



# LETTER AGREEMENT NO. R1-21-13 PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
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BOB DEAN,  
BUSINESS MANAGER

September 9, 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:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for Section 600.2, Exhibit VI-A, for the Materials Distribution and Division Materials Departments Including Gas Transmission & Storage. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

Changes appear in italics. Also, attached is a revision mode copy showing additions in italics and deletions lined out. The documents prompting the changes are listed on the last page of the JDLOP.

While the parties have completed a comprehensive review, due to the length of time since the last update there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

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 & ELECTRIC COMPANY

By: \_\_\_\_\_  
Denise Floyd Manager for 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

Sep 10, 2021, 2021

**PACIFIC GAS AND ELECTRIC COMPANY  
and  
IBEW, LOCAL UNION NO. 1245**

**MATERIALS DISTRIBUTION  
AND  
DIVISION MATERIALS DEPARTMENTS  
INCLUDING GAS TRANSMISSION & STORAGE  
JOB DEFINITIONS AND LINES OF PROGRESSION**

**Exhibit VI-A, Section 600.2**

**REVISED *March 2021***  
**Replaces LA R2-13-37 Dated *January 2014***  
**New language appears in italics**

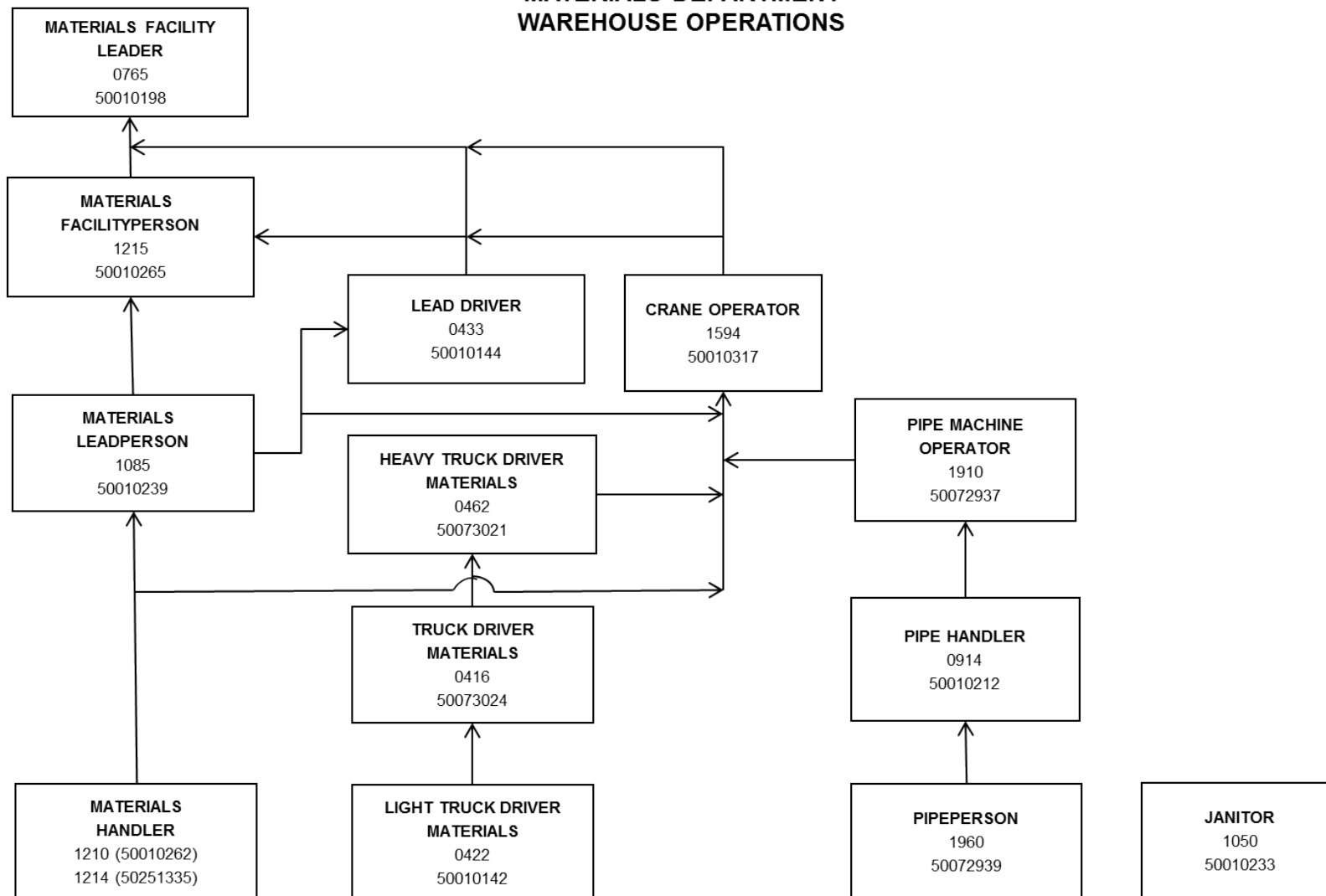
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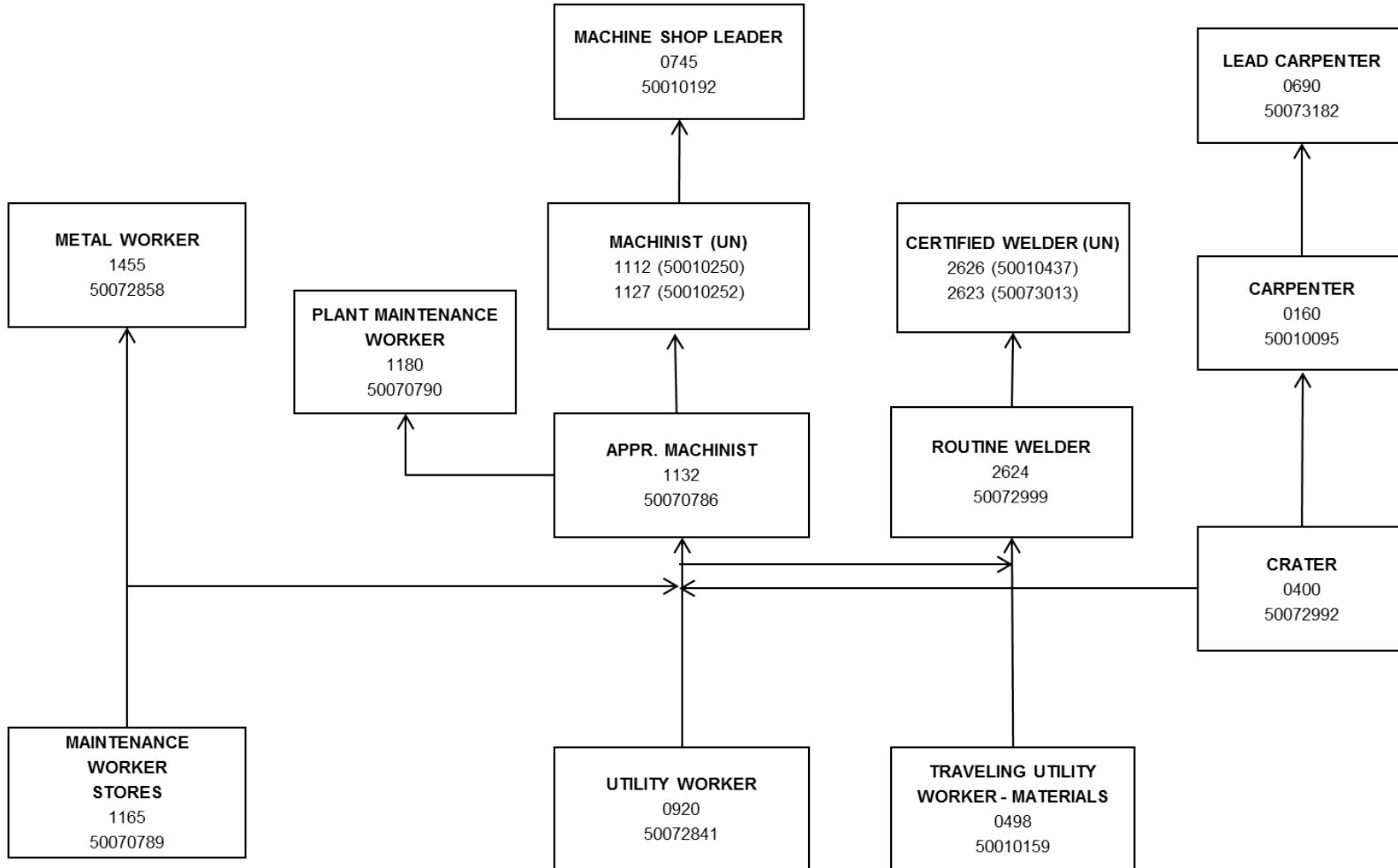
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## MATERIALS DEPARTMENT WAREHOUSE OPERATIONS



