



LETTER AGREEMENT NO. 21-02-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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WALNUT CREEK, CA 94598
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

MATTHEW LEVY
SENIOR DIRECTOR

BOB DEAN
BUSINESS MANAGER

January 12, 2021

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

Dear Mr. Dean:

In LA-19-27, Company proposed to create a new classification, New Business Liaison - Electric, to perform direct oversight of Applicant-Installed facilities. The classification will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for General Construction Station, Substation and Hydro, Exhibit VI-M, Section 600.13 and will be updated during the next revision of Letter of Agreement 18-20.

This Letter Agreement supersedes LA-19-27 whereby the Oversight Committee established by this Agreement have 1) completed the review of incumbent employees; 2) identified the qualified incumbent employees with physical work restrictions for placement during the initial staffing; and 3) clarified the provisions for this group of incumbents.

Job Description

New Business Liaison- Electric (SAP Code 52369032)
(Hiring Hall New Business Liaison – Electric, 52595456)

1. An employee in Title 200 or Title 300 who is a Journeyman Electrician and above. Inspects Applicant-Installed facilities, including complex projects, large commercial, industrial, and major residential projects, and distribution line extensions. Ensures compliance with job drawings and specifications and complies with PG&E standards over the entire PG&E service territory. Must have the ability to research, read, and interpret drawings, Gas and Electric Service Requirements Greenbook, and PG&E Construction Manuals.
2. Acts as a liaison between the customer/contractor and all other PG&E workgroups that may be involved in the successful completion of the construction project. The New Business Liaison is authorized to suspend contractor work, if necessary, to ensure compliance with Company standards.
3. Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations, and standards are followed.
4. May participate in Applicant Installer Contractor safety and pre-construction tailboard meetings to ensure compliance with Company standards. Collaborates with the Applicant Installer to promote teamwork and resolve obstacles to the completion of the project, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E and contractors as required.
5. Required to maintain Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per

PG&E Standards and turn over timely, legible, and complete documents at the end of the project. Reviews documents for completeness and communicates compliance requirements of project.

6. Once qualified, shall perform standby at Applicant work sites to ensure that all procedures for splicing and installation of equipment are followed as noted in all applicable standards.
7. Sets electric single phase 120/240 meters and returns all completed paperwork.
8. Performs inspection of Applicant-Installed joint trench facilities, including but not limited to installation of underground electric cable, transformers, switches, and splicing.
9. Required training will include Applicant Installation, Customer Facing Skills, Electric Technical Standards, and Underground 1 and Advanced Underground, or other relevant training(s) as agreed upon by the Oversight Committee. All training must be completed prior to inspecting the installation of primary electric cables, transformers, switches, splices, etc.
10. Incumbent employees 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. In addition to the aforementioned training, candidates hired as Unrestricted Appointments must pass the Post-Offer Physical Assessment and any other training deemed appropriate by the Company.
11. Any candidate hired into an unrestricted vacancy must be a journeyman Electrician. Designation as a qualified journeyman requires; (1) successful completion of a PG&E Electrician apprenticeship or an IBEW/Joint Apprenticeship Training Committee (JATC) sanctioned Electrician apprenticeship (e.g., Inside Wireman), or (2) presently working as a qualified journeyman in an electrician classification.
12. Valid Class C Driver's License required.

Headquarters

Employee shall be covered under the provisions of Title 300 and may be transferred in accordance with Title 301.

Staffing

1. Incumbent employees currently performing this work who have physical work restrictions from their current classification were provided preferential consideration during the initial staffing, and wage protection as described below. A subcommittee identified employees who were currently performing this work and agreed upon a list which was used for offering initial positions. Incumbent employees who accepted a New Business Liaison vacancy during the initial staffing shall maintain their current wage and be entitled to all future general wage increases for as long as they hold the New Business Liaison classification.
2. In order to properly assign the incumbent employees into the New Business Liaison role while maintaining their current wage treatment, the following job titles will be created for incumbents who were Electric Crew Foreman and Lineman, respectively:
 - A. New Business Liaison-Elec Crew Fmn (PIO) (SAP Code 52574624)
 - B. New Business Liaison-Lineman (PIO) (SAP Code 52574625)
3. The Oversight Committee clarified the following provisions for incumbent employees:
 - A. Meet training requirements of New Business Liaison
 - B. Job assignments and overtime will be administered as New Business Liaison (i.e., not eligible for division prearranged or emergency overtime)
 - C. Retain wage treatment as Electric Crew Foreman or Lineman, based on current classification including future general wage increases.
 - D. Eligible to retain current LA 19-17 premium, as applicable
 - E. Not eligible for any new special agreements for Electric T&D (i.e., LA 20-43)

- F. Continue to follow Title 201 application f or expense provisions
- G. Qualif ied bidder to New Business Liaison outside of promotion/demotion area
- H. Qualif ied “D” bidder to classifications in the Electric T&D Line of Progression, and subject to assessment and training plan if awarded position

Special Provisions

1. Qualif ied employees in the return to work process prior to being approved for long term dis ability (“LTD”) shall be given preferential consideration for a Title 300 New Business Liaison vacancy under the Return to Work provisions of Letter of Agreement 18-02.
2. Title 300 New Business Liaison – Electric will be in the General Construction Station, Substation and Hydro Department. The New Business Liaison - Electric will be available to perform inspection in Title 300 and Title 200 Electric Transmission and Distribution.
3. Employees who are Journeyman and above in the Line of Progression, may be used to supplement crews f or work which they are qualif ied to do when not performing inspection duties. Such assignments shall be subject to appropriate upgrade for the work performed .
4. Employees who bid or are hired into this classification will not have their bids or transfers considered under the provisions of Title 305 or Title 205 f or a period of 24 months. It is not intended to change the temporary upgrade provisions of Section 305.4.
5. The Company and Union each appointed three members to be part of an Oversight Committee. The Oversight Committee determined initial placement of incumbent employees who have physical work restrictions (Confidential Attachment 1) and will review and 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, and Subsection 102. 3(a)(2) timelines will be waived f or the 45-day period.

2019 Wage Rate

New Business Liaison–Electric (52369032) \$55.78

GENERAL CONSTRUCTION CLASSIFICATION CONSIDERED AS SAME OR HIGHER/ELIGIBLE BASED ON SENIORITY

ELECTRICIAN LINE OF PROGRESSION

Classification	Same or Higher/Eligible Classifications
New Business Liaison - 52369032	Electrician GC – 50010152
New Business Liaison–Elec Crew Fmn (PIO) - 52574624 **	Electrician – 50010049
New Business Liaison-Lineman (PIO)- 52574625 **	Electrician Switching – 50070742
	*Working Foreman B – 50251367

* Must have previously held the position of Electrician GC

** Must have previously held the position of Electrician to be considered qualified f or Electrician classifications

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

Mr. Bob Dean

LA 21-02-PGE
January 12, 2021

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

January 14th, 2021

By:  _____

Bob Dean
Business Manager