parties have discussed and agreed to add this classification as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32.*
- 3. All other provisions of LA 12-32 shall apply to the Lead Tapping Technician classification.*

This classification will be considered in Construction Operations under Exhibit II of the Agreement and will be part of Promo Demo Area 0, system wide.

Qualifications:

- Must have held the classification of Tapping Technician for a cumulative total of five years.*
- Once developed, must pass jointly-developed training, testing and assessment of technical and leadership skills.*
- Ability to evaluate job scope and determine the pressure control process*
- Knowledge of operating procedures and pressure limitations of each tapping, plugging and completion machine and accessories*
- Must be familiar with Company's construction, gas, and safety standards, accounting procedures and other applicable rules and procedures.*
- Must have knowledge of equipment and procedures involved in the performance of liquid checks at gas pressures up to 1200 psi.*

TAPPING TECHNICIAN
(0261) 50258203

No negotiated job description.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

WELDER IN-SERVICE

(2599) 50497923

No negotiated job description.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

WELDER

(2617) 50010435

No negotiated job description.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

APPRENTICE WELDER

(2628) 50010438

No negotiated job description.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

UTILITY WORKER

(0947) 50010223

Utility Worker: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. A Utility Worker in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

Class C Driver's license required LA R2-93-39.

Class A Driver's license may be required for Company convenience LA 12-32

INSPECTION

LEAD PIPELINE INSPECTOR-CWI

(4001) 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*

PIPELINE INSPECTOR – CWI
(1031) 51665127

1. *The Pipeline Inspector is a qualified Company representative who may perform all of the duties of the Construction Inspector and Utility Construction Inspector as described below and in addition may provide direct oversight of transmission and larger or more complex distribution construction projects involving steel or plastic pipe.*
 - *Performs the duties of the test supervisor on pipe strength tests. Oversees the execution of the hydrotest procedures.*
 - *Witnesses and signs-off on all hydrotest procedure hold points.*
 - *Performs oversight and Strength Test Pressure Record (STPR) sign-off functions (QC) for strength testing of piping assemblies on small jobs of less than 100 feet of pipeline.*
 - *May also perform (QC) for pre-testing of pipe, small valve assemblies, ILI (In-Line-Inspections) assemblies, tie-in pieces, etc., of less than 100 feet in length and of a test duration of 1, 4, or 8 hours.*
 - *Have a working knowledge of applicable American Petroleum Institute (API), American Society of Mechanical Engineers (ASME), and Occupational Safety and Health Administration (OSHA) codes and standards.*
 - *Must obtain and maintain a current National Association of Corrosion Engineers (NACE) Level 1 certification.*
 - *Must obtain and maintain a valid AWS Certified Welding Inspector (CWI) in API 1104 Certification.*
 - *Possess and maintain American Petroleum Institute 1169 (API 1169) and NACE International Institute Coating Inspector Program Level 2 (NACE CIP 2) certifications required. (LA 18-05)*

The Company will provide training and operator qualifications as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary. This list may not be all inclusive.

- *05.02 Pipeline Standby OQ*
- *05.01 Non Production Locate & Mark OQ*
- *Plastic Visual Inspection OQ*
- *Plastic Fusion certification*
- *Excavation Safety – Competent Person training*
- *OSHA 30 hour construction safety overview*
- *Working knowledge of QA/QC*
- *OSHA 510/511 Construction Safety courses*
- *OSHA 3515/7410 Excavation Safety*
- *Emergency Response (abnormal conditions, how to make worksite safe)*
- *Hydrotest oversight OQ required to perform oversight and STPR sign-off functions (QC) for strength testing of piping assemblies on small jobs of less than 100 feet of pipeline.*

LEAD INSPECTOR
(4000) 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*

CONSTRUCTION INSPECTOR
(1032) 51665126

- 1. The Construction Inspector is a qualified Company representative who performs direct oversight of all Applicant or Contractor installed facilities. This includes distribution steel pipeline coating projects, complex projects, large commercial, industrial and major residential projects, distribution line extensions, service extensions, and replacement of overhead with underground electric facilities to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory. May be assigned to inspect coating on transmission pipeline projects. Must have the ability to research, read and interpret drawings.*
- 2. Shall be required to obtain and maintain NACE CIP Level 1 (pipeline coating qualified).*
- 3. In addition performs corrosion inspection and oversight of corrosion projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.*
- 4. Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. The Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.*
- 5. Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.*
- 6. Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the*

Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.

7. *Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.*
8. *Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.*
9. *Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.*
10. *Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.*
11. *Possess and maintain American Petroleum Institute 1169 (API 1169) and NACE International Institute Coating Inspector Program Level 2 (NACE CIP 2) certifications required. (LA 18-05)*

The Company will provide training including operator qualifications training as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- *05.02 Pipeline Standby OQ*
- *05.01 Non Production Locate & Mark OQ*
- *- Plastic Visual Inspection OQ*
- *Plastic Fusion certification*
- *Excavation Safety – Competent Person training*
- *OSHA 30 hour construction safety overview*
- *Working knowledge of QA/QC*
- *OSHA 510/511 Construction Safety courses*
- *OSHA 3515/7410 Excavation Safety*
- *Emergency Response (abnormal conditions, how to make worksite safe)*

UTILITY CONSTRUCTION INSPECTOR
(1034) 51664850

1. *The Utility Construction Inspector is a qualified Company representative who performs direct oversight of Applicant or Contractor installed facilities limited to plastic distribution systems and smaller underground projects to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory.*
2. *May perform oversight and inspection of construction projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.*
3. *Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. The Utility Construction Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.*

4. *Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.*
5. *Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.*
6. *Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.*
7. *Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.*
8. *Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.*
9. *Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.*
10. *Possess and maintain American Petroleum Institute 1169 (API 1169) and NACE International Institute Coating Inspector Program Level 2 (NACE CIP 2) certifications required. (LA 18-05)*

The Company will provide training including operator qualifications training as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- *05.02 Pipeline Standby OQ*
- *05.01 Non Production Locate & Mark OQ*
- *Plastic Visual Inspection OQ*
- *Plastic Fusion certification*
- *Excavation Safety – Competent Person training*
- *OSHA 30 hour construction safety overview*
- *Working knowledge of QA/QC*
- *OSHA 510/511 Construction Safety courses*
- *OSHA 3515/7410 Excavation Safety*
- *Emergency Response (abnormal conditions, how to make worksite safe)*
- *Computer training for completion of forms, uploading of documents, and accessing GIS; mobile electronic devices*
- *To research, read and interpret drawings and plat maps*
- *Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate such as the Utility Construction Inspector knowledge and competency test*

TECHNICAL

TECHNICAL CREW LEADER A

(0644) 50010176

No negotiated job description.

Class C Driver's license may be required LA R2-93-39

TECHNICAL CREW LEADER B

(0645) 50010177

No negotiated job description.

Class C Driver's license may be required LA R2-93-39

GAS TECHNICIAN

(2413) 50010416

No negotiated job description.

Class C Driver's license required LA R2-93-39

APPRENTICE GAS TECHNICIAN

(2412) 50010415

No negotiated job description.

GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE BASED ON SENIORITY

CONSTRUCTION LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Working Leader-GC Gas	Working Foreman A-Gas[2] Working Foreman A-Gas-In-Service Welding[2] Working Foreman B-Gas[2] Working Foreman B-Gas-In-Service Welding[2]
Working Foreman A	Working Foreman B
Working Foreman B	Working Foreman C (PIO) Backhoe Operator Senior Construction Operator- GC Gas Welder – GC Gas (In-Service) Welder – GC Gas Pipeline Inspector – CWI [1]Inspector [1]
Backhoe Operator	Construction Operator – GC Gas Carpenter Street Fitter
Senior Construction Operator – GC Gas	Construction Operator – GC Gas Carpenter Street Fitter
Carpenter	Construction Operator – GC Gas
Street Fitter	Construction Operator – GC Gas
Construction Operator – GC Gas	Utility Worker

[1] To be considered qualified must have previously held Working Foreman C (PIO), Backhoe Operator, Senior Construction Operator – GC Gas, Welder – GC Gas (In-Service), Welder – GC Gas, Working Foreman B, Working Foreman A

[2] Previously held the classification of Working Foreman A –Gas, Working Foreman A- Gas In-Service Welding, Working Foreman B, or Working Foreman B-Gas In-Service Welding for a minimum of five cumulative years to be considered eligible for the Working Leader – GC Gas.

