



LETTER AGREEMENT LA 21-20-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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VACAVILLE, CALIFORNIA 95696
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BOB DEAN
BUSINESS MANAGER

April 1, 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:

This agreement cancels and supersedes LA-20-08 which captured the agreement reached by the Company and IBEW with respect to the IBEW newly organized System Dispatcher unit. The updated changes (in the italicized text), to wage rates and hours of work will be effective at the beginning of a new pay period as soon as administratively possible following execution of this agreement on a prospective basis. Present incumbents will continue to receive 8 hours per week of straight time paid at the 1.5x rate of pay until the new wage rates are implemented. All other italicized changes will be effective immediately upon execution. The following details the agreement of the parties:

These positions will be covered by the IBEW Physical Agreement and those Titles and Exhibits, as appropriate, for hourly Region or General Office employees. NLRB Case No. 20-RC-143583 will be added to the Recognition, Section 2.1 of the Physical Agreement.

1. Classifications and Job Definition

With the addition of exempt supervisors on each shift in early 2014, the Company determined that the lead duties of the Senior System Dispatcher were no longer required. Company therefore proposed to combine into one classification the Senior System Dispatcher and the System Dispatcher.

Job Definition

System Dispatcher (52466108)

System Dispatcher (PIO) (52611522)

Sr. System Dispatcher (PIO) (52466107)

A shift employee who monitors and directs the operation of the integrated PG&E transmission system to ensure the grid is operated in a safe and reliable manner while minimizing costs to customers and the company. Coordinates and communicates planned or forced equipment outages, system status, unusual events, including the coordination of system restoration following major disturbances. Monitors the day-to-day real-time operations of the PG&E transmission system and works closely with the California Independent System Operator (CAISO) to maintain system reliability including monitoring voltages, coordinating switching actions, preparing for and responding to emergency system events. Also assists in managing the restoration of the transmission system after major disturbances.

Exercises or participates in centralized control over electric transmission lines and other electrical equipment as it pertains to the Bulk Electrical System.

- Directs the area System Operators in the switching steps of 500kv circuit breaker operations for the removal/return of lines and equipment from/to service for routine and emergency work. Coordinates

restoration of service following major disturbances.

- Coordinates voltage control in the PG&E area.
- Coordinates operations with the California Independent System Operator to ensure safe and reliable operation of the electric grid while minimizing negative impacts to the customers.
- Transmission Operations: Responsible for monitoring and directing operations on the integrated PG&E bulk electric transmission system to ensure safe and reliable operation of the electric grid while minimizing negative impacts to the customers.
- Monitors transmission switching in all PG&E facilities. Completes all equipment, outage and service reports and logs as necessary.
- Other duties required pursuant to the NERC RC certification to maintain the integrity and safety of the bulk electric system. *The job tasks are reviewed on a regular basis to ensure reliability related tasks are updated and to maintain NERC RC certification. The following are examples of the tasks for PG&E:*
 - Responds to and resolves an actual or anticipated System Operating Limits (SOL) violation during real-time operations.
 - Constructs temporary control points, confirms with CAISO, and reconciles discrepancies as necessary using Process Information (PI) tool.
 - Performs real time contingency studies (may be shared duties with other non-unit classifications).
 - Monitors real time contingency analysis.
 - Responds to a capacity emergency and implement emergency operations procedures.

2. Job Qualifications

- a. All current Dispatchers must maintain their NERC certifications at their current level. Within 6 months of the ratification of this letter, all system dispatchers must obtain an RC certification. The Company will provide training and test preparation and will pay for up to three NERC certification tests within the six months. Hires into the position will be required to acquire and maintain Reliability Coordinator (RC) certification level within six months of entrance into the classification.
- b. The Company will provide training and test preparation and pay for up to three NERC certification tests within the 12 months.
- c. Shall have two years' experience at a journey level or equivalent as an electric station operator, a steam/hydroelectric/nuclear operator or in a position of operating electric equipment and lines in an electric generating plant or in an engineering position.
- d. Journeyman System Operators and Lead System Operators with at least two years of experience in PG&E transmission operations will be considered qualified bidders for System Dispatcher vacancies.
- e. Shall complete ongoing Continuing Education training required to maintain the NERC certification at the RC level (currently 200 hours over three years). Training will be provided by the Company.

