



LETTER AGREEMENT NO. 19-16-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
DIRECTOR

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

TOM DALZELL
BUSINESS MANAGER

May 17, 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 Section 600.1, Exhibit VI, for the T200 Gas Transmission and Distribution 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 integrated changes noted above and made a part of this Agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

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

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

This JDLOP update has been reviewed by Joe Osterlund, Anthony Brown, and Lloyd Cargo.

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

By: Tom Dalzell
Tom Dalzell
Business Manager

June 24th _____, 2019

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245, AFL-CIO

JOB DEFINITIONS AND LINES OF PROGRESSION

**TITLE 200 GAS TRANSMISSION AND
DISTRIBUTION**

EXHIBIT VI AND SECTION 600.1

OF THE AGREEMENT

REVISED *May 2019*

REPLACES LA 14-35 DATED *August 2014*

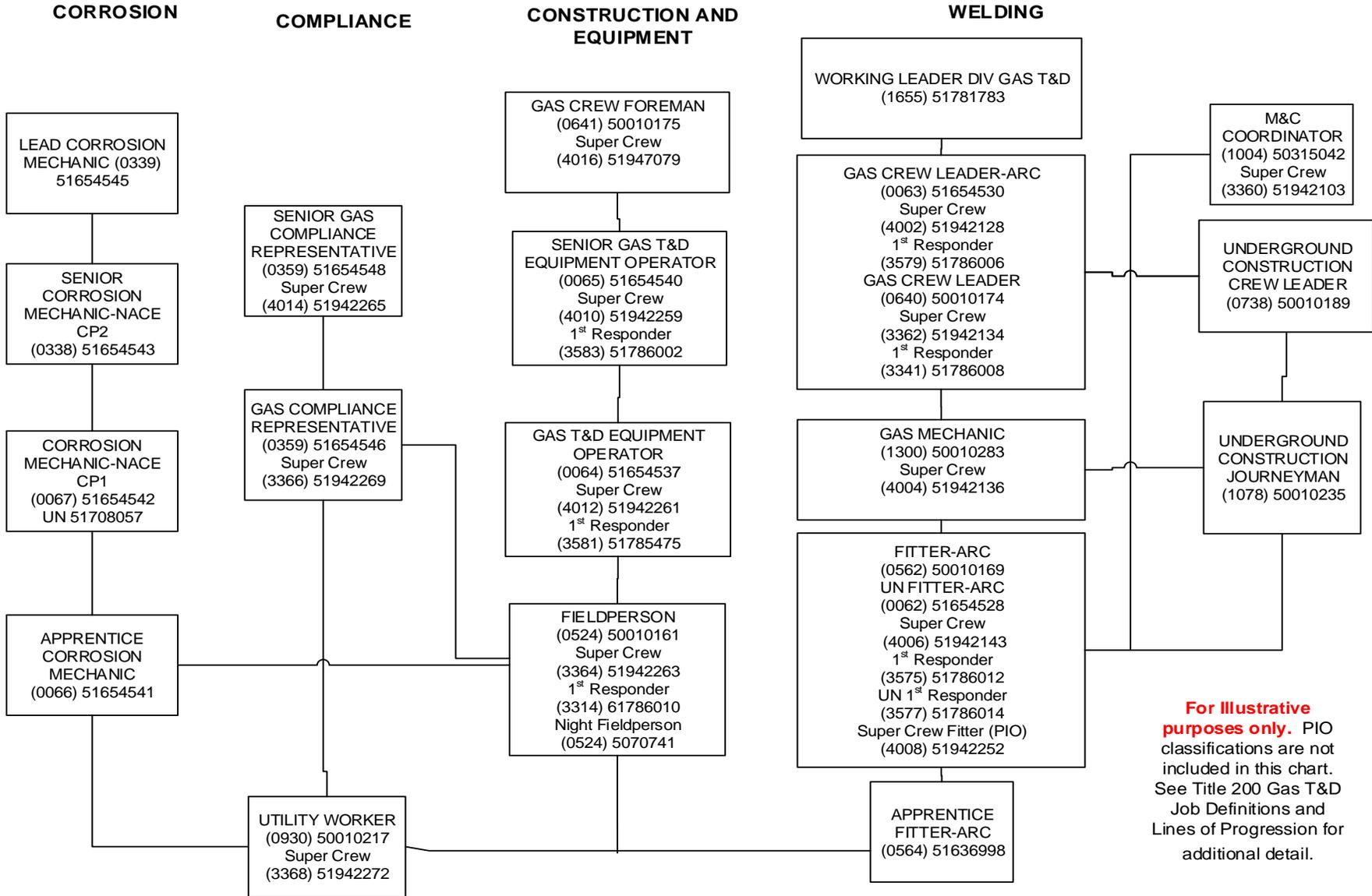
New language appears in *Italics*

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GAS TRANSMISSION AND DISTRIBUTION LINE OF PROGRESSION CHART



For Illustrative purposes only. PIO classifications are not included in this chart. See Title 200 Gas T&D Job Definitions and Lines of Progression for additional detail.

JOB DEFINITIONS AND LINES OF PROGRESSION

GAS TRANSMISSION AND DISTRIBUTION DEPARTMENT

TRANSMISSION AND DISTRIBUTION

WORKING LEADER-DIVISION GAS T&D

(1655) 51781783

An employee who has held the position of a Gas Crew Leader – Arc, **Super Crew Gas Crew Leader—Arc, Gas Crew Leader –Arc 1st Responder**, Gas Crew Leader, **Super Crew Gas Crew Leader, Gas Crew Leader 1st Responder**, Gas Mechanic or **Super Crew Gas Mechanic** 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 Gas Crew Leader (Welding/Arc) or Gas Mechanic.

The Working Leader shall coordinate and oversee the execution of work of the Division Gas T&D construction crews and may be responsible for supporting the work within the Compliance and Corrosion lines of progression when required. 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.

Note: Super Crew and 1st Responder jobs added per LA’s 16-48 and 16-43

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

Pay Scale Code	SAP Job Code	Next Lower Classifications
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0641	50010175	Gas Crew Foreman [1]
1004	50315042	M&C Coordinator [1]
1300	50010283	Gas Mechanic
4002	51942128	Super Crew Gas Crew Leader-Arc [2]
3362	51942134	Super Crew Gas Crew Leader [2]

Pay Scale	SAP Job Code	Same or Higher Classifications
1655	51781783	Working Leader-Division Gas T&D

4004	51942136	Super Crew Gas Mechanic [2]
3360	51942103	Super Crew M&C Coordinator-Gas[1][2]
4016	51947079	Super Crew Gas Crew Foreman [1][2]
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder

[1] M&C Coordinator-Gas, Super Crew M&C Coordinator-Gas, Gas Crew Foreman or Super Crew Gas Crew Foreman who previously held the classification of gas Journeyman or above identified in LA 14-35, 16-48 and 16-43 for a minimum of five cumulative years are considered eligible for the Working Leader-Division Gas T&D.

[2] May have bid restrictions—See LA 16-48

MAINTENANCE & CONSTRUCTION (M&C) COORDINATOR – GAS

(1004)50315042

SUPER CREW M&C COORDINATOR—GAS

(3360) 51942103

This employee will ensure that work packages and any other preparation is done in advance so work in the field can be performed when scheduled and updates the scheduler and supervisor about progress and delays. This employee must communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors as per roles and responsibilities of the M & C Coordinator outlined in the “Client Communications Doc.” Will be required to work in PG&E computer applications including but not limited to SAP Work Management, DART, Microsoft Word and Excel, and Outlook.

Responsible for attendance at regularly scheduled scheduling meetings. Responsible for attendance at gas compliance meetings to provide status or update on outage information or other compliance information to help inform the scheduler if additional work needs to be integrated in schedule and assist in completing Help Tickets.

Must maintain a valid Class “C” California Drivers License.

Organize, problem solve Gas Maintenance & Construction or Gas T&R jobs with a high level of expertise. Keeps current on all standards, procedures and policies of the same. Possess and utilizes knowledge of local codes and ordinances as applicable to deliver successfully coordinated jobs for execution by construction. Works with Customer Connect Desk (CCD) to review and coordinate “Fast Flow” work as needed. Requests job packages from Centralized Job File as they appear on ClickSchedule.

Participates in safety tailboards. Keeps current on safety issues. Utilizes safety best practices proactively in coordination prior to turning over to local headquarters.

Notes:

- 1. Employees who held a journeyman or higher classification will be “B” bidders back to their immediate former line of progression within the Bidding Unit. An example would be a former (0560) Fitter would be a “B” bidder back to (0560) Fitter and (0640) Gas Crew Leader in the Bidding Unit if that was their immediate former line of progression and meet the qualifications. If they are bidding outside of the bidding unit they will be “C” bidders. Employees from General Construction will be treated as a Title 200 employee returning to General Construction, Subsection 305.7 (b) (3).*
- 2. Employees in this classification will be considered as being in the same classification as it is applied in subsection 206.1 (d) of the Agreement when applying the provisions of Section 206.5. In other words, if a Work & Resource Coordinator is being displaced and was formerly a Fitter, that employee can be displaced into a Fitter position.*
- 3. Roles and Responsibilities (not exclusive):*

- *Coordinate scheduled maintenance and construction work to be performed by division gas crews*
- *Request job packages from Central Job File as they appear on 5 week Click Schedule*
- *Review CCD work packages to ensure they are truly CCD*
- *Identify those that are not based on need for coordination so customer expectations can be met*
- *Complete Job Site Readiness Checklist as required to ensure coordination is complete and recorded on a consistent document recognizable by all crews*
- *Review Gas work for permit requirements and update SAP as appropriate*
- *Must be familiar in SAP including ZORDER, Task Management, Materials Components, Material Partner, User Status Updates (secondary and tertiary statuses), Notification Long Text, System Condition, Operation Long Text, and export of data from SAP to Excel, access and running of ClickSchedules.*
- *Communicate with contractor on jobsite and understand roles and responsibilities from Client Communications document*
- *Communicate materials needs, develop solutions for backorders with Remote Materials Leads and warehouse personnel*
- *Initiate Contract Services through SAP on the components tab process including Patch Paving, Traffic Control, Crane Truck, etc.*
- *Liaison duties between Job Owner / Customer / WRM / Engineering*
- *Valid USA Notification accountability on all excavation*
- *No Parking sign placement in advance of crew*
- *Working local knowledge of governmental work requirements in franchise*
- *Ensure job packages are complete when handing over to Frontline Supervisor, including Task Completions in SAP – PC02 (i.e. CRDY\CONS)*
- *Provide digital pictures or sketches in packages as needed for clarity*
- *Facilitate communication between Centralized Scheduling and Construction regarding committed vs. non-committed work and plenty of work available for crews*
- *Identify need for Vegetation Management and resolve as appropriate*
- *Understand need and coordinate G or E work with other departments*
- *Provide complete job information / alternative options for prudent OT decisions*

4. *Qualifications:*

- a. *Required or to be fulfilled within the 6 month probationary period*
- b. *Ability to perform duties to work in a physical environment (required)*
 - i. *Qualified and able to open underground enclosures*
 - ii. *Physically capable to walk around construction sites of uneven ground*
 - iii. *Ability to lift 25 lbs. at work sites*
 - iv. *Physically capable to set no parking signs and other required worksite signage*
- c. *Gas Construction Skills*
 - i. *Basic understanding of and ability to execute USA (ref. Underground Service Alert) procedures*
 - ii. *Basic understanding for non-electrical workers of Arc Flash Hazard standard. Knowledge/ability to recognize and work safely around exposed energized electrical equipment*
 - iii. *Ability to use a pipe locator to determine unidentified work area in the field*
 - iv. *Understands and is able to reference gas standards*
 - v. *Understands and is able to reference gas service standards (ref. Green Book)*

- vi. *Basic understanding and knowledge of appropriate pressure control equipment needed to perform work on gas distribution facilities.*
 - vii. *Basic understanding of necessary excavation dimensions, shoring requirements and equipment space requirements (ref. Excavation Safety Manual)*
 - viii. *Understanding Gas / UG Electric / Joint Trench Construction & Maintenance methods & procedures*
- d. *Construction knowledge: Gas and Underground Electric*
- i. *Basic jobsite coordination skills*
 - ii. *Good understanding of a job package*
 - iii. *Ability to review drawings for accuracy and determine if job can be built*
 - iv. *Ability to ensure project has identified proper labor resources*
 - v. *Ability to review materials list*
 - vi. *Ability to understand appropriate work procedures to conduct work*
 - vii. *Ability to identify work that can be performed safely pressurized*
 - viii. *Ability to understand when worksite is construction ready*
 - ix. *Ability to proactively communicate construction workable schedules*
- e. *Technology Systems – activate and attain during six month probationary period*
- i. *SAP – WRC Profile*
 - 1. *Work Management – Order Status Screen (ZORDER)*
 - 2. *Materials Management – Components Tab within a PM Order(coded materials\services)*
 - 3. *Schedule report – Monitor work schedules*
 - ii. *General Computer skills-*
 - 1. *Ability to send email and manage calendar in Microsoft Outlook*
 - 2. *Ability to review and attach Microsoft Word documents to email*
 - 3. *Ability to review and attach Microsoft Excel documents to email*
 - 4. *Ability to use digital cameras, downloading and printing pictures*
- f. *Job Coordination Management*
- i. *Effective interpersonal skills to include*
 - 1. *Communication skills*
 - 1. *Ability to interact effectively with internal construction departments, third-party contractors, permitting agencies, and customers*
 - 2. *Ability to effectively communicate in a timely manner with supervisor regarding jobs with issues that the M&C Coordinator cannot resolve*
 - 3. *Ability to effectively communicate with customers during preconstruction coordination efforts*
 - 4. *Ability to proactively and promptly escalate issues to the right individuals for timely resolution and adjustment to the schedule when necessary*
 - ii. *Effective decision-making skills.*
 - 1. *Time Management Skills*
 - a) *Ability to simultaneously coordinate numerous jobs (Task Management)*
 - b) *Understand communicated prioritization of work*
 - c) *Ability to coordinate deadlines for various overlapping job package requirements (i.e. USA, permits, etc.)*
 - d) *Ability to work and meet deadlines in a fast-paced/high pressure environment*
 - e) *Resolve scheduling conflicts and recognize optimization opportunities*
- g. *Ability to learn and understand local Code or Ordinance restrictions which may be applicable to a specific project in your assigned area*
- h. *Actively engaged with local meetings with Construction Schedule Verification*
- i. *Clear understanding of safety related issues that may occur on job site, in office and in vehicle for both self and others in order to help company meet its Zero OSHA, LWD, Training and Safety Incident goals*
5. *Testing Requirements:*

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.

Advancement

Recognizing the unique skills required for these positions, the Company and Union agree to the process below:

When vacancies occur, qualified bidders will undergo skills assessment and be interviewed by the Company. Both the skills assessment and interview will be considered in determining a qualified bidder's abilities and qualifications for purposes of Section 205.14.

In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified.

In accordance with Subsection 205.14(a) of the Agreement, the Company may place applicants into vacancies based upon the candidates' abilities and personal qualifications (as determined by the Company).