WELDING LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Lead Tapping Technician	Tapping Technician
Tapping Technician	Welder – GC Gas (In-Service) Welder – GC Gas Backhoe Operator [2] Senior Construction Operator – GC Gas [2] Construction Operator – GC Gas [2]
Welder – GC Gas (In-Service) Welder – GC Gas	Apprentice Welder – GC Gas
Apprentice Welder – GC Gas	Construction Operator – GC Gas Utility Worker

[2] Eligible in the event Welder – GC Gas (In-Service) or Welder – GC Gas decline promotion to Tapping Technician

INSPECTION LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Lead Pipeline Inspector-CWI	Pipeline Inspector-CWI

<i>Pipeline Inspector – CWI</i>	<i>Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In-Service) Welder – GC Gas</i>
<i>Classification</i>	<i>Next Lower/Eligible Classifications</i>
<i>Lead Inspector</i>	<i>Construction Inspector</i>
<i>Construction Inspector</i>	<i>Utility Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In-Service) Welder – GC Gas</i>
<i>Utility Construction Inspector</i>	<i>Construction Operator – GC Gas</i>

CLARIFICATION OF SECTION 306.9
PHYSICAL LABOR AGREEMENT

During the course of the Company and Union discussions of **Letter Agreement 78-68-PGE and its attachments in November, 1978**, the lines of progression relative to Titles 305 and 306 of the Physical Labor Agreement concerning General Construction employees, the parties discussed a further clarification of Section 306.9 relative to the number of opportunities which a demoted employee would be given preferential consideration to exercise his rights for appointment to a classification in his line of progression.

It is understood that General Construction informs employees who have been demoted for lack of work of future opportunities for advancement as they occur in his line of progression to regain his previous employment status. It is further understood that in the past the employee has been given one opportunity following such notification to avail him/*herself* of the opportunity, on a preferential basis, to return to his/*her* higher classification in his/*her* geographic area.

The Union and Company have examined this practice and find that it is fair and consistent with the intent of the parties in negotiating Section 306.9. Therefore, the Union and Company have agreed that in the application of Section 306.9 that if the employee declines such a promotion in his/*her* line of progression to return to the classification held when s/*he* was demoted for lack of work, such employee shall have no further claim to preferential consideration afforded by Section 306.9 as to further promotional opportunities.

As is further provided for in Letter Agreement 78-68-PGE, an employee will be entitled to preferential consideration for promotion, pursuant to Title 305, only to classifications that are shown as higher to his/*her* present classification in his/*her* [numbered] line of progression [(Attachment A)]. The same will hold true to appointments made pursuant to Section 306.9. When a lack of work situation occurs as provided for in Title 306, the employee to be demoted will be entitled to preferential consideration to displace an employee having less service in each successively lower classification in the appropriate [numbered] line of progression. The employee must be fully qualified to perform the duties of the classification to which such employee is to be demoted or transferred. When an employee in a Working Foreman classification is to be demoted pursuant to Title 306, such employee shall have the choice to select demotion to the next lower Working Foreman classification or to return to the classification in the [numbered] line of progression s/*he* held prior to becoming a Working Foreman; provided s/*he* does not displace an employee with greater service.

The foregoing is not intended to change the present provisions of Title 306 of the Agreement. However, pursuant to the provisions of Section 306.10, if the Company is unable to place the demoted employee in such next lower or successively lower classification in the appropriate [numbered] line of progression the employee may, notwithstanding any provisions in Title 306 to the contrary, elect to displace an employee who has less service in another line of progression in the Gas Department, in his/*her* area, provided (i) the demoted employee previously held such classification for six consecutive months or longer and (ii) the classification has a lower wage rate than the one from which the employee is being demoted.

**LETTER AGREEMENT
82-69-PGE**

June 15, 1982

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As a result of numerous General Construction grievances referred to the Review Committee concerning demotions of Working Foremen, the Company's members of the Review Committee are of the opinion that a negotiated guideline is necessary before the pending grievances can be resolved. Therefore, pursuant to Section 306.10 of the Physical Labor Agreement, Company proposes the following:

Guidelines for Promotion, Demotion, or Retention in the Working Foreman B Classification in the Gas Construction Department

These guidelines are intended to supplement and clarify Titles 305 and 306 of the Physical Labor Agreement between the Company and IBEW, Local 1245, insofar as such Titles affect, or are applied to, the Working Foreman B classification in the Gas Construction Department. The guidelines are divided into two general job groups.

Group I contains categories of jobs on which the Working Foreman B is required to possess the craft background necessary to enable him to perform and supervise the work in progress. Group II contains categories of jobs on which the Working Foreman B is not required to possess a specific craft background.

JOB GROUP I

- A. Electric generating power plants
- B. Gas "Projects"*
- C. Gas wells
- D. Gas compressor, regulating, metering, dehydrator stations

*Each calendar quarter, Company will notify the Union in writing of the locations of the "Projects" (for these purposes) which are planned or in progress. It is understood that if the Union does not agree a particular job should carry the "Project" designation, the Union will pursue its objection through the grievance procedure or at a Labor-Management Meeting. "Projects" for these purposes are not necessarily also "Projects" for the purposes of Titles 301 and 302.

An employee will be considered qualified for Working Foreman B positions on crews working on such jobs when such employee possesses the craft background necessary, at the time the promotion or demotion is made or at the time there is a major shift in the work in progress, to enable him to properly perform and

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

July 6, 1982

By: /s/ Jack McNally
Business Manager

**LETTER AGREEMENT
R1-82-101-PGE**

September 27, 1982

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

NOTE: Wrapping Machine Operator, Tractor Operator A, Trencher Operator, and Crane Operator classifications are obsolete.

Attention: Mr. Jack McNally, Business Manager
Re: Revision of General Construction Gas Line of Progression

Gentlemen:

In settlement of Pre-Review Committee File No. 704, the Company proposes the following revisions of Footnote 1 to the General Construction Gas Line of Progression Letter Agreement, dated November 27, 1978, to be effective upon execution of this Agreement:

"For demotion purposes only provided in Title 306 of the Agreement, an employee in the Wrapping Machine Operator, Tractor Operator A, Trencher Operator, Crane Operator, or Backhoe Operator classification who previously has held one or more of the other such classifications shall, as an alternative to demotion for lack of work, be permitted to displace that employee with the least Service among those employees in 1) the other such classifications which the displacing employee previously held, or 2) the other such classifications whose actual duties were previously performed by the displacing employee as regular assignments for a cumulative total of at least 30 workdays, provided such regular assignments can be verified by supervision. (Note: An employee in a Backhoe Operator classification will be able to displace a Trencher Operator only if the Backhoe- Operator held the Trencher Operator classification subsequent to October 15, 1975, or performed the duties of a Trencher Operator as regular assignments for 30 workdays or more, provided such regular assignments can be verified by supervision.) Similarly, an employee in the Miscellaneous Equipment Operator A classification who previously has held the Special Driver classification or performed the duties of a Special Driver as regular assignments for 30 workdays or more (verified by supervision) shall, as an alternative to demotion, be permitted to displace that employee with the least Service among those employees in the Special Driver classification and vice versa, and an employee in the Arc Welder classification who previously has held the Oxygen-Acetylene Welder as regular assignments for 30 workdays or more (verified by supervision) shall, as an alternative to demotion, be permitted to displace that employee with the least Service among those employees in the Oxygen-Acetylene Welder classification and vice versa.

"An employee will not be allowed to effect a displacement under these provisions if he is not qualified to hold the classification into which he elects to displace.

"Nothing in the foregoing is intended to imply that an employee may displace another employee who has more Service."

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

Oct. 20, 1982

By: /s/ Jack McNally
Business Manager

**LETTER AGREEMENT
R2-89-55-PGE**

August 14, 1989

Pacific Gas and Electric Company
215 Market Street, Room 916
San Francisco, CA 94.06

Attention: Richard B. Bradford, Manager of Industrial Relations

Gentlemen:

General Construction proposes to move the more complex plastic pipe fusion duties involving butt fusion and other plastic fusion work on plastic pipe over 4" in diameter from the Miscellaneous Equipment Operator "A:" (1640) classification into the Street Fitter (0580) classification.

Basic plastic pipe fusion duties such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter will continue to be performed when working as part of a crew, by Miscellaneous Equipment Operators "B". The Street Fitter classification will continue to be used for all butt fusion work, all types of fusion work on plastic pipe over 4" in diameter, and in all instances where the plastic fusion work is performed by an employee working alone (apart from a crews).