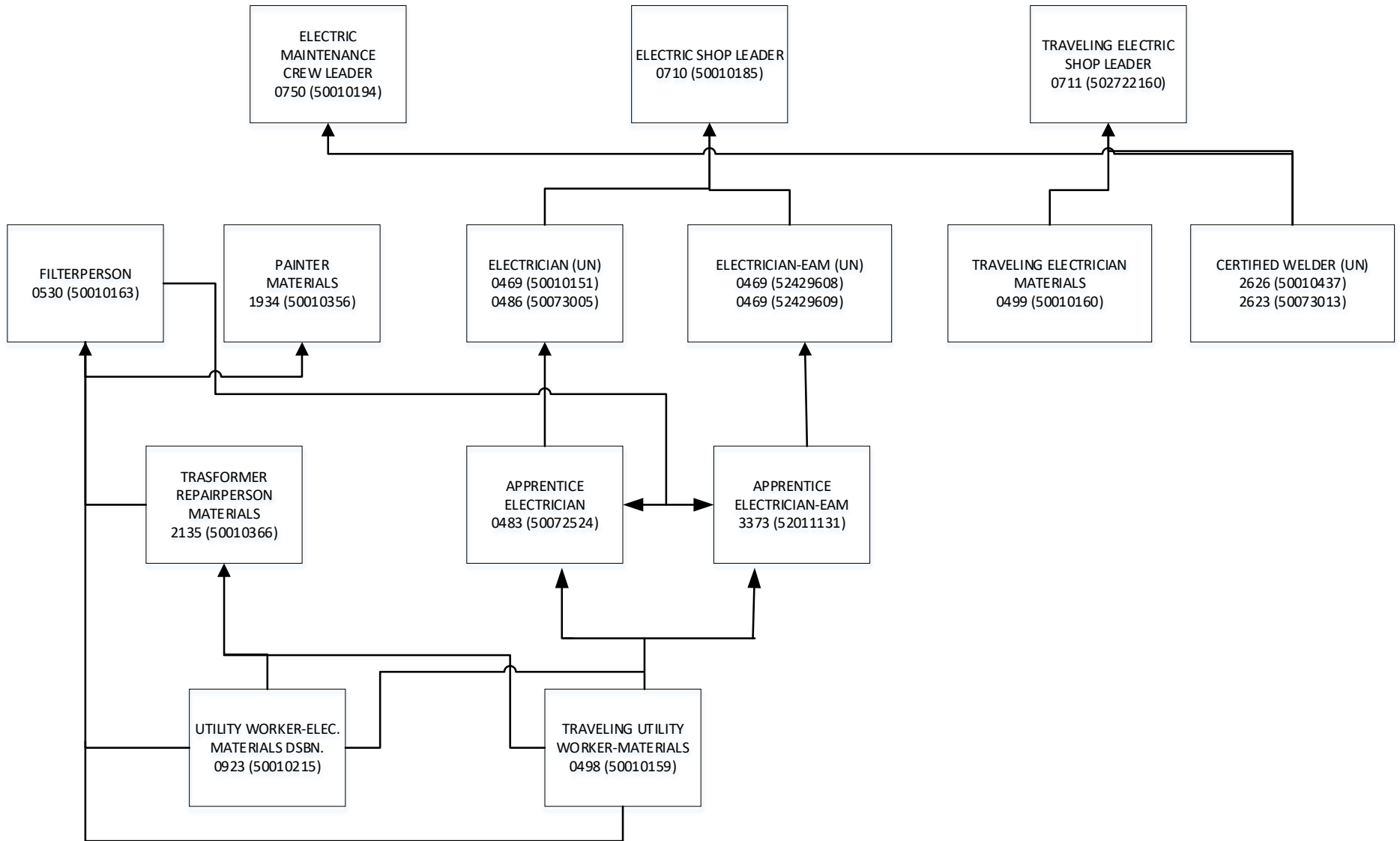
For illustrative purposes only. See job descriptions for additional detail.

**MATERIALS DEPARTMENT  
MACHINE SHOP**



For illustrative purposes only. See job descriptions for additional detail.

## MATERIALS DEPARTMENT ELECTRIC AND UTILITY



For illustrative purposes only. See job descriptions for detail.



## WAREHOUSE OPERATIONS, MATERIALS

### MATERIAL FACILITY LEADER

**0765 (50010198)**

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where three or more employees including the Material Facility Leader are employed, interprets and administers Materials Department procedure, and both supervises and performs duties relating to materials related office procedures, shipping/receiving, disbursing, and salvaging of materials. The Material Facility Leader shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's applicable rules and procedures. If assigned to a Materials Facility where the Material Facility Leader is subordinate to a materials supervisory employee not in the bargaining unit, the Material Facility Leader may perform the duties of a Materials Leadperson.