The following prioritized IBEW-represented classifications will be considered for the M&C Coordinator vacancies whether distribution electric or gas, transmission electric or gas, substation (future):

For M&C Coordinator - Gas vacancies in distribution, consideration will be given to Gas Mechanic, Fitter or journeyman positions above.

Provisional Period

After three months as an M&C Coordinator, the Company will determine if an M&C Coordinator is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) needed to perform as a coordinator. If not, the Company has discretion to release the employee back to his/her previous classification and headquarters. At any time during this three month period, an employee may choose to return to his previous classification and headquarters.

If, after the first three months of employment as an M&C Coordinator, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) necessary to perform as a Coordinator, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform as a Coordinator.

If at any time during this three month extension the Company determines such employee is unable to develop the skills or aptitude needed to perform as a M&C Coordinator, the Company has the discretion to release the employee back to his/her previous classification and headquarters. An employee who has received this notification may, at any time during this additional three month period, choose to return to his previous classification.

Performance Standards

The Company and the Union have met in an Ad Hoc Committee and developed performance standards. Such performance standards will be applied to all M&C Coordinators and will be updated (via the Ad Hoc Committee) as needed.

The Company has the discretion to evaluate the performance of an M&C Coordinator at any time.

Emergency Work

M&C Coordinators may be utilized to perform emergency work in other classifications within their LOP if qualified.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0063	51654530	Gas Crew Leader-Arc

Pay Scale Code	SAP Job Code	Same or Higher Classifications
1004	50315042	M&C Coordinator (Gas)

4002	51942128	Super Crew Gas Crew Leader - Arc [2]
0640	50010174	Gas Crew Leader
3362	51942134	Super Crew Gas Crew Leader [2]
0738	50010189	Underground Construction Crew Leader (Gas)
1300	50010283	Gas Mechanic
4004	51942136	Super Crew Gas Mechanic [2]
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
4008	51942252	Super Crew Fitter (PIO) [2]
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
4006	51942143	Super Crew Fitter-Arc [2]
0641	50010175	Gas Crew Foreman [1]
4016	51947079	Super Crew Gas Crew Foreman [1][2]
1078	50010235	Underground Construction Journeyman (Gas)
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder

3360	51942103	Super Crew M&C Coordinator-Gas [2]
1655	51781783	Working Leader-Division Gas T&D

[1] Qualified if successfully completed the Apprentice Fitter or Apprentice Fitter-Arc program

[2] May have bid restrictions—See LA 16-48

GAS CREW LEADER-ARC

(0063)51654530

SUPER CREW GAS CREW LEADER-ARC

(4002) 51942128

GAS CREW LEADER-ARC, 1ST RESPONDER

(3579) 51786006

An employee who is a working Leader in charge of a crew of two to five people exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, may be required to have the craft qualifications of a Fitter Arc and must be familiar with G.O. 112 and G.O. 128, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. Responsible for reviewing documents for work performed for completeness and accuracy. A Gas Crew Leader-Arc may, as a working Leader, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below. *Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113).*

CDL Note:

The Gas Crew Leader, 1st Responder classification requires a Class C License. Gas Crew Leader, 1st

Responder may choose to obtain or continue to maintain a Class A License and will be eligible for Class A pay as provided for in Letter of Agreement 12-32. (See LA 16-43)

Gas Crew Leader-Arc, 1st Responder may choose to obtain or continue to maintain a Class A License and will be eligible for Class A pay as provided for in Letter of Agreement 12-32. (See LA 16-43)

Pay Scale Code	SAP Job Code	Next Lower Classifications
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
0560	50010167	Fitter (PIO) [2]
0563	50010170	Fitter - UN (PIO) [2]
1078	50010235	Underground Construction Journeyman-Gas [2]
1300	50010283	Gas Mechanic
4004	51942136	Super Crew Gas Mechanic [4]
4006	51942143	Super Crew Fitter-Arc [4]
4008	51942252	Super Crew Fitter (PIO) [4]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader [2]
0738	50010189	Underground Construction Crew Leader-Gas [2]
0257	50251366	Working Foreman A-GC Gas [2] [3]
1004	50315042	M&C Coordinator [1, [2] or [3]
1655	51781783	Working Leader-Division Gas T&D [2]
3360	51942103	Super Crew M&C Coordinator [1] [4], [2] or [3]
4002	51942128	Super Crew Gas Crew Leader-Arc [4]
0641	50010175	Gas Crew Foreman [1] [2]
4016	51947079	Super Crew Gas Crew Foreman [1] [2][4]
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder
0255	50251368	Working Foreman B-GC Gas [2]

[1] Must have previously held a Fitter, Fitter-Arc, Gas Crew Leader, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification.

[2] Must be qualified to weld pipelines at 60 PSI or below

[3] Must have previously held a G.C. Welder classification

[4] May have bid restrictions—See LA 16-48

NOTES:

A. For purposes of the above, the term "qualified employee" may include an experienced employee who has six months in the Division Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the employee has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Leader-Arc.

B. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-person units:

(1) a. Installation of plastic mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. Installation of coil plastic pipe in excess of 200 feet.

b. Installation of steel mains or services in excess of 2 inches. Handling of steel pipe shall be limited to lengths of approximately 21 feet.

- (2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.
- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.
- C. *Pursuant to 2008 General Negotiations and previous agreements, may perform Inspection of contractor or applicant installed facilities. Such work may be performed by a journeyman Fitter (PIO), Fitter-Arc or above, including a Gas Crew Leader-Non-Welding (PIO) (L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson Training Program.*
- D. *When filling a Gas Crew Leader vacancy, the Company will determine if the position requires Arc qualification.*
- E. *In the event a Gas Crew Leader-Arc is no longer Arc qualified, the employee will be reclassified to the (0640/50010174) Gas Crew Leader classification.*
- F. *For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader-Arc and Gas Crew Leader, Gas Crew Leader-Non-Welding (PIO) classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader-Arc/ Gas Crew Leader shall be used even if the Gas Crew Leader-Non-Welding (PIO) is on the top of the Title 212 call-out list.*
- G. *Gas Crew Leaders or Fitters (PIO)/Fitters-Arc working as a one-person unit will install and connect Gas Stub Services up to 1" plastic. It is not the Company's intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.*
- H. *May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.*

GAS CREW LEADER

(0640) 50010174

SUPER CREW GAS CREW LEADER

(3362) 51942134

GAS CREW LEADER, 1ST RESPONDER

(3341) 51786008

An employee who is a working Leader in charge of a crew of two to five people exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Fitter and must be familiar with G.O. 112 and G.O. 128, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. Responsible for reviewing documents for work performed for completeness and accuracy. *Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113)*

NOTES:

- A. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-person units:

- (1) a. Installation of plastic mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. Installation of coil plastic pipe in excess of 200 feet.

b. Installation of steel mains or services in excess of 2 inches. Handling of steel pipe shall be limited to lengths of approximately 21 feet.

(2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.

(3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

B. Pursuant to 2008 General Negotiations and previous agreements, may perform Inspection of contractor or applicant installed facilities. Such work may be performed by a journeyman Fitter (PIO) (0560/50010167)/Fitter-Arc or above, including a Gas Crew Leader (Non-Welding) (PIO) (L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson Training Program.

C. For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader -Arc, Gas Crew Leader and Gas Crew Leader (Non-Welding) (PIO) classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader-Arc/ Gas Crew Leader shall be used even if the Gas Crew Leader (Non-Welding) (PIO) is on the top of the Title 212 call-out list.

D. Gas Crew Foremen or Fitters(PIO)/Fitters-Arc working as a one-person unit will install and connect Gas Stub Services up to 1" plastic. It is not the Company's intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.

CDL Note:

The Gas Crew Leader, 1st Responder classification requires a Class C License. Gas Crew Leader, 1st Responder may choose to obtain or continue to maintain a Class A License and will be eligible for Class A pay as provided for in Letter of Agreement 12-32. (See LA 16-43)

May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions

A Gas Crew Leader may, as a working Leader, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
1078	50010235	Underground Construction Journeyman-Gas
4006	51942143	Super Crew Fitter-Arc [3]
4008	51942252	Super Crew Fitter (PIO) [3]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0738	50010189	Underground Construction Crew Leader-Gas
0257	50251366	Working Foreman A-GC Gas [2]
0255	50251368	Working Foreman B-GC Gas [2]
1300	50010283	Gas Mechanic
1004	50315042	M&C Coordinator [1][2]
1655	51781783	Working Leader-Division Gas T&D
3360	51942103	Super Crew M&C Coordinator [1][2][3]
3362	51942134	Super Crew Gas Crew Leader [3]

4002	51942128	Super Crew Gas Crew Leader-Arc [3]
4004	51942136	Super Crew Gas Mechanic [3]
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder

[1] Must have previously held a Fitter, Fitter-Arc, Gas Crew Leader, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification.

[2] Must have previously held a GC Welder classification

[3] May have bid restrictions—See LA 16-48

For purposes of the above, the term "qualified employee" may include an experienced *employee* who has six months in the Title 200 Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the employee has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Leader.

GAS CREW FOREMAN

(0641) 50010175

SUPER CREW GAS CREW FOREMAN

(4016) 51947079

An employee who is a working lead, in charge of a crew engaged in construction or maintenance work. Shall have the personal qualifications of leadership, supervisory ability, and may be designated to act as an assistant to a Supervisor. Once developed, must pass jointly developed training, testing and assessment of technical and leadership skills subject to review and approval of the JATC. Must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Responsible for organizing and overseeing the execution of work and documents for work performed for completeness and accuracy. May inspect plastic installations if qualified in plastic fusion. Will perform corrosion work, non-welding leak repair work and new installations. The Gas Crew Foreman may be assigned steel distribution pipeline jobs and a qualified journeyman shall be utilized when welding is required. May perform inspection of contractor or applicant installed facilities. Will mentor and train employees.

Notes:

For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader - Arc, Gas Crew Leader, and Gas Crew Foreman classifications will be considered the same classification and call-outs will be made on the basis of Title 212.

When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader - Arc/Gas Crew Leader shall be used even if the Gas Crew Foreman is on the top of the Title 212 call-out list.

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.

In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.

COMMERCIAL DRIVER'S LICENSE:

1. 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 of Agreement 12-32.

2. All other provisions of Letter of Agreement 12-32 shall apply to the Gas Crew Foreman classification.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
1078	50010235	Underground Construction Journeyman-Gas
0065	51654540	Senior Gas T&D Equipment Operator
0064	51654537	Gas T&D Equipment Operator
0465	50010148	Heavy Truck Driver (PIO)
0524	50010161	Fieldperson
0526	50070741	Night Fieldperson-SF Div only
0564	51636998	Apprentice Fitter-Arc
4006	51942143	Super Crew Fitter-Arc [2]
4008	51942252	Super Crew Fitter (PIO) [2]
4010	51942259	Super Crew Senior Gas T&D Equipment Operator [2]
4012	51942261	Super Crew Gas T&D Equipment Operator [2]
3364	51942263	Super Crew Fieldperson [2]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder
3583	51786002	Senior Gas T&D Equipment Operator, 1st Responder
3581	51785475	Gas T&D Equipment Operator, 1st Responder
3314	51786010	Fieldperson, 1st Responder

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0738	50010189	Underground Construction Crew Leader-Gas
0257	50251366	Working Foreman A-GC Gas
0255	50251368	Working Foreman B-GC Gas
1300	50010283	Gas Mechanic
1004	50315042	M&C Coordinator [1]
1655	51781783	Working Leader-Division Gas T&D
641	50010175	Gas Crew Foreman
4002	51942128	Super Crew Gas Crew Leader-Arc [2]
3362	51942134	Super Crew Gas Crew Leader [2]
4004	51942136	Super Crew Gas Mechanic [2]
3360	51942103	Super Crew M&C Coord-Gas [1][2]
4016	51947079	Super Crew Gas Crew Foreman [2]
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder

[1] Must have previously held a Fitter, Fitter-Arc, Gas Crew Leader, Gas Crew Foreman, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification or a qualified employee who held a classification identified as next lower.

[2] May have bid restrictions—See LA 16-48

UNDERGROUND CONSTRUCTION CREW LEADER (GAS)
(0738) 50010189

An employee who is a working Leader in charge of a crew engaged in the installation, repair and replacement of underground electric and gas facilities. Shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a combination journeyman. Must be familiar with G.O. 112 and 128, Company construction and safety standards, accounting procedures and other appropriate rules and procedures. Shall be required to perform all duties of classifications previously held. Responsible for reviewing documents for work performed for completeness and accuracy.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0140	50010091	Cableman - San Francisco
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
0650	50010179	Subforeman A (GC-Line)
0653	50010181	Subforeman B (GC-Line)
0739	50010190	Electric Crew Foreman 5
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC-Line)
0853	50010205	Working Foreman B (GC-Line)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1077	50010234	Underground Construction Journeyman (Electric)
1078	50010235	Underground Construction Journeyman (Gas)
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN – Trans
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1300	50010283	Gas Mechanic
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2283	50010378	Night Cable Splicer
2282	50010377	Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
4006	51942143	Super Crew Fitter-Arc [1]
4008	51942252	Super Crew Fitter (PIO) [1]
4004	51942136	Super Crew Gas Mechanic [1]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0683	50010184	Cable Crew Foreman
0737	50010188	Underground Construction Crew Foreman (Electric)
0738	50010189	Underground Construction Crew Leader (Gas)
4002	51942128	Super Crew Gas Crew Leader-Arc [1]
3362	51942134	Super Crew Gas Crew Leader [1]
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder

[1] May have bid restrictions—See LA 16-48

UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS)
(1078) 50010235

An employee who, as part of a crew, is engaged in the installation, repair, and replacement of underground electric and gas facilities. Prior to being awarded a bid to Underground Construction Journeyman, an employee must have held a journeyman classification in the lineman or fitter line of progression. Shall be required to perform all duties of either a journeyman Lineman or Fitter (*PIO*), depending on which line of progression the employee previously held.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2283	50010378	Night Cable Splicer
2282	50010377	Cable Splicer - GC
2535	50010431	Transmission Troubleman
2540	50010431	Troubleman
2290	50010381	Transmission Cableman
4008	51942252	Super Crew Fitter (PIO) [1]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman - San Francisco
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0650	50010179	Subforeman A (GC-Line)
0653	50010181	Subforeman B (GC-Line)
0683	50010184	Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0738	50010189	UG Const. Crew Leader (Gas)
0739	50010190	Electric Crew Foreman 5
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
1077	50010234	UG Construction Journey (Elec)
1078	50010235	UG Construction Journey (Gas)
1300	50010283	Gas Mechanic
4006	51942143	Super Crew Fitter-Arc [1]
4002	51942128	Super Crew Gas Crew Leader-Arc [1]
3362	51942134	Super Crew Gas Crew Leader [1]
4004	51942136	Super Crew Gas Mechanic [1]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder

[1] May have bid restrictions—See LA 16-48

Notes on Underground Construction Crews:

- A. Each underground construction crew is to be comprised of one journeyman from the gas line of progression and one from the electric line of progression.
- B. For the purposes of short-term relief, temporary vacancies shall be filled in accordance with 205.3 and such employees shall receive \$10.00 per day above their regular rate and will be limited to their regular job description.
- C. A qualified gas and/or electric worker (as defined by present standards) is to be used when required.

