



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 20-04-PGE

IBEW



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

February 6, 2020

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

CXL by LA-20-63

Dear Mr. Dalzell:

This Letter Agreement supersedes LA-19-25 whereby the parties agree to extend the below Pilot agreement until October 31, 2020.

The Company and Union have been working collaboratively on a new opportunity to explore utilizing IBEW Local 1245 for the operation of unmanned aerial vehicles (UAV), drones, in PG&E's service territory. The parties continue to meet and discuss this opportunity and to understand the broader nature of unmanned aerial systems (UAS) and how those may be appropriately used to safely and efficiently perform work. As a result of joint discussions, the parties identified multiple use scenarios for circumstances where drone use may be utilized to support or enhance work performed by journeymen and above within the Division Electric Transmission and Distribution Job Description and Line of Progression (JDLOP, Letter of Agreement 19-03) and General Construction Line Department (JDLOP, Letter of Agreement 19-30). However, the operations of UAS, including drones, is not work normally performed by IBEW Local 1245.

As part of the continued partnership, the Company and Union will participate in a Pilot with a limited number of employees who will perform operations of UAV, drones (Attachment 1 – Pilot Employee Participation List). Use scenarios considered within the scope of this Pilot, include as an added tool in the performance of Transmission and Distribution inspections: Transmission Line outage cause inspections, mid-span wire condition, and structure access/egress (Attachment 2 – Guideline for Drone Use of UAS – Pilot Program). In each of the aforementioned use scenarios, UAV approaches to structures and lines must be in accordance with a safe minimum approach distance as detailed by the Code of Safe Practices 405A. All unmanned aerial systems (UAS) images from all drone-inspected structures and hardware, subject to this Pilot, must be captured and logged regardless of condition. All images are the property of the Company and shall not be downloaded or shared without written authorization.

The Pilot of this work and the inclusion of the IBEW-represented employees operating UAVs in this Pilot shall not cause the performance of UAV, drone operation, to become the jurisdiction of IBEW Local 1245. Only explicit written agreement following this Pilot will change the jurisdiction.

To be qualified and eligible for this Pilot Program, employees assigned to participate must possess a current Part 107A certified pilot's license prior to the first day of the employee's assigned training class to enter the Pilot Program (see Attachment 1). It is anticipated the employees assigned to the first series of training class will begin on September 23, 2019. For employees assigned to the second series of training class, it is anticipated the start date will be September 30, 2019; the third series of training class, anticipated start date November 18, 2019; and the forth series of training class, anticipated start date is February 3, 2020. An employee listed on Attachment 1 who does not possess a valid Part 107A certified pilot's license on the first day of the class to which the employee is assigned will not be eligible to participate in this Pilot Program. Employees successful in the participation of the Pilot and who remain in the program will be eligible for reimbursement on April 30, 2020, for the costs such employees incurred to

obtain the 107A certification, up to a maximum of five hundred dollars (\$500). Employees shall be required to provide sufficient evidence and/or receipts to be eligible for such reimbursement. Employees may be Title 200 or Title 300 as designated by the parties (Attachment 1). To remain in the Pilot Program, employees must successfully complete all Company required training (includes forty hours of training at the Winters training facility), assessment, and adhere to all applicable regulations, including the Code of Safe Practices 405A. The parties agree to jointly develop the UAS Operator assessment. Further, employees shall provide reasonable care in the use of UAVs and not engage in reckless operations.

Employees participating in the Pilot will work within their existing classifications and schedules. However, such employees will be able to operate drones within the performance of their duties, as authorized by their supervisor, under the aforementioned use scenarios. Considerations of appropriate UAV operation should include assessment to determine the following: a decreased risk of fall, to eliminate pole-to-pole barriers (such as in canyons), reduced risk due to damaged poles, and/or due to hazardous terrain and vegetation concerns.

The Company may assign employees participating in the program to overtime in any location the Company determines a UAV is needed. Provided, and if applicable, the Company first attempts to call out an employee listed on Attachment 1 pursuant to Title 212, who otherwise would be eligible for such call-out pursuant to Title 212. Similarly, prearranged overtime (POT) may be assigned to a participating employee in any location the Company determines a UAV is needed. Provided, and if applicable, the Company first offers the POT to an employee listed on Attachment 1 headquartered in that area. Employees performing drone operations on POT shall have those hours excluded from the consideration of equalization, pursuant to Section 208.16.

The Company and Union shall each appoint up to three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution 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) and timelines will be waived for the forty-five-day period.

This proposal has been discussed with Assistant Business Manager Bob Gerstle.

The parties will continue to work together towards the shared goal of evaluating the effectiveness of this Pilot. This Pilot Program will conclude on October 31, 2020, 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.

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,

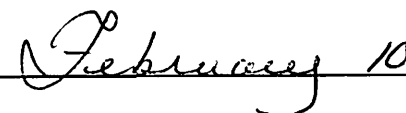
PACIFIC GAS AND ELECTRIC COMPANY

By: 
Matthew Levy
Director

The Union is in agreement.

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

By: 
Tom Dalzell
Business Manager

 February 10, 2020

Guideline for Drone Use of UAS - Pilot Program

Introduction

This guideline provides possible scenarios for Transmission and Distribution (T&D) drone use by linemen, troublemen or compliance inspectors. Cases of use include but are not necessarily limited to, the following circumstances detailed below.

In each of the cases below, unmanned aerial vehicle (UAV) approaches to structures and lines must be in accordance with safe minimum approach distance as detailed by Code of Safe Practices 405A. For the duration of the unmanned aerial system (UAS) Pilot Program, images of all drone-inspected structures and hardware must be captured and logged regardless of condition.

Typical Use Scenarios

- **As an added tool in routine (T&D) inspections**

UAVs can provide detailed inspection of structures and hardware from angles/vantage points that might not be available from ground locations during a detailed ground inspection. During an inspection, evidence of possible damage/deterioration can be observed, but full assessment cannot be established from ground vantage points.

Maximum flight distance would be half a span from structure location in either direction (approximately 300 feet).

Flight time would be approximately 10-15 minutes.

Flight complexity would be determined by the particularities of the component being inspected.

- **Outage cause inspection (T-Line)**

UAV inspection can prove essential following a relay event for which causes cannot be readily detected from a ground patrol. UAV use may also be useful for relay event causes requiring inspection of locations which are difficult to access.

As the UAV could be used beyond one or two spans, visual line of sight (VLOS) will be crucial. The requirement of VLOS states the UAV operator must always be able to determine attitude, altitude, and direction of flight, as well as having a constant visual line of sight to UAV.

Flight distance should be limited to 1000-1500 feet.

Flight time would be approximately 25 minutes.

- **Mid-span wire condition**

UAVs could prove essential to check splice condition or wire damage suspected by linemen, but not clearly visible from ground positions.

Flight distance should be kept to one span of wire (roughly 300-800 feet).

Flight time will vary as issues may take time to identify.

- **Structure access/egress**

UAVs can provide access to lines/structures manually inaccessible due to hazardous terrain; poison oak; private property access; land damage/erosion or other unforeseen obstacles.

Flight distance must be limited to VLOS, not to exceed 1000-1500 feet.

Flight times could vary dependent upon cause of inaccessibility.

- **Safety considerations**

Beyond the above use cases, the UAV Pilot is anticipated to provide information to assess the utilization for lineman/troubleman inspection safety and efficacy by:

- Decreasing climbing/risk of fall
- Eliminating pole-to-pole barriers such as canyons, etc.
- Reducing risk from damaged poles
- Negating hazardous terrain/vegetation concerns