As a result of this proposal, the five Miscellaneous Equipment Operators "A" listed below who are assigned plastic welding duties shall have the option of being reclassified to either Street Fitter or remaining in the Miscellaneous Equipment Operator "A" classification. If any such employee is not fully qualified to perform the duties of the selected classification, Company shall provide all necessary training so that such employee becomes fully qualified. An employee who elects to remain in the Miscellaneous Equipment Operator "A" classification shall not be required to obtain or possess a Class 1 California drivers license. Such employee shall, however, be reassigned to equipment operation duties appropriate to such classification.

Names removed for privacy.

Any employees currently in the Street Fitter classification that are unfamiliar with plastic pipe fusion will be so trained.

Further, any employee who formerly held the Miscellaneous Equipment Operator "A" classification, who was assigned to operate the plastic fusion van, and who was demoted from such classifications and duties due to lack of work, shall retain accelerated rights to return to either Miscellaneous Equipment Operator "A" and Street Fitter, pursuant to Section 306.9 of the Physical Agreement.

As a result of the potential reclassification of the aforementioned employees, the Company will not be considered in violation of Contract Section 305.5.

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

Yours very truly,

LOCAL UNION 1245, INTERNATIONAL

BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

By: /s/ Jack McNally
Business Manager

The Company is in accord with the foregoing and attachment and it agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

August 29, 1989

By: /s/ Richard B. Bradford

Manager of Industrial Relations

This letter agreement is being retained for historical purposes. Crane Operator was deemed obsolete per LA 14-39.

**LETTER AGREEMENT
91-12-PGE**

January 11, 1991

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to cancel and supersede Letter Agreement 90-194. Pursuant to Section 304.4, Company proposes that the duties of the position which is currently responsible for the operation of Power Screens be included in the Backhoe Operator and Crane Operator.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
AFL-CIO

June 16, 1991

By: /s/ Jack McNally
Business Manager

LETTER AGREEMENT

NO. R2-93-39-PGE

January 14, 1994

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Drivers License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Classification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirement for the Geysers Power Plant was discussed. No agreement was reached.

If you are in accord with the foregoing and attachments and agree thereto, 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 s/David J. Bergman
Director and Chief Negotiator

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

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

May 1, 1995

By: s/Jack McNally

Business Manager

TITLE 300 POSITIONS

January 14, 1994

Class Code	Classification	Required License
0163	Carpenter A	C
0164	Carpenter B	C
0243	Senior Field Clerk (1)	C
0245	Routine Field Clerk (1)	C
0246	First Field Clerk (1)	C
0275	Partsman (1)	C
0276	Field Partsman	C
0405	Driller (1)	A
0434	Special Driver (SC)	A
0466	Electrician (1)	C
0474	Electrician (1)	C
0525	G.C. Fieldman	A
0580	Street Fitter (1)	C
0630	Labor Foreman	C
0644	Tech. Subforeman A (1)	C
0645	Tech. Subforeman B (1)	C
0650	Subforeman A	C
0653	Subforeman B	C
0776	Field Partsman	C
0844	Working Drilling Foreman	A
0850	Working Foreman A	C
0853	Working Foreman B	C
0854	Working Foreman C (1)	C
0885	Garageman Field	C
1006	Field Mechanical Inspector (1)	A
1007	Mechanical Inspector (1)	A
1085	Materials Leadman (1)	C
1210	Materialsman	C
1255	Equipment Mechanic (1)	A/C

1. Depending upon local operating conditions.

TITLE 300 POSITIONS

January 14, 1994

Class Code	Classification	Required License
1267	Lead Field Garage Mechanic (1)	A/C
1270	Field Garage Mechanic A (1)	A/C
1275	Field Garage Mechanic B (1)	A/C
1276	Field Garage Mechanic C	A
1301	Gas Mechanic (1)	C
1310	Hydro/Station Mechanic (1)	C
1337	Station Mechanic (1)	C
1345	Mechanic Lead (1)	A
1510	Gunitite Nozzleman	C
1515	Backhoe Operator	C
1597	Crane Operator (1)	A
1646	Misc. Equipment Operator	A
1690	Hole Digger Operator (1)	A
1840	Tractor Operator (1)	A
1924	Painter A (1)	C
1925	Painter B (1)	C
2390	Communication Technician (1)	C
2392	Telecommunication Installer (1)	C
2400	Electrical Technician	C
2413	Gas Technician	C
2418	Instrument Technician	C
2520	Towerman	C
2617	Welder- Station (1)	B/C
2617	Welder- Gas (1)	B

1. Depending upon local operating conditions.

CES - PHYSICAL

January 14, 1994

<i>Class Code</i>	<i>Classification</i>	<i>Required License</i>
1242	<i>Building Mechanic (1)</i>	<i>C</i>
0665	<i>Building Subforeman (1)</i>	<i>C</i>
2290	<i>Cableman-Trans - San Francisco</i>	<i>C</i>
0960	<i>Cableman's Utility Worker</i>	<i>C</i>
1245	<i>Corrosion Mechanic</i>	<i>C</i>
2400	<i>Electrical Technician</i>	<i>C</i>
0469	<i>Electrician (1)</i>	<i>C</i>
1645	<i>Equipment Operator (2)</i>	<i>A</i>
0458	<i>Field Clerk - Electric T/D</i>	<i>A</i>
1483	<i>Field Meterman - Gas</i>	<i>C</i>
0060	<i>Garage Attendant</i>	<i>C</i>
2410	<i>Gas Control Technician</i>	<i>C</i>
1650	<i>Heavy Equipment Operator</i>	<i>A</i>
0463	<i>Heavy Truck Driver-E</i>	<i>A</i>
0465	<i>Heavy Truck Driver-G</i>	<i>A</i>
0990	<i>Inspector-Electric T/D</i>	<i>C</i>
0433	<i>Leadman Driver</i>	<i>A</i>
0424	<i>Light Truck Driver-Electric Maintenance</i>	<i>C</i>
0423	<i>Light Truck Driver Garage</i>	<i>C</i>
0422	<i>Light Truck Driver Materials</i>	<i>C</i>
1365	<i>M&C Mechanic</i>	<i>C</i>
2010	<i>Manhole Pumpman</i>	<i>C</i>
1215	<i>Materials Facility Man</i>	<i>C</i>
1085	<i>Materials Leadman (1)</i>	<i>C</i>
1210	<i>Materialsman</i>	<i>C</i>
1235	<i>Mechanic, Lead Building (1)</i>	<i>C</i>
2013	<i>Night Manhole Pumpman</i>	<i>C</i>
1943	<i>Patrolman-E</i>	<i>C</i>
2353	<i>Power Surveyor</i>	<i>C</i>
1756	<i>Relief Service Operator</i>	<i>C</i>
2230	<i>Reserve Gas Serviceman</i>	<i>C</i>
1740	<i>Roving Operator</i>	<i>C</i>
1480	<i>Senior Meterman</i>	<i>C</i>
1405	<i>Service Mechanic</i>	<i>C</i>
2210	<i>Serviceman</i>	<i>C</i>
1490	<i>Service Meterman-E</i>	<i>C</i>

1. *Depending upon local operating conditions.*
2. *Division practice will dictate license requirement;*
i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.

CES - PHYSICAL

January 14, 1994

CES - PHYSICAL Cont'd

Class Code	Classifications	Required License
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician (1)	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

CES - CERICAL

Class Code	Classification	Required License
2760	Credit Representative	C
2770	Credit Rep/Meter Reader	C
2773	Mail Clerk Driver	C
2785	Meter Reader	C
2783	Senior Meter Reader	C

1. Depending upon local operating conditions.
2. Division practice will dictate license requirement;
i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.