3. Selection Process for System Dispatcher

Qualified bidders to System Dispatcher vacancies are subject to the selection process described herein. Company and Union will establish a committee to jointly develop a selection process for bidders to System Dispatcher, which includes the following provisions:

Selection Process for System Dispatcher

Company and Union will establish a committee to jointly develop a selection process for qualified bidders to System Dispatcher. The selection process will include the following provisions:

- A written exam to assess technical knowledge will be developed, with a pool of technical questions to draw from to protect the integrity of the testing process.
- An oral interview panel to assess leadership abilities will be used as part of the selection process. Company and Union will select an equal number of participants on the interview panel. A pool of interview questions/scenarios will be developed to protect the integrity of the interview process.
- The candidates' scores on both the written exam and the interview will be standardized on a 100-point scale and combined such that each is given equal weight in the overall score (50% based on interview, 50% based on written test). The candidate with the highest score will be offered the position, except that if the two or more candidates with the highest scores are within ten percentage points of each other, the position will be offered to the candidate with the greatest service. Candidates scoring below the established minimum qualifying score will not be considered. A candidate may only test once for each opportunity to fill a System Dispatcher vacancy.
- *An employee's combined test/interview score will remain valid for a period of six months from the date of their panel interview and/or last test. If any additional System Dispatcher vacancies are to be filled within this six month period, the employee will have the option to either utilize their existing combined*

test/interview score or re-test and re-interview to establish a new combined score if there are no changes to the written exam or interview questions/scenarios. Any such changes will be developed jointly by the parties.

- The Oversight Committee (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.

4. Line of Progression

System Dispatchers will be included in the Electric Operations Line of Progression, Section 600.1, Exhibit VI-L.

System Dispatcher (52466108)

System Dispatcher (PIO) (52611522)

Sr. System Dispatcher (PIO) (52466107)

Next Lower Classification		Same or Higher Classifications	
50010339	1805 System Operator	50010341	1809 Lead System Operator
		52466108	3424 System Dispatcher
		52611522	System Dispatcher (PIO)
		52466107	3425 Sr. System Dispatcher (PIO)

5. Seniority Application

Company Service will be applied as defined in Section 106.3 and Subsection 106.5(a).

6. Timing of Benefits Conversion

Conversion from A&T benefits to the bargaining unit platform *occurred* following ratification of LA-20-08.

7. Training

The Company may provide employees within the operating line of progression the opportunity to train as system dispatchers and change shifts as provided in LOA R1-89-131 in order to facilitate training assignments. Such assignments will not be considered upgrades under Section 204.3 and will not require adjustments in pay.

- If a System Operator is assigned a System Dispatchers shift that System Operator shall be entitled to an upgrade in pay in accordance Section 204.3
- Employees will be considered qualified to fill a System Dispatcher shift if they are qualified in their AOR (North, Central, South) and have their RC certification. Employees who have completed their System Dispatcher Qualification Card shall receive preferential treatment for the purposes of System Dispatcher shift filling.

8. Compensation – 2021 Wage Rates

52466108 System Dispatcher	Single Rate: \$81.08
52611522 System Dispatcher (PIO)	Single Rate: \$89.19
52466107 Sr. System Dispatcher (PIO)	Single Rate: \$98.12

Sr. System Dispatcher (PIO) and System Dispatcher (PIO) are Present Incumbent only positions for employees in position at time of ratification of LA-20-08. Future Vacancies will be filled as System Dispatchers; and there will be no temporary upgrades to Sr. System Dispatcher (PIO).

STIP

Employees' participation in the Short-Term Incentive Plan (STIP) continued until the date of ratification LA 20-08, following which they no longer participated in STIP. Employees must have been in a STIP eligible position on the last day of the applicable quarter to be eligible to receive that quarter's payout, in accordance with the Company STIP guidelines.

9. Hours of Work

System Dispatchers will remain on the existing 12-hour, six-week rotation work schedule. *This alternative work hours schedule will be reduced to writing and subject to the same provisions as outlined in LA 13-79, the 12-hour Agreement applicable to System Operators at the Vacaville GCC. Accordingly, the work schedule may be changed by local Company and Union agreement.* A factored rate was created for pay purposes as a method of standardizing hours within a work week.

