



LETTER AGREEMENT NO. 20-33-PGE



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

May 22, 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 Agreement supersedes LA-19-28 whereby the joint committee established in Section 2 have completed the review of the incumbent Electric Locator "journeyman Electrician" qualifications and determined the next steps as described in Attachment 2.

Pursuant to joint discussions regarding journeyman Electrician qualifications and mutual interest in a safe, well-trained, and qualified workforce, the parties agree to the following changes and clarifications:

1. Employees and candidates must be qualified journeyman Electricians to be considered for all Electrician classifications [e.g., Electrician (50010149), GC Electrician (50010152), Materials Electrician (50010151), DCPP Electrician (50073082), etc.]. Designation as a qualified journeyman Electrician requires (1) successful completion of a PG&E Electrician apprenticeship or an IBEW/JATC-sanctioned Electrician apprenticeship (e.g., Inside Wireman), or (2) presently working for PG&E as a qualified journeyman in an Electrician classification.
 - A. Incumbent qualified journeyman Electrician bidders that are (1) inside the line of progression bidding into a different department, or (2) outside of a line of progression. If assigned to journeyman Electrician classifications in accordance with Section 205.7 and 305.7 of the Physical Labor Agreement, *may* be subject to a Company assessment and *may* be placed as a journeyman Electrician or as a "Break-in" journeyman Electrician. Break-in placements will be subject to Joint Apprenticeship Training Committee ("JATC")-approved training plans. Break-in placed employees shall be assigned the journeyman Electrician wage rate of the classification to which they are assigned. Employees in a Break-in status must complete the Break-in training plan prior to being eligible to bid other Electrician positions. Failure to successfully complete the Break-in training plan may subject an employee to removal pursuant to 206.15 or 306.

The process for assessment and determination of Break-in placements shall be as follows:

- i. Qualified employee with a prebid on file that receives offer from Centralized Job Bidding Team (CJBT)
- ii. Employee accepts or declines.
- iii. If accepted, employee assigned the bid by CJBT.
- iv. Employee provided a report date.
- v. If and after employee reports, he/she may be assessed at Company discretion.
- vi. Based on assessment, Company determines whether or not a Break-in placement and training plan is needed.
- vii. If it is determined that Break-in training is required, a training plan, not to exceed twelve (12) months, is developed and subject to JATC approval.

- B. Candidates assigned to journeyman Electrician classifications as a result of an Unrestricted Appointment

("URA") will be subject to a Company assessment and placement as a provisional Electrician. Such provisional placements will be subject to JATC-approved training plans. The Company retains sole discretion to determine the URA candidates to be hired into the classifications. Such provisionally placed candidates shall be assigned at the journeyman Electrician wage rate of the classification to which they are assigned. Employees in a "provisional" status must complete the provisional period and training plan prior to being eligible bidders to future Electrician positions. Failure to meet the conditions of a provisional training plan which has been provided to the employee per the plan, may result in demotion (or termination, if applicable) under the provisions of Section 206.15 or Title 306 of the Physical Labor Agreement, whichever is applicable.

- 2. The Electric Locator classification was created in 2016 (Letter of Agreement (LA) R1-16-28). Only qualified "journeymen Electricians" should have been assigned to Electric Locator positions. The parties will establish a joint committee comprised of four (4) members designated by the Company and four (4) members designated by the Union, to jointly review incumbent Electric Locator "journeymen Electrician" qualifications. Following conclusion of the joint review, the parties will meet and discuss the appropriate next steps of the incumbent Electric Locators who have not previously held an Electrician classification at PG&E. Additionally, the 2016 Electric Locator agreement will be updated to clarify the "journeyman Electrician" qualification and bid rights consistent with this Agreement.

