



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 19-33-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
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

December 11, 2019

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

Dear Mr. Dalzell:

The Master Apprenticeship Agreement (MAA) requires the Joint Apprenticeship and Training Committee (JATC) to establish an Administrative Procedures Manual for each apprenticeship training program.

The Company and Union have agreed that the Administrative Procedures Manual shall consist of specific standards for all apprenticeship training programs.

For each newly indentured apprentice, advancement to the next step requires successful completion of the Standards of Achievement as specified in the jointly agreed to Administrative Procedures Manual. The protocol for progression and failure to advance will be consistent with the specifics as identified in this agreement and in the Administrative Procedures Manual.

In no event shall the Administrative Procedures Manual supersede this letter of agreement or the Master Apprenticeship Agreement. Typographical errors, omissions or minor edits to the Administrative Procedures Manual, which have no material effect, shall be made and reported to the JATC.

The JATC has agreed that the curriculum and associated qualifications can be updated by the sub-committee as needed, to ensure the program reflects current work practices and procedures. These JATC approved updates will be documented and captured in an Apprentice Committee (AC) letter.

Pursuant to Section 109.2 of the Physical Collective Bargaining Agreement (CBA) and the Master Apprenticeship Agreement (MAA), the Company and Union established a joint training subcommittee to update the Hydro Operator in Training (HOIT) administrative manual. On November 14, 2019, the JATC approved the Administrative Procedures Manual and training curriculum in AC Decision NOV-19-110.

Eligibility for Apprenticeship through Job bidding:

- Qualified on the Physical Test Battery (PTB)
- Qualified on the Industrial Skills Test (IST)
- Qualified on the Console Operator Basic Requirements Assessment (COBRA) (approved by JATC Case #NOV-19-113).

Pre-employment entry requirements are subject to change by agreement between the Company and IBEW.

Wage Rates


Apprentice wages per step are defined in the most recent Exhibit X of the Collective Bargaining Agreement, located on the Labor Relations Intranet webpage.

This proposed agreement has been reviewed by Senior Assistant Business Manager, Bob Dean.

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 19th, 2019

By: 
Tom Dalzell
Business Manager