



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 20-03-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

January 21, 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 to utilize IBEW Local 1245 members to perform traffic control within the Company. The Company and Union have had several pilot agreements for Traffic Control that have been successful. This Agreement cancels and supersedes Letters of Agreement 14-05 and 13-65. The parties agree that there is a realization of benefits to both parties by establishing this new Line of Progression within Gas General Construction. Pursuant to Section 304.4 and Section 600.13, VI-M of the Physical Agreement, the Union and Company proposes to revise the Job Definitions and Lines of Progression for the Field Employees – General Construction Department by establishing a new Line of Progression titled Traffic Control with two beginning level positions titled **Traffic Control Flagger; Traffic Control Utility Worker; and an above entry level position titled Traffic Control Senior.**

The classifications included in this agreement are covered by the Department of Transportation requirements as outlined in applicable Letter of Agreements, and all provisions that apply under the Pipeline Safety Program, including pre-duty drug testing. While this Line of Progression will operationally report to the Gas T&D General Construction at this time, the jobs will be available to perform traffic control in support of all Company departments. Traffic Control workers may be used to supplement crews when not performing traffic control duties, as detailed below. Job definitions, lines of progression, reverse lines of progression, job qualifications, roles and responsibilities, and wage rates are detailed below. In no way shall supplementing of crews outside of Gas Operations, be used to circumvent overtime or staffing agreements in those departments.

Given the nature of this agreement and the major changes incorporated herein, the parties agree that the bargaining unit shall not be reduced, and Title 306 shall not be utilized as a direct result of this Agreement.

WORK HOURS

Section 302.5 of the CBA shall be modified to apply to the Traffic Control LOP as follows:
Employee's basic workweek shall be regularly scheduled and may start at any hour between 6:00 a.m. and 2:00 p.m. and will consist of consecutive workdays. No employee will have two weekend days as part of their regular schedule. The basic workweeks will be Monday – Friday; Tuesday – Saturday; or Sunday – Thursday. The regular start time of an employee's shift may be changed once every 60 days, with as much advanced notification as possible, but with no less than notification by the end of the workweek prior to the week that the new schedule takes effect.

To enable a schedule that meets the objectives for these unique and newly created classifications, beyond the ability to change regular start times as stated above, the Company may upon thirty (30) days' notice modify schedules one additional time, as stated above, at any time following the initial schedule until December 2020. All

schedule changes outlined in this section, executed prior to December 1, 2020 shall not be subject to Section 302.7.

The special work hours provision of this agreement shall expire December 1, 2020, and all normal contractual provisions will apply to future schedule changes. Alternative work-day/work-week schedules created in accordance with this section will follow the generic alternative leave, and training classes (Letter of Agreement 93-97: Nine-80's schedules, Letter of Agreement 93-96: Four-10 schedules, and Letter of Agreement 93-98: Twelve-hour schedules).

Nothing in this section limits the ability to establish or make changes to schedules in accordance with other sections of Title 302.

OVERSIGHT COMMITTEE

For a two-year period following ratification of this agreement, the parties will establish a joint oversight committee to review any matters that may arise from this agreement. The Oversight Committee will meet as required and will be limited to two members from management and two members from the bargaining unit.

The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement within forty-five (45) days. 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 ninety-day period. By mutual written agreement the parties may agree to extend the Oversight Committee beyond the two-year period.

TRAINING PROGRAMS

All employees shall receive appropriate jointly developed training and testing.

OVERTIME UTILIZATION

Overtime resulting from extension of the workday will be considered as part of the duties of the Title 300 Traffic Control Department employees covered under this agreement. All other overtime assignments with respect to flagging/traffic control will first be offered to the appropriate Title 200 or 300 classifications within the department performing the work before the use of Traffic Control employees or contractors.

CONTRACTING

The parties agree that the Traffic Control Line of Progression is covered under Letter Agreement 09-41. The Company retains the right to utilize a contracted workforce to supplement the types of work or services performed by this Line of Progression for a period of three years expiring December 31, 2022 without complying with the provisions of Letter Agreement 09-41, except for the reporting provision listed below. Thereafter, the requirements of LOA 09-41 shall apply.

Note: The Company shall be required to comply with section 6 below for the duration of this special agreement.

6. On a quarterly basis or more often as needed, representatives of the Company and Union will meet to review the Company's operational needs and various alternatives for completing the work. Prior to each quarterly meeting, Company will share actual hours contracted compared with projected hours that were forecast. Before deciding whether or not to contract such work, thorough consideration will be given to (1) staffing levels and the possible need to hire additional regular and/or hiring hall employees; (2) providing the opportunity for overtime to the work group involved either instead of or in conjunction with contracting; and (3) other alternatives which would permit greater utilization of Company employees within the requirements of the work to be performed and other restraints such as the time within which the work must be completed. The ultimate decision on staffing levels, overtime assignments, and contracting rests with the Company.