**ELECTRIC SUPPLY
STEAM GENERATION**

January 14, 1994

Class Code	Classification	Required License
0150	Launch Captain - Coast Valley	C
0426	Light Truck Driver - Steam	C

**ELECTRIC SUPPLY
HYDRO GENERATION**

Class Code	Classification	Required License
1552	Assistant Operator	C
1037	Asst. Meteorological Instr	C
0355	Cook(1)	C
0356	Cook (1)	C
0357	Cook(1)	C
0360	Cook(1)	C
0751	Electrical Mtc Crew Foreman - Helms	C
0752	Electrical Technician Crew Foreman	C
1140	Electrical Machinist	C
1139	Electrical Machinist - Helms	C
2400	Electrical Technician	C
2402	Electrical Technician - Helms	C
0467	Electrician - Electric	C
0459	Electrician - Helms	C
0424	Light Truck Driver - Electric	C
1036	Meteorological Instrumentman	C
1554	Operator In Training (1)	C
1740	Roving Operator	C
2407	Telecommunications Crew Foreman (1)	C
2389	Telecommunications Tech - Helms	C
2409	Telecommunications Technician (1)	C
0418	Truck Driver - Water	C
1252	Utility Equipment Mechanic	C
1253	Utility Equipment Mechanic - Helms	C
1745	Utility Roving Operator	C
1905	Water Treatment Plant Operator (1)	C

1. Depending upon local operating conditions.

Gas Supply

January 14, 1994

Class Code	Classification	Required License
1244	Comp Mechanic (Rio Vista)	C
1249	Corrosion Mechanic	C
1482	Field Meterman (1)	C
1307	Gas Control Mechanic	C
1309	Gas Control Mechanic - C	C
1306	Gas Control Mechanic - M&C	C
2410	Gas Control Technician	C
2415	Gas Transmission Technician	C
2423	Gas Transmission Technician - C	C
1246	Lead Tech Comp Mechanic	C
1350	Line Mechanic	C
1365	M&C Mechanic	C
0057	Maintenance Assistant	C
0058	Maintenance Assistant - C	C
1160	Maintenance Man (1)	C
1440	Mechanic Welder (1)	C
1441	Mechanic Welder - C	C
1706	Operator Mechanic (1)	C
1470	Orifice Meterman	C
1380	Pipeline Mechanic	C
1705	Relief Operator Mechanic (1)	C
2416	Supervising Gas Transmission Tech	C
1249	Tech Comp Mechanic	C
1241	Tech Comp Mechanic M&C	C
0825	Transmission Subforeman	C
1415	Transmission Mechanic - C	C
1406	Transmission Mechanic	C
1366	Unassigned M&C Mechanic	C
1250	Unassigned Tech Comp Mechanic	C
1416	Unassigned Transmission Mechanic - C	C

1. Depending upon local operating conditions.

C = Cogen



LETTER AGREEMENT NO. 12-32-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
PO Box 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

STEPHEN RAYBURN
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

January 11, 2013

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:

This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

- 1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.*
- 2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.*
- 3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.*
- 4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.*
- 5. Attached is a list of the impacted classifications. The Company and Union will review each*

classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.

- 6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.*
- 7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.*
- 8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.*
- 9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.*
- 10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.*
- 11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.*
- 12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.*
- 13. Company shall pay all cost associated with obtaining and maintaining the CDL.*
- 14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.*
- 15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.*

If you are in accord with the foregoing and agree thereto, 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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

January 17, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

Attachment A

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010376	Apprentice Cable Splicer	2281
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481
Title 200	50010168	Apprentice Fitter	0561
Title 200	50010245	Apprentice Lineman	1101
Title 200	50010260	Apprentice Lineman Transmission	1188
Title 200	50010375	Cable Splicer	2280
Title 200	50010317	Crane Operator	1594
Title 200	50010191	Electric Crew Foreman	0740
Title 200	50010193	Electric Crew Foreman - Transmission	0746
Title 200	50010194	Electric Maintenance Crew Leader	0750
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
Title 200	50010149	Electrician - Electric & Hydro	0467
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
Title 200	50010161	Fieldperson	0524
Title 200	50010167	Fitter	0560
Title 200	50010169	Fitter – Arc	0562
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
Title 200	50010175	Gas Crew Leader Non-Welding	0641
Title 200	50010174	Gas Crew Leader Welding	0640
Title 200	50010283	Gas Mechanic	1300
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
Title 200	50010244	Lineman	1100
Title 200	50010241	Lineman - Transmission	1094
Title 200	50010298	Mechanic – Welder - CGT	1440
Title 200	50010378	Night Cable Splicer	2283
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
Title 200	50010380	Unassigned Cable Splicer	2286
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484
Title 200	50010170	Unassigned Fitter	0563
Title 200	50010246	Unassigned Lineman	1103
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068

Title 200	50010188	Underground Constr Crew Frmn - Electric	0737
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

*Per L/A 07-56 Working Foreman 0845 shall have a class A license

CDL List T200 & T300 Utilized for Company Convenience

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174

Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608



LETTER AGREEMENT NO. 12-35-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN A. RAYBURN,
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

August 9, 2012

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:

This Letter Agreement cancels and supersedes L/A 11-48. Pursuant to discussions during 2011 General Negotiations, the parties agreed to the following adjustments in job duties and wages as follows:

Current Title 300 Welders who volunteer and become qualified for in-service welding procedures will receive a 3.0% wage increase over the base wage rate. The commitment will be for one year. In the event an existing Title 300 Welder is no longer qualified or is no longer interested in performing in-service welding after one year, such employee may return to their base wage.

Current and future Title 300 Apprentice Welders shall be trained for in-service welding procedures as part of the apprentice program. Once a current or future Apprentice Welder reaches journeyman status, they may volunteer to perform in-service welding procedures and receive a 3.0% wage increase over the base wage rate. The commitment will be for one year.

This agreement will become effective upon completion of SAP programming but no later than November 1, 2012.

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/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

_____ *August 14, 2012*

By: *s/Tom Dalzell*
 Tom Dalzell
 Business Manager



LETTER AGREEMENT NO. 13-38-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
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

May 21, 2013

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:

This Letter Agreement confirms discussions between the parties to extend the provisions of Letter Agreement 12-35 regarding the 3% premium for In-Service welding to the following classifications.

- Title 300 Working Foreman B-Gas In-Service Welding (Legacy Code 0379, SAP Code 51517784)
- Title 300 Working Foreman A-Gas In-Service Welding (Legacy Code 0378, SAP Code 51517786)
- Title 200 Mechanic-Welders In-Service Welding (Legacy Code 0380, SAP Code 5157789)

Current Title 300 Working Foremen A & B who previously held the position of journeyman welder and Title 200 Mechanic-Welders that volunteer and become qualified for In-Service welding procedures will receive a 3.0% wage increase over the base wage rate. The commitment will be for one year. In the event an existing Title 300 Working Foreman or Title 200 Mechanic-Welder is no longer qualified or is no longer interested in performing In-Service welding after one year, such employee shall return to their base wage.

This agreement will become effective as soon as administratively possible. Either party may cancel this agreement after one year by giving the other party 30 days' notice.

If you are in accord with the foregoing and agree thereto, 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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

May 29, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 13-54-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
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

June 27, 2013

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:

In accordance with #5 of Letter Agreement 12-32, the parties have discussed and agreed to add the classifications listed below as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate effective 11/1/12, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32. The CDLA hourly wage rate will be extended to these classifications under the same conditions detailed in Letter Agreement 12-32.

IBEW T200	50449466	Apprentice Lineman (After 3/1/2012)
IBEW T200	50010381	Transmission Cableman
IBEW T300	50449467	Apprentice Lineman - GC (After 3/1/2012)
IBEW T300	50497923	Welder-GC Gas (In-Service Welding)
IBEW T300	50010203	Drilling Working Foreman C
IBEW T300	51517786	Working Foreman A – Gas (In-Service Welding)
IBEW T300	51517784	Working Foreman B – Gas (In-Service Welding)
IBEW T300	51517789	Mechanic – Welder (In-Service Welding)

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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

WORKERS, AFL-CIO

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL

July 15 _____, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

NOTE: P-RC 1195 is being retained for historical purposes. Crane Operator classification deemed obsolete per LA 14-39.

**General Construction Grievance 3-1627-86-135
P-RC 1195**

August 28, 1987

PHIL G. DAMASK, Chairman
General Construction
Local Investigating Committee

BARRY J. HUMPHREY, Chairman
General Construction
Local Investigating Committee

Grievance Issue

This case involves the alleged inappropriate assignment of the Line Truck Driver classification to operate a hydraulic straight boom truck mounted crane rated at 17 tons.

Facts of the Case

In April 1986, the Company rented a hydraulic straight boom truck mounted crane rated at 17 tons. However, the Company had the truck rigged with only a two-part cable with a 7.5 tons lifting capacity.

The truck was used to haul material to the job site and with an attached personnel bucket to lift men and material while working on 230 KV tower lines in the Stockton area.

Union filed a grievance on December 8, 1986 indicating that the Company should be assigning Crane Operators to operate this piece of equipment based on the Crane Operator's definition in Exhibit X.

Discussion

Company member opined that the truck was rigged to lift only 7.5 tons and that the complexity to operate the boom was comparable to the requirements and job duties of a Line Truck Driver or Special Driver.