The Company may change the System Dispatchers' work schedule one time per year *in accordance with normal contractual provisions governing hours for T200 shift employees.*

10. Overtime

Prearranged Overtime: For the purpose of tracking and equal distribution of prearranged overtime (POT) hours in accordance with Title 208, employees transitioned to zero POT hours upon ratification of LA 20-08. The current local POT procedure in place for System Operators at the GCC will apply. *System Dispatchers, System Dispatchers (PIO) and Sr. System Dispatchers (PIO) will be considered the same classification for the purposes of equalizing POT.*

Emergency Overtime: For purposes of tracking and distribution of emergency overtime (EOT) hours, employees transitioned to zero EOT hours upon ratification of LA 20-08. The current local EOT sign-up and tracking procedures in place for System Operators at the Vacaville GCC will apply. *System Dispatchers, System Dispatchers (PIO) and Sr. System Dispatchers (PIO) will be considered the same classification for the purposes of distributing EOT.*

ARCOS: The Company may utilize the automated overtime call-out system for the purpose of tracking overtime POT or EOT and/or calling out employees. Company will notify the Union prior to implementing ARCOS.

11. Vacation

Vacation that was previously scheduled *prior to ratification of LA-20-08* was honored where operationally feasible, until the next vacation sign-up process commenced in accordance with Section 111.13. The local procedures in place for requesting unscheduled vacation for System Operators at the Vacaville GCC will apply.

12. Rocklin and Vacaville Headquarters

Transmission Grid Control Center System Dispatchers, *System Dispatchers (PIO)*, and Sr. System Dispatchers (PIO) may be assigned to work at either the Vacaville Grid Control Center or Rocklin Grid Control Center. The Company will endeavor to accommodate employee preferences at each of these work locations. *When temporarily assigned to work at the VGCC or RGCC*, employees will be paid travel time and mileage in excess of their normal commute. The Company may determine the number of employees required to work in either Rocklin or Vacaville. Company will offer opportunities to work in *each headquarters* first to volunteers. If there are more volunteers than needed, Company will make selections by seniority. Company may bypass senior volunteers if their commute costs exceed those of another volunteer. If there are insufficient volunteers to work *at either location*, employees will be assigned by reverse seniority.

13. Minimum Standard for Work Attire

Transmission and Distribution Control Center employees within the System Operator LOP shall maintain a minimum standard for work attire, consistent with maintaining a safe and professional environment. Such attire will require long pants, skirts/dresses, closed-toed hard-soled shoes, and shirts or blouses/dresses that cover shoulders and midriff (IBEW clothing consistent with the criteria above and fire-resistant (FR) clothing acceptable).

14. Bidding Restrictions

Upon ratification, incumbents will remain in the Grid Control Center for 36 months before being allowed to bid or transfer to any other position outside of the GCC. Such employees may still bid or transfer for promotions/demotions that are within the line of progression and headquarters.

New hires and bidders into Transmission System Dispatcher, shall remain in their Control Center for five years before being allowed to bid or transfer to another position outside of his/her current headquarters. Such employees may still bid or transfer for promotions/demotions that are within the line of progression (LOP) and headquarters. Employees who bid or transfer into a new classification within their line of progression will not be required to begin a new five-year retention period.

15. The Company may assign all System Operator activities to a System Dispatcher, *System Dispatcher (PIO)*, or *Sr. System Dispatcher (PIO) who is qualified and properly trained*, regardless of duration. This includes the option of utilizing a System Dispatcher who is already at work to fill an entire vacant shift, whether the System Dispatcher is on straight time or overtime. If the Company elects to fill a vacant shift that requires a call out, the current shift-filling protocol (Relief Agreement or Local Agreement) will continue to be followed.

16. Joint Oversight Committee

A joint Company-Union Oversight Committee will be created and will include up to three members selected by the Union and up to three members selected by the Company. This Committee will address issues related to the implementation of this agreement.

All other provisions of the collective bargaining agreement and supplements thereto, shall apply.

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: _____
Bob Dean
Business Manager

Apr 2, 2021 _____, 2021