T200-T300 CO-MINGLING

In recognizing that the Traffic Control Line of Progression shall be utilized to support T200 Division Gas and Electric Construction Crews, utilization of Traffic Control personnel shall not constitute a violation of co-mingling rules regarding separation of T200 and T300 work assignments when working as additional resource on T200 Division construction crew worksites. Employees in the Traffic Control Line of Progression may be required to provide support to crews if qualified and directed to do so by the person in charge.

FILLING OF INITIAL VACANCIES

Employees who are currently in the role of Utility Worker within the Traffic Control Department on the effective date of this agreement (identified in attachment A) and meet the requirements for holding a Traffic Control Utility Worker classification will be given a one-time opportunity to transfer into the position of Traffic Control Utility Worker. Employees holding a Construction Operator classification within the Traffic Control Department on the effective date of this agreement (identified in Attachment A) and meet the requirements for holding a Traffic Control Senior will be given a one-time opportunity to transfer into the position of Traffic Control Senior. The transfers will be completed when administratively possible.

*Special Note: No incumbent employees assigned to Traffic Control identified in Attachment A, that have transitioned into the above-mentioned classifications shall have their current wage rate reduced as a result of this agreement. They shall maintain their current rate of pay and if it is above the wage rate for the classification, the employee will remain at their current wage rate and will not receive GWI until such time that the frozen rate of pay equals the rate of pay of the employee's current classification.

PULL NOTICE REQUIREMENT QUALIFICATIONS

All employees In the Line of Progression will be required to participate in the Company's DMV Pull Notice program.

BIDDING RESTRICTIONS

Except for promotion requests, new entrants into this Line of Progression will not have their bids or transfers requests considered for three years. The three-year commitment does not preclude an employee within the Traffic Control Line of Progression from bidding to a Traffic Control Senior, Traffic Control Utility Worker or Traffic Control Flagger classification. A job award to another location within any of the classifications noted above will not change the original three-year commitment date.

52442395 TRAFFIC CONTROL SENIOR

(Hiring Hall Traffic Control Senior, Position code will also be established)

A General Construction employee who provides technical support and assists employees within their assigned work area on issues encountered in the course of their day's work within the Traffic Control line of progression and performs all classes of work done by employees in the Traffic Control Department. May provide support to local leadership for traffic control related training, safety, operator qualifications, make safe, in-house training reviews, perform vehicle inspections, perform tailboards and huddle meetings. Shall have personal qualifications of leadership and supervisory ability, the craft qualifications of a Traffic Utility Worker and a background of experience in Traffic Control work and other duties assigned. May perform traffic control related training for Traffic Control Utility Worker and Traffic Control Flagger. May direct the work of a Traffic Control Utility Worker. Performs Traffic Control planning and set up, pre-engineering walk downs, review Traffic Control Plan (TCP), manages Traffic Control equipment and has oversight on the Third-Party Safety and emergency standby. Shall be familiar with the Company's safety standards, and other applicable systems, rules, tools and procedures. Maintain a high standard of public relations. May be required to perform office functions in support of job tasks.

Job Requirements

- Three years' experience in performing traffic control duties with PG&E
 - *Note – All incumbent employees identified in Attachment A shall be exempt from this requirement
- Be responsible for managing same day work as instructed
- Perform crew field visits
- Be proficient in supporting Dispatch and local leadership to coordinate area scheduling requirements
- Work collaboratively with local leadership to monitor training needs for local work group to ensure skills and operator qualifications are maintained as required
- Oversight of training program and coordinate scheduling of training for all classifications with the LOP
- May be required to support in the development of skills and qualifications of personnel
- Keep current on safety issues and adhere to all safety regulations and policies
- Be proficient in customer and employee communication techniques and technology (phone, radio, computer and written)
- Perform duties and associated office tasks in association with job requirements
- Perform local reviews, mentoring and leadership for all classifications in the LOP

- Review and provide guidance for traffic control plans that are in draft form before implementing the plan as part of an overall project

Training/Qualification Requirements

- Possess and maintain a valid Class "C" Driver's License
- Qualified to administer Traffic Control training American Traffic Safety Services Associations (ATSSA) certification
- Successful completion of Traffic Control Training Program
- Leadership course as developed by the Company and Union
- 911 Make Safe Standby Qualified
- Possess craft qualifications of Utility Worker