Legacy Code	SAP Job Code	Next Lower Classifications
0433	50010144	Lead Driver+
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson*
1215	50010265	Materials Facility Person
1594	50010317	Crane Operator**

Legacy Code	SAP Job Code	Same or Higher Classifications
0765	50010198	Materials Facility Leader

\*If no valid 205.7(b) bid on file from Materials Facility Person or Material Facility Leader.

\*\*Limited to Crane Operator who previously held classification of Materials Handler.

+Must have, on or before 1/15/79, been classified as Senior Warehouseman, (1085) Materials Leadperson or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Facility Person.

#### **Notes:**

- (1) It is understood that the classification of Material Facility Leader may, at Company's discretion, be used in Materials Facilities or Distribution Centers for the relief of non-bargaining unit materials supervisors or as working supervisors in these facilities (five to eight employees excluding the supervisor).
- (2) It is also understood that Company may, at its discretion, use the classification of Material Facility Leader as an assistant to a non-bargaining unit materials supervisor on a temporary basis during the transition to centralized facilities or centers. When this is done, the classification shall be offered on the basis of Service and qualifications to employees who are in the next lower classification at the facility or center.
- (3) Should establishment of a Material Facility Leader or Materials Facility Person classification become necessary at a Distribution Center or Materials Facility, the classification shall be offered on the basis of Service and qualifications to employees in the next lower classification at that facility or center. If the classification is not filled in the manner outlined above, the employee with the least Service in the next lower classification at that headquarters shall be assigned the Material Facility Leader or Materials Facility Person classification.
- (4) That all Materials Department employees assigned a shift at a Materials Facility or a Distribution Center, including the crew assigned duties at a Materials service point remote from the Materials Facility or Distribution Center, be included in determining the need for a Material Facility Leader

or a Materials Facility Person.

**MATERIALS FACILITY PERSON**  
**1215 (50010265)**

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where one or two employees, including the Facility Person, are employed; interprets and administers Materials Department procedure, and both directs and performs duties relating to the materials related office procedures, shipping, receiving, disbursing, and salvaging of materials. The Materials Facility Person shall be familiar with the Company's applicable rules and procedures and be able to use a computer with moderate skill and possess a valid Class C Driver's License.

If assigned to a Materials Facility where the Facility Person is subordinate to a Material Facility Leader or a non-bargaining unit materials supervisor, the Facility Person may be required to perform the duties of a Material's Leadperson. (See Notes 3 and 4 under Material Facility Leader.)

Legacy Code	SAP Job Code	Next Lower Classifications
0433	50010144	Lead Driver*
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson
1594	50010317	Crane Operator**

Legacy Code	SAP Job Code	Same or Higher Classifications
0765	50010198	Materials Facility Leader
1215	50010265	Materials Facility Person

\*Must have, on or before 1/15/79, been classified as a Senior Warehouseman, (1085) Materials Leadperson, or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Materials Facility Person.

\*\*Limited to Crane Operator who previously held classification of Materials Handler.

**MATERIALS LEADPERSON**  
**1085 (50010239)**

An employee, subordinate to a Material Facility Leader or a non-bargaining unit materials supervisor, who is in charge of one or more functions and who both directs and performs duties relating to materials related office procedures, shipping, receiving, disbursing, and salvaging of materials.

An employee who is headquartered at a Distribution Center, Satellite Facility or a Remote Service Point <sup>(2)</sup> which may be physically removed from the Materials Distribution Center but is accountable to and assigned duties from the Center; or an employee who, while assigned to one facility as his/her headquarters, is assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. In any of the above situations, an employee shall be able to use a computer and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane) and any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between facilities or to a jobsite.

Legacy Code	SAP Job Code	Next Lower Classifications
1210	50010262	Materials Handler*-Hired before 2009

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver

1212	50010264	Materials Handler - GC	0765	50010198	Materials Facility Leader
1214	50251335	Materials Handler-Hired after 12/31/2008	1082	50010236	Materials Leadman – GC
1594	50010317	Crane Operator**	1085	50010239	Materials Leadperson
1216	50251341	<i>Utility Materialsman-hired after 12/31/08</i>	1215	50010265	Materials Facility Person

\* See test requirements and training program – page 28

\*\*Limited to Crane Operator who previously held classification of Materials Handler.

**Notes:**

- (1) There shall not be less than four (4) Materials Leadpersons assigned to the primary shift at a Materials Distribution Center.
- (2) Materials Leadperson assigned to a satellite location shall be considered for the purposes of Title 202 and 205 of the Physical Labor Agreement as headquartered at the remote location.

**LEAD DRIVER**  
**0433 (50010144)**

An employee who operates a heavy truck to transport materials between Distribution Centers, Materials Facilities, Satellite Facilities, Remote Service Points, or to a job site. An employee who, while assigned to one Materials Facility or Distribution Center, Satellite Facility or Remote Service Point as his/her headquarters, may be assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. May be assigned, subordinate to Material Facility Leader or a non-bargaining unit materials supervisor, the direction and performance of duties relating to materials related office procedures<sup>(1)</sup>, shipping, receiving, disbursing, and salvaging of materials. Must possess a valid Class A Driver's License and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane).

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
1082	50010236	Materials Leadman - GC	0433	50010144	Lead Driver
1085	50010239	Materials Leadperson <sup>(1)</sup>	0765	50010198	Materials Facility Leader <sup>(1)</sup>
1210	50010262	Materials Handler <sup>*(2)</sup> - Hired before 2009	1215	50010265	Materials Facility Person
1212	50010264	Materials Handler - GC	1594	50010317	Crane Operator**
1214	50251335	Materials Handler-Hired after 12/31/08 <sup>*(2)</sup>			
1216	50251341	<i>Utility Materialsman-hired after 12/31/08</i>			

\*See test requirements and training program - page 28.

\*\*Limited to Crane Operator who previously held classification of Materials Handler.

**Notes:**

- (1) Will not be required to type or use a data terminal.

- (2) An employee prior to entering the classification of Lead Driver (0433) shall be required to satisfactorily complete Company's Driver's Training Course.

### **MATERIALS HANDLER**

**1210 (50010262) HIRED BEFORE 2009**

**1214 (50251335) HIRED AFTER 12/31/08**

***UTILITY MATERIALSMAN-HIRED AFTER 12/31/08***

**1216 (50251341)**

An employee who performs with or without direct supervision, subordinate to the employee in charge, routine duties in a Materials Facility or Distribution Center relating to shipping, receiving, related materials office procedures, disbursing, and salvaging of materials.

An employee who, while assigned to one Materials Facility or Distribution Center as his/her headquarters, may be assigned, as an assistant to a Materials Leadperson or Lead Driver, routine duties at one or more Materials Satellite Facilities, or Remote Service Points which may be unattended by Materials employees.