- D. When it is necessary to perform switching, holding of clearance and related operations, the provisions of Letter Agreement 87-12 will apply.
- E. The parties shall adopt a twelve-month training utilizing Company's original twelve-month program as a basis.
- F. Electric journeyman shall continue to be eligible for rubber glove training and the associated pay.
- G. Letter Agreement 84-157 is rescinded.
- H. Underground Construction Crew Leader and Journeyman shall retain Title 208 and 212 rights for their equivalent classifications in the Electric and Division Gas T&D Departments and will be credited for all hours worked or charged regardless of the assignment.:
- I. An Underground Construction Journeyman may supervise a crew performing the following:
 - 1. Engaged in digging excavations or trenches,
 - 2. Stubbing poles, clearing right-of-way, and clearing debris,
 - 3. Loading, delivering and unloading materials and supplies,
 - 4. Installing and hotting up new underground electric systems (600 volts or less) and plastic gas services,
 - 5. Installing non-lead cables.
- J. An Underground Construction Journeyman may work alone to perform the following when qualified:
 - 1. Switching to de-energize or energize underground distribution circuits,
 - 2. Installation of stub completion services (gas and electric) in customer-dug trenches,
 - 3. Splicing and making terminations on non-lead primary and secondary cable to be energized at less than 25 kv.
- K. In addition, two Electric Journeyman and a qualified observer may work on and energize a rise pole in association with an underground construction crew with the Underground Construction Crew *Leader* in charge of the job. However, if the Underground Construction Crew *Leader* was from the gas line of progression the responsibility for the overhead part of the job would be given to a qualified electric department employee.

GAS MECHANIC

(1300) 50010283

SUPER CREW GAS MECHANIC

(4004) 51942136

An employee with the qualifications of a Fitter (*PIO*)/*Fitter-Arc* who performs specialized work in connection with the installation, maintenance and operation on pipelines and other facilities without immediate supervision. Performs arc *welding*. and *may be required to perform* Oxy-acetylene welding. Performs other duties such as making complex layouts, hot tie-ins on larger diameter pipelines, operating main line valves, and operating the larger pressure control equipment. May work alone or with the assistance of one other employee in a lower classification.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO) [2]
0563	50010170	Fitter - UN (PIO) [2]
0562	50010169	Fitter-Arc [2]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0063	51654530	Gas Crew Leader-Arc [2]
0640	50010174	Gas Crew Leader [2]
0738	50010189	Underground Construction Crew Leader (Gas) [2]

0062	51654528	Fitter-Arc UN [2]
1078	50010235	Underground Construction Journeyman (Gas) [2]
4006	51942143	Super Crew Fitter-Arc [2][4]
4008	51942252	Super Crew Fitter (PIO) [2][4]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder

0257	50251366	Working Foreman A (GC-Gas) [2] [3]
0255	50251368	Working Foreman B (GC-Gas) [2] [3]
1300	50010283	Gas Mechanic
2617	50010435	Welder (GC - Gas)
1004	50315042	M&C Coordinator [1] [2][3]
0261	50258203	Tapping Technician [1][2][3]
1655	51781783	Working Leader-Division Gas T&D [2]
2599	50497923	Welder GC Gas In-Service Welding
3360	51942103	Super Crew M&C Coordinator [1][4], [2] or [3]
3362	51942134	Super Crew Gas Crew Leader [2][4]
4002	51942128	Super Crew Gas Crew Leader-Arc [2][4]
4004	51942136	Super Crew Gas Mechanic [4]
3579	51786006	Gas Crew Leader-Arc, 1st Responder [2]
3341	51786008	Gas Crew Leader, 1st Responder [2]

[1] Must have previously held a Fitter, Fitter-Arc, Gas Mechanic, Gas Crew Leader, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification.

[2] Must be qualified to weld pipelines operating at 60 PSI or above.

[3] Must have previously held G.C. Gas Welder/G.C. Gas Welder In-Service classification.

[4] May have bid restrictions—See LA 16-48

Notes on Gas Mechanic Classification:

- A. A Gas Mechanic may, without direct supervision, perform all work, which a Fitter-Arc would perform plus work of a more complicated nature. Pressure control fitting operation requirements include those not a part of the Fitter's work as defined in later discussions on the Fitter (*PIO*) and Fitter-Arc definition. Shall also perform work on transmission lines or systems with greater than 60 pounds pressure (*PSI*).
- B. Installation of telemetering and remote control equipment shall be limited to mechanical devices (e.g., meters and gauges) and no electrical work *is intended*.
- C. A Gas Mechanic may install meters larger than 300 cubic feet per hour capacity; however, unless the employee is qualified by training or by experience in the work of M&C classification or that of *Gas Service Representative* or *Service Mechanic*, the employee is to set the meter only and shall not place it in service. The Gas Mechanic can turn on the meter set for the purpose of soap testing welds or joints and for gauging the outlet pressure.
- D. A Gas Mechanic, working with other employees may install gas meter manifolds regardless of size or complexity.
- E. Bidders to Gas Mechanic from other than the *Title 200* Gas T&D Line of Progression, once placed in the job, shall attend the *approved* Apprentice Fitter-Arc academic training.
- F. Bidders to Gas Mechanic from other than the *Title 200* Gas T&D Line of Progression shall complete 1 year in the Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.

FITTER ARC

(0562) 50010169

FITTER-ARC UNASSIGNED

(0062) 51654528

SUPER CREW FITTER-ARC

(4006) 51942143

FITTER-ARC, 1ST RESPONDER

(3575) 51786012

UN FITTER-ARC, 1ST RESPONDER

(3577) 51786014

An employee who is a journeyman and is engaged in performing all classes of work associated with the gas transmission and distribution systems for which they are qualified within the scope of the job duties agreed to herein. Shall perform Arc welding duties which are limited to welding on all gas distribution piping systems. May be assigned to a crew installing and maintaining gas mains, services, gas or electric substructures and other accessories. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. May be required to operate mechanical equipment for which they have been qualified.

The Fitter-Arc will not be required to operate main line valves or larger pressure control equipment (Mueller), or to fabricate the complex layouts involved in larger diameter piping or perform hot tie-ins by the "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic. It is not the intent of this classification to replace the Gas Mechanic classification.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0564	51636998	Apprentice Fitter-Arc
0560	50010167	Fitter (PIO) [3]
0563	50010170	Fitter - UN (PIO) [3]
4008	51942252	Super Crew Fitter (PIO) [3][4]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0562	50010169	Fitter-Arc
0062	51654528	Fitter-Arc UN
0063	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader [2]
0738	50010189	Underground Construction Crew Leader (Gas) [2]
0257	50251366	Working Foreman A (GC-Gas) [1] [2]
0255	50251368	Working Foreman B (GC-Gas) [1] [2]
1078	50010235	Underground Construction Journeyman (Gas) [2]
1300	50010283	Gas Mechanic
2617	50010435	Welder (GC - Gas)
2599	50497923	Welder-GC Gas (In-Service Welding)
0261	50258203	Tapping Technician [1][2]
3362	51942134	Super Crew Gas Crew Leader [4]
4006	51942143	Super Crew Fitter-Arc [4]
4002	51942128	Super Crew Gas Crew Leader-Arc [4]
4004	51942136	Super Crew Gas Mechanic [4]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder [2]

[1] Must have previously held G.C. Gas Welder/G.C. Gas Welder In-Service classification.

[2] Must be qualified to weld pipelines operating at 60 PSI or below.

[3] See Letter Agreement 13-81.

[4] *May have bid restrictions—See LA 16-48*

Notes on Fitter-Arc Classification:

- A. Bidders to Fitter-Arc from other than the *Title 200 Gas T&D Line of Progression* shall complete one year in the Division Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.
- B. Bidders to Fitter-Arc from other than the *Title 200 Gas T&D Line of Progression*, once placed in the job, shall attend the *approved* Apprentice Fitter-Arc academic training.
- C. *See Letter of Agreement 13-81 attached for transition of Fitter to Fitter-Arc Agreement.*
- D. *The duties currently performed by the Underground Construction Journeyman Gas (1078) as specified in Note I of the Underground Construction Journeyman Gas job definition may now be performed by the Fitter classification and classifications above in the line of progression. Fieldperson can perform these duties as a member of a crew supervised by a Fitter or above. (2008 General Negotiations)*
- E. *Fitter-Arc can work in a unit with one other employee to perform operations such as leak investigations or repair, remodeling domestic type meters and regulator sets. This is limited to:*
 - (1) *Meter manifolds having connectors of four meters or less,*
 - (2) *Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.*
- F. *May install, replace, relocate (alter), abandon gas services and small sections of gas main under the two-person unit limitations of Note B of the Gas Crew Leader job definition. (2008 General Negotiations.)*
- G. *Fitter-Arc may be assigned to multiple crews throughout the day. (2008 General Negotiations)*
- H. *Fitter-Arc may be required to maintain a Class “A” or “B” driver’s license and endorsements as required. Company will accommodate, if possible, employees who are unable to maintain a driver’s license. Fitter-Arc and Fitters as of December 31, 2008 will be “grandfathered.” (2008 General Negotiations).*
- I. *Fitter-Arc working as a one-person unit will install and connect Gas Stub Services up to 1” plastic. It is not the Company’s intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.*
- J. *May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.*
- K. *Fitter- 1st Responder required to obtain and maintain a Class A License (LA 16-43)*

APPRENTICE FITTER-ARC
(0564) 51636998

An Apprentice Fitter-Arc works as an assistant to or under the supervision of a Fitter- Arc or higher journeyman and in addition drives light trucks, operates equipment such as compressors and earth boring machines. May be assigned to drive the crew truck and assist a Gas Crew Leader in the performance of the clerical work of the crew.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0930	50010217	Utility Worker (Gas T&D) [1]
0524	50010161	Fieldperson
0526	50070741	Night Fieldperson - San Francisco Division Only
3364	51942263	Super Crew Fieldperson [2]
3314	51786010	Fieldperson, 1st Responder

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0564	51636998	Apprentice Fitter-Arc
0065	51654540	Senior Gas T&D Equipment Operator
0064	51654537	Gas T&D Equipment Operator
0641	50010175	Gas Crew Foreman
0465	50010148	Heavy Truck Driver (Gas) (PIO)
0359	51654548	Senior Gas Compliance Representative
0358	51654546	Gas Compliance Representative
1033	51664847	Construction Operator-GC Gas
0561	50010168	Apprentice Fitter (PIO)
4410	51942259	Super Crew Senior Gas T&D Equipment Operator [2]
4012	51942261	Super Crew Gas T&D Equipment Operator [2]
3366	51942269	Super Crew Gas Compliance Rep [2]
3583	51786002	Senior Gas T&D Equipment Operator, 1st Responder
3581	51785475	Gas T&D Equipment Operator, 1st Responder

[1] Must have 12 months in the line of progression

[2] May have bid restrictions—See LA 16-48

Notes on Apprentice Fitter-Arc Classification: (See Letter of Agreement 13-81 attached)

- A. Job awards to the Apprentice Fitter-Arc classification shall be made "pending" when a vacancy, which Company intends to fill, occurs. The job will be awarded by bid to the senior qualified employee having a valid prebid on file. The employee will not report to the classification sooner than two weeks preceding the next available training class. This section applies to employees who are within the Line of Progression who have had six months or more in the Line of Progression. Pursuant to the Master Apprenticeship Agreement, the provisions of F10c may apply to other employees as follows: An employee hired into an apprenticeship classification where there are no qualified bidders, or an employee who enters an apprenticeship classification from a different line of progression will be required to spend one year in such apprenticeship at the beginning wage rate for such classification. The first six months of such year will be used by Company to familiarize the employee with the associated tools, equipment, and procedures of that department.
- B. A Title 200 Fieldperson, Title 300 Construction Operator-GC Gas or an employee in a classification higher in the Line of Progression who formerly held the classification of Fieldperson, who is the successful bidder on a vacancy in the Apprentice Fitter-Arc classification will be placed at their current progression step. An employee who enters the Apprentice Fitter-Arc classification after January 1, 2014 will be required to complete the entire 36-month apprentice training program pursuant to Letter Agreement 14-22.

- C. Special Note: This section applies to all employees who were transitioned from Apprentice Fitter to Apprentice Fitters-Arc pursuant to Letter Agreement 13-81. Once the employees covered under Letter Agreement 13-81 have completed their apprenticeship, this section is no longer applicable. A Fieldperson, or an employee in a classification higher in the Line of Progression who formerly held the classification of Fieldperson, who is the successful bidder on a vacancy in the Apprentice Fitter classification will be placed at the equivalent wage rate step and such employee will not have subsequent bids on Fitter vacancies considered under Section 205.7(b) until he/she has accrued 24 months as an Apprentice Fitter. In addition, they will not be considered for automatic progression to Unassigned Fitter under the provisions of the Master Apprentice Agreement until the employee has accrued 30 months as an Apprentice Fitter. (Effective 8-1-83 as per L.A. 83-104.)

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.

FITTER (PIO)

(0560) 50010167

FITTER UNASSIGNED (PIO)

(0563) 50010170

SUPER CREW FITTER (PIO)

(4008) 51942252

(See Letter Agreement 13-81)

An employee who is a journeyman and is engaged in performing all classes of work associated with the gas transmission and distribution systems for which they are qualified within the scope of the job duties agreed to herein. May be required to perform Oxy-acetylene welding duties which are limited to welding on gas distribution piping systems for which they are qualified. May be assigned to a crew installing and maintaining gas mains, services, gas or electric substructures and other accessories. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. May be required to operate mechanical equipment for which they have been qualified.

Notes on Fitter Definition:

- A. See Letter of Agreement 13-81 attached for transition of Fitter to Fitter-Arc Agreement.
- B. The duties currently performed by the Underground Construction Journeyman Gas (1078) as specified in Note I of the Underground Construction Journeyman Gas job definition may now be performed by the Fitter classification and classifications above in the line of progression. Fieldperson can perform these duties as a member of a crew supervised by a Fitter or above. (2008 General Negotiations)
- C. Fitters can work in a unit with one other employee to perform operations such as leak investigations or repair, remodeling domestic type meters and regulator sets. This is limited to:
- (1) Meter manifolds having connectors of four meters or less,
 - (2) Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.
- D. May install, replace, relocate (alter), abandon gas services and small sections of gas main under the two-person unit limitations of Note B of the Gas Crew Leader job definition. (2008 General Negotiations.)
- E. Fitters may be assigned to multiple crews throughout the day. (2008 General Negotiations)

- F. Fitters may be required to maintain a Class “A” or “B” driver’s license and endorsements as required. Company will accommodate, if possible, employees who are unable to maintain a driver’s license. Current Fitters will be “grandfathered.” (2008 General Negotiations)
- G. Fitters working as a one-person unit will install and connect Gas Stub Services up to 1” plastic. It is not the Company’s intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.
- H. May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.

