



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 20-02-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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:

Company proposes to create a new classification, Vegetation Management Inspector (SAP Code 52435198). The new classification will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for General Construction Line Department, Line of Progression, LA-19-30 and will be updated during the next revision of Letter Agreement 19-30 (Attachment 1).

The Job Description for the Vegetation Management inspector ("VM Inspector") is provided in Attachment 2.

Additionally, the parties agree as follows:

1. The VM Inspector classification shall be GC - T-300

2. **2019 Wage Rate:**

0 – 6 months	\$39.00
End of 6 month	\$42.19

3. **Basic Work Week** - Section 302.2 of the CBA shall be modified to apply to the VM Inspector classification 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 may be based upon any 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.

4. **BIDDING & TRANSFERS**

Section 305.4 and 305.5 shall be modified to include the requirement that employees within a classification in the LOP for 'VM Inspector' seeking to utilize the Temporary/Permanent (T/P) upgrade process to possess all the

required minimum qualifications, including successful completion of testing requirements, prior to the request for T/P Sheet being placed on file.

Section 305.7 shall be modified and/or clarified to provide that employees must meet all of the minimum qualifications, including successful completion of position minimum qualification testing requirements. Upon placing a bid on file, employees must have applicable test request(s) on file prior to a vacancy's control date to be considered an eligible bidder to VM Inspector vacancies. Employees must successfully pass those minimum qualification tests prior to being offered the vacancy and successfully pass the Post Offer Physical Assessment prior to being released to a VM Inspector vacancy.

The VM Inspector will have bidding and transfer rights to Appr Lineman (50449467), Appr Cable Splicer – GC (51754496), and Miscellaneous Equipment Operator – Not Gas (50253878); however, Utility Worker (50010223) will have priority consideration to such promotions/vacancies prior to VM Inspector.

5. **Promotion/Demotion Geographic Area ("Promo/Demo")** – The Promo/Demo geographic area for this LOP shall be the same as the area set forth in Exhibit II, of the CBA, for Line Construction.

LINE CONSTRUCTION

- 1) Humboldt, North Bay and San Francisco Divisions.
- 2) Shasta, De Sabla, Colgate, Drum and Sacramento.
- 3) San Joaquin and Stockton
- 4) San Jose and Coast Valleys
- 5) Paint Section: Humboldt, North Bay, San Francisco, Drum, Sacramento, Shasta, De Sabla, Stockton, Colgate, and East Bay
- 6) Paint Section: Coast Valleys, San Jose, and San Joaquin
- 7) East Bay
- 8) Tower Construction

6. **CONTRACTING**

The parties recognize that peak work is best accomplished with hiring hall employees or contracting. The Company will give preference to use of hiring hall resources if there are qualified and competent available resources. If hiring hall is not an available option, the Company will pursue the use of qualified and competent contractors that are signatory to IBEW 1245. The Company may contract work (1) when needed specialized skills or specialized equipment are not available (2) when peak workloads require a temporary increase in the Company's forces with subsequent lay-off of such additional forces; (3) vegetation resource contracting (such as work normally performed by inspectors) to provide ongoing employment for contractors to facilitate availability for support needs.

7. **Incumbent GC Gas Employees**

The five (5) incumbent Gas department, GC employees (listed on Attachment 3), currently performing vegetation management inspection work, will be considered qualified and eligible to continue to perform the work of the VM Inspector and retain their current classification and wage rate.

8. **DMV PULL**

- A. All employees are required to have and maintain a Valid Class C Driver's License.
- B. All employees will be required to participate in the Company's DMV pull notice program to validate employee's valid California driver's license, when the job description requires it.

9. **Training Requirements:**

- A. Within one-month of assignment to the Vegetation Management Inspector classification all employees must successfully complete assigned training; which includes but is not limited to the following:
 - 911 Standby training
 - Obtain Working knowledge of QA/QC
 - Computer training

B. Within six-months of assignment to the Vegetation Management Inspector classification all employees must successfully complete the following:

- OSHA 30-hour construction safety overview

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- i. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
- ii. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required OSHA qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.

C. Within six-months of test eligibility, with reasonable flexibility allowed for testing windows, all employees must successfully complete the following:

- Certified Tree Safety Professional (CTSP)

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- iii. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
- iv. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required CTSP qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.

D. Additional training and/or testing Requirements as agreed upon by the Oversight Committee


10. Overview 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 within the first twelve (12) months. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the period of time the parties are working to resolve the issue, not to exceed the six (6) month period. Following the initial twelve (12) months, the Oversight Committee may meet thereafter as the parties jointly agree.

