



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 20-01-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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SUITE 130
WALNUT CREEK, CA 94598
925.974.4461
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

January 3, 2020

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 have been working collaboratively on a new opportunity to explore utilizing employees represented by IBEW Local 1245 in the performance of vegetation management pre-inspection work, in PG&E's service territory. The parties continue to meet and discuss this opportunity and to understand the broader nature of vegetation management pre-inspections and how that work may appropriately be performed safely and efficiently. The vegetation management pre-inspection work is not work normally performed by IBEW Local 1245.

As part of the continued partnership, the Company and Union will participate in a Pilot utilizing IBEW Hiring Hall ("HH") - Pre-Inspectors (temporary employees, LA-R1-04-12) to perform some of the pre-inspection work in the company's service territory. Work considered within the scope of this pilot, includes the work outlined in the HH Temporary Job Description (Attachment 1). Vegetation management pre-inspection work may continue to be performed by contractors or other employees. The Vegetation management pre-inspection work in this pilot shall not cause the performance of the vegetation management pre-inspection or work performed by HH Pre-Inspectors to become the jurisdiction of IBEW Local 1245. Only explicit written agreement following this Pilot will change the jurisdiction.

This Pilot Program will conclude on February 28, 2021, unless the parties agree in writing to an extension. Additionally, either the Company or Union may cancel this Agreement by providing the other party with 30 days' written notice.

In order to evaluate the success of this Pilot, the Company will assess the safety in performance of this work, the HH Pre-Inspectors rate of attrition, efficiency of work performed, quality of work performed, and the cost of the work performed by HH Pre-Inspectors compared to contractor resources.

The HH - Pre-Inspectors processes and procedures will be those afforded under the party's Hiring Hall agreement (LA-R1-04-12) for temporary vacancies filled under 305.4 of the Physical Agreement with the following exceptions:

1. **Basic Work Week** - Section 302.2 of the CBA shall be modified to apply to the Vegetation HH Pre-Inspector LOP as follows:

To enable a schedule with coverage that meets the objectives for this unique and newly created classification, the basic workweek shall be as assigned and based upon one of the following:

- (a) Sunday through Thursday
- (b) Tuesday through Saturday
- (c) Monday through Friday

Following initial assignment to a basic work week, (a), (b), or (c) above, the Company may change an employee's basic work week schedule, not to exceed more than two (2) times per calendar year, to one of other available options [e.g. employee currently assigned to basic work week (a) Sunday through Thursday, may be changed to either (b) or (c)], upon thirty (30) days' notice to the employee.

2. **HH Wage Rate - \$33.00**

3. **OVERSIGHT COMMITTEE**

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will review and attempt to resolve any issues that may arise regarding this Letter of Agreement.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Director

The Union is in agreement.

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

_____, January 8th _____, 2019

By: 
Tom Dalzell
Business Manager

JOB DESCRIPTIONS

Hiring Hall Pre-Inspector – Vegetation Management (“VM”) - SAP code 52435198

Performs a variety of vegetation management duties under the leadership of a supervisor, job duties are outlined below:

Primary Duties:

- Patrolling: perform circuit patrols in accordance with the annual VM plan, VM patrol standards and processes. identifying required tree work along the existing PG&E rights-of-way; prescribing tree work to be performed; document inspection done.
- Notifying property owners/agencies when tree work will occur and obtaining any necessary authorizations from the property owners/agencies to perform the tree work.
- May do work verification inspections of locations for tree work completion
- Tree-Related Outages: May perform investigation and documentation of tree-related outages and attending outage meetings as requested.
- Tag Work: When assigned perform tracking, field checking, prescribing of work, and notifying of customers associated with non-routine locations. These locations may come from Electric Corrective (EC/LC) notifications, Gas OCW notifications, Customer Care & Billing (CC&B) Cases, or as assigned. Close out CC&B cases in the field after fielding the case
- Emergency Response: May support emergency response such as directed by OEC, or level one operations. Such as dispatching tree crews, field checking sites, first responder stand-by agreements.
- Primarily works independently as instructed by Supervisor

MINIMUM QUALIFICATIONS:

- 1 year of related field-based experience (e.g. tree work, forestry, landscaping/gardening)
- High School diploma or GED
- Required to maintain a Class C driver's license
- Physical Ability and must pass Post Offer Physical Assessment (POPA)
- For all employees, qualification on employment tests as determined by the Company, which may include the, Physical Test Battery, Industrial Skills Test, or other new tests deemed appropriate by the oversight committee.

Additional Requirements:

- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

Desired:

- 2-year degree OR higher education (BA/BS) in a related field
- Certified Arborist or Utility Specialist
- American Society of Consulting Arborist Registered, 4 years' experience in forestry, or arboriculture industry