CONSTRUCTION AND EQUIPMENT OPERATIONS

SENIOR GAS T&D EQUIPMENT OPERATOR

(0065)51654540

SUPER CREW SENIOR GAS T&D EQUIPMENT OPERATOR

(4010) 51942259

SENIOR GAS T&D EQUIPMENT OPERATOR, 1ST RESPONDER

(3583) 51786002

An employee who serves as the person in charge of one other employee, has the base qualifications of the Gas T&D Equipment Operator and is familiar with all applicable Gas standards and procedures associated with the job duties as noted herein. May be required to perform all duties within the scope of classifications lower in the line of progression. Responsible for reviewing documents for work performed for completeness and accuracy. Shall be required to perform two-person work as noted below.

Special Note:

This classification is limited to two-person work only. In the event the Company assigns a third person to form a crew, the Gas Crew Leader will be the proper classification for such assignment. In the event a Fitter Arc is assigned as the third person to form a crew, the Fitter Arc shall be upgraded to Gas Crew Leader.

Notes:

1. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.
2. The Senior Gas T&D Equipment Operator may be assigned to direct the Horizontal Directional Drilling equipment while under the supervision of a Gas Crew Leader. Operation of the stationary equipment of the bore machine shall be within the scope of the Gas T&D Equipment Operator.
3. May be required to drive a truck and possess a Class A Driver's License. (See LA 12-32 and LA 93-39)
4. An employee entering this classification who holds a Crane Certification may be required to maintain it depending on local operating conditions.
5. *Senior Gas T&D Equipment Operator, 1st Responder required to obtain and maintain a Class A License (LA 16-43)*

Maintenance Duties:

May be utilized as a lead of a two man unit completing routine tasks and excavation work associated with the following work assignments:

- A. Service Valve Replacement ¾ inch or less and low pressure service valves of 1 ¼ inch or less
- B. Repair of residential meter set leaks (zip tie leaks)
- C. Install #1 drivable anodes
- D. Residential riser change outs limited to ½ inch and 1 inch plastic services
- E. Cathodic Protection Area repairs such as broken wire and clearing contacts
- F. Replace, repair and reset broken or buried ETS (Electrolysis Testing Stations) and/or gas valve boxes.
- G. Replace, repair and reset broken or buried HPR (High Pressure Regulators) [farm taps] boxes
- H. Repair damaged pipe wrap
- I. Landscaping repairs
- J. Light carpentry work such as wood retaining walls around enclosures
- K. Excavation/Backfill of secondary electric burn outs
- L. Repairs, adjustments or replacement of secondary electric boxes
- M. Adjust or replace manhole castings
- N. Clearing and maintaining right-of-ways
- O. Performs patch paving duties

Installation and Maintenance Duties

- A. Install, repair or replace meter protection posts
- B. Install, repair or replace pipeline markers
- C. Install, repair or replace Bollards (protection) around Electric facilities
- D. Installation of anchors for overhead Electric facilities
- E. Service cut-offs of ½ inch and 1 inch direct buried plastic services in customer dug trenches
- F. Stub completions and alterations of ½ inch and 1 inch plastic direct buried customer dug trenches.
- G. Trench and install ½ inch and 1 inch plastic direct buried stub completions in private property only. Trenching in the franchised area shall be journey level and above.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0064	51654537	Gas T&D Equipment Operator
4012	51942261	Super Crew Gas T&D Equipment Operator [1]
3581	51785475	Gas T&D Equipment Operator, 1st Responder

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0065	51654540	Senior Gas T&D Equipment Operator
4410	51942259	Super Crew Senior Gas T&D Equipment Operator [1]
3583	51786002	Senior Gas T&D Equipment Operator, 1st Responder

[1] May have bid restrictions—See LA 16-48

GAS T&D EQUIPMENT OPERATOR

(0064) 51654537

SUPER CREW GAS T&D EQUIPMENT OPERATOR

(4012) 51942261

GAS T&D EQUIPMENT OPERATOR, 1ST RESPONDER

(3581) 51785475

An employee who operates cranes and all trenching equipment regardless of HP ratings, loaders, dozers, breakers, pavement cutters and grinders, compactors, directional bore equipment, and truck mounted vacuum equipment. Makes minor repairs to such equipment; performs such other work in lower classifications as may become necessary.

When not operating equipment and if operator qualified, may work alone or with an assistant performing such work as patrolling and locating pipelines, repairing pipe wrapping damage, repairing minor leaks found on routine leak surveys, and lubricating and repacking valves. Performs such other work in lower classifications as may become necessary.

May work under the direction of a qualified employee in a higher classification performing excavation, trenching and installation of underground gas and electric facilities, May include setting of poles and pulling of cable in conduit if special training has been provided. Will not be required to operate a line truck. Cable pulling is limited to all secondary and primary 1/0 and smaller cables in runs of 500 feet or less and cable tension not to exceed 1000 pounds. Field training on cable pulling will be conducted in accordance with Letter Agreement 94-95.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0465	50010148	Heavy Truck Driver (Gas) (PIO)
0524	50010161	Fieldperson [2]
0526	50070741	Night Fieldperson - San Francisco Division Only [2]
3364	51942263	Super Crew Fieldperson [2][3]
3314	51786010	Fieldperson, 1st Responder [2]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0064	51654537	Gas T&D Equipment Operator
0065	51654540	Senior Gas T&D Equipment Operator
0641	50010175	Gas Crew Foreman
0257	50251366	Working Foreman A (GC-Gas) [1]
0255	50251368	Working Foreman B (GC-Gas) [1]
1515	50010305	Backhoe Operator (GC-Gas)
1029	51664846	Senior Construction Operator-GC Gas
1033	51664847	Construction Operator-GC Gas
4410	51942259	Super Crew Senior Gas T&D Equipment Operator [3]
4012	51942261	Super Crew Gas T&D Equipment Operator [3]
4016	51947079	Super Crew Gas Crew Foreman [3]
3581	51785475	Gas T&D Equipment Operator, 1st Responder
3583	51786002	Senior Gas T&D Equipment Operator, 1st Responder

[1] Must have previously held the position of Backhoe Operator, Crane Operator, Tractor Operator or Trencher Operator in G.C. Gas

[2] Must be at the 18 month wage step of Fieldperson and have 6 months in the line of progression.

[3] *May have bid restrictions—See LA 16-48*

Notes on Gas T&D Equipment Operator

1. Employees who are awarded and accept the Gas T&D Equipment Operator position must successfully complete the Backhoe/Loader Training Program prior to the vacancy control date with the following exception: An employee who has formally requested such training from his/her supervisor and has not been allowed to receive such training shall have the vacancy held pending successful completion of the training program.
2. Standby work for other than Company construction jobs is primarily performed by the Gas Compliance Department. However, if additional resources are needed, standby work can be performed by Title 200 Gas T&D Equipment Operator if DOT operator qualified.
3. After the effective date of this Agreement, employees entering the Gas T&D Equipment Operator classification may be required to obtain a Crane Certification depending on local operating conditions. If required, the Company will provide training and offer such opportunities in order of seniority at the headquarters.
4. May be required to drive a truck and possess a Class A Driver's License.
5. Inspections of underground work will be performed by Division Gas T&D Equipment Operators and above. Major subdivision work will be inspected by a journeyman and above.
6. *Gas T&D Equipment Operator, 1st Responder is required to obtain and maintain a Class A License. (LA 16-43)*

FIELDPERSON

(0524) 50010161

SUPER CREW FIELDPERSON

(3364) 51942263

FIELDPERSON, 1ST RESPONDER

(3314) 61786010

An employee, under the direction of a Gas Crew Leader (Welding/Arc), Non Welding Leader (PIO), Senior Gas T&D Equipment Operator, Fitter (PIO), Fitter Arc, or Gas Mechanic, who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities and other underground systems.

As a member of a crew, may perform:

- Installation of Gas and Electric underground conduits and substructures
- Maintenance of Gas and Electric underground conduits and substructures
- Plastic fusion such as socket joints, service tees, and saddle connections on plastic pipe
- Leak investigation and repairs
- Operation of pneumatic earth boring equipment
- Small walk behind power equipment
- Small pressure control equipment
- Fabrication of meter sets using screwed fittings up to two inch
- Assist the crew Leader with associated paperwork as needed
- Locating of underground facilities
- Relighting of pilot lights
- Performs basic carpenter work such as simple form work, fence repairs, retaining walls, and cutting and nailing of lumber.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0930	50010217	Utility Worker (Gas T&D) [1]
3368	51942272	Super Crew Utility Worker [2]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0465	50010148	Heavy Truck Driver (Gas) (PIO)
0524	50010161	Fieldperson
0526	50070741	Night Fieldperson - San Francisco Division Only
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0561	50010168	Apprentice Fitter (PIO)
0562	50010169	Fitter-Arc
0564	51636998	Apprentice Fitter-Arc
0580	50010171	Street Fitter (GC-Gas) (PIO)
0640	50010174	Gas Crew Leader
0063	51654530	Gas Crew Leader-Arc
0641	50010175	Gas Crew Foreman
0738	50010189	Underground Construction Crew Leader (Gas)
0257	50251366	Working Foreman A (GC-Gas)
0255	50251368	Working Foreman B (GC-Gas)
0854	50010206	Working Foreman C (GC-Gas) (PIO)
1004	50315042	M&C Coordinator Gas
1078	50010235	Underground Construction Journeyman (Gas)
1300	50010283	Gas Mechanic
1483	50010300	Field Meterperson
1245	50010270	Corrosion Mechanic (PIO)
1515	50010305	Backhoe Operator (GC-Gas)
1029	51664846	Senior Construction Operator-GC Gas
261	50258203	Tapping Technician
2617	50010435	Welder (GC-Gas)
2599	50497923	GC Welder-In-Service
2628	50010438	Apprentice Welder (GC-Gas)
0359	51654548	Senior Gas Compliance Representative
0358	51654546	Gas Compliance Representative
0339	51654545	Lead Corrosion Mechanic
0338	51654543	Senior Corrosion Mechanic-NACE CP2
0067	51654542	Corrosion Mechanic-NACE CP1
0067	51708057	UN Corrosion Mechanic-NACE CP1
0066	51654541	Apprentice Corrosion Mechanic
0065	51654540	Senior Gas T&D Equipment Operator
0064	51654537	Gas T&D Equipment Operator
2437	50072865	Apprentice Gas Control Tech
1033	51664847	Construction Operator-GC Gas

3364	51942263	Super Crew Fieldperson [2]
4008	51942252	Super Crew Fitter (PIO) [2]
4006	51942143	Super Crew Fitter-Arc [2]
3362	51942134	Super Crew Gas Crew Leader [2]
4002	51942128	Super Crew Gas Crew Leader-Arc [2]
3360	51942103	Super Crew M&C Coordinator [2]
4004	51942136	Super Crew Gas Mechanic [2]
4014	51942265	Super Crew Senior Gas Compliance Rep [2]
3366	51942269	Super Crew Gas Compliance Rep [2]
4410	51942259	Super Crew Senior Gas T&D Equipment Operator [2]
4012	51942261	Super Crew Gas T&D Equipment Operator [2]
3314	51786010	Fieldperson, 1st Responder]
3575	51786012	Fitter-Arc, 1st Responder
3577	51786014	UN Fitter-Arc, 1st Responder
3579	51786006	Gas Crew Leader-Arc, 1st Responder
3341	51786008	Gas Crew Leader, 1st Responder
3581	51785475	Gas T&D Equipment Operator, 1st Responder
3583	51786002	Senior Gas T&D Equipment Operator, 1st Responder

[1] Must have 12 months in the line of progression

[2] May have bid restrictions—See LA 16-48

Notes on Fieldperson Definition:

1. The classification of Fieldperson was developed to perform all duties of the Apprentice Fitter Arc except that of welding.

2. May be assigned to drive the crew truck/heavy truck transporting materials, supplies and equipment. Shall be responsible for loading and unloading vehicles and equipment as necessary. It is not the intent for the Fieldperson to operate a Crane Truck.

a. A heavy truck is defined as:

1. A 3-axle truck; or
2. Any combination of truck and trailers exceeding 50 feet in length.

3. Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113)

4. Fieldperson, 1st Responder required to obtain and maintain a Class A License (See LA 16-43)

5. When required to perform standby work, shall be upgraded to Equipment Operator classification if they are Operator Qualified. Those Fieldpersons may be upgraded even though they have not completed the Backhoe/Loader Training Program.

The duties which may be performed by a Fieldperson working alone or as part of a crew shall be as follows:

1. Truck driving, loading and unloading of materials, supplies and equipment, operation of dump loaders, compressors, and concrete saws.
2. Fitting work by a Fieldperson shall be limited to fabrication and alteration of meter sets using threaded fittings.
3. May be required to perform the duties of the classification lower in the line of progression when situations warrant.

Successful bidders to Fieldperson will be required to attend the Title 200 Fieldperson Training Program (See LA 14-12).

NIGHT FIELDPERSON – San Francisco Division Only
(0526) 50070741

A service employee who has the full qualifications of and performs work of a Fieldperson.

HOURS OF WORK

The regular hours of the Night Fieldperson will be the same as the Night Cable Splicer (L/A R1-96-86-PGE). Same Line of Progression for Fieldperson.

HEAVY TRUCK DRIVER (PIO)
(0465 50010148

An employee who drives a heavy truck transporting employees, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment. Must possess a valid Class A Driver's License.

A heavy truck is defined as:

1. A truck-tractor coupled with one or more trailers; or
2. A 3-axle truck; or
3. Any combination of truck and trailers exceeding 50 feet in length.

Two-wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

COMPLIANCE

SENIOR GAS COMPLIANCE REPRESENTATIVE
(0359) 51654548

SUPER CREW SENIOR GAS COMPLIANCE REPRESENTATIVE
(4014) 51942265

An employee who has the qualifications of the Gas Compliance Representative and may perform the full scope of such duties. In addition, shall be required to train and oversee the work of the Gas Compliance Representative and Utility Worker. Shall be responsible for field verifications of operator qualifications of the Gas Compliance Representative and Utility Worker, and assist in quality control audits. Responsible for reviewing documents for work performed for completeness and accuracy. Will be required to manage Locate and Mark tags, leak survey assignments, and other work assigned to Gas Compliance Representative and

Utility Worker.

- Shall provide all required field training and responsible for communicating updates of work methods and procedures to the Gas Compliance Representative and Utility Worker.
- Shall perform dig-in investigations and determine cause as assigned by the Supervisor in charge.
- May act as an assistant to the supervisor in charge. Shall have the leadership and technical skills to perform these duties in an efficient and safe manner.
- Class C Driver's License is required.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0358	51654546	Gas Compliance Representative [1]
3366	51942269	Super Crew Gas Compliance Rep [2]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0359	51654548	Senior Gas Compliance Representative
4014	51942265	Super Crew Senior Gas Compliance Rep [2]

[1] Must have 12 months in the line of progression

[2] May have bid restrictions—See LA 16-48

GAS COMPLIANCE REPRESENTATIVE

(0358) 51654546

SUPER CREW GAS COMPLIANCE REPRESENTATIVE

(3366) 51942269

An employee who works alone and without direct supervision performing the following compliance related work:

- Larger Scale/Complex Locate and Mark projects
- Provide oversight to third-party problematic excavator worksites
- Atmospheric Corrosion Inspections
- Pipeline Patrolling
- Standby of Transmission and Critical Distribution facilities
- Pilot and operate new leak survey tools and equipment and locate and mark tools and equipment
- Below ground leak rechecks outside of routine leak surveys
- Shall utilize specialized tools and equipment to perform difficult-to-locate gas facilities duties

Will be required to successfully complete all required training and maintain the necessary operator qualifications to perform these duties.

