



LETTER AGREEMENT R2 LA 15-47-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
SENIOR 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

March 24, 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:

This Letter of Agreement is a revision update to Letter of Agreement R1-15-47 which canceled and superseded Letter of Agreement 15-47 and 15-13-PGE.

The update contained in this revised agreement incorporates only the changes agreed upon by the parties in Letter Agreement 20-14- whereby wage parity for all Lead Electrical Technicians [Lead Electrical Technician (50010196), Lead Electrical Technician – Helms (50232070) and Lead Electrical Technician – GC (51758207)] within Hydro and Substation were restored. Accordingly, effective March 29, 2020 the five-percent (5%) wage premium for Lead Electrical Technicians (LET) assigned to Hydro Department pursuant to R1-15-47 is canceled and all LET's will be eligible for the increase afforded under LA-20-14.

1. Job and Title Change

Company proposes the following modifications for the lead positions in Title 200 and 300 in Electric Transmission - Substation and Power Generation - Hydro, as follows:

- a) Change the title of the Electrical Technician Crew Leader classification (50010196 0752) and Electrical Technician Crew Leader - Helms (50232070 0758) to Lead Electrical Technician and Lead Electrical Technician - Helms (same job codes). This is to reflect the fact that the lead duties are more technical-project oriented and that they typically direct or coordinate the work of individuals versus a crew.
- b) For employees in Electric Transmission – Substation and Power Generation – Hydro, change the Title 300 Technical Crew Lead A – Not Gas (50253773 1606) to Lead Electrical Technician - GC (51758207 1638). This is to reflect the fact that the Technical Crew Leader B was eliminated via Letter of Agreement 12-66, and to consistently reflect the work as Electric work by eliminating the “Not Gas” delineation and adding “Electrical” to the title. The Technical Crew Leader A – Not Gas classification will not be eliminated as it is in use in other departments.

2. Compensation

The following wage rate increases *were* implemented *pursuant to LA 15-47* and test content of the Lead Electrical Technician qualification tests (as described in section 3 below) *remain unchanged by this update*.

Based on the results of a joint wage study, the Title 200 Electrical Technician will receive a 3% base wage increase. The equivalent GC Title 300 classification will receive an increase to maintain a 5% differential above the Title 200 Electrical Technician. The Electrical Technician – Helms will receive the 3% base wage increase and maintain the Helms differentials in accordance with LA R1-84-69 (5% above each step of the respective classification's basic wage rate for the first year and 7.5% above the basic wage rate for such classification after one year in the classification at Helms).

- a) In order to attract candidates to the Apprentice Electrical Technician (AET) classification, and to narrow the differential between the top step AET and the journeyman Electrical Technician rate, the Apprentice Electrical Technician wage progression will be increased by 4.1%.
- b) In order to attract Title 300 Electricians into Title 200 Apprentice Electrical Technician vacancies, Title 300 Electricians entering the Title 200 apprenticeship will be placed at the top wage step of AET. This is not considered an acceleration of the training steps in the apprentice program itself. This is consistent with Letters of Agreement 14-16 and 14-21, which placed two Title 300 Electricians into the top wage step of Title 200 Apprentice Electrical Technician.
- c) In order to address a compression issue between Electrical Technician and the Electrical Technician Crew Leader caused by wage increases agreed to in LA 12-66, the entry rate and six-month rate for Electrical Technician Crew Leader will each be combined into a single rate. The Electrical Technician Crew Leader rate will be adjusted to 5% over the Title 200 Electrical Technician. The Technical Crew Leader A - Not Gas is already a single rate and will be adjusted to 5% over the Electrical Technician Crew Leader.
- d) The Electrical Technician Crew Leader - Helms will maintain two rates in accordance with LA 84-69, with a differentiation between bidders new to Helms and bidders who already have one year at Helms.

~~Employees who were and remain incumbent in the Electrical Technician Line of Progression, as of November 9, 2015, and are regularly assigned to Power Generation – Hydro, Lead Electrical Technician (50010196), Lead Electrical Technician – Helms (50232070), or Lead Electrical Technician – GC (51758207), will receive a five percent (5%) wage increase included as part of the base rate, effective October 18, 2019. Employees who were and remain incumbent in the Electrical Technician Line of Progression, as of November 9, 2015, and are temporarily upgraded to a Lead position, as described above in this paragraph, will receive a Rewards and Recognition upon completion of the upgrade equivalent to a lump sum reward of five percent (5%) above the base wage rate for all hours worked while on such temporary upgrade. (Removed pursuant to LA-20-14 as R2-15-47 update).~~

| SAP Job Code | Legacy Code | Classification | 2015 Rates | | 2015 Proposed Rates | |
|--------------|-------------|------------------------------------------------------------------------------|------------|---------|---------------------|---------|
| 50010406 | 2401 | Apprentice Electrical Technician – Title 200 | Start | \$41.64 | Start | \$43.35 |
| | | | End 6 Mo | \$42.84 | End 6 Mo | \$44.60 |
| | | | End 1 Year | \$43.50 | End 1 Year | \$45.28 |
| | | | End 18 Mo | \$44.69 | End 18 Mo | \$46.52 |
| | | | End 2 Yr | \$46.53 | End 2 Yr | \$48.44 |
| 50010396 | 2388 | Apprentice Electrical Technician – GC/ Title 300 | Start | \$44.07 | Start | \$45.88 |
| | | | End 6 Mo | \$44.69 | End 6 Mo | \$46.52 |
| | | | End 1 Year | \$45.67 | End 1 Year | \$47.54 |
| | | | End 18 Mo | \$46.97 | End 18 Mo | \$48.90 |
| | | | End 2 Yr | \$48.86 | End 2 Yr | \$50.86 |
| 50010405 | 2400 | Electrical Technician | | \$51.77 | | \$53.32 |
| 50010408 | 2403 | Unassigned Electrical Technician | | | | |
| 50010395 | 2387 | Electrical Technician - GC | | \$54.37 | | \$55.99 |
| 50010407 | 2402 | Electrical Technician – Helms | Start | \$54.35 | | \$55.99 |
| | | | End 12 Mo | \$55.65 | | \$57.32 |
| 50010196 | 0752 | Electrical Technician Crew Leader (new title: Lead Electrical Technician) | Start | \$51.96 | | \$55.99 |
| | | | End 6 Mo | \$54.35 | | |