In addition, operates materials handling equipment (other than a traveling, gantry, or mobile crane); and may be required to drive any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between Materials Facilities or to a jobsite; may be assigned to assist the Crane Operator and engages in preparing a load for lifting, hooking, or unhooking a load or removing a load from the sling during crane operations.

The employee shall be able to use a computer with moderate skill and shall possess a Class C California Driver's License. The employee must meet requirements of Fork Lift Operation Course (see page 31) and have passed the Clerical Test Battery (CTB). The Materials Handler must also complete Course One of the Materials Training Course (MTC) and pass each module with a grade of at least 70% in order to move from 12 month step of Materials Handler to 18 month step of Materials Handler.

### **BEGINNER'S CLASSIFICATION**

#### **Notes:**

- (1) A transfer application from a Materials Handler or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System and filled under the provisions of Subsection 205.5(b) of the Physical Agreement. Under other circumstances Materials Handler will be considered a beginner's classification.

Incumbent Division Materials Department and Materials Distribution employees will be exempt from the Clerical Pre-employment Test and the Fork Lift Training requirements when submitting a Priority 1 transfer to Materials Handler.

- (2) Duties involving interoffice mail delivery shall be limited to the practice in effect on January 31, 1972, in the Materials Distribution Department.
- (3) "Employee in charge" refers to Material Facility Leader, Materials Facility Person, Materials Leadperson, or Lead Driver but shall not limit or restrict a non-bargaining unit supervisor's right to supervise or direct the work consistent with Titles 2 and 7 of the current Labor Agreement, including the 1966 Statement of Intent relative to bargaining unit work.

#### **Bidding Rights of Materials Handler to Garage Department:**

The (1210 & 1214)) Materials Handler classification is considered for bidding purposes to Parts Clerk, Exhibit VI-D, Job Definitions and Lines of Progression, General Services Department, Division Garage Department, as a classification next lower, thereby entitling a Materials Handler to submit a prebid for

consideration pursuant to Subsection 205.7(b).

**Demotion Rights into Materials Handler**

The Materials Handler will only be considered a beginning classification for the purpose of Section 206.6 of the Agreement while having employees in the first eighteen months of the training program and only employees within the first eighteen months of such training program shall be subject to being displaced in accordance with the contract section.

**TRUCK DRIVER HEAVY - MATERIALS**  
**0462 (50073021)**

An employee who drives a heavy truck transporting people, supplies, and equipment; loads and unloads the truck; performs necessary paperwork in connection therewith; assists materials employees in the performance of their work; and may be assigned to operate material handling equipment. Must possess a valid Class A California Driver's License.

Legacy Code	SAP Job Code	Next Lower Classifications
0416	50073024	Truck Driver – Materials

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver
0434	50073113	Special Driver - GC Service Ctr
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver – Gas (PIO)
0524	50010161	Fieldperson
1594	50010317	Crane Operator
1033	51664847	Construction Operator-GC Gas

A heavy truck is defined as:

1. a truck tractor coupled with one or more trailers or;
2. a 3-axle truck or;
3. any combination of truck and trailers exceeding 50 feet in length.

Two wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

\* Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

**TRUCK DRIVER – MATERIALS**  
**0416 (50073024)**

An employee who drives a truck transporting people, supplies, and equipment, loads and unloads the truck; performs necessary paperwork in connection therewith; assists materials employees in the performance of their work and may be assigned to operate materials handling equipment. Must possess a valid Class C California Driver's License.

Legacy Code	SAP Job Code	Next Lower Classifications
0422	50010142	Light Truck Driver - Materials
1210	50010262	<i>Materials Handler-Hired before 2009</i>
1214	50251335	<i>Materials Handler-Hired after 12/31/2008</i>

Legacy Code	SAP Job Code	Same or Higher Classifications
0416	50073024	Truck Driver - Materials
0417	50073024	Truck Driver - Electric
0418	50073023	Truck Driver - Water
0433	50010144	<i>Lead Driver</i>
0434	50073113	Special Driver - GC Service Ctr
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver – Gas (PIO)
0524	50010161	<i>Fieldperson</i>
1594	50010317	Crane Operator
1033	51664847	<i>Construction Operator-GC Gas</i>

\* Applicable to employees who held the classification of 0415 Truck Driver - G.C. on 12/31/90.

\*\* Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: Class C Driver's License required per LA 93-39-PGE.

### **LIGHT TRUCK DRIVER – MATERIALS**

#### **0422 (50010142)**

An employee who drives a station wagon or pickup truck transporting people, supplies and equipment; loads and unloads the truck; performs necessary paperwork in connection therewith; assists employees in the performance of their work in the department to which he/she is assigned. Must possess a valid Class C California Driver's License.

Legacy Code	SAP Job Code	Next Lower Classifications
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None

Legacy Code	SAP Job Code	Same or Higher Classifications
0416	50073024	Truck Driver – Materials
0417	50073024	Truck Driver - Electric
0418	50073023	Truck Driver – Water
0422	50010142	Light Truck Driver – Materials
0423	50010143	Light Truck Driver – Garage
0424	50073019	Truck Driver Light – Electric
0425	50073014	Truck Driver Light – Water
0433	50010144	Lead Driver
0434	50073113	Special Driver - GC Service Ctr

0462	50073021	Truck Driver Heavy — Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver – Gas (PIO)
1594	50010317	Crane Operator
1033	51664847	<i>Construction Operator-GC Gas</i>

\* Applicable to employees who held the classification of 0415 Truck Driver - G.C. on 12/31/90.

\*\* Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: Class C Driver's License required per LA 93-39-PGE.

### **CRANE OPERATOR**

#### **1594 (50010317)**

An employee who operates a traveling, gantry, or mobile crane for the purpose of moving materials, supplies or equipment, switching cars, and is responsible for the care of the crane equipment. May be assigned to other materials related duties when not operating the crane.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver – Gas (PIO)
0914	50010212	Pipe Handler
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson
1210	50010262	Materials Handler-Hired before 2009
1212	50010264	Materials Handler - GC
1214	50251335	<i>Materials Handler-Hired after 12/31/2008</i>
1216	50251341	<i>Utility Materialsman –hired 2009 or later</i>
0524	50010161	<i>Fieldperson</i>

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0433	50010144	Lead Driver
0765	50010198	Materials Facility Leader
1215	50010265	Materials Facility Person
1594	50010317	Crane Operator
1596	50070801	Crane Operator - GC Svc Ctr
1597	50010318	Crane Operator - GC Field - Gas
1033	51664847	<i>Construction Operator-GC Gas</i>

\* Applicable to employees who held the classification of 0461 Heavy Truck Driver - G.C. on 12/31/90.

**Note:** For purposes of this definition, a crane is defined as a mobile, self-propelled lifting device that uses a lattice structure boom, cable, and pulley lift mechanism.