In addition, the Gas Compliance Representative will be required to:

- Complete all required paperwork for the above tasks
- Locate and Mark, Delineate work area, and call USA for grade one immediate response work
- Complete required paperwork to make corrections / updates to Gas Mapping when discrepancies are found in the field
- Initiate Gas Corrective forms for AOC (abnormal operating conditions) found in field
- Shall be familiar with all tools and equipment, work procedures, work methods and standards.
- Shall have the skills necessary to perform the full scope of these duties in an efficient and safe manner
- These assignments shall be the primary duties of the classification; however, due to operational needs, may be required to perform work assigned to lower classifications.
- Class C Driver's License is required

Pay Scale Code	SAP Job Code	Next Lower Classifications
0524	50010161	Fieldperson

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0359	51654548	Senior Gas Compliance Representative

0526	50070741	Night Fieldperson-SF Div Only
0930	50010217	Utility Worker (Gas T&D) [1]
3364	51942263	Super Crew Fieldperson [2]
3368	51942272	Super Crew Utility Worker [2]
3314	51786010	Fieldperson, 1st Responder

0358	51654546	Gas Compliance Representative
4014	51942265	Super Crew Senior Gas Compliance Rep [2]
3366	51942269	Super Crew Gas Compliance Rep [2]

[1] Must have 12 months in the line of progression
 [2] May have bid restrictions—See LA 16-48

UTILITY WORKER (GAS T&D)

(0930) 50010217

SUPER CREW UTILITY WORKER

(3368) 51942272

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 of a Crew Leader, 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.

The Utility Worker will be assigned to a regularly established Company headquarters in which Division Gas T&D employees are regularly assigned.

The Utility Worker, when working alone, may be required to be Operator Qualified to perform routine production Locate and Mark duties, routine production Leak Survey duties, perform pipe to soil readings, and Atmospheric Corrosion Surveys, and complete all required documentations associated with referenced tasks. Such assignments shall be under the indirect guidance of the Senior Gas Compliance Representative and/or Gas Compliance Representative. May perform rechecks in conjunction with production leak survey duties.

May be required to perform traffic control functions under the direction of a Gas Crew Leader.

May be required to maintain a commercial driver's license with a tank endorsement.

This classification, when qualified, is expected to take the necessary action consistent with duties they are capable of performing to assess a situation and make a field condition safe.

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.

Beginner's Classification

CORROSION

LEAD CORROSION MECHANIC

(0339)51654545

Upon execution of this Agreement, the Joint Company-Union Committee will continue discussions on the job definition and qualifications of the Lead Corrosion Mechanic, the number of vacancies the Company intends to fill and job award/bidding procedures.

Qualifications: Meets all of the qualifications required of the Senior Corrosion Mechanic, Corrosion Mechanic-NACE CP1 and Apprentice Corrosion Mechanic. Must currently hold both NACE CP1 and CP2 certifications. Must have at least five years experience specifically in corrosion prevention with a gas utility and three years within the PG&E Corrosion department.

Tasks: Corrosion Leads will work closely with Corrosion engineers and other management personnel. Must be able to perform the tasks of the Senior Corrosion Mechanic-NACE CP2 and Corrosion Mechanic-NACE CP1. In addition, Corrosion Leads will work on construction projects, corrosion protection design, review and approval; review CPA designs, review action plans, perform indirect survey data analysis, verify field work skills, review documents for work performed for completeness and accuracy, and communicate corrosion standards and bulletin updates. May be required to mentor lower Corrosion Department classifications and/or assist with PG&E corrosion engineers or a corrosion supervisor.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0338	51654543	Senior Corrosion Mechanic-NACE CP2

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0339	51654545	Lead Corrosion Mechanic

SENIOR CORROSION MECHANIC-NACE CP2
(0338) 51654543

Qualifications: Meets all of the qualifications required of a Corrosion Mechanic-NACE CP1. In addition, must have obtained and currently maintain the NACE CP2 certification.

Tasks: Be able to perform all the tasks of the Corrosion Mechanic NACE CP1 and be proficient in Cathodic Protection Area (CPA) surveys and resurveys, CPA design, close interval surveys, ACVG surveys, DCVG surveys, AC & DC interference investigations, A-frame surveys, H-form inspection, remote monitoring equipment installation, coating current drain evaluation, and action plan development. May also be required to mentor Corrosion Mechanic-NACE CP1 employees and Apprentice Corrosion Mechanics and/or assist Corrosion Leaders. Senior Corrosion Mechanics can work alone or with any other Corrosion department employee.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0067	51654542	Corrosion Mechanic-NACE CP1
0067	51708057	UN Corrosion Mechanic-NACE CP1
1245	50010270	Corrosion Mechanic (PIO) [1]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0338	51654543	Senior Corrosion Mechanic-NACE CP2
0339	51654545	Lead Corrosion Mechanic

[1] Must be NACE CP1 certified.

CORROSION MECHANIC-NACE CP1
(0067)(51654542)
UNASSIGNED CORROSION MECHANIC-NACE CP1
(0067) 51708057

Qualifications: Must have a valid Class C drivers' license, have completed the 18 month Apprentice Corrosion Mechanic program.

(See special note on transition agreement for incumbent Corrosion Mechanics)

Tasks: In addition to the tasks of an Apprentice Corrosion Mechanic, the Journeyman Corrosion Mechanic-NACE CP1 will be responsible for galvanic anode installation, Rectifier-monitoring (remote or on-site),

maintenance and troubleshooting, CPA troubleshooting including the use of ACCA (Defect Mapper) or wire spanning, casing testing, soil resistance testing, isolation testing, A-form inspections, liquid sampling, visual evaluation of pipe coating, corrosometer probe reading, magnetic particle testing, taking ultrasonic pipe wall thickness readings, taking pit depth measurements and coupon test station monitoring. May also be required to mentor Apprentice Corrosion Mechanics and/or assist Senior Corrosion Mechanic NACE-CP2 or Lead Corrosion Mechanic. Journeyman Corrosion Mechanic-NACE CP1 can work alone or with any other Corrosion Department position.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0066	51654541	Apprentice Corrosion Mechanic

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0067	51654542	Corrosion Mechanic-NACE CP1
0067	51708057	UN Corrosion Mechanic-NACE CP1
0339	51654545	Lead Corrosion Mechanic
0338	51654543	Senior Corrosion Mechanic

APPRENTICE CORROSION MECHANIC
(0066) 51654541

Qualifications: Apprentice Corrosion Mechanic applicants must pass entry requirements: have a valid Class C Driver’s License. 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. Must have six months of gas utility experience, Utility Worker or above and pass the initial four-module Introductory Corrosion module testing. Successful applicants/bidders will enter the 18-month Apprentice Corrosion Mechanic program.

Tasks for Apprentice Corrosion Mechanic include pipe-to-soil readings, atmospheric corrosion surveys, non-USA pipe locate and mark and equipment calibration for equipment used in those tasks. Apprentice Corrosion Mechanic can work alone on job tasks they have been trained and have been operator qualified. For other more advanced tasks, can only work under the guidance of a Journeyman Corrosion Mechanic-NACE CP1, Senior Corrosion Mechanic NACE CP2 or above. Will also prepare for the NACE CP1 exam by attending NACE preparatory classes and on-the-job study.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0524	50010161	Fieldperson
0526	50070741	Night Fieldperson - San Francisco Division Only
0930	50010217	Utility Worker (Gas T&D) [1]
1483	50010300	Field Meterperson
3364	51942263	Super Crew Fieldperson [2]
3368	51942272	Super Crew Utility Worker [2]
3314	51786010	Fieldperson, 1st Responder
3364	51942263	Super Crew Fieldperson [2]

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0066	51654541	Apprentice Corrosion Mechanic
0641	50010175	Gas Crew Foreman
0465	50010148	Heavy Truck Driver - Gas (PIO)
0359	51654548	Senior Gas Compliance Representative
0358	51654546	Gas Compliance Representative
0065	51654540	Senior Gas T&D Equipment Operator
0064	51654537	Gas T&D Equipment Operator
1033	51664847	Construction Operator-GC Gas
4014	51942265	Super Crew Senior Gas Compliance Rep [2]

3366	51942269	Super Crew Gas Compliance Rep [2]
4016	51947079	Super Crew Gas Crew Foreman [2]
4410	51942259	Super Crew Senior Gas T&D Equipment Operator [2]
4012	51942261	Super Crew Gas T&D Equipment Operator [2]
3581	51785475	Gas T&D Equipment Operator, 1st Responder
3583	51786002	Senior Gas T&D Equipment Operator, 1st Responder
1245	50010270	Corrosion Mechanic (PIO)

[1] Must have 12 months in the line of progression

[2] May have bid restrictions—See LA 16-48

CORROSION MECHANIC (PIO)
(1245) 50010270

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining all types of corrosion control equipment and instrumentation, such as, but not limited to, rectifiers, anodes, insulated fittings, volt-ohm-ammeters, potentiometers, recorders, and inhibitor injection system. This work includes performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules, and to provide functional guidance on all of the above activities. May work alone or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

Qualifications: Must have a valid Class C Drivers' License and shall have successfully completed the Corrosion Mechanic Training School.

Special note on Corrosion Mechanic (PIO)

Incumbent employees who remain in the Corrosion Mechanic (PIO) position shall be eligible and required to perform the full scope of duties as required by the Corrosion Mechanic (PIO) job definition and operator qualifications. It is not intended to change the scope of work assignments for the Corrosion Mechanic (PIO) as a result of this agreement.

DIVISION GAS DEPARTMENT

NOTES ON THE ASSIGNMENT OF ELECTRIC T&D WORK TO EMPLOYEES IN THE APPROPRIATE GAS DEPARTMENT CLASSIFICATIONS

The statement which follows supersedes those previous notes on the assignments of Electric T&D work which appeared on Page 19 of Exhibit VI-L, Electric Department Job Definitions, and as agreed to in the letter dated June 27, 1968, including the understanding with respect to pole risers and leaving of coiled cable:

Employees in the appropriate Gas Transmission and Distribution Department classifications may be required to trench, install ducts, cable in conduit (C.I.C.), direct burial cable, manholes, splice boxes, vaults, etc. and tamp and backfill. When C.I.C. is installed, the ends of the cable will be left in a predetermined position (not connected). When direct burial cable is installed, the ends of the cable will be left in a predetermined position (not connected), which includes inserting the cable through the service riser in a residence, leaving the cable extending from the meter socket or service termination enclosure and inserting the cable in a splice box. On pole installations, Gas Department employees will install the first section (eight feet) of the cable and plastic molding and will leave the cable coiled at the top of such molding.

Gas Department employees will be instructed and kept current in the installation of Electric Department facilities and in the precautions necessary with joint trench construction before being required to perform this kind of work.

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5

As a result of the 1976/77 general negotiations, Subsection 202.4 (b), later re-numbered 202.5, of the Physical contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 This Section establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.

202.5 In addition to the hours and conditions outlined in Section 202.4 above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Section thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters.

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Section 202.5 must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1) The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Section 202.5, the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 a.m. to 4:30 p.m. or 5:00 p.m. in accordance with the provisions of Section 202.4 of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 a.m. to 4:30 p.m. or 5:00 p.m. is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions).

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5 (Continued)

2) Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m.-5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service".

- 3) Once the Section 202.5 schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.
- 4) The provisions in Section 202.4 relative to the advancement or delay of the regular lunch period apply also to the Section 202.5 schedule of hours.

In order to assure a uniform approach to the implementation of Section 202.5, clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

s/ I. Wayland Bonbright

**LETTER AGREEMENT
NO. 85-95-PGE**

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 490
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes all previous correspondence on this issue.

To comply with the decision rendered in Arbitration Case No. 123, Company will use existing classifications to perform the work identified by the arbitrator as appropriate to those classifications. Work will be distributed as follows.:

For those conditions in either overhead or underground construction work where the contracted work requires more "on-site" coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the "field representatives" in classifications listed below.

- 1) Underground Construction - by journeyman Fitter (0560), Inspector (0990) or above.
- 2) Overhead Construction - Inspector (0990) or above. "Field representative" duties are described in detail in Company's attached Contract Compliance Manual as revised August 5, 1985.

Such duties, falling within the classifications outlined, shall be assigned by the supervisors in charge in accordance with the Labor Agreement. Supervision will continue to coordinate the activities of the bargaining-unit classifications involved in the contracting activities, as well as pre- and post-check jobs, negotiate with contractors and the associated Contract administration work.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By s/I. W. Bonbright
Manager of Industrial Relations

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

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

August 7, 1985

By s/Jack McNally
Business Manager

LETTER AGREEMENT NO. 90-113-PGE

June 13, 1990

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:

The enactment of the California Commercial Motor Vehicle Safety Program has significantly changed the application of required commercial driving licenses and special driving certificates in California. Many PG&E vehicles previously did not require the operator to have a commercial license. These same vehicles now carry such a requirement. Further, employees that have traditionally been asked to operate these vehicles are in classifications that are not required to possess commercial licenses.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 of the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit I) that may be applied on a headquarters-by-headquarters basis to all Distribution Business Unit non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department.

At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to identify the number of commercial driver's licenses to be established at headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

For example, at an Electric T&D headquarters, there are 12 line trucks, two bucket trucks and one insulator washing rig that all require a commercial driver's license to operate. This Electric department headquarters must have 19 positions that require a commercial driver's license.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Any remaining unfilled vacancy shall be filled in accordance with the normal provisions

of Title 205. A separate pre-bid code number shall be established for those positions requiring the CDLA; e.g., Electric Crew Foreman/CDLA, Fitter/CDLA, Appr. Electrician/CDLA, etc.

Once the number of positions requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification in accordance with Title 205, Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner: Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.
- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

For example, an electric crew consisting of three climbers is needed in an EOT situation. Several Electric Crew Foreman and Linemen are signed up on the 212 list. Company shall call the ECF and Lineman who have the least accumulated hours without regard to the possession of a commercial driver's license. If either the ECF or Lineman possesses a commercial driver's license, then the next Lineman in order on the 212 list will be called without regard to driver's license status. However, if neither the ECF nor first Lineman called possesses a commercial driver's license, the availability of a commercial driver's license shall be considered when calling out the third crew member.

- K) This agreement shall apply to the employees of the Distribution Business Unit and to any other department of Company that in the future proposes to apply compensation for possession and utilization of a commercial driver's license to classifications not required by Job Definition to possess a commercial driver's license. Application of this agreement to another business unit will be immediate upon notification of Company's Manager of Industrial Relations to Union's Business Manager.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ Richard B. Bradford
Manager of Industrial Relations

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

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

June 29, 1990

By /s/ Jack McNally
Business Manager

EXHIBIT I

COMMERCIAL DRIVER'S LICENSE ADDENDUM

In addition to the other specific duties of present classification held, the following work is performed:

Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

**LETTER AGREEMENT
NO. 92-82-PGE**

PACIFIC GAS AND ELECTRIC COMPANY

June 9, 1992

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:

This letter cancels and supersedes Letter Agreement R1-91-11-PGE. It has come to the attention of the Underground Construction Journeyman Ad-Hoc Committee that there is a need to modify and in some cases change the underground construction crew training guidelines and requirements.