| | | | | |
|----------|------|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|------------------------------------|
| 50232070 | 0758 | Electrical Technician Crew Leader - Helms <i>(new title: Lead Electrical Technician - Helms)</i> | Start \$54.56 End 6 Mo \$57.08 After 1 yr at Helms Start 55.86 End 6 Mo 58.43 | Start \$58.79 End 12 Mo \$60.19 |
| 51758207 | 1638 | Lead Electrical Technician - GC | New job | \$58.79 |

3. Selection of Candidates for Lead Classifications

Company and Union established a committee to jointly develop a qualifying selection process for incumbent Electrical Technicians and qualified bidders to Lead Electrical Technician (formerly Electrical Technician Crew Leader and Technical Crew Leader A - Not Gas). The selection process will include the following:

- a) A written exam to assess technical skills and knowledge was created by joint Company-Union committee.
- b) A written exam to assess leadership abilities was selected from previously developed tests published by a third party *and* approved by *the* joint Company-Union committee.
- c) The candidates' scores on both exams will be standardized on a 100-point scale, *a multiple hurdle approach to advance to or become qualified to advance to Lead Electrical Technician in Electrical Transmission – Substation or Power Generation - Hydro will be needed. The approach will require achievement of 77% (46/60) or higher on the Electrical Transmission - Substation technical skills exam or 73% (44/60) or higher on the Power Generation - Hydro technical skills exam and successfully be in the 30th percentile or higher of the population of individuals who have taken the Management Situational Judgment Inventory test developed by PSI Services, Inc. (internally branded the "Lead Skills Assessment") to successfully complete the leadership skills exam.* There is emphasis on technical skills because the Lead Electrical Technician coordinates large, technically complex projects, may manage multiple crews and contract testing. They perform complex technical investigations, tests, and evaluations, and work on multiple communications/protection devices. The Lead Electrical Technician must be capable of leading the installation of new equipment in an on-line, in-service substation and is responsible for real-time verification and commissioning of electrical power equipment, submitting electrical clearance requests and planning and scheduling the work assigned by others.
- d) Candidates scoring at or above the established minimum qualifying score *on the technical skills exam and successfully residing in the 30th percentile or higher of the population of individuals who have taken the Management Situational Judgment Inventory test ("Lead Skills Assessment")* will be qualified for the Lead Electrical Technician (LET) position.
- e) All incumbent Title 200 and 300 Apprentice Electrical Technicians and Electrical Technicians, *as of November 9, 2015*, in Electric Transmission – Substation *and Power Generation - Hydro*, upon reaching six years' experience as an Electrical Technician, may voluntarily elect to qualify for LET by taking the exams. All those scoring at or above the established minimum qualifying score *and percentile standard* will automatically progress to the LET classification in their headquarters.
- f) Any employee entering the Electrical Technician Line of Progression in Electrical Transmission – Substation *or Power Generation - Hydro* on or after the execution date of this agreement, shall only be eligible to promote to Lead Electrical Technician if the Company, in their sole discretion, determines there is a need to fill an additional Lead position and the employee meets the minimum experience and testing requirements outlined in this letter. Lead positions will be filled under the bid procedure outlined in Title 205 of the Collective Bargaining Agreement.
- g) *Incumbents and bidders to Lead Electrical Technician vacancies posted in Electric Transmission or Power Generation - Hydro from another department must have a minimum of six years' experience as Electrical Technician, including two years' experience in Substation for Electric Transmission vacancies or two years' experience in Power Generation - Hydro for Power Generation - Hydro vacancies, and must satisfy*

the minimum passing score requirement on the technical skills exam and satisfy the 30th percentile or higher requirement on the "Lead Skills Assessment" exam.

- h) All incumbent Lead Electrical Technicians (Electrical Technician Crew Leaders and Technical Crew Leader A - Not Gas as of *November 9, 2015*) were not required to take the LET exams, and received the wage rate increase.
- i) A candidate may only test once every 12 months for each opportunity to fill a Lead Electrical Technician position.
- j) The Overview Committee (as described in section 4 below) will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under Subsection 205.14(a) of the Agreement will be limited to issues relating to the administration of the agreed-to selection process.
- k) The job analyses required to create the tests, and agreement by the joint committee on the content of the tests *has been established*.

4. Overview Committee

A joint Company-Union Overview Committee will be established which will consist of two members selected by the Company and two members selected by the Union. This Committee will address issues associated with the implementation of this agreement. On an ongoing basis, the Committee will also address issues associated with the Electrical Technician Crew Leader and Technical Crew Leader selection process as described above. Any issues that cannot be resolved by the Overview Committee will be referred to Director-level leadership in Electric Transmission or Power Generation - Hydro, respectively, and the IBEW Assistant Business Manager responsible for Electric Operations negotiations.

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
Senior Director

The Union is in agreement.

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

March 25th, 2020

By:  _____

Tom Dalzell
Business Manager