- ***Note: When filling future vacancies in this classification, the Company shall first consider Traffic Control Utility Workers with less than three years of experience for promotion prior to filling vacancy by unrestricted appointment

52442394 TRAFFIC CONTROL UTILITY WORKER

(Hiring Hall Traffic Control Utility Worker, Position code will also be established)

A General Construction employee whose principal duties consist of Traffic Control and Utility Work. A Traffic Control Utility Worker's principal duty encompasses that of a Traffic Control Flagger and also possess the craft qualifications of a Gas Construction Utility Worker and is responsible for the following; Implementing traffic control plans (TCP) per applicable standards; may be required to perform work tasks of a Construction Utility Worker aiding crews in tasks under the direction of the person in charge.

*Note – Utilization of Traffic Control Utility Worker and Senior may be limited in the scope of full utilization as a Utility Worker on an Electric job site due to qualifications and training.

Bidding shall be in accordance with 305.8

Job Requirements:

- Possess and maintain a valid Class "C" Driver's License
 - *Note – Traffic Control Utility Worker shall not be required to possess or maintain a Commercial Driver's License
- Extensive knowledge in implementation of Traffic Control Plans (TCP's) per California Manual of Uniform Traffic Control Devices (CAMUTCD) standards
- Possess and retain American Traffic Safety Services Associations (ATSSA) certification
- Must be able to lead and manage large scale traffic control projects
- Proficiency in the basecamp setup and operations

Training Requirements:

Successful completion of the following:

- Traffic Control Training Program (ATSSA, TECH-0004)
- Utility Worker Training
- Must successfully complete department-required computer skills training

52442393 TRAFFIC CONTROL FLAGGER

(Hiring Hall Traffic Control Flagger, Position code will also be established)

A General Construction employee whose principal duties consist of implementing traffic control plans per applicable standards and other duties they are qualified to perform May also perform sweeping and job site clean-up, 911 Stand-by duties, excavation of underground facilities and backfilling utilizing appropriate hand tools.

Job Requirements:

- Maintain a valid Class "C" California Driver's License
- Implementation of Traffic Control Plans (TCP's) per California Manual of Uniform Traffic Control Devices (CAMUTCD) standards
- General knowledge in implementation of Traffic Control Plans (TCP's) per California Manual of Uniform

- Must be able to lead and manage small scale traffic control projects
- General knowledge in the basecamp setup and operations

Training Requirements:

Successful completion of the following:

- Traffic Control Training Program (ATSSA, TECH-0004)

Testing Requirements:

Future employees bidding into the Line of Progression must pass applicable tests/test batteries as agreed to by the Company and Union, which may include the Work Orientation Inventory, Physical Test Battery, Industrial Skills Test, or new tests deemed appropriate and agreed to by the parties.

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

Classification	Next Lower/Eligible Classifications
Traffic Control Senior	Traffic Control Utility Worker

TRAFFIC CONTROL PROMOTION-DEMOTION GEOGRAPHIC AREAS

- 1) Humboldt and North Bay Divisions
- 2) Sacramento, Sierra and Vaca Valley
- 3) North Valley Division
- 4) San Francisco/Peninsula
- 5) East Bay
- 6) Stockton
- 7) San Jose and Coast Valleys
- 9) San Joaquin

**Note: Exhibit II Promotion-Demotion Geographic Areas for Gas Construction will apply to Traffic Control, except for: 0) Construction Operation, promotion-demotion area system wide; and 8) Technical Classifications, promotion-demotion area system wide.

<u>WAGE RATES</u>	<u>PROGRESSION</u>	<u>2020</u>
Traffic Control Senior (52442395)	Start	\$45.47
	End 12 Mo	\$46.94
Traffic Control Utility Worker (52442394)	Start	\$32.47
	End 6 Mo	\$35.54
	End 12 Mo	\$38.58
	End 18 Mo	\$41.63
	End 24 Mo	\$43.46
Traffic Control Flagger (52442393)	Start	\$23.50
	End 12 Mo	\$26.00
	End 24 Mo	\$28.50

This agreement has been reviewed by Anthony Brown, Senior Assistant Business Manager.