The Company proposes that the attached new training requirements for underground construction crews be adopted. Several of the Advanced Courses for Electric Department Employees have been removed and placed into the Intermediate Course (e.g., Advanced Accounting, Breathing Protection, and First Aid & Accident Prevention). The Advanced Course content has been replaced with: Grade Stake Reading, Joint Trench Installation, Back Hoe/Loader Safety, and Soil Compaction. The Gas Department Employees Intermediate Course content has one addition - Line Truck Overview.

In addition, the Committee recommends providing specialized or refresher training in place of a standardized one week review session. If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and developed based upon the needs and requests of the participants. Any additional training needed by the pilot participants will be provided on-the-job, or in formal classroom training.

As a result of these negotiations and input from the field that preceded this agreement, the Committee believes there is a need to reemphasize a strict adherence to the provisions of Letter Agreement 87-112; which involves appropriate rates of pay for employees engaged in switching assignments and/or holding clearances. Also, strong adherence should be given to CAL/OSHA safety regulations when it becomes necessary to perform switching, holding of clearances, and related operations.

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.

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 attachment, and agree thereto as of date hereof.

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

June 21, 1992

By /s/Jack McNally
Business Manager

UNDERGROUND CONSTRUCTION CREWS

This training is being provided for qualified Gas and Electric Journeymen who will be performing work that involves the installation, repair and replacement of underground electric and gas facilities.

TRAINING

- The centralized training will be conducted at the San Ramon *Learning Center*, and the Livermore *Learning Center*.
- The training program will be a 12 month program and will consist of a combination of centralized training and on-the-job training.
- Qualified gas department employees will receive six weeks of centralized training and qualified electric department employees will receive four weeks of centralized training. The remaining time will be on-the-job training.
- If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and/or developed based upon the needs of the participants.
- A training card will be used for every employee for the purpose of assuring that on-the-job training covers all facets of the work and in the proper sequence.
- When possible employees will be trained as a team, electric and gas employees from the same headquarters at the same time.
- Employees that received training during the two year period are not required to repeat training. Additional centralized training will be provided to employees that were in the trial program if requested by the employee.
- If any employee has been out of the Underground Construction Crew program for 12 months, that employee may be assigned to attend selected training classes. The refresher training will not be on a pass or fail basis.
- Employees who do not maintain a satisfactory level of performance as provided herein will be removed from the classification. Employees who fail any final examination will be given one opportunity to retest within 30 days. Failure on the retest will result in removal from the program and classification.
- Employee will not have to pass the final examination in the classes pertaining to journeyman classification previously held.
- An employee demoted from the classification shall not be entitled to re-bid the classification until the Joint Apprenticeship Committee has determined that the employee is qualified and desires to progress. At that time the Joint Apprenticeship Committee may grant consideration to re-enter the classification.

**LETTER AGREEMENT
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 Driver's 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 Clarification

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 requirements 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

CES - PHYSICAL

January 14, 1994

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

(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.

**LETTER AGREEMENT
NO. 94-71-PGE**

PACIFIC GAS AND ELECTRIC COMPANY

August 22, 1994

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

(1645) Equipment Operator made obsolete by LA 14-35
--

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Sections 205.11 and 305.4 of the Physical Agreement, Company proposes to establish the attached joint Backhoe/Loader Training Program to serve as an entry requirement to the ~~Division classification 1645-
Equipment Operator, and~~ the General Construction classification 1515 Backhoe Operator.

This letter cancels and supersedes Letter Agreement 89-170-PGE, dated September 20, 1989.

In order to be considered for upgrade or promotion to the classifications indicated above, the employee must successfully complete the company two-week backhoe/loader training program. Candidates will be selected for training on the basis of their preferential consideration to the position under Titles 205 and 305. Further, where applicable, the employee will be required to possess a valid Class A Drivers License.

Removal of a backhoe operator for job performance failure will be subject to review by the Joint Apprenticeship and Training Committee.

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,

By /s/David J. Bergman
Director and Chief Negotiator
PACIFIC GAS & ELECTRIC COMPANY

The Union is in accord with the foregoing and attachments and agree thereto, please do indicate in the space provided below and return one executed copy of this letter to the Company.

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

April 3, 1994

By /s/Jack McNally
Business Manager

LETTER AGREEMENT

NO. 94-95-PGE

PACIFIC GAS AND ELECTRIC COMPANY

October 12, 1994

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 205.11 of the Physical Agreement, Company proposes to establish a training program for Equipment Operators who may be required to pull underground cable. The job definition for the Equipment Operator (1645) currently provides for Equipment Operators to perform cable pulling, however, prevents employees from being assigned this work until an agreed-to training program is established. Company now proposes that a Cable Pulling Training Program be implemented at our Livermore Construction Training Facility. The program will be a one day course consisting of classroom and field training.

The cable pulling training for Equipment Operators will be as follows:

1. Classroom training will consist of reviewing appropriate Electric Operations' Standards and Guidelines, and Accident Prevention Rules.
2. Field training will consist of pulling primary and secondary underground cables in each of the following manners:
 - To and from a concrete pad;
 - To and from a customer panel; and,
 - To and from a concrete subsurface enclosure.

Employees will be trained in the use of the appropriate underground cable pulling equipment.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

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

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

April 3, 1994

By: s/Jack McNally
Business Manager



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-32-PGE

IBEW



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

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 RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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 Foreman	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
	SAP Job Code	Job Title	Legacy Code
Title 200	50010246	Unassigned Lineman	1103
Title 200	50010170	Unassigned Fitter	0563
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 Leader 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 Leader 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



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 13-81-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
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INTERNATIONAL BROTHERHOOD OF
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LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

October 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:

The Company and Union established a Joint Committee via the Joint Apprentice and Training Committee (JATC) to revise the current Apprentice Fitter training program and replace it with a newly created Apprentice Fitter-Arc training program. The Joint Committee is in agreement to transition the current Oxygen/Acetylene welding procedures to Arc Welding procedures as soon as practicable. While the committee continues to update and revise the apprentice training program and administrative guidelines, the parties have a mutual interest in a successful transition and training program for each incumbent Apprentice Fitter to become proficient at Arc welding procedures. Therefore, the Joint Committee recommends the following transition guidelines:

1. All incumbent Apprentice Fitters are identified in Attachment I of this agreement.
2. Incumbent Apprentice Fitters shall be provided arc welding equipment, appropriate field training and time to practice arc welding procedures.
3. Incumbent Apprentices Fitters shall be provided Arc Welding training during their next regularly scheduled formal training assignment in San Ramon.
4. Apprentices will no longer be required to pass the O/A weld qualification prior to entering the next formal training assignments
5. Upon successful completion of the Fitter-Arc apprenticeship program the incumbent Apprentice Fitters and future Apprentice Fitter-Arc employees will be placed into the Fitter-Arc position and wage rate.
6. During the transition to Fitter-Arc, incumbent Apprentice Fitters shall continue to receive scheduled wage step increases if applicable. The Company and Union will continue to discuss the impact of these changes on the Apprentice Fitter wage steps.
7. Attachment II describes the proposed transition to Fitter-Arc welding training program. The Joint Committee will continue to revise, update or modify the Arc Welding training program as necessary and refer any recommended changes for review and approval of the JATC.

If necessary, the incumbent Apprentice Fitters identified herein shall be provided additional field training, formal training and time to practice arc welding procedures and shall not be held to the current administrative guidelines of the Apprentice Fitter program. The Joint Committee established by this agreement to update and revise the Apprentice training program will also serve as a Joint Transition Oversight Committee and will retain jurisdiction over all matters pertaining to this agreement. If a matter cannot be resolved by the joint committee the parties agree to refer the issue to the JATC for resolution. The Company shall provide regular updates to the joint committee and

the JATC on the progress of each incumbent employee.

Gas T&D Fitters

- A. Upon execution of this agreement, Journeyman Fitters who are Arc qualified shall be placed into the Fitter-Arc position and wage rate.
- B. Journeyman Fitters who are not Arc qualified will be allowed to volunteer for Fitter-Arc training. For Fitters who volunteer to become Arc qualified the Committee will develop training and testing schedules as necessary. Formal training in San Ramon will be made available.
- C. Upon execution of this agreement, Journeyman Fitters who volunteer within 45 days from the date of signature of this agreement for Fitter-Arc training shall be provided arc welding equipment, appropriate field training and time to practice arc welding procedures. The joint committee will oversee this process as noted above. Employees/volunteers who successfully complete the Arc Welding qualifications on the first attempt shall be placed into the Fitter-Arc position with the corresponding wage rate retroactive to the date of execution of this agreement.
- D. A Fitter who volunteers and fails the first attempt to become Arc qualified may request additional training and a second attempt for Arc qualification. If the employee successfully completes the qualification on the second attempt he/she shall be placed into the Fitter-Arc position and wage rate effective on his/her Arc qualification date.
- E. For employees who fail both attempts to become Arc qualified the Company shall not be required to provide further training. The employee may request Arc testing anytime in the future and if successful, shall be placed into the Fitter-Arc position and wage rate.
- F. Fitters who are not interested in the Fitter-Arc position and do not volunteer within 45 days as noted above shall remain in the Fitter position and shall retain the ability to volunteer to become Arc qualified anytime in the future.
- G. Gas T&D Fitter classification shall be designated as "Present Incumbent Only" (PIO) following the placement of the current Apprentice Fitter incumbents (date to be determined).

Consistent with LOP updates being completed, the parties will continue to work on updating the Title 200 Gas Transmission & Distribution Job Definitions and Lines of Progression and Reverse Lines of Progression including existing qualifications for entry and job performance requirements and any proposed modifications.

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.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,

AFL-CIO

 October 25 , 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 14-12-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401
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

March 4, 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 proposes to modify the training program for the Title 200 Fieldperson classification by revising the training described in LA R1 81-70 which was established as a Fieldperson/Equipment Operator Training Program. The revised training program will go into effect on as soon as practicable.

The new Title 200 Fieldperson Training Program curriculum includes greater depth into topic-specific courses which will assure safety, competence, and compliance in the critical Gas Operations functions and support the duties required of a qualified Fieldperson. The new program replaces the outdated Primary, Secondary and Final courses replacing them with a 24-month program and optional coursework, as required by the Company, that provides the knowledge and skills to support the department's mission to become the safest, most reliable gas company in the U.S.

The new curriculum design described in the attached training curriculum document reflects an updated program which provides greater rigor and flexibility to ensure scheduling of the required courses and the successful completion of Operator Qualifications. These changes support the requirement of the Company to provide training in a timely manner. The new training curriculum has been reviewed and approved by the Joint Apprenticeship Training Committee (JATC). Future modifications to the Fieldperson Training program shall be reviewed and approved by the JATC.

The following describes the implementation and transition process for existing incumbent and future Fieldpersons.

Incumbent employees:

Incumbent employees in the Fieldperson or higher classifications may be assigned to attend refresher training and/or additional training as required by the Company.

Future Fieldpersons:

Employees entering the Fieldperson classification (or promoted to a higher classification in the LOP) after the date of this agreement will be expected to successfully complete the training program. Failure to complete the Fieldperson training program will be addressed on a case by case basis subject to review by the JATC.

This training has been developed and reviewed with the oversight of Senior Assistant Business Manager Joe Osterlund and selected subject matter experts.

Company or Union may cancel this agreement with 30 days written notice for any reason.

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.

AFL-CIO

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,

March 21, 2014

By: s/Tom Dalzell
Tom Dalzell
Business Manager

Fieldperson Training Program Suggested Sequence

REQUIRED COURSES FOR DIVISION (Suggested Sequence)	# of Days	OQ
0-6 months		
SAFE-0140WBT: Class IV Asbestos Awareness Training (Updated course avail March 2014)	.25	N/A
SAFE-1290WBT: Ladder Safety	.25	N/A
EQIP-0007: Excavation Safety (Updated course avail March 2014)	1	N/A
GAS-0306: Leak Investigation and Pinpointing	1.5	X
GAS-0160: Plastics System Training	5	X
GAS-9008WBT: Gas Emergency Response Plan (Avail March 2014)	.25	N/A
7-12 months		
GAS-0792WBT: Gas Distribution Zones and Basic Map Reading	.25	N/A
SAFE-1201WBT: Confined Space Orientation (Avail April 2014)	.5	N/A
GAS-0213: Non-Production Locate and Mark	1	X
GAS-0193: Mueller Tapping and Plugging	3	X
13-18 months		
GAS-0815: Corrosion Control Basics for Fieldpersons (Avail March 2014)	1	N/A
EQIP-0128: Basic Rigging	1	Qualification
EQIP-0127: Hand Signals	1	Qualification
GAS-0735: Squeezing Steel Pipe, ¾ " -2" (Avail March 2014)	1	X
GAS-0525: Assessing/Working in Hazardous Gaseous Environment	1	N/A
19-24 months		
GAS-0155: Hot Tanking for Gas Construction	1	N/A
GAS-0089: Valve Changer	1	X
GAS-0814: Redlining and As-Builts Workshop	1	N/A
GAS-0816: Meter Sets and Regulator Basics (Avail March 2014)	1	N/A

OPTIONAL COURSES	OQ
EQIP-0013: Operate Backhoe / Loader	N/A
EQIP-0015: Side Boom Tractor Training	N/A
EQIP-0021: Track Mounted Excavator	N/A
EQIP-0022: Wheel Loader	N/A
EQIP-0032: Dump Truck Training	N/A
EQIP-0046: SnowCat Training	N/A
EQIP-0051: SkidSteer	N/A
EQIP-0053: Vacuum Trailer	N/A
EQIP-0060: Directional Drilling Vendor Proof of Training	N/A
EQIP-0062: Equipment Tie-Down Procedures	N/A
EQIP-0075: Vacuum Equipment/Excavation	N/A
EQIP-0120: Street Sweeper	N/A
ENVR-0200: Vault Dewatering	N/A
GAS-0311: Tapping with Coupon Retaining Punch	N/A
GAS-0207: Leak Survey	X
GAS-0729: Patrolling	X
GAS-0210: Locate and Mark	X
GAS-0095: Operating the Jameson Gas Line Tracker	X
GAS-0625 Working in Hazardous Gaseous Atmosphere	N/A
GAS-0734: Squeezing Steel Pipe, 2"-8"	X
GAS-0808: Pilot Relighting for Gas Crews	N/A



LETTER AGREEMENT NO. 16-43-PGE



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
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707.452.2700

November 1, 2016

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 Division Gas T&D Joint Oversight Committee continues to meet to explore new opportunities in the interest of being the safest and most reliable Gas Operations organization and infrastructure in the United States. The joint committee has been discussing emergency rapid response to uncontrolled blowing gas leaks caused by dig-ins, natural disasters or any other accidents or incidents. The parties reviewed recent history of such events during regular work hours and work days and those that occurred outside of regular work hours and on non-work days, and recommends the establishment of Gas First Responder Crew (GFRC) positions.