### **PIPE MACHINE OPERATOR**

#### **1910 (50072937)**

An employee who operates and maintains a pipe cleaning and priming machine or a pipe wrapping machine in the complete operation of cleaning and priming pipe or soil proofing pipe and directs other employees as necessary in the complete operation. When not engaged in pipe wrapping or priming and cleaning operation may perform other duties in the pipe yard and plant such as checking, loading, or other duties as may be assigned.

Legacy Code	SAP Job Code	Next Lower Classifications
0914	50010212	Pipe Handler
1960	50072939	Pipeperson

Legacy Code	SAP Job Code	Same or Higher Classifications
1910	50072937	Pipe Machine Operator

**PIPE HANDLER (PIO)**

**0914 (50010212)**

An employee who operates a fork lift for the purpose of moving or transporting pipe, material, supplies, or equipment and performs minor repairs and maintenance work on such fork lift. Is responsible for the operation of tar pots and performs such duties as lighting the burners, maintaining proper heat, charging the pots with tar, keeping the tar at the proper level to feed the pipe wrapping machines and keeping his/her work area clean. During the night work period, shall also do such routine maintenance work as changing screens, cleaning and making adjustments as instructed by Plant Maintenance Worker or day crew. Without direct supervision, subordinate to the employee in charge, assists in tallying, receiving and shipping pipe, including records and related paper work with this operation.

Legacy Code	SAP Job Code	Next Lower Classifications
1960	50072939	Pipeperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0914	50010212	Pipe Handler
1910	50072937	Pipe Machine Operator

**PIPEPERSON**

**1960 (50072939)**

An employee whose principle duties consists of routine work in a pipe priming or wrapping crew; shall perform semi-skilled or unskilled work as directed.

**BEGINNER'S CLASSIFICATION**

**JANITOR**

**1050 (50010233)**

An employee who is engaged in performing all types of janitorial work on the Company premises or section thereof assigned to him.

**BEGINNER'S CLASSIFICATION**



## MACHINE SHOP

### MACHINE SHOP LEADER

**0745 (50010192)**

An employee who shall have the qualifications of a Machinist and shall be a working foreperson called upon by the Leader to assist him/her by allocating and supervising work in and around the machine shop.

Legacy Code	SAP Job Code	Next Lower Classifications
1112	50010250	Machinist*
1127	50010252	Un Machinist*

Legacy Code	SAP Job Code	Same or Higher Classifications
0745	50010192	Machine Shop Leader

\*Experience in the Machine Shop required.

### METAL WORKER

**1455 (50072858)**

An employee who makes and repairs articles and tools; sharpens and tempers same and does other miscellaneous jobs requiring the use of hand tools, forge, anvil triphammer, and who forms, welds, and unites sheet, rolled, cast and extruded metals, including the fabrication of jobs from plans and sketches. Must have working knowledge of metallurgy and pattern drafting. The employee's background and experience must be such that these duties can be performed with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
1165	50070789	Maintenance Worker - Stores

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1455	50072858	Metal Worker

### MACHINIST

**1112 (50010250)**

### UNASSIGNED MACHINIST

**(1127) 50010252**

An employee who is a journeyman and who is qualified to do precision work with all types of machine shop tools, both power and bench, and is engaged in the performance of such work in connection with the manufacture, maintenance, and repair of all types of machinery. This may include the complete fabrication of a job from plans or sketches, the grinding or shaping of tools, related welding and rigging, and laying out and setting up of jobs. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
1132	50070786	Apprentice Machinist

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1110	50070781	Machinist - GC Svc Ctr
1112	50010250	Machinist
1113	50070782	Machinist - DCPD
1124	50010251	UN Traveling Machinist
1127	50010252	UN Machinist

1128	50010253	UN Machinist - DCPP
1129	50070784	UN Traveling Machinist - DCPP
1146	50010258	Traveling Machinist - DCPP
1147	50010259	Traveling Machinist
1180	50070790	Plant Maintenance Worker

**APPRENTICE MACHINIST**  
**1132 (50070786)**

An employee who is engaged in performing Machinist's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Machinist, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker-Mtls
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elec Mt Dsbn
1165	50070789	Maintenance Worker* - Stores
2135	50010366	Transformer Repairperson - Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1112	50010250	Machinist
1127	50010252	UN Machinist
1113	50070782	Machinist - DCPP
1128	50010253	Un Machinist - DCPP
1129	50070784	Un Traveling Machinist – DCPP
1132	50070786	Apprentice Machinist
1146	50010258	Traveling Machinist – DCPP
1147	50010259	Traveling Machinist
1151	50070787	Certified Welder/Maintenanceman Arc
1455	50072858	Metal Worker
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder – DCPP
2632	50073012	Un Certified Welder - DCPP
2634	50010439	Traveling Certified Welder – DCPP
2635	50072894	Un Traveling Certified Welder - DCPP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

\*An employee in any one of these classifications will be given six months' classification seniority as an Apprentice Machinist if he/she is the successful bidder on such job and has spent at least one year in one or more in their current classifications.

**MAINTENANCE WORKER - STORES****1165 (50070789)**

An employee who repairs and maintains building and equipment pertaining to the operation thereof; also greases and oils shop machinery and equipment.

Legacy Code	SAP Job Code	Next Lower Classifications
None		

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1110	50070781	Machinist - GC Field
1112	50010250	Machinist
1113	50070782	Machinist - DCPD
1124	50010251	Un Traveling Machinist
1127	50010252	UN Machinist
1128	50010253	Un Machinist - DCPD
1129	50070784	Un Traveling Machinist - DCPD
1132	50070786	Apprentice Machinist
1146	50010258	Traveling Machinist - DCPD
1147	50010259	Traveling Machinist
		Certified Welder/Maintenanceman Arc
1151	50070787	
1165	50070789	Maintenance Worker - Stores
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPD
2632	50073012	Un Certified Welder - DCPD
2634	50010439	Traveling Certified Welder - DCPD
		Un Traveling Certified Welder - DCPD
2635	50072894	
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

**CERTIFIED WELDER****2626 (50010437)****(2623) 50073013 Unassigned Certified Welder**

An employee who does both electric and acetylene welding to build, reinforce, or repair Company material or equipment. May lay out metal in accordance with plans or sketches before welding. Background of experience must be such as to qualify an employee for certification by the State if requested to perform a class of work requiring certification. For the Emeryville Central Repair Facility - duties will also include forming, welding and uniting of sheet, rolled, cast and extruded metals including the fabrication of jobs from plans and sketches. Must have working knowledge of metallurgy and pattern drafting. Background and experience must be such that an employee can perform these duties with skill and efficiency.

**Notes:**

Training will be provided by the Company to ensure that Certified Welders are qualified to perform metal working duties. In addition, training opportunities will be made available to employees in lower classifications within the line of progression, to ensure that the Facility has qualified employees capable of performing metal working duties.