Pending the incumbent review described above, only Electric Locators who previously held an Electrician classification at PG&E will be eligible to bid Electrician vacancies. These locators have been identified and are listed on Attachment 1 of this Agreement. Should any of the Electric Locators listed on Attachment 1 bid into an Electrician position, they may be required to complete a Break-in training plan as described in 1.A. of this Agreement

- 3. The above changes and clarifications will be incorporated in the next update(s) of the Job Description and Line of Progression Letters of Agreement, applicable to electrician classifications (LA R1-13-76, LA R2-13-37, LA-16-55, and LA-18-20).
- 4. The Company agrees to assign the Grievant (Grievance No. 25057) to the position of Electrician (SAP 50010149), headquartered at Pismo Beach Materials Facility in accordance with Section 1 and 1.a of this Agreement. The parties agree this assignment is without precedent or prejudice and is non-referable by either party. The Union accepts as final resolution and settles Grievance No. 25057.

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

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

The Union is in agreement.



By: _____
Tom Dalzell
Business Manager

May 27, 2020 _____, 2020

List of Incumbent Electric Locators who have previously held Electrician classifications:

	NAME	EMPLOYEE NUMBER
1.	Richard Maxwell	112393
2.	Mark Te'o	225499
3.	Hector Erazo	226988
4.	Chris Fong	232715

1. Pursuant to LA 19-28, Section 2 the parties established a joint committee to review incumbent Electric Locator “journeyman Electrician” qualifications. Thereby, the joint committee met and reviewed the qualifications of the incumbent Electric Locators. Additionally, the joint committee agreed to review the qualifications of the IBEW represented non-incumbents (previous Electric Locators) who left the classification prior to LA 19-28. Below is the list of aforementioned employees:

Incumbent Electric Locators

	Name	Employee Number
1.	David Alvarez	314205
2.	Rick Dayton	313806
3.	Robert Haase	277863
4.	Charles Jones	315383
5.	Cameron Kahl	311838
6.	David Kinley	314124

IBEW Non-Incumbent Electric Locators

	Name	Employee Number
1.	Nicholas Backens	315382
2.	Santiago Tapetillo	311833

2. Per LA 19-28, designation as a qualified journeyman Electrician requires: (1) successful completion of a PG&E Electrician apprenticeship or an IBEW/JATC-sanctioned Electrician apprenticeship; or (2) presently working for PG&E as a qualified journeyman in an Electrician classification.
3. The following employees completed an IBEW/JATC-sanctioned electrician apprenticeship and have been designated “qualified electricians” eligible to bid Electrician classifications and may be subject to assessment and JATC-approved “break-in” training plan in accordance with LA 19-28:
 - Robert Haase
 - Rick Dayton
4. The following employees have not completed an IBEW/JATC-sanctioned electrician apprenticeship and/or insufficient documentation was provided to the joint committee to make a determination regarding qualification as a journeyman Electrician:
 - David Alvarez
 - Charles Jones
 - Cameron Kahl
 - David Kinley
 - Nicholas Backens
 - Santiago Tapetillo

5. These employees will undergo a journeyman Electrician assessment as follows:
 - a) The assessments will be jointly attended and witnessed by Casey Salkauskas, IBEW Business Representative and Travis Downing, Superintendent of Substation Maintenance and Construction, in addition to Field Training and others as determined by the Company.
 - b) The Company assessment team will utilize an assessment developed by Field Training, with input from Casey Salkauskas (IBEW).
 - c) If a training plan up to one (1) year is recommended and approved by the JATC, the employee will be considered a qualified bidder to journeyman Electrician classifications and if awarded a position be placed as a Provisional Electrician with a one (1) year training plan.
 - d) If the employee requires more than one (1) year of training, such employee will be considered a qualified bidder to Apprentice Electrician classifications and considered for advanced placement once successfully reporting to an Apprenticeship Electrician classification.
 - o These incumbent Electric Locators assigned to Apprentice Electrician classifications will receive wage protection at the employee's current Electric Locator wage rate, provided the employee successfully remains in the Apprentice Electrician classification and until the rate of pay exceeds the employee's protected wage rate or following (4) four years, whichever occurs first. In no case shall wage protection provided under this section exceed four years.
 - e) The IBEW represented non-incumbent Electric Locators will be offered the opportunity to participate in the assessment; however, are not eligible for wage protection. If they decline to participate or upon assessment are recommended for a training plan that exceeds one (1) year, they will be determined not qualified for journeyman Electrician classifications, and if they are assigned an Apprentice Electrician classification may be eligible for advance placement consideration.
 - f) Training plans and advance placements may be subject to JATC approval.