This Agreement cancels and supersedes Letter of Agreement 16-08.

Except as provided for in section 2 below with respect to weekend start time, the provisions of this Agreement, including the workweek and work hours established by Section 202.16(b), shall not be modified or canceled without prior written agreement between the Business Manager and the Senior Director of Labor Relations.

Oversight Committee:

The Division Gas T&D Oversight Committee will maintain jurisdiction over all matters relating to this Agreement and will be charged with resolving any issues that may arise.

The establishment of these positions will provide the Company the means to respond to gas emergencies and is not the intent of either party to circumvent the normal practices and procedures of Title 212.

The Gas First Responder Crew classifications are established pursuant to Subsection 204.4 (b) and will be incorporated into Letter of Agreement 14-35 and/or any future revisions. These classifications are not considered Service Classifications as provided for in Exhibit IV of the Physical Agreement or the Hours Clarification. Compensation, work schedules, headquarter assignments, bidding procedures, overtime procedures, primary work assignments, commercial driver's license requirements and training/Personal Protective Equipment (PPE) requirements are as follows:

1. Gas First Responder Crew Compensation

- a. Pay rates for classifications identified herein shall be established at 10% above the respective Title 200 classification. **(See Attachment I)**
- b. Employees must have accumulated at least eighteen (18) months (3,120 straight time hours) in any Gas First Responder Crew classification for the 10% increase to be included in “Basic Weekly Pay” for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan.
- c. Title 110 – Premium pay shall apply to these positions.
- d. The provisions of section 204.2 (b) shall be applicable for time accrued in the base classifications and the classifications identified in Attachment I of this Agreement.

2. Special Overtime Provisions:

The Company and Union agree to modify Title 208, Section 208.2 and Title 308, Section 308.2 for employees in Division Gas Transmission and Distribution and General Construction Gas Departments with payment at the rate of two times the employee’s straight rate of pay under the following conditions:

- a. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to electric reliability and/or customer outages. This section shall apply for the duration of the assignment.
- b. An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday, or non-workday, in support of a major electric event (e.g. earthquake or wildfire storm) requiring Emergency Operations Center (EOC) activation. Examples of major electric events that would not be included within the scope of this Agreement include, but are not limited to, routine emergencies and planned public events. This section shall apply for the duration of the assignment. The Company’s Director of Emergency Operations shall notify IBEW 1245 Business Manager (or designee) of the Company’s intention to open the EOC as soon as is possible.

These overtime provisions will take effect on 1/1/2017.

3. Gas First Responder Crew Hours

The basic workweek will be four days from Wednesday – Saturday or Sunday – Wednesday. The basic work hours will be ten consecutive hours and will consist of one of the following schedules:

- 12:00 pm – 10:00 pm
- 1:00 pm – 11:00 pm
- 2:00 pm to midnight

Weekend shift start times may differ from weekday start times if mutually agreed to by the Local Union Representative and the Area Labor Specialist.

Employees shall be permitted to eat their meals during work hours and shall not be allowed additional time at Company expense (See Section 104.13). The provisions of Letter of Agreement 93-96 shall apply to Gas First Responder Crews except for items 1 and 14.

Standup/All Hands meetings will be held with Gas First Responder Crews consistent with day crews.

4. Additional Headquarter Assignments

- a. The Committee has reviewed Section 3.1 of the Agreement which states the following: Company is engaged in rendering public utility services to the public, and Company and Union recognize that there is an obligation on each party for the continuous rendition and availability of such services.
- b. Consistent with the provisions of Section 3.1 which pertains to the continuity of service to the public, the

Company may add additional locations for the Gas First Responder Crews if it is deemed necessary by operational needs. In such event, the Company will notify the Union's Business Manager in writing providing details of operational needs and additional location(s).

- c. Operational needs, for example, may include a request from public authorities, a significant increase in local gas emergencies and/or insufficient volunteers for emergency duty. The parties agreed that staffing deficiencies shall not constitute an operational need.

5. Staffing the Gas First Responder Crew and Headquarter Assignments

The complement of the Gas First Responder Crew will be three persons in the following sequence:

- 1) Gas Crew Leader – Arc, GFRC or Gas Crew Leader, GFRC
- 2) Two crew members selected by the Company in the following classifications:
Fitter – Arc, GFRC; Senior Gas T&D Equipment Operator, GFRC; Gas T&D Equipment Operator, GFRC; or Fieldperson, GFRC.

6. Headquarters

The Company may establish two (2) Gas First Responder three-person crews at each headquarters identified below.

- 1) Sacramento
- 2) Fresno
- 3) San Rafael
- 4) San Jose
- 5) Concord
- 6) Modesto
- 7) Stockton
- 8) San Francisco
- 9) Salinas

Initial Staffing:

For the purposes of the Agreement, the Company will begin by staffing Gas First Responder Crew classifications in San Francisco, Concord, San Jose and Sacramento Divisions. Specific headquarters, workweek and work hours will be posted pursuant to Subsection 205.4 (h).

7. Bidding Procedures

- a. Classifications shall be filled under the normal provisions of Title 205. Gas First Responder Crew classifications shall be filled utilizing the existing Lines of Progression for purposes of Title 205 as described in Letter of Agreement 14-35.
- b. Except for c) below, no employee shall be forced into these classifications, including forced temporary assignment or temporary upgrade. If the vacancy is not filled by the provisions of Title 205, the Company may utilize new hires or the hiring hall. No current employee as of the effective date of this Agreement shall ever be forced on a Gas First Responder Crew.
- c. Employees hired after the effective date of this Agreement may be temporarily assigned by order of inverse seniority to a Gas First Responder Crew within their headquarters until the vacancy is filled on a regular basis. Involuntary temporary assignments lasting beyond six months will be reviewed by the Oversight Committee.
- d. External hires hired into a Gas First Responder Crew position are not eligible to bid for positions outside of a Gas First Responder Crew position for two years unless the Company and Union mutually agree to waive this requirement.

8. Use of Gas First Responder Crews will not directly result in displacements, demotions or layoffs for lack of work as defined in Title 206, Title 306 and Title 19 of the IBEW Agreements, nor can they create a basis for the contracting out of work.
9. Employees currently assigned to Tuesday - Saturday and late crews pursuant to Sections 202.2 and 202.5 of the Physical Agreement will be reassigned to Monday - Friday 7:00AM-3:30PM schedules in their current headquarters no later than 60 days following the signing of this Agreement and all grievances associated with the Tuesday - Saturday schedule will be considered closed.

10. Response Rules

The Company may dispatch Gas First Responder Crews to perform any work within the scope of their respective job classifications that they are qualified to perform. It is not intended that the Gas First Responder Crews perform work within the jurisdiction of other Gas Department employees and other departments.

a. Emergency Response:

The Company may dispatch Gas First Responder Crew employees to emergencies provided that the Company call out the proper number of crew members, by classification, to perform the emergency work assignment utilizing the local 212 list where the emergency work is being performed.

- b. The Gas First Responder Crew will not replace a crew already on a jobsite, except to avoid forced overtime resulting from an extension of the workday. Conversely, a Gas First Responder Crew already on a job site shall not be replaced by another crew, except to avoid forced overtime resulting from an extension of the workday.

11. Commercial Driver's License (Class A) Requirements:

- a. The Gas First Responder Crew classifications listed below are required to obtain and maintain a Class A License:

- 1) Fitter - Arc
- 2) Gas T&D Equipment Operator
- 3) Senior Gas T&D Equipment Operator
- 4) Fieldperson

- b. The Gas Crew Leader - Arc or Gas Crew Leader classification requires a Class C License.
- c. Gas Crew Leader - Arc or Gas Crew Leader may choose to obtain or continue to maintain a Class A License and will be eligible for Class A pay as provided for in Letter of Agreement 12-32.
- d. Except as noted in this Section, all other provisions of Letter of Agreement 12-32 shall apply.

12. Training & PPE Requirements:

Gas First Responder Crew employees may be required to train with internal PG&E emergency response teams and external first responders such as fire, police and other applicable federal, state and local authorities. The parties recognize the unique and critical responsibility of the Gas First Responder Crew positions which in addition to specialized training, requires the proper use of all PPE and Flame-Resistant (FR) clothing. The Company may, at its discretion, require Gas First Responder Crew members to be respirator-qualified depending on operational needs.

DIVISION GAS T&D GAS FIRST RESPONDER CREW 2015 WAGE RATES

51786010	3313	Fieldperson - GFRC	Start	\$40.24
			End 6 Mo	\$40.67
			End 1 Yr	\$41.87
			End 18 Mo	\$43.14
			End 2 Yr	\$43.74
51786012	3574	Fitter – Arc - GFRC		\$52.80
51786014	3576	Unassigned Fitter – Arc - GFRC		
51786006	3578	Gas Crew Leader - Arc - GFRC		\$56.62
51786008	3340	Gas Crew Leader - GFRC		\$55.37
51785475	3580	Gas T&D Equipment Operator - GFRC		\$47.61
51786002	3582	Senior Gas T&D Equipment Operator - GFRC		\$50.00



LETTER AGREEMENT NO. 16-48-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4461
ROBERT JOGA
SENIOR DIRECTOR

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

November 1, 2016

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 Letter of Agreement 15-01, the Company and Union agreed to establish a formal "Super Crew" pilot program for 2015 to further test the model and understand the implications of its application. The proposed 2015 pilot program was successful in part and the parties have agreed to formalize this approach to the end-to-end leak management process with the updates below.

Pursuant to Subsection 204.4(b), the parties have also agreed to establish new classifications within the Title 200 Gas T&D Department, Exhibit VI, Section 600.1. Employees in Super Crew classifications will have the Line of Progression as defined in Attachment 2 and perform the same duties as their corresponding existing classifications listed in Letter of Agreement 14-35 but will be deployed as needed to do Super Crew work. The new classifications and 2015 wage rates are defined in Attachment 1. This agreement will be incorporated during the next revision to Letter of Agreement 14-35.

While deployed, these employees will be required to travel the territory performing all aspects of their classifications. Given the traveling requirements of these classifications, no employee shall be forced into these classifications, including forced temporary assignment or temporary upgrade.

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 following are the parameters of the Super Crew Program:

Physical Support

1. Classifications shall be filled under the normal provisions of Title 205 of the IBEW Physical Agreement.
2. External hires and employees accepting these positions are not eligible to bid or accept unrestricted positions outside of the Super Crew Program for one year unless the Company and Union mutually agree to waive this requirement.

3. Apprentice Fitter–Arc employees can be used to supplement the crew as needed for the purposes of training assignments consistent with LA 16-04. It is not intended that such assignments be made to avoid the use of a Journeyman Fitter – Arc employee.

Clerical Support

1. Classifications shall be filled under the normal provisions of Title 18 of the IBEW Clerical Agreement.
2. External hires and employees accepting these positions are not eligible to bid or accept unrestricted positions outside of the Super Crew Program for one year unless the Company and Union mutually agree to waive this requirement.

Travel

When travel is required, the provisions of Sections 202.22, 202.23 and 201 – Expenses shall apply. These sections of the Physical Agreement shall also apply to Operating Clerical employees covered under this Agreement.

Work Schedules

1. Work schedules and hours for all Super Crew classifications will be in accordance with Title 202 of the Physical Agreement and supplements thereto and the schedule change provision under section 2 as described below.
2. Super Crew Gas Compliance Representatives are required by job definition to operate new Gas Leak Survey technology such as Picarro and are subject to change of hours as follows:
 - a. Change of Hours – First Four Days:
 1. Company may schedule employees to work for periods of eight hours at other than their regular work hours when additional shifts are required.
 2. Company shall pay overtime compensation for all work performed outside of regular work hours for the first four workdays of any such situation. On the fifth workday, provided that such day falls on an employee's regularly scheduled workday, and thereafter for the duration of any such situation, Company shall pay the straight rate of pay for work performed on workdays during the hours of work established under this Section.
 3. If any such situation extends beyond eight workweeks, Company and Union agree to rotate the assignment of employees thereto, but in such event, the overtime compensation herein provided for will not be paid to any employee for more than the first four workday period worked outside of regular work hours.
 4. If an additional work period is established under this Section which would require an employee to work beyond 3:00 am, the employee on such work period shall be allowed to eat on Company time approximately four hours after the starting time of the work period.
 5. While deployed, Pre-arranged Overtime (POT) shall be distributed among Super Crew Gas Compliance Representative employees qualified to operate new Leak Survey Technology (i.e., Picarro) in the same work location as equally as is practicable. The Company will post accumulative POT or credited as worked for each person each month. All other applicable sections of 208.16 shall apply.
 - b. Return to Regular Hours:

When an employee resumes the regular schedule of work hours after discontinuance of a change made as provided under this section, the employee shall be compensated at the straight rate of pay for work

performed during such employee's regular work hours on the first such workday, provided that at least eight hours has elapsed between completion of work on the former shift and reporting for work on the employee's regular schedule of work hours. If not, such employee shall be entitled to a rest period of eight consecutive hours following dismissal from work. However, the employee may nonetheless be required to report for work at any time during the first day of such change. The employee's rate of pay on such first workday shall be determined in accordance with the provisions of Section 208.11 as though the employee had qualified for a "rest period" under such Section.

Deployment of Super Crew

1. The Company will notify Super Crew employees prior to deployment and prior to the end date of the deployment.
2. The use of Picarro leak detection technology and the Division Gas T&D Super Crew will create overtime opportunities for the extension of the workday when assigned to a headquarters and/or service territory. The parties agree that such overtime is anticipated.
3. Anticipated pre-arranged overtime is charged as POT hours.
4. When deployed, these classifications will be excluded from emergency call out opportunities in their regular headquarters and will be eligible for both POT and extended day opportunities within the deployment location for the purposes of leak survey, asset repair and/or replacement.
5. The Company will track and post accumulated Super Crew pre-arranged overtime hours for each individual headquarters/service territory, including the total pre-arranged overtime accumulated on a year to date basis, to ensure equal distribution for Super Crew employees and accurate accounting of pre-arranged overtime hours.
6. Super Crew and local Division Gas T&D leadership will normalize overtime opportunities within the service territory of the assigned headquarters to ensure a fair and equitable distribution of overtime for local resources during the duration of the deployment.
7. For the administrative purposes of this normalization process, the Company will post a local list at the headquarters during the deployment.
8. Employees who sign the list are eligible to work extension of workday hours whenever Super Crew employees are working extension of workday hours.
9. Employees who do not sign the list or decline hours shall be charged such hours to ensure accurate records.
10. For emergency or pre-arranged overtime outside the Super Crew process, the normal overtime procedures (or EOT) at the headquarters shall be followed.