Legacy Code	SAP Job Code	Next Lower Classifications
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson
2624	50072999	Routine Welder

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0710	50010185	Electric Shop Leader
0745	50010192	Machine Shop Leader
0750	50010194	Electric Maintenance Crew Leader
1151	50070787	Certified Welder/Maintenanceman Arc
2617	50010435	Welder - GC - Gas
2622	50072914	AWS Certified Welder
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPD
2632	50073012	Un Certified Welder - DCPD
2635	50072894	Un Traveling Certified Welder - DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
2634	50010439	Traveling Certified Welder - DCPD

**ROUTINE WELDER**  
**2624 (50072999)**

An employee who does work requiring moderate skill and accuracy in the use of welding equipment. May be called on to assist a Certified Welder or other employee.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	Traveling Utility Worker - Materials
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elect Mt. Dsbn
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1112	50010250	Machinist
1113	50070782	Machinist - DCPD
1124	50010251	Un Traveling Machinist
1127	50010252	UN Machinist
1128	50010253	Un Machinist - DCPD
1129	50070784	Un Traveling Machinist - DCPD
1132	50070786	Apprentice Machinist
1146	50010258	Traveling Machinist - DCPD
1147	50010259	Traveling Machinist

1151	50070787	Certified Welder/Maintenanceman Arc
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2617	50010435	Welder - GC - Gas
2622	50072914	AWS Certified Welder
2623	50073013	Un Certified Welder
2624	50072999	Routine Welder
2625	50072900	Arc Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPD
2632	50073012	Un Certified Welder - DCPD
2634	50010439	Traveling Certified Welder - DCPD
2635	50072894	Un Traveling Certified Welder - DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

**LEAD CARPENTER**  
**0690 (50073182)**

An employee who shall have the qualifications of a Carpenter and shall be a working foreman called upon by the Foreman to assist an employee by allocating and supervising work in and around the carpenter shop.

Legacy Code	SAP Job Code	Next Lower Classifications
0160	50010095	Carpenter

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
0854	50010206	Working Foreman C - Gas

**CARPENTER**  
**0160 (50010095)**

An employee who performs all classes of carpenter work, including cabinet making, journey, and other work requiring a high degree of precision, employing hand and machine wood working tools. May be required to do other work such as the repair and maintenance of buildings and fixtures.

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0163	50010096	Carpenter A - Gas
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
0854	50010206	Working Foreman C - Gas
1112	50010250	Machinist
1113	50070782	Machinist - DCPD
1124	50010251	Un Traveling Machinist
1127	50010252	UN Machinist
1128	50010253	Un Machinist - DCPD
1129	50070784	Un Traveling Machinist - DCPD

1146	50010258	Traveling Machinist - DCPP
1147	50010259	Traveling Machinist
1151	50070787	Certified Welder/Maintenanceman Arc
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPP
2632	50073012	Un Certified Welder - DCPP
2634	50010439	Traveling Certified Welder - DCPP
2635	50072894	Un Traveling Certified Welder - DCPP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

**CRATER**  
**0400 (50072992)**

An employee, qualified to do rough carpenter work, who crates materials, supplies, or equipment, in such manner as to comply with shipping regulations; may perform other rough carpenter work or packing. Must be able to do millwork necessary to the crating operation.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	Traveling Utility Worker - Materials
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elect Mt. Dsbn

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0400	50072992	Crater
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1112	50010250	Machinist
1113	50070782	Machinist - DCPP
1124	50010251	Un Traveling Machinist
1127	50010252	UN Machinist
1128	50010253	Un Machinist - DCPP
1129	50070784	Un Traveling Machinist - DCPP
1132	50070786	Apprentice Machinist
1146	50010258	Traveling Machinist - DCPP
1147	50010259	Traveling Machinist
1165	50070789	Maintenance Worker - Stores
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2135	50010366	Transformer Repairperson-Mtls
2140	50010367	Transformer Repairperson
2623	50073013	Un Certified Welder
2624	50072999	Routine Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPP
2632	50073012	Un Certified Welder - DCPP

2634	50010439	Traveling Certified Welder - DCPP
2635	50072894	Un Traveling Certified Welder - DCPP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
3373	52011131	<i>Apprentice Electrician-EAM</i>

**PLANT MAINTENANCE WORKER**  
**1180 (50070790)**

A qualified employee who performs all types of repair and preventive maintenance work on all yard and shop machinery and building operated by the Materials Distribution Department. Inspects facilities to determine work necessary. Must be proficient in the use of bench, hand, power and air tools, and welding equipment necessary for such work. Shall also perform minor electrical repair work.

Legacy Code	SAP Job Code	Next Lower Classifications
1132	50070786	Apprentice Machinist

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1112	50010250	Machinist
1113	50070782	Machinist - DCPP
1124	50010251	Un Traveling Machinist
1127	50010252	UN Machinist
1128	50010253	Un Machinist - DCPP
1129	50070784	Un Traveling Machinist - DCPP
1146	50010258	Traveling Machinist - DCPP
1147	50010259	Traveling Machinist
1180	50070790	Plant Maintenance Worker

**UTILITY WORKER – MECHANICAL METER DSBN**  
**0920 (50072841)**

An employee whose principal duties consists of routine semi-skilled work such as assisting the employee in charge. May be required to prepare and handle tools and material under the supervision of a journeyman or perform other semi-skilled duties as directed.

**BEGINNER'S CLASSIFICATION**



**ELECTRIC AND UTILITY**

**ELECTRIC MAINTENANCE CREW LEADER**

**0750 (50010194)**

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>	<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0469	50010151	Electrician - Materials	0105	50251365	Working Foreman A - Non-Climbing
0486	50073005	Un Electrician - Materials	0107	50251367	Working Foreman B - Non-Climbing
2623	50073013	Un Certified Welder*	0499	50010160	Traveling Electrician - Materials
2626	50010437	Certified Welder*	0651	50010180	Subforeman A (Excluding Line Const.)
3589	51904047	Electric Locator**	0653	50010181	Subforeman B - GC
0469	52429608	Electrician - EAM	0710	50010185	Electric Shop Leader
0469	52429609	Un Electrician - EAM	0750	50010194	Elec Maintenance Crew Leader

An employee who shall have the qualifications of an electrician and be a working foreman; may be in charge of a small crew engaged in station constructions and maintenance work.

\*Experience in hydroelectric maintenance required.

\*\*Electric Locators must satisfy the 2-year bid-lock requirement and are subject to the provisions of LA 20-33.

See LA 20-33:

*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.*

**ELECTRIC SHOP LEADER**

**0710 (50010185)**

An employee who is a working foreman and who performs and directs the work in the bushing repair shop of the electric and utility section of the Central Store Shops. In addition, may be required to assist on bushing repair work at other locations on Company's system and to give advice and direction concerning such work. Shall have the personal qualifications of leadership and supervisor ability, the craft qualifications of an electrician and a background of experience in bushing repair work. Shall be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>	<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0469	50010151	Electrician*	0499	50010160	Traveling Electrician - Materials

0486	50073005	Un Electrician* - Materials
0469	52429608	<i>Electrician - EAM</i>
0469	52429609	<i>Un Electrician - EAM</i>

0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader

\*Experience in electric shop required.