Union members opined that the skill level to operate and job definitions were the governing factors in this case to determine the appropriate classification. Whether or not the equipment is used or rigged to lift 5, 7.5, or 17 tons at any given time, when a crane rated capacity is above 10 tons, the Crane Operator classification is appropriate. Further, the Union opined that this truck was similar to the Grove 12-ton crane.

Settlement

The Committee discussed the case at length and reviewed the job descriptions in Exhibit X in addition to the equipment specifications included in the Local Investigating Committee report.

Based on the facts of this case, the Committee agreed that the Company should have utilized the Crane Operator classification when assigning these duties to qualified employees.

Therefore, Committee agreed to settle this case on the basis that beginning 30 days prior to the date the grievance was filed until the present, that Company pay the Crane Operator rate to those employee(s) only on those days and for the period of time during which this equipment was operated consistent with the provisions of Section 304.2. The decision is referred back to the Local Investigating Committee to

determine affected employee(s) and settlement. Based on the foregoing, this case is closed and such closure should be so noted on the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER STALCUP, Secretary
Review Committee

NOTE: P-RC 1195 is being retained for historical purposes. Crane Operator classification deemed obsolete per LA 14-39.

**General Construction Grievance 3-1772-88-09
P-RC 1294**

January 11, 1989

PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Grievance Issue

Improper utilization of Special Truck Driver.

Facts of the Case

The Company acquired National and Pittman hydraulic cranes for use in the department's operations. This equipment is usually rated at 30,000 lbs. (15 tons) or 25,000 lbs. (12.5 tons). The trucks are used primarily as bucket trucks and to lift small equipment, tools or construction material. The Company, in this case, was utilizing Special Truck Driver to operate these pieces of equipment.

Exhibit X of the contract defines the following classifications:

1597 Crane Operator

- 40-70 ton capacity such as the Lima, 40 ton; the Link Belt, 45 ton; the American, 50 ton; the Lima, 70 ton
- 30-35 ton capacity, such as PMH 30 ton and 35 ton and the Calavar Lift
- All 10-25 ton capacity such as Grove 12 ton, Bucyrus Erie 15 ton, and the Lorain 20 ton.

Pile Driving Hammer - Such as Kobe Model K13, diesel powered when applicable.

0435 Special Driver

1. The operator of a transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout the company system; or
2. The operator of a boom truck with a basic boom tip height of over 45 feet, and with a personnel bucket. (Such as Tel-e-lect.)

Discussion

The company opined that these hydraulic cranes cannot be considered cranes under the Crane Operator (1597) definition due to the considerable dissimilarities. For example, the cranes defined in Exhibit X in the aforementioned weight range are not load carrying cranes and do not have similar lifting radii. Furthermore, this equipment is used primarily for personnel buckets as defined in Special Driver (0435).

The Union pointed out that according to Exhibit X the equipment's load rating is the governing criteria in determining proper classifications. Also, the Union noted that previous Pre-Review Committee decision No. 1195 determined the Exhibit X definitions and skills would be used in determining the appropriate classifications.

Decision

The committee reviewed the facts of this case, the previous P-RC decision, and the Exhibit X definitions and agreed that the Crane Operator classification is the appropriate classification when operating the type of equipment with this load rating.

Therefore, the Committee agreed to settle this case on the basis that 30 days prior to the date the grievance was filed until the present, that Company pay the Crane Operator rate to those employees only on those days and for only the period of time during which this equipment was operated consistent with the provisions of Section 304.2. This decision is referred back to the Local Investigating Committee to determine affected employee(s) and settlement. Based on the foregoing, this case is closed and such closure should be so noted in the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee



LETTER AGREEMENT NO. 14-39-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
374 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94508
925.974.4401

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

September 18, 2014

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 Company and Union met to discuss the PG&E Gas Operations and PG&E's interest in making changes to the various lines of progression to build a sustainable organization to meet current and future operational needs. The parties agreed to establish several Line of Progression committees with charters identifying objectives and parameters for discussions and to make recommendations on changes to Company and Union leadership. Pursuant to this Agreement, a Joint Company-Union Committee was established and met to discuss General Construction (GC) Gas Department job definitions and lines of progression.

The GC Gas Committee held discussions on new and consolidated classifications within the lines of progression in GC Gas. Pursuant to Section 304.4 of the Physical Agreement, the Committee proposes to consolidate certain classifications and establish new classifications. New and consolidated classifications and wage rates are identified in Attachment 1, "Present Incumbent Only" and obsolete classifications are identified in Attachment 2, classifications considered as "next lower" for promotion purposes are identified in Attachment 3, new job definitions for the Inspector classifications are identified in Attachment 4 and the GC Gas Line of Progression flow chart is Attachment 5.

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

The parties agree that the bargaining unit shall not be reduced and Title 306 shall not be utilized as a direct result of this Agreement.

The Committee members recognize that historically the GC Gas Department job definitions were not well defined; therefore, upon execution of this Agreement, the parties will establish a Joint Committee to update job definitions and lines of progression for GC Gas classifications not covered in this Agreement.

The following will apply to the implementation of this Agreement:

1. Oversight Committee

Upon execution of this Agreement, the parties will establish a joint committee to review transition issues within the department which will include transitioning existing employees into the new classifications, filling the newly created positions higher in the line of progression, other ongoing staffing issues resulting from this Agreement and will be charged with resolving any other matters resulting from this Agreement. In addition, the Joint Committee may develop training programs as required and subject to review and approval of the Joint Apprenticeship Training Committee (JATC).

2. Welding

The parties agree to appoint General Construction Gas Committee members to the standing Joint Welding Committee previously established under the direction of the JATC to address welding-related issues.

Upon execution of this Agreement, the Oversight Committee will continue discussions on the job definition and qualifications of a Lead Welder classification.

3. Tapping Technician Training Program

The parties will establish a Joint Committee to develop a Tapping Technician Training program. Employees who hold the classification of a Welder – GC Gas or Welder – GC Gas (In-Service) Welder will continue to maintain Section 305.5 preferential consideration to the Tapping Technician classification and shall be placed at the wage step consistent with the 2008 Agreement with respect to the Tapping Technician.

The Joint Committee will determine the length of the Tapping Technician Training Program. Upon completion and approval of program by the JATC, the Company and Union will establish wage progression wage rates for the Tapping Technician position. This shall not change the current wage step placement for Welder – GC Gas or Welder – GC Gas (In-Service).

In the event Welder – GC Gas or Welder – GC Gas (In-Service) employees decline the promotion to a Tapping Technician vacancy the parties agree to provide promotional opportunities to internal GC Gas employees as follows:

GC Gas employees in the Construction Operator - GC Gas, Senior Construction Operator – GC Gas and Backhoe Operator classifications will be given preferential consideration for the training program based on Company seniority. When an employee from this group is promoted to a Tapping Technician vacancy the employee will be placed into the wage step of the Tapping Technician classification pursuant to Section 304.1 (b).

Note: Exhibit II General Construction Promotion-Demotion Geographic Areas identify Gas Construction Technical Classifications as Area 8 (Promotion – Demotion Area System-Wide).

4. Working Leader

Upon execution of this Agreement, the Oversight Committee will continue discussions on the job definition and qualifications of a Working Leader classification.

5. Training

Any entry exams, training, skills/competency assessments and/or tests will be jointly developed and subject to review and approval of the JATC as noted in the job definitions as described in this Agreement.

6. SAP Implementation

Upon execution of this Agreement or as soon as administratively possible, the Company may proceed in initiating the process to begin filling these vacancies.

7. Commercial Driver's License Addendum Implementation

The Company will make adjustments to wage rates for newly created positions as needed consistent with Letter Agreement 12-32.

8. New Classifications

The Committee proposes pursuant to Section 304.4 – New Classifications and Wage Rates to establish the following new classifications within Title 300 General Construction Department, Exhibit VI-M, and Section 600.13.

- Pipeline Inspector with CWI (xxxx/51665127)
- Construction Inspector (xxxx/51665126)
- Utility Construction Inspector (xxxx/51664850)

Inspection

The 2008 General Negotiating Committee agreed to assign certain inspection duties and standby duties to the Title 200 Equipment Operator and Title 300 Miscellaneous Equipment Operator with wage adjustments for such added duties. Larger inspection projects remain within the scope of journeyman or above.

The Committee discussed the importance of the inspection of transmission gas pipelines and gas distribution facilities and the need to have a highly trained and competent professional inspection workforce supported by best in class inspection processes to help PG&E become the safest most reliable utility in the country.