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 Lewy
 Director

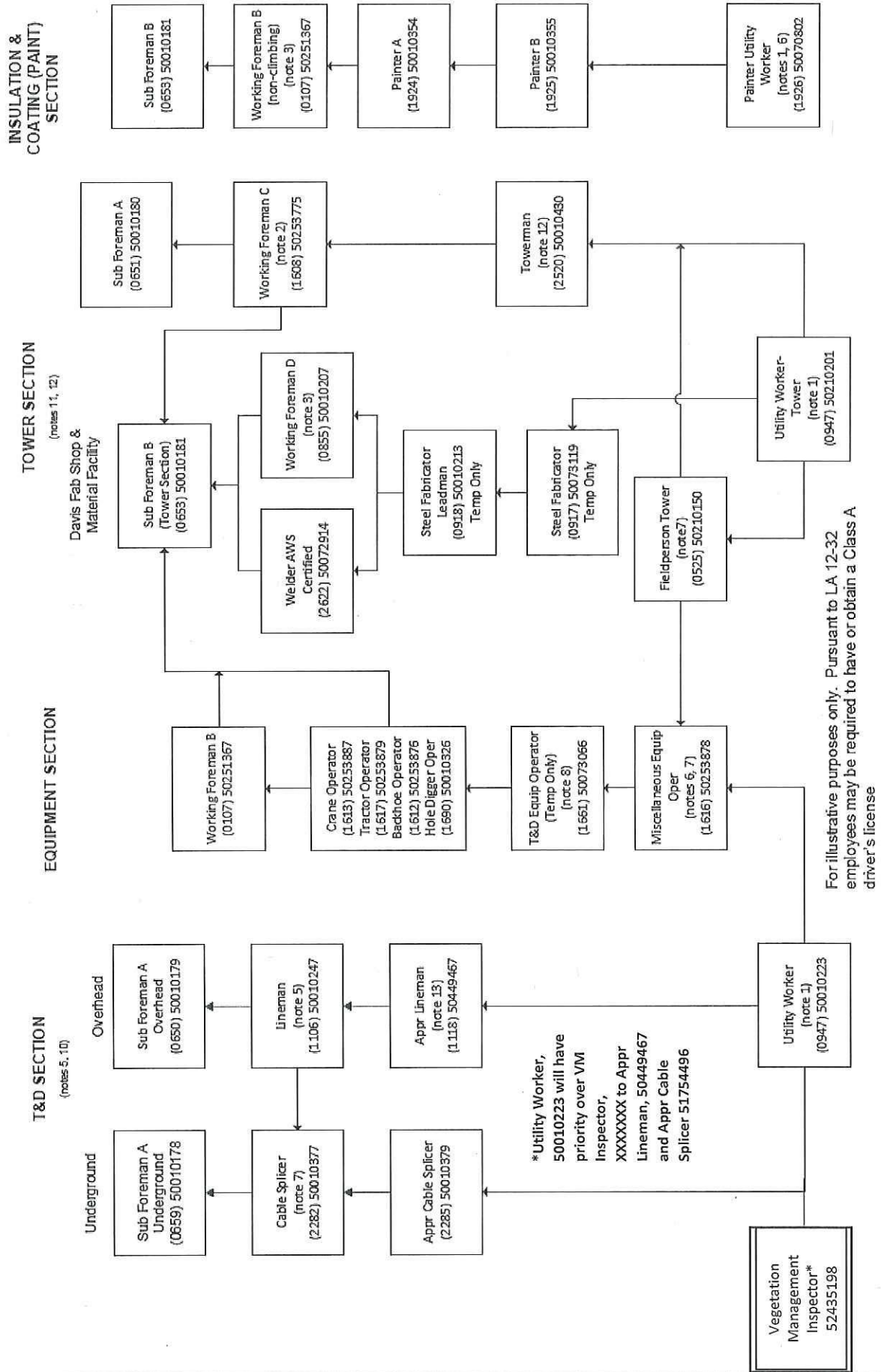
The Union is in agreement.