End of Deployment of Super Crew

1. Upon the end of deployment Super Crew, employees will be returned to their regular headquarters and the following provisions shall apply:
 - a. Super Crew classifications and their corresponding non-Super Crew classifications will be considered the same classification and the normal provisions of Title 208 and Title 212 shall apply.
 - b. Consistent with PRC 1118, Super Crew deployment shall be considered a Temporary Headquarters assignment and the employee who temporarily reports to a headquarters other than his/her regular headquarters shall have pre-arranged overtime worked or credited posted as hours assigned in his/her base classification at their regular headquarters. Super Crew pre-arranged overtime hours are not considered for equal distribution of overtime and is an imbalance that is justified.
 - c. Consistent with 212.6, Super Crew employees returning to their regular headquarters will initially be

credited with the mean accumulated emergency overtime hours for their base classification and headquarters. In other words, the employee would "go to the middle of the list" on the assumption that overtime had been equitably distributed at his/her previous headquarters.

SAP Implementation

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

Commercial Driver's License Addendum Implementation

In accordance with #5 of Letter of 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 of Agreement 12-32. All other provisions of Letter of Agreement 12-32 shall apply to these classifications.

Wages – Attachment 1

Wage rates for Super Crew classifications shall be 5% above the corresponding classifications and shall be eligible for all other wage benefits such as pension, savings fund plan, etc. Employees must have accumulated at least twelve (12) months (2,080 straight-time hours) in any Super Crew classification in order for the 5% increase to be included for pension calculation purposes.

The parties agree that the bargaining unit shall not be reduced and Title 206, Title 306 and Title 19 shall not be utilized as a direct result of this Agreement.

Except as noted herein, all other provisions of the Physical and Clerical collective bargaining agreements and supplements thereto shall apply.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____
s/Robert Joga
Robert Joga
Senior Director

The Union is in agreement.

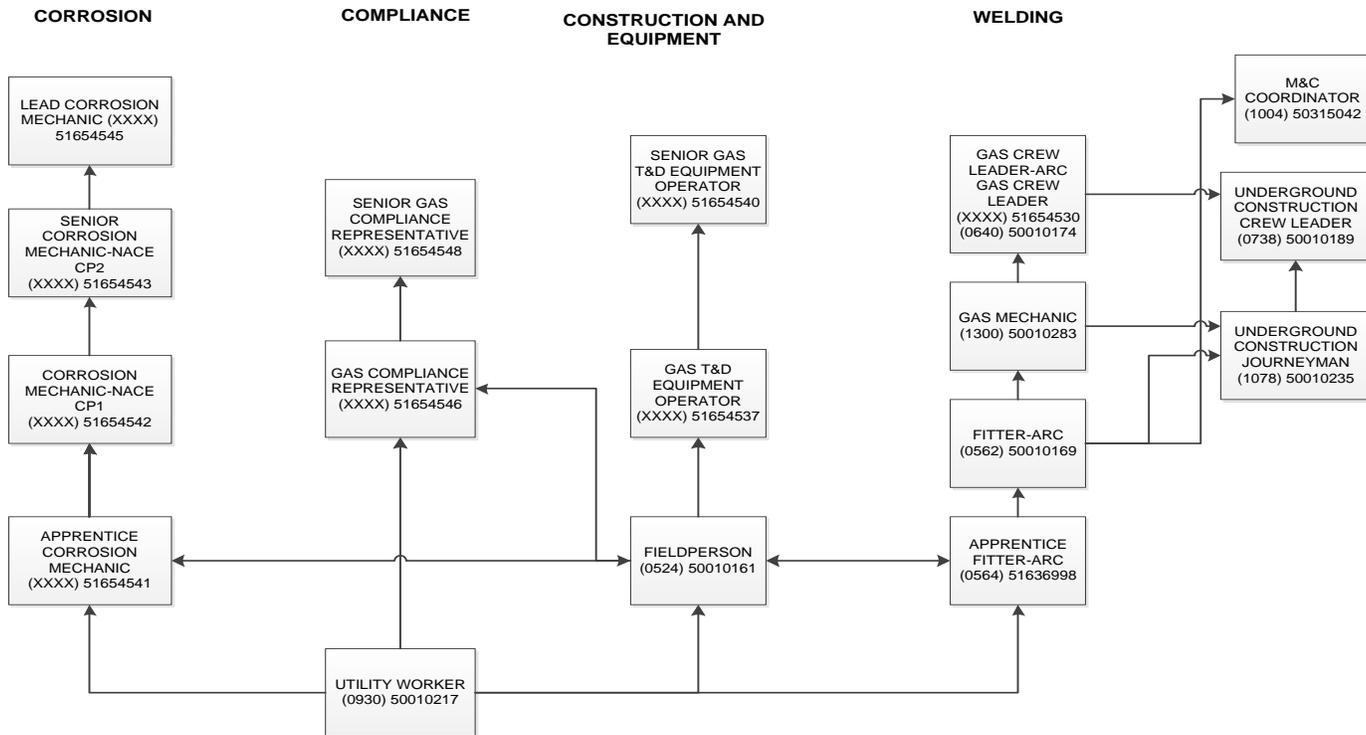
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

_____, November 1, 2016

By: _____
s/Tom Dalzell
Tom Dalzell
Business Manager

Classification Title	Step	2015 Rate	2015 & 5%
Super Crew Maintenance & Construction Coordinator - Gas	Start	\$50.23	\$52.74
	End 1 Yr	\$52.76	\$55.40
Super Crew Gas Crew Leader – Arc		\$51.47	\$54.04
Super Crew Gas Crew Leader	Start	\$49.15	\$51.61
	End 1 Yr	\$50.34	\$52.86
Super Crew Gas Crew Foreman		\$49.15	\$51.61
Super Crew Gas Mechanic		\$50.34	\$52.86
Super Crew Fitter-Arc		\$48.00	\$50.40
Super Crew Fitter		\$46.96	\$49.31
Super Crew Senior Gas T&D Equipment Operator		\$45.45	\$47.72
Super Crew Gas T&D Equipment Operator		\$43.28	\$45.44
Super Crew Fieldperson	Start	\$36.58	\$38.41
	End 6 Mo	\$36.97	\$38.82
	End 1 Yr	\$38.06	\$39.96
	End 18 Mo	\$39.22	\$41.18
	End 2 Yr	\$39.76	\$41.75
Super Crew Senior Gas Compliance Representative		\$43.84	\$46.03
Super Crew Gas Compliance Representative	Start	\$36.58	\$38.41
	End 6 Mo	\$36.97	\$38.82
	End 1 Yr	\$38.06	\$39.96
	End 18 Mo	\$39.22	\$41.18
	End 2 Yr	\$41.76	\$43.85
Super Crew Utility Worker	Start	\$25.77	\$27.06
	End 6 Mo	\$29.03	\$30.48
	End 1 Yr	\$32.27	\$33.88
	End 18 Mo	\$35.53	\$37.31

GAS TRANSMISSION AND DISTRIBUTION LINE OF PROGRESSION FLOW CHART



For illustrative purposes only. PIO classifications are not included in this chart. See Title 200 Gas T&D Job Definitions and Lines of Progression for additional detail.



LETTER AGREEMENT NO. 16-49-PGE



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

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

November 1, 2016

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:

Company proposes to create a new lead level classification in Title 200 of the Physical Agreement, Gas Crew Foreman. This classification will be added to the Division Gas Transmission and Distribution (T&D) Line of Progression, Section 600.1, Exhibit VI. The new classification job definition, lines of progression chart, and 2015 wage rates are defined in Attachment 1.

The initial staffing and incumbent Fitter Arc and Fitter (PIO) transition agreement is as follows:

Initial Staffing

1. As a result of this agreement, the Company will initially add a total of no less than twenty-five (25) additional lead positions under the normal provisions of Title 205.

Initially the Company will fill 14 Gas Crew Leader-Arc and 11 Gas Crew Leader positions. In the event these positions are filled with incumbent Fitter - Arc and Fitter (PIO) employees, the provisions of sections a) and b) will not be applicable. The Company will fill any remaining vacancies as Gas Crew Foreman positions once the normal provisions of Title 205 have been exhausted. Location and groupings to be determined by the Company based on operational need. Positions shall be filled in accordance with Title 205 of the IBEW Physical Agreement.

- a. After the initial staffing is completed and vacancies have been filled, incumbent employees listed in Attachment 2 and still classified as Fitter-Arc or Unassigned Fitter - Arc, with a valid bid on file, will receive temporary upgrade pay to Gas Crew Leader - Arc. The temporary upgrade will be valid for one year or until the employee leaves the classification or declines an offer to a classification higher in the lines of progression.
 - b. After the initial staffing is completed and vacancies have been filled, incumbent employees listed in Attachment 2 still classified as Fitter or Unassigned Fitter, with a valid bid on file, will receive temporary upgrade pay to Gas Crew Leader. The temporary upgrade will be valid for one year or until the employee leaves the classification or declines an offer to a classification higher in the lines of progression.
2. Incumbent Gas Crew Leader Non-Welding (PIO) as of signing of the Letter of Agreement will be converted to Gas Working Foreman position. (Seven in the system as of September 29, 2016).

Note: Position clean-up only. Same wage rate for both positions. (See Attachment 3)

3. Gas Crew Leader and Gas Crew Leader - Arc will continue as separate classifications.

Except as noted herein, all other provisions of the Physical Agreement and supplements thereto shall apply.

This agreement has been discussed with Senior Assistant Business Manager Joe Osterlund and Assistant Business Manager Anthony Brown.

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/Robert Joga
Robert Joga
Senior Director

The Union is in agreement.

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

_____, 2016

By: _____
s/Tom Dalzell
Tom Dalzell
Business Manager

Job Description

Gas Crew Foreman

An employee who is a working lead, in charge of a crew engaged in construction or maintenance work. Shall have the personal qualifications of leadership, supervisory ability, and may be designated to act as an assistant to a Supervisor. Once developed, must pass jointly developed training, testing and assessment of technical and leadership skills subject to review and approval of the JATC. Must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Responsible for organizing and overseeing the execution of work and documents for work performed for completeness and accuracy. May inspect plastic installations if qualified in plastic fusion. Will perform corrosion work, non-welding leak repair work and new installations. The Gas Crew Foreman may be assigned steel distribution pipeline jobs and a qualified journeyman shall be utilized when welding is required. May perform Inspection of contractor or applicant installed facilities. Will mentor and train employees.

For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader - Arc, Gas Crew Leader, and Gas Crew Foreman classifications will be considered the same classification and call-outs will be made on the basis of Title 212.

When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader - Arc/Gas Crew Leader shall be used even if the Gas Crew Foreman is on the top of the Title 212 call-out list.

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.

In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.

COMMERCIAL DRIVER'S LICENSE:

4. *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 of Agreement 12-32.*
5. *All other provisions of Letter of Agreement 12-32 shall apply to the Gas Crew Foreman classification.*

2015 Wage Rate

Gas Crew Foreman \$49.15

GAS CREW FOREMAN

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0560	50010167	Fitter (PIO)	0063	51654530	Gas Crew Leader-Arc
0563	50010170	Fitter - UN (PIO)	0640	50010174	Gas Crew Leader
0562	50010169	Fitter-Arc	0738	50010189	Underground Construction Crew Leader-Gas
0062	51654528	Fitter-Arc UN	0257	50010204	Working Foreman A-GC Gas
1078	50010235	Underground Construction Journeyman-Gas	0255	50010205	Working Foreman B-GC Gas
0065	51654540	Senior Gas T&D Equipment Operator	1300	50010283	Gas Mechanic
0064	51654537	Gas T&D Equipment Operator	1004	50315042	M&C Coordinator [1]
0465	50010148	Heavy Truck Driver (PIO)			Working Leader - Division Gas
0524	50010161	Fieldperson			Gas Crew Foreman
0526	50070741	Night Fieldperson –San Francisco Division Only			

[1] Must have previously held a Fitter, Fitter - Arc, Gas Crew Leader, Gas Crew Leader – Non Welding, Gas Crew Leader - Welding, Gas Crew Leader - Arc classification or a qualified employee who held a classification identified as next lower.

Fitter - Arc and Unassigned Fitter - Arc

PRNR	Last	First	Job ID	Job Title
	Ballinger	Stephen	50010169	Fitter - Arc
	Laws	Christopher	50010169	Fitter - Arc
	Licea	Jorge	50010169	Fitter - Arc
	Fuller	Ian	50010169	Fitter - Arc
	Au	David	50010169	Fitter - Arc
	Wisdom	Josh	50010169	Fitter - Arc
	Hinely	John	50010169	Fitter - Arc
	Charette	Mark	50010169	Fitter - Arc
	Erickson	Richard	51654528	Unassigned Fitter-Arc

	Mazariegos	Daniel	51654528	Unassigned Fitter-Arc
	Rogers	Nick	51654528	Unassigned Fitter-Arc
	Easton	Joseph	51654528	Unassigned Fitter-Arc

PIO Fitter and PIO Unassigned Fitter

PRNR	Last	First	Job ID	Job Title
	Washington	George	50010167	PIO Fitter
	Crouson	Michael	50010167	PIO Fitter
	Jones	Miguel	50010170	PIO Unassigned Fitter
	Hockaday	Kenneth	50010170	PIO Unassigned Fitter
	Cheatwood Jr.	John	50010170	PIO Unassigned Fitter
	Crespo	Mark	50010170	PIO Unassigned Fitter
	Tafoya	Eugene	50010170	PIO Unassigned Fitter
	Vanderpool	Tobias	50010170	PIO Unassigned Fitter
	Gallagher	Terry	50010170	PIO Unassigned Fitter
	Martinez	Manuel	50010170	PIO Unassigned Fitter
	Ortiz	Jose	50010170	PIO Unassigned Fitter

L/A 16-49-PGE
Attachment 3

PIO Gas Crew Leader Non-Welding

PRNR	Last	First	Job ID	Job Title
	Brewer	George	50010175	PIO Gas Crew Leader Non-Welding
	Smith	Roger	50010175	PIO Gas Crew Leader Non-Welding
	Mohammed	David	50010175	PIO Gas Crew Leader Non-Welding
	Eichhorn	Gregg	50010175	PIO Gas Crew Leader Non-Welding
	Martin	Jose	50010175	PIO Gas Crew Leader Non-Welding
	Thomas	Andrew	50010175	PIO Gas Crew Leader Non-Welding
	Garcia	Hector	50010175	PIO Gas Crew Leader Non-Welding

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

Reference	Subject	Page(s)
LA 14-40 9/19/14	Removed job Apprentice M&C Mechanic (PIO). No incumbents a/o 5/31/18	
LA 15-32 7/31/15	Add new classification Working Leader-Division Gas T&D job description.	2
n/a	Updated "Legacy Code" to "Pay Scale Code" and updated various pay scale group numbers	Throughout as appropriate
LA 16-43 1/5/17	Added Letter Agreement Creation of First Responders. Added new jobs to job definitions	59 and throughout as appropriate
LA 16-43 1/5/17	Added Driver's License requirements to job descriptions for 1 st Responders	Throughout as appropriate
LA 16-43 & 16-48	Updated all LOP charts to include Super Crews and First Responders	Throughout as appropriate
LA 16-48 11/1/16	Added Letter Agreement Super Crew Jobs and added to job definitions	65 and Throughout as appropriate
NA	Moved Next Lower/Same or Higher tables to below corresponding jobs	Throughout as appropriate
LA 16-49 11/1/16	Added Letter Agreement new classification Gas Crew Foreman (50010175)	71