Currently, inspection of distribution work is performed by various existing classifications and inspection of transmission pipe work is wholly contracted out. It is the desire of the parties to bring this function in-house to be performed by IBEW-represented employees of Company who desire to make gas transmission pipeline and distribution system inspection a career path.

The establishment of the Inspection progression within GC Gas does not preclude the Company from assigning inspection work to existing and appropriate classifications pursuant to the 2008 Table Settlement or any other previous agreement between the Company and Union. Employees in these classifications may be required to continue to perform inspection work.

Based on the above, the Committee recommends establishing three new Inspector classifications within the General Construction Gas Department. In addition, the parties will establish a Joint Committee to continue discussions on job definitions and qualifications for two new Lead Inspector classifications.

New Inspector Classifications

- Utility Construction Inspector
- Construction Inspector

- Pipeline Inspector – CWI

Future Lead Inspector Classifications (Joint Committee established)

- Lead Pipeline Inspector – CWI
- Lead Inspector

Training

The Company and Union will establish a Joint Committee to develop agreed to training programs and entry exams for the new Inspector classifications subject to review and approval of the JATC. The parties agree that AWS CWI training/certification and mandatory NACE CIP Level 1 training certification requirements will be made a part of the Inspection classifications where applicable. Should the NACE or AWS CWI requirements change, the parties agree to meet to discuss the impacts and negotiate changes to this Agreement as necessary. The parties recognize that this training is not available within PG&E and any other required training not available within PG&E will be reviewed by the Oversight Committee.

Certification Requirements:

Pipeline Inspector – CWI

The Pipeline Inspector – CWI job definition will require attaining and maintaining an American Welding Society (AWS) Certified Welding Inspector (CWI) in American Petroleum Institute (API) 1104 certification – welding of pipelines and related facilities. Company will provide the necessary training and pay for required certifications to develop a dedicated skilled workforce. Provided, however, if a candidate fails the CWI test twice, the Company will not be required to provide further training or testing.

The Pipeline Inspector – CWI will be required to obtain and maintain NACE CIP Level 1 Certification as part of their job duties. The Company will pay the cost associated with the NACE CIP Level 1 certification and provide training as needed. Provided, however, if a candidate fails the NACE CIP Level 1 test twice, the Company will not be required to provide further training or testing.

Construction Inspector

The Inspector will be required to obtain and maintain NACE CIP Level 1 Certification as part of their job duties. The Company will pay the cost associated with the NACE CIP Level 1 certification and provide training as needed. Provided, however, if a candidate fails the NACE CIP Level 1 test twice, the Company will not be required to provide further training or testing.

Initial Filling of New Inspection Positions

Following the completion of the jointly agreed-to training and other requirements, the Company will initially fill the following Inspector classifications upon the implementation phase of this Agreement.

All vacancies will be offered to internal candidates under the normal provisions of Sections 305.5, 305.7 and the provisions of this Agreement.

After the initial staffing of these positions, the Company will determine the number of positions required based on operational needs.

- 6 Pipeline Inspectors – CWI
- 2 Construction Inspectors
- 6 Utility Construction Inspectors

- *Inspectors will be filled under the normal provisions of Title 305.*
- *Pipeline Inspector – CWI, Construction Inspector and Utility Construction Inspector: Upon execution of this Agreement and pursuant to Section 305.5, the Company will provide employees who are considered “next lower” by this Agreement, Permanent Upgrade Forms to express their interest and qualifications for these classifications. The Company will provide notice describing these new classifications in the promo-demotion geographic areas to all GC Gas employees throughout the system.*

9. Title 305 and Reverse Lines of Progression

The parties recognize that changes made herein will result in modifications to Title 305 – Job Bidding and Promotion as they pertain to the new departmental structure and newly created classifications. It is not the intent of either party to adversely impact reverse lines of progression for the affected employees covered under this Agreement.

10. Wages

Wages for the new and consolidated classifications are included in Attachment 1.

11. Exhibits

The parties agree to update Exhibit II, Exhibit III, Exhibit IV, Exhibit VI, Exhibit VII, Exhibit VIII, Exhibit X, Supplements to Title 305 and Title 306 consistent with this Agreement

12. PIO and Obsolete Classifications (Attachment 2)

All classifications that are designated as PIO become obsolete when all incumbents have left the classification. Once obsolete, the classification shall be removed from Exhibit X, all related JDLOP agreements and all related Exhibits. See Attachment 2.

Present Incumbent Only Classifications

Working Foreman C (0854/50010206)

The Working Foreman C – Gas classification will be designated as “Present Incumbent Only” (PIO) and will remain as next lower to the Working Foreman B – Gas classification.

Gas Mechanic (1301/50010284)

The Gas Mechanic classification will be designated as “Present Incumbent Only” (PIO).

Drilling Working Foreman C (0846/50010203)

The Drilling Working Foreman C was designated as “Present Incumbent Only” (PIO) by Letter Agreement 05-05.

Driller (PIO) – (0405/50010140)

The Driller was designated a “Present Incumbent Only” (PIO) by Letter Agreement 05-05. The parties agree that the Driller job duties will be made a part of the Senior Construction Operator – GC Gas. The sole incumbent Driller (PIO) is the most senior employee next lower and shall be placed into the new Senior Construction Operator – GC Gas classification.

Obsolete Classifications

GC Installer (1043/50073142)

The GC Installer has no incumbents and is deemed obsolete.

Carpenter B – GC Gas (0164/50010097)/Carpenter A (0163/50010096)

The Carpenter B will no longer be utilized by the GC Gas Construction Department and the classification will be deemed obsolete. Carpenter A – GC Gas will be retitled to Carpenter – GC Gas. Upon execution of this Agreement, Carpenter B - Gas employees will be placed in the retitled Carpenter – Gas classification. The Carpenter – GC Gas will be considered next lower to Backhoe Operator (1515/50010305).

Thereafter, the duties performed by the Carpenter B will be made a part of the job duties of the Construction Operator – GC Gas.

Trencher Operator – GC Gas (1860/50010352)

The Trencher Operator classification has no incumbents and is deemed obsolete and such duties will be made a part of the job duties of the Senior Construction Operator – GC Gas.

13. Classifications Consolidated into New Job Titles

Senior Construction Operator – GC Gas (xxxx/51664846) – Combines the following classifications:

- Tractor Operator – GC Gas (1840/50010351)
- Crane Operator – GC Gas (1597/50010318)
- Driller (0405/50010140)
- Trencher Operator – GC Gas (1860/50010352).

Tractor Operator – GC Gas, Crane Operator – GC Gas, Driller and Trencher Operator – GC Gas: Job duties are similar with respect to gas operations given they operate lifting devices and mobile equipment/vehicles. In addition, the Committee discussed the specialized operation of Directional Boring and other Drilling Equipment and operation of Tractor End-Dump Equipment. Therefore, the Committee recommends these classifications and job duties be combined into one classification with the new title of Senior Construction Operator – GC Gas. The newly created classification of Senior Construction Operator – GC Gas remains equal to the Backhoe Operator and will be next higher to the newly created Construction Operator – GC Gas. Employees entering into this position shall be given necessary training as required and may be required to obtain and maintain Crane certification. Incumbents who currently are Crane Certified may be required to maintain such certification.

Consistent with the intent of Subsection 304.1(b), incumbent employees who have been temporarily upgraded to Tractor Operator – GC Gas, Crane Operator – GC Gas, Driller or Trencher Operator – GC Gas in the past will be given credit for all such upgrades when promoted to the new Sr. Construction Operator – GC Gas classification based on the wage rate previously earned in such classification (temporary time in those classifications).

The Company shall pay all costs associated with obtaining and maintaining the Crane Certification.

Construction Operator – GC Gas (xxxx/51664847) – Combines the following classifications:

- MEO – Gas (1646/50010321)
- Fieldperson – GC Gas (0525/50010162)

The Committee discussed the job duties of the MEO and Fieldperson classifications within the GC Gas Department and reviewed temporary upgrade reports. Given the constant need to temporarily upgrade the Fieldperson to perform MEO duties the Committee recommends the combining of the Miscellaneous Equipment Operator (MEO) and Fieldperson classifications into a newly created classification titled Construction Operator – GC Gas. This new classification will have a seven step wage progression beginning with the current start step of Fieldperson and ending with the current top step of MEO. The Construction Operator – GC Gas will continue to perform all plastic fusion duties as part of a crew and the Street Fitter classification will be utilized when performing such duties while working alone.