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

_____, January 8th, 2019

By: 
 Tom Dalzell
 Business Manager

LINE CONSTRUCTION



JOB DESCRIPTION

Vegetation Management Inspector (SAP code 52435198)

Performs direct oversight of Vegetation Management work conducted on Electric Distribution or Transmission systems. Responsibilities include overseeing field safety, work quality, customer relations, public safety, permit compliance, and Contractor performance. Job duties are outlined below:

- Supports oversight of vegetation projects, including field operations such as tree assessment, tree trimming, and other work as required.
- Supports the compliance with vegetation management program scope, contract adherence, and PG&E standards and specifications over the entire PG&E service territory.
- Participates in Contractor safety and tailboard meetings to ensure crews follow Company and regulatory (e.g. OSHA) safety, standards and work procedures. Vegetation Management Inspectors are authorized and expected to suspend Contractor work when necessary.
- Acts as a customer relations representative on behalf of PG&E.
- On site supports the coordination between Contractors, Communities, Agencies, First Responders, and all other PG&E workgroups & stakeholders that may be involved in the successful completion of the vegetation project.
- Liaison to the Contractors to resolve obstacles to the completion of the work in a safe, cost effective, efficient, timely, and productive manner, such as managing time and expenses (T&E) in the field, in order to minimize rework and drive quality.
- Maintains personnel stay focused on the assigned job and the appropriate equipment is used. May approve scheduling and scope changes in the field with PG&E management and Contractors as required.
- Encourages public, contractor, and employee safety on site at all times by promoting positive leadership, positive safety culture, good catches, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed. Performs and documents Safety Observations and Good Catches.
- Ensures compliance with all applicable regulations which may include, but are not limited to: Annual permits, Encroachment permits, Traffic Control Plans, railroad permits, Caltrans permits, and environmental protection measures as documented on Environmental Release to Construction.
- Proficient in electronic devices and documentation proficiency. As assigned, completes electronic and paper-based documentation and reporting.
- Required to maintain a Class C driver's license.
- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

MINIMUM QUALIFICATIONS:

Required (Pre-Placement into VM Inspector):

- Valid Class C Driver's License with no major incidents
- Proficient in English and Spanish
- High School diploma or GED
- Computer Skills Assessment – MS Word and Excel
- Employment tests/assessments as determined by the company, which may include the following:
 - Physical Test Battery
 - Industrial Skills Test

- Vegetation Management safety & technical knowledge and competency assessment
- Post-Offer Physical Assessment
- Bilingual (English & Spanish) fluency test*
 - (Due to the predominance of a Spanish speaking workforce within the Vegetation Management (VM) Industry in California [many of which speak exclusively Spanish], it is Important for both workforce and public safety that VM Inspectors be able to communicate effectively with all VM workers in the field and also have the ability to read Job Safety Analysis (JSAs) which may at times be exclusively in Spanish.)*
- or other new tests deemed appropriate by the oversight committee.
- Must meet one of the experience requirements below:
 - Five (5) years of experience as a tree crew climber/tree crew foreman with at least two (2) years of line clearance certification **OR**
 - Five (5) years of experience as a Vegetation Management Pre-Inspector and Certified Arborist **OR**
 - Five (5) years of experience as a Registered Professional Forester **OR**
 - Five (5) years of experience as a Utility Inspector or higher classification with at least one (1) year of vegetation management experience **OR**
 - Four (4) years of Military Service with honorable discharge and at least one (1) year additional year of vegetation management inspection experience

Must Successfully Complete all Training (Post Placement into VM Inspector - such as those noted below):

- OSHA 30-hour construction safety overview (Must be completed within six months of start date)
- Certified Tree Safety Professional (CTSP) (Must be completed within six months of test eligibility)
- 911 Standby training (Must be completed within one month of start date)
- Working knowledge of QA/QC (Must be completed within one month of start date)
- Computer training (e.g. completion of forms, uploading of documents, accessing GIS) (Must complete within one month of start date)

* Should there be a dispute regarding the 3rd party administered Bilingual Test, such dispute shall follow the same process currently in place for the Bilingual assessments whereby the employee would notify the Company Testing Departments Operations Specialist and the employee would be provided the necessary instructions to submit the dispute to the 3rd party administrator for review (currently the 3rd party administrator is Berlitz).

Incumbent GC Gas Employee List

	Incumbent Names:	Classification:	Current wage rate:
1	Jennifer Duncan	Senior Construction Operator-GC Gas (51664846)	\$55.84
2	Mathew Tellini	Utility Worker – GC (50010223)	\$40.42
3	Sheldon Amos	Working Foreman A - Gas T&D (50251366)	\$60.95
4	Michael Cavanaugh	Construction Operator-GC Gas (51664847)	\$45.19
5	Ernest Mata	Utility Construction Inspector (51664850)	\$51.61