**TRAVELING ELECTRIC SHOP LEADER**  
**0711 (50272160)**

An Employee who is a working foreman and who performs, schedules, assigns and directs the work of electric equipment repair at the repair shops of Electric Equipment Supply. In addition, may be required to assist on electric equipment at other locations on the Company's system and to give advice and direction concerning such work. Shall have personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrician and a background of experience in electric equipment repair work. Shall be familiar with the Company's test, repair, construction and safety standards, accounting procedures, and other applicable systems, rules and procedures.

Legacy Code	SAP Job Code	Next Lower Classifications
0469	50010151	Electrician*
0486	50073005	Un Electrician - Materials*
0499	50010160	Traveling Electrician - Materials
0469	52429608	<i>Electrician - EAM</i>
0469	52429609	<i>Un Electrician - EAM</i>

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader

\* Experience in electric shop required

**ELECTRICIAN**

**0469 (50010151)**

**UNASSIGNED ELECTRICIAN-MATERIALS**

**(0486) 50073005**

**ELECTRICIAN – ELECTRIC ASSET MANAGEMENT (EAM)**

**(0469) 5249608**

**UNASSIGNED ELECTRICIAN – ELECTRIC ASSET MANAGEMENT (EAM)**

**(0469) 52429609**

An employee who is a journeyman and who is engaged in performing all classes of electrical work. This may include the complete formation and assembly of a job from plans, sketches, or instruction, the drawing of plans

for the completion of the supplementary work and for the reassembly of the specific job by other employees. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
0483	50072524	Apprentice Electrician
3373	52011131	<i>Apprentice Electrician-EAM</i>

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0466	50073083	Electrician – GC – SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0472	50073082	Electrician – DCPD
0474	50010152	Electrician – GC
0494	50070742	<i>Electrician - Switching</i>
0476	50072953	Un Traveling Electrician
0477	50010153	Traveling Electrician
0479	50010154	Traveling Electrician – DCPD
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician – Materials
0489	50073006	Un Electrician – DCPD
0491	50072952	Un Traveling Electrician – DCPD
0499	50010160	Traveling Electrician – Materials
0651	50010180	Subforeman A – Excluding Line Const.
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0469	52429608	<i>Electrician - EAM</i>
0469	52429609	<i>Un Electrician - EAM</i>
3589	51904947	<i>Electric Locator**</i>

**\*\*Electric Locators must satisfy the 2-year bid-lock requirement and are subject to the provisions of LA 20-33.**

See LA 20-33:

*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.*

Note: Class C Driver’s license may be required per LA 93-39-PGE.

NOTES (See LA 20-33)

1. *Employees and candidates must be qualified journeyman Electricians to be considered for all Electrician classifications. 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.*
2. *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 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.*
3. *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.*

**APPRENTICE ELECTRICIAN**  
**0483 (50072524)**

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker - Materials
0530	50010163	Filterperson
0920	50072841	Utility Worker - Mechanical Meter Distrib
0923	50010215	Utility Worker - Electric Mt Dsbn
1934	50010356	Painter - Materials Dist
2140	50010367	Transformer Repairperson
3373	52011131	Apprentice Electrician-EAM

Legacy Code	SAP Job Code	Same or Higher Classifications
0466	50073083	Electrician - GC - SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0481	50010155	Apprentice Electrician – Elec & Hydro
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician - Materials
0488	50010157	Appr. Electrician - GC
0710	50010185	Electric Shop Leader

0750	50010194	Elec Maintenance Crew Leader
0469	52429608	Electrician - EAM
0469	52429609	Un Electrician - EAM

**APPRENTICE ELECTRICIAN-ELECTRIC ASSET MANAGEMENT (EAM)**

**3373 (52011131)**

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed.

Must have 12 months' experience in the Materials Department Machine Shop or the Electric Utility line of progression as a Utility Worker or in a higher classification. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker – Materials
0530	50010163	Filterperson
0920	50072841	Utility Worker - Mechanical Meter Distrb
0923	50010215	Utility Worker - Electric Mt Dsbn
1934	50010356	Painter - Materials Dist
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0466	50073083	Electrician - GC - SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0481	50010155	Apprentice Electrician – Elec & Hydro
0483	50072524	Apprentice Electrician
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician - Materials
0488	50010157	Appr. Electrician - GC
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader
0469	50010151	Electrician – Materials
0499	50010160	Traveling Electrician - Materials
3373	52011131	Apprentice Electrician - EAM
0469	52429608	Electrician - EAM

Note: Bids to Apprentice Electrician – EAM will qualify with 12 months in the line of progression as a Utility Worker or higher classification in the Electric Utility Department of Materials Distribution.

**TRANSFORMER REPAIRPERSON - MATERIALS**

**2135 (50010366)**

An employee in the shop who repairs, services, and maintains transformers. May also be required to overhaul and repair various other types of electrical equipment and tools for which s/he is qualified to perform.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	Traveling Utility Worker - Materials
0920	50072841	Utility Worker - Mechanical Meter Distrb
0922	50010214	Utility Worker -Helms
0923	50010215	Utility Worker - Electric Mt Dsbn
0925	50010216	Utility Worker - Electric Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0400	50072992	Crater
0466	50073083	Electrician - GC - SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0477	50010153	Traveling Electrician
0481	50010155	Apprentice Electrician – Elec & Hydro
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician – Materials
0499	50010160	Traveling Electrician – Materials
0530	50010163	Filterperson
0690	50073182	Lead Carpenter
0710	50010185	Electric Shop Leader
0745	50010192	Machine Shop Leader
0750	50010194	Elec Maintenance Crew Leader
1112	50010250	Machinist
1113	50070782	Machinist – DCPP
1127	50010252	UN Machinist
1128	50010253	Un Machinist – DCPP
1129	50070784	Un Traveling Machinist – DCPP
1132	50070786	Apprentice Machinist
1146	50010258	Traveling Machinist – DCPP
1147	50010259	Traveling Machinist
1165	50070789	Maintenance Worker – Stores
1180	50070790	Plant Maintenance Worker
1934	50010356	Painter - Materials Dist
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson
2623	50073013	Un Certified Welder
2624	50072999	Routine Welder

2626	50010437	Certified Welder
2631	50072942	Certified Welder – DCPD
2632	50073012	Un Certified Welder – DCPD
2634	50010439	Traveling Certified Welder – DCPD
2635	50072894	Un Traveling Certified Welder – DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
1124	50010251	Un Traveling Machinist
3373	52011131	<i>Apprentice Electrician-EAM</i>
0469	52429608	<i>Electrician - EAM</i>
0469	52429609	<i>Un Electrician - EAM</i>

**CERTIFIED WELDER**

**2626 (50010437)**

**UNASSIGNED CERTIFIED WELDER**

**(2623) 50073013**

An employee who does both electric and acetylene welding to build, reinforce or repair Company material or equipment. May lay out metal in accordance with plans or sketches before welding. Background of experience must be such as to qualify an employee for certification by State if requested to perform a class of work requiring a certification.