Incumbent Fieldpersons who have been temporarily upgraded to MEO in the past will be given credit for all such upgrades and will be placed in the new Construction Operator – GC Gas wage step based on the MEO wage rate previously earned (temporary time in the MEO classification).

Incumbent Utility Workers who have been temporarily upgraded to Fieldperson/MEO in the past will be given credit for all such upgrades when promoted to the new Construction Operator – GC Gas wage step based on the MEO wage rate previously earned (temporary time in the MEO classification).

The Company and Union recognize that future changes in organizational alignments with respect to Gas Operations work that may impact IBEW-represented employees may require continued negotiations and agree to meet and confer should any issues arise from this Agreement.

The Company and Union will conduct joint communication meetings to review this agreement with the affected employees.

This Agreement has been discussed with Senior Assistant Business Manager Joe Osterlund.

If you agree, 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/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator*

The Union is in agreement.

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

September 19, 2014

*By: s/Tom Dalzell
Tom Dalzell
Business Manager*

NEW CLASSIFICATIONS AND NEW 2014 WAGE RATES

CLASSIFICATION	PROGRESSION	2014 RATE
<i>Inspector Line of Progression</i>		
<i>Utility Construction Inspector- (xxxx/51664850)</i>	<i>Start</i>	<i>\$37.40</i>
<i>Note: Wage step will be determined under the provisions of Subsection 304.1(b)</i>	<i>End 6 mos.</i>	<i>\$37.79</i>
	<i>End 12 mos.</i>	<i>\$38.89</i>
	<i>End 18 mos.</i>	<i>\$40.07</i>
	<i>End 24 mos.</i>	<i>\$40.65</i>
	<i>End 30 mos.</i>	<i>\$42.05</i>
	<i>End 36 mos.</i>	<i>\$43.11</i>
<i>Construction Inspector (xxxx/51665126)</i>	<i>Single Rate</i>	<i>\$47.99</i>
<i>Pipeline Inspector CWI (xxxx/51665127)</i>	<i>Single Rate</i>	<i>\$49.91</i>
<i>Construction and Equipment Operation Line of Progression</i>		
<i>Construction Operator – GC Gas (xxxx/51664847)</i>	<i>Start</i>	<i>\$37.40</i>
<i>Note: See MEO/Fieldperson temporary upgrade credit for proper wage step</i>	<i>End 6 mos.</i>	<i>\$37.79</i>
	<i>End 12 mos.</i>	<i>\$38.89</i>
	<i>End 18 mos.</i>	<i>\$40.07</i>
	<i>End 24 mos.</i>	<i>\$40.65</i>
	<i>End 30 mos.</i>	<i>\$42.05</i>
	<i>End 36 mos.</i>	<i>\$43.11</i>
<i>Senior Construction Operator – GC Gas(xxxx/51664846)</i>	<i>Start</i>	<i>\$41.41</i>
<i>Note: See Tractor Operator – GC Gas, Crane Operator – GC Gas, Driller or Trencher Operator – GC Gas temporary upgrade credit for proper wage step</i>	<i>End 6 mos.</i>	<i>\$42.20</i>
	<i>End 1 year</i>	<i>\$44.04</i>
	<i>End 18 mos.</i>	<i>\$44.85</i>
	<i>End 2 years</i>	<i>\$46.36</i>
	<i>End 30 mos.</i>	<i>\$48.05</i>

PIO AND OBSOLETE CLASSIFICATIONS

Legacy Code	SAP Job Code	Classification Title	Notes
0164	50010097	Carpenter B – Gas	Deemed obsolete by this Agreement. Incumbent(s) placed into the Carpenter A classification which has been retitled to Carpenter in this Agreement.
0405	50010140	Driller (PIO)	Deemed obsolete by this Agreement. Duties consolidated into the new Senior Construction Operator classification.
0525	50010162	Fieldperson – GC Gas	Deemed obsolete by this Agreement. Combined with MEO into the new Construction Operator classification.
0846	50010203	Drilling Working Foreman C	Designated as Present Incumbent Only (PIO) by Letter Agreement 05-05.
0854	50010206	Working Foreman C	Designated as Present Incumbent Only (PIO) by this Agreement.
1043	50073142	GC Installer	Deemed obsolete by this Agreement. No incumbents.
1301	50010284	Gas Mechanic	Designated as Present Incumbent Only (PIO) by this Agreement.
1597	50010318	Crane Operator	Deemed obsolete by this Agreement. Duties consolidated into the new Senior Construction Operator classification.
1646	50010321	Miscellaneous Equipment Operator – GC Gas	Deemed obsolete by this Agreement. Combined with Fieldperson into the new Construction Operator classification.
1840	50010351	Tractor Operator	Deemed obsolete by this Agreement. Duties consolidated into the new Senior Construction Operator classification.
1860	50010352	Trencher Operator	Deemed obsolete by this Agreement. No incumbents. Duties consolidated into the new Senior Construction Operator classification.

**GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE
BASED ON SENIORITY**

CONSTRUCTION LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Working Foreman A	Working Foreman B
Working Foreman B	Working Foreman C (PIO) Backhoe Operator Senior Construction Operator- GC Gas Welder – GC Gas (In-Service) Welder – GC Gas Pipeline Inspector – CWI [1]Inspector [1]
Backhoe Operator	Construction Operator – GC Gas Carpenter Street Fitter
Senior Construction Operator – GC Gas	Construction Operator – GC Gas Carpenter Street Fitter
Carpenter	Construction Operator – GC Gas
Street Fitter	Construction Operator – GC Gas
Construction Operator – GC Gas	Utility Worker

[1] To be considered qualified must have previously held Working Foreman C (PIO), Backhoe Operator, Senior Construction Operator – GC Gas, Welder – GC Gas (In-Service), Welder – GC Gas, Working Foreman B, Working Foreman A

WELDING LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Tapping Technician	Welder – GC Gas (In-Service) Welder – GC Gas Backhoe Operator [2] Senior Construction Operator – GC Gas [2] Construction Operator – GC Gas [2]
Welder – GC Gas (In-Service) Welder – GC Gas	Apprentice Welder – GC Gas
Apprentice Welder – GC Gas	Construction Operator – GC Gas Utility Worker

[2] Eligible in the event Welder – GC Gas (In-Service) or Welder – GC Gas decline promotion to Tapping Technician

INSPECTION LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
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
Construction Inspector	Utility Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In-Service) Welder – GC Gas
Utility Construction Inspector	Construction Operator – GC Gas

INSPECTION

PIPELINE INSPECTOR – CWI

XXXX/51665127

1. *The Pipeline Inspector is a qualified Company representative who may perform all of the duties of the Construction Inspector and Utility Construction Inspector as described below and in addition may provide direct oversight of transmission and larger or more complex distribution construction projects involving steel or plastic pipe.*
 - *Performs the duties of the test supervisor on pipe strength tests. Oversees the execution of the hydrotest procedures.*
 - *Witnesses and signs-off on all hydrotest procedure hold points.*
 - *Performs oversight and Strength Test Pressure Record (STPR) sign-off functions (QC) for strength testing of piping assemblies on small jobs of less than 100 feet of pipeline.*
 - *May also perform (QC) for pre-testing of pipe, small valve assemblies, ILI (In-Line-Inspections) assemblies, tie-in pieces, etc., of less than 100 feet in length and of a test duration of 1, 4, or 8 hours.*
 - *Have a working knowledge of applicable American Petroleum Institute (API), American Society of Mechanical Engineers (ASME), and Occupational Safety and Health Administration (OSHA) codes and standards.*
 - *Must obtain and maintain a current National Association of Corrosion Engineers (NACE) Level 1 certification.*
 - *Must obtain and maintain a valid AWS Certified Welding Inspector (CWI) in API 1104 Certification.*

The Company will provide training and operator qualifications as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary. This list may not be all inclusive.

