



LETTER AGREEMENT No. 20-50-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

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

September 28, 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 on a new opportunity to explore utilizing employees represented by IBEW Local 1245 to focus on inspections of contractor work. The parties continue to meet and discuss inspections performed by contractor execution of work on company facilities and assets. The parties agreed there may be opportunities to more efficiently support this work by development of a new classification. However, and as part of the continued partnership, the Company and Union will participate in a Pilot Program utilizing IBEW represented employees to perform the role of the Qualified Company Representative (QCR), clearing internal obstacles for contractors, and providing guidance.

This letter confirms the agreement reached by the parties during these discussions on the following items:

1. The Pilot Program will begin on November 1, 2020 and will conclude on April 30, 2021, unless the parties agree in writing to an extension.
2. To be qualified and eligible for this Pilot Program, employees volunteering to participate must be:
 - a. A journey-level lineman or above with a minimum of two (2) years of experience
 - b. Must maintain a valid a Class C California Driver's License.
3. Qualified and eligible employees who volunteer and are selected to participate in the Pilot Program will remain in their base classification; however, they will be placed on a six (6) month rotation (may be extended) and temporarily upgraded as a Title 300, "Lead Contractor Inspector" (in title only).

"Lead Contractor Inspectors" will temporarily perform the role of a Qualified Company Representative (QCR) and operational inspection job duties will include, but are not limited to, the following:

- a. Clearing internal obstacles for contractors and providing guidance
- b. Safety oversight and completion of field safety observations
- c. Ensure quality of work performed and all paperwork completed to allow for timely order closure
- d. Hold clearances and oversee critical switching operations

Each "Lead Contractor Inspector" may be assigned up to four (4) Contract Inspectors who are responsible for directly overseeing contractor crews. A "Lead Contractor Inspector" may be responsible for directly observing contractor crews. If so, they will not be assigned more than four (4) contractor crews at any given time.

4. Pilot Program Staffing – The Company will temporarily upgrade six (6) employees in the following divisions:
- a. Sierra Division – Two (2) temporary positions
 - b. Stockton Division – Two (2) temporary positions
 - c. North Bay Division – One (1) temporary position
 - d. Diablo Division – One (1) temporary position

The Company reserves the right to change divisions, if necessary, during the pilot.

5. Selection Process

The Company and Union will solicit and agree upon qualified and eligible volunteers to participate in the Pilot Program.

6. Upgraded Temporary Wage

Temporary “Lead Contractor Inspectors” will be paid a temporary hourly wage rate of \$69.58.

Employees volunteering to participate in the temporary Pilot Program will not be eligible for any hourly wage or shift premium currently being received for their classification based on their assignment and/or current headquarters (e.g. LA 19-17 Premium, Title 110 - Premium Pay, etc.).

OVERSIGHT COMMITTEE

The Company and Union shall each appoint two 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 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 forty-five (45) day period.

The parties also agree and understand that the Company currently utilizes non-represented Transmission Construction Inspectors to inspect the work of contractors in Substation and that this specific work is not work normally performed by IBEW Local 1245. This pilot program will not include any work currently being performed by the non-represented Transmission Construction Inspector classification.

This Agreement will be in effect through April 30, 2021 and may be extended by mutual written agreement of the parties.

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



By: _____

Tom Dalzell
Business Manager

_____ Sep 30, 2020 _____, 2020