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 25th, 2020

By:  _____
Tom Dalzell
Business Manager

Incumbent List of LA 20-03-PGE
For
Filing of Initial Vacancies

Attachment A
Page 1 of 4

Employee Name	Identified Incumbent Job Title as of January 13, 2020
Austin, Brad Lee	Construction Operator – GC Gas
Amerine, Jason Lee	Construction Operator – GC Cas
Abbruzzini, Antonio Henrique	Utility Worker – GC
Andelin, Heather	Utility Worker – GC
Anguiano, Omar Jesus	Utility Worker – GC
Arroyo Jr., Henry J	Utility Worker – GC
Aryanpour, Edreese Joseph	Utility Worker – GC
Avery, Devier	Utility Worker – GC
Bean, Blake Austin	Utility Worker – GC
Berry, Garland Blain	Utility Worker – GC
Bigley, Brooke Raquelle	Utility Worker – GC
Buenrostro, Aaron David	Utility Worker – GC
Castro, Eladio G.	Utility Worker – GC
Cheng, Sean	Utility Worker – GC
Croce, Stacey Marie	Utility Worker – GC
Cruz Sanguino, Jeovani David	Utility Worker – GC
Davis, Matthew R	Utility Worker – GC
Diredo, Justin Jordan	Utility Worker – GC
Drewery, Rich	Utility Worker – GC

Attachment A
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Employee Name	Identified Incumbent Job Title as of January 13, 2020
Edwards, De'Von Curtis	Utility Worker – GC
Farmer Jr., Charles Richard	Utility Worker – GC
Feddersen, Todd Allen	Utility Worker – GC
Fernandez, Heriberto	Utility Worker – GC
Figueroa Jr., Armando	Utility Worker – GC
Flavin, Trevor G	Utility Worker – GC
Freeman, Jason M	Utility Worker – GC
Garcia, Karina Ann	Utility Worker – GC
Garrett, Daunte	Utility Worker – GC
Gentry, David	Utility Worker – GC
Gonzalez, Hector	Utility Worker – GC
Hendrickson, Jeffrey Lee	Utility Worker – GC
Hernandez Jr., Hector Jacinto	Utility Worker – GC
Heuerman, Eric A	Utility Worker – GC
Hooker, Shante Rene	Utility Worker – GC
Householder, Kelsey Noel	Utility Worker – GC
Ivie, Pancho Lewis	Utility Worker – GC
Johnson, Jerry Carlton	Utility Worker – GC
Jones, Darin Scott	Utility Worker – GC
Jones, Derek William	Utility Worker – GC
King Dillion	Utility Worker – GC

Attachment A
Page 3 of 4

Employee Name	Identified Incumbent Job Title as of January 13, 2020
Lewis, Ian	Utility Worker – GC
Magdaleno Jr., Enrique	Utility Worker – GC
Maxwell Jr., James E	Utility Worker – GC
Mcintyre, William Russell	Utility Worker – GC
Mercado, Marcos Antonio	Utility Worker – GC
Miller, Arguster B	Utility Worker – GC
Morehead, Marion Andrew	Utility Worker – GC
Morgan Jr., Edmondo Clyde	Utility Worker – GC
Morgan, Aaron Jerome	Utility Worker – GC
Murchison, Madison Rose	Utility Worker – GC
Nagatoishi, Brian David	Utility Worker – GC
Napoles, Enrique	Utility Worker – GC
Navarrete, Alirio	Utility Worker – GC
Orozco, Fernando	Utility Worker – GC
Orozco, George Raul	Utility Worker – GC
Parkison Jr., Roger Dale	Utility Worker – GC
Peters, Jonathan Conrad	Utility Worker – GC
Phea, Allen Arthur	Utility Worker – GC
Picchi, Ryan Joseph	Utility Worker – GC
Pineda, Joseph	Utility Worker – GC
Presley, Lamont A	Utility Worker – GC

Attachment A
Page 4 of 4

Employee Name	Identified Incumbent Job Title as of January 13, 2020
Rader, Scott Raymond	Utility Worker – GC
Ramirez Gonzales, Gilberto	Utility Worker – GC
Roa, Brandon P	Utility Worker – GC
Roddick, Ashli	Utility Worker – GC
Rubio, Jordan Paul	Utility Worker – GC
Spalding, Devin H	Utility Worker – GC
Summerhill Jr., Louis Allen	Utility Worker – GC
Thammeuangkhun, Malachi Paivanh	Utility Worker – GC
Thomason, Joshua Michael	Utility Worker – GC
Torres, Carlos A	Utility Worker – GC
Valdivia, Cristian Jonathan	Utility Worker – GC
Viveros Jr., Hector Alexander	Utility Worker – GC
Whorton, Joshua Curtis	Utility Worker – GC
Yan, Narith	Utility Worker – GC
Yanez, Peter Christopher	Utility Worker – GC
Zermeno, Gabriel Eduardo	Utility Worker – GC