- *05.02 Pipeline Standby OQ*
- *05.01 Non Production Locate & Mark OQ*
- *Plastic Visual Inspection OQ*
- *Plastic Fusion certification*
- *Excavation Safety – Competent Person training*
- *OSHA 30 hour construction safety overview*
- *Working knowledge of QA/QC*
- *OSHA 510/511 Construction Safety courses*
- *OSHA 3515/7410 Excavation Safety*
- *Emergency Response (abnormal conditions, how to make worksite safe)*
- *Hydrotest oversight OQ required to perform oversight and STPR sign-off functions (QC) for strength testing of piping assemblies on small jobs of less than 100 feet of pipeline.*

CONSTRUCTION INSPECTOR

XXXX/51665126

1. *The Construction Inspector is a qualified Company representative who performs direct oversight of all Applicant or Contractor installed facilities. This includes distribution steel pipeline coating projects, complex projects, large commercial, industrial and major residential projects, distribution*

2. *line extensions, service extensions, and replacement of overhead with underground electric facilities to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory. May be assigned to inspect coating on transmission pipeline projects. Must have the ability to research, read and interpret drawings.*
3. *Shall be required to obtain and maintain NACE CIP Level 1 (pipeline coating qualified).*
4. *In addition performs corrosion inspection and oversight of corrosion projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.*
5. *Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. The Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.*
6. *Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.*
7. *Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.*
8. *Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.*
9. *Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.*
10. *Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.*
11. *Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.*

The Company will provide training including operator qualifications training as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- *05.02 Pipeline Standby OQ*
- *05.01 Non Production Locate & Mark OQ*
- *- Plastic Visual Inspection OQ*
- *Plastic Fusion certification*
- *Excavation Safety – Competent Person training*

- OSHA 30 hour construction safety overview
- Working knowledge of QA/QC
- OSHA 510/511 Construction Safety courses
- OSHA 3515/7410 Excavation Safety
- Emergency Response (abnormal conditions, how to make worksite safe)

UTILITY CONSTRUCTION INSPECTOR
XXXX/51664850

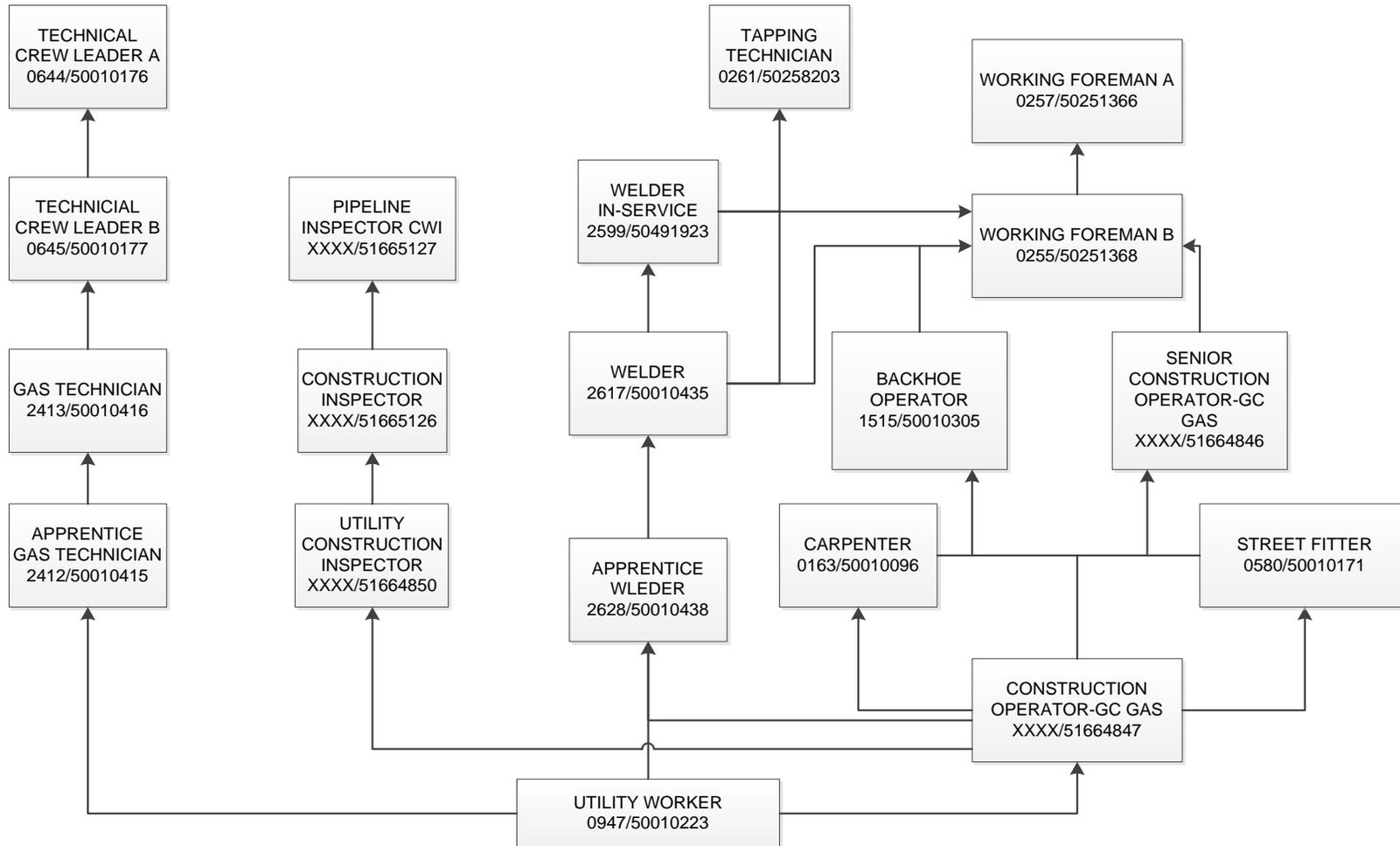
11. *The Utility Construction Inspector is a qualified Company representative who performs direct oversight of Applicant or Contractor installed facilities limited to plastic distribution systems and smaller underground projects to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory.*
12. *May perform oversight and inspection of construction projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.*
13. *Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. The Utility Construction Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.*
14. *Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.*
15. *Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.*
16. *Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.*
17. *Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.*
18. *Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.*
19. *Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.*

The Company will provide training including operator qualifications training as noted below. The Parties

agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- *05.02 Pipeline Standby OQ*
- *05.01 Non Production Locate & Mark OQ*
- *Plastic Visual Inspection OQ*
- *Plastic Fusion certification*
- *Excavation Safety – Competent Person training*
- *OSHA 30 hour construction safety overview*
- *Working knowledge of QA/QC*
- *OSHA 510/511 Construction Safety courses*
- *OSHA 3515/7410 Excavation Safety*
- *Emergency Response (abnormal conditions, how to make worksite safe)*
- *Computer training for completion of forms, uploading of documents, and accessing GIS; mobile electronic devices*
- *To research, read and interpret drawings and plat maps*
- *Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate such as the Utility Construction Inspector knowledge and competency test*

G.C. GAS LINE OF PROGRESSION CHART



Pursuant to L/A 12-32, employees may be required to have or obtain a Class A Driver's license.

For illustrative purposes only. PIO classifications not shown.

For clarification see Attachment 3, GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE BASED ON SENIORITY

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

LA	Subject	Page(s)
LA R2-81-89 12/11/81	Delete	
LA 91-55 10/18/91	Delete letter agreement. LA 14-39 obsoleted Driller and Drilling Working Foreman C jobs	
R4-91-154 11/3/92	Delete. Obsoleted by LA 14-39	
LA 91-155 10/19/81	Delete. Obsoleted by LA 14-39	
LA R5-92-96 8/11/93	Delete. Obsoleted by LA 14-39	
LA 93-39 5/1/95	Added letter agreement regarding driver's license requirement.	25
LA 97-62 6/23/97	Delete.	
LA 12-32 1/17/13	Added letter agreement regarding Commercial Driver's License Addendum.	33
LA 12-35 8/14/12	Added letter agreement regarding in-service Welders.	39
LA 13-38 5/29/13	Added letter agreement regarding expansion of the provisions of LA 12-35.	41
LA 13-54 7/15/13	Added letter agreement adding classifications eligible for CDLA per LA 12-32.	43
P-RC-1430	Delete. Carpenter B no longer utilized by GC Gas. Carpenter A retitled to Carpenter.	
LA 14-39 9/19/14	Update GC Gas JDLOP, Exhibit VI-M, Section 600.13	49
LA 14-39 9/19/14	Removed GC Fieldman, Miscellaneous Equipment Operator and Tractor Operator deemed obsolete	

LA 15-33 7/31/15	<i>Added Working Leader-GC Gas classification</i>	3
LA 16-25 7/14/16	<i>Added Lead Tapping Technician classification</i>	7
LA 18-04 4/25/18	<i>Added Lead Pipeline Inspector-CWI and Lead Inspector classifications</i>	8
LA 18-05 4/25/18	<i>Added API 1169 and NACE CIP 2 certifications requirements for Utility Construction Inspector (51664850), Construction Inspector (51665126), Lead Inspector (52111406), Pipeline Inspector-CWI (51665127), Lead Pipeline Inspector-CWI (52111405).</i>	8-11