Legacy Code	SAP Job Code	Next Lower Classifications
2135	50010366	Transformer Repairperson -Mtl
2140	50010367	Transformer Repairperson
2624	50072999	Routine Welder

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0710	50010185	Electric Shop Leader
0745	50010192	Machine Shop Leader
0750	50010194	Electric Maintenance Crew Leader
1151	50070787	Certified Welder/Maintenanceman Arc
1618	50253880	Welder - GC - Not Gas
2617	50010435	Welder - GC – Gas
2622	50072914	AWS Certified Welder
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder – DCPD
2632	50073012	Un Certified Welder - DCPD
2634	50010439	Traveling Certified Welder - DCPD
2635	50072894	Un Traveling Certified Welder - DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

**FILTERPERSON**

**0530 (50010163)**

An employee who maintains and operates filtering and storage tank equipment for transformer and switch oils,

prepares samples for testing, maintains records of all oil handled, prepares charges and credits and performs other related duties as directed.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	Traveling Utility Worker-Mtls
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elec Mt Dsbn
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0477	50010153	Traveling Electrician
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician - Materials
0499	50010160	Traveling Electrician - Materials
0530	50010163	Filterperson
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader
1934	50010356	Painter - Materials Dist
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
3373	52011131	<i>Apprentice Electrician-EAM</i>
0469	52429608	<i>Electrician - EAM</i>
0469	52429609	<i>Un Electrician - EAM</i>

**PAINTER – MATERIALS DISTRIBUTION**  
**1934 (50010356)**

An employee who is regularly engaged in painting such equipment as transformer tanks, regulators, etc.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	Traveling Utility Worker-Mtls
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elec Mt Dsbn
1926	50070802	Painter Utility Worker (Hired 1/1/88 and after)
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0469	50010151	Electrician
0477	50010153	Traveling Electrician
0483	50072524	Apprentice Electrician
0486	50073005	Un Electrician - Materials
0499	50010160	Traveling Electrician - Materials
0530	50010163	Filterperson
0710	50010185	Electric Shop Leader



0750	50010194	Elec Maintenance Crew Leader
1151	50070787	Certified Welder/Maintenanceman Arc
1924	50010354	Painter A
1925	50010355	Painter B
1934	50010356	Painter - Materials Dist
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
3373	52011131	<i>Apprentice Electrician-EAM</i>
0469	52429608	<i>Electrician - EAM</i>
0469	52429609	<i>Un Electrician - EAM</i>

**UTILITY WORKER – ELEC MT DSBN**  
**0923 (50010215)**

An employee whose principle duties consist of routine semi-skilled work such as assisting the employee in charge. May be required to prepare, layout and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

**BEGINNER'S CLASSIFICATION**

**TRAVELING ELECTRICIAN - Materials**  
**0499 (50010160)**

An employee who is a journeyman and who is engaged in performing all classes of electrical work including transformer field repair. This may include the complete formation and assembly of a job from plans, sketches, or instruction, the drawing of plans for the completion of the supplementary work and for the re-assembly of the specific job by other employees. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
0483	50072524	Apprentice Electrician
3373	52011131	<i>Apprentice Electrician-EAM</i>

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0466	50073083	Electrician - GC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0472	50073082	Electrician - DCPD
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0477	50010153	Traveling Electrician
0479	50010154	Traveling Electrician - DCPD
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician - Materials
0489	50073006	Un Electrician - DCPD

0491	50072952	Un Traveling Electrician - DCP
0499	50010160	Traveling Electrician - Materials
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
3589	51904047	Electric Locator**
0469	52429608	Electrician - EAM
0469	52429609	Un Electrician - EAM

\*\* Electric Locators must satisfy the 2-year bid-lock requirement and are subject to the provisions of LA 20-33.

See LA 20-33:

*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.*

**TRAVELING UTILITY WORKER - Materials**  
**0498 (50010159)**

An employee whose principle duties consist of routine semi-skilled work such as assisting the employee in charge. May be required to prepare, layout and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

**BEGINNER'S CLASSIFICATION**

# OUTLINE OF PROPOSED PROCEDURES TO ADMINISTER THE MATERIALS TRAINING COURSE

## INTRODUCTION

The objective of the Materials Training (MTC) is to broaden employee understanding of materials operations and to set standards for achievement and excellence that will develop successful, proficient Materials personnel. This training course provides a general introduction to materials management concepts and a familiarization with how the Materials Operations interacts with the rest of the Company.

## HISTORY

During the 1974 PG&E/IBEW general negotiations, commitments were made regarding a formal training course in the Materials Department. The Materials Training Course is only one segment of the department's training program. Other components are the Forklift Truck Operator Course, the Truck Driving Course, and rotational training assignments.

## COURSE DESCRIPTION

The Materials Training Course is a self-study, self-paced program which incorporates formalized training modules.

Upon entry into Materials Operations the employee may begin the Orientation Module of Course 1.

The Warehouse Operations Director, or other designated individual, is primarily responsible for the implementation of the MTC. He/she must ensure that qualified trainers are chosen, coordinate course administration and ensure the course is completed within the required time frame.

All Materials Handlers hired or transferred in after the effective date of December 1, 1996, and who are not eligible to prebid, must successfully complete the Materials Training Course. Materials Handlers hired before January 15, 1979, are exempt from taking the MTC as a condition of promotion or continued employment. However, they are strongly encouraged to take the MTC for their own betterment.

The MTC includes three courses that are aimed at providing a foundation upon which the employee can develop his or her knowledge of Materials Operation functions and policies.

Course 1 has 7 modules. These modules consist of the following:

- Orientation
- Office Procedures
- Environment
- Beginning Receiving
- Beginning Disbursing
- Beginning Investment Recovery
- Employee Success Factors (i.e., Communication, Business Understanding, etc.)

**[Note:** These courses are taught at San Ramon Learning Center]

Course 1 must be completed to move from a Materials Handler to an 18-month step of Materials Handler.

Course 2 has 7 modules which consist of the following:

- Advance Investment Recovery

- Advance Disbursing
- Advance Receiving
- Advance Office Procedures
- Advance Orientation - This would consist of 3 classes taught in San Ramon:
- Characteristics of the Successful Employee;
- Leadership Fundamentals; and,
- Team Building)
- Responsibilities of a Facility Leadperson
- Responsibilities of a Remote Leadperson

Course 2 must be completed to be a successful qualified bidder to move from an 18-month step of Materials Handler to a Leadperson.

Course 3 has 5 modules which consist of the following:

- Orientation
  - Responsibility of the Class A Driver;
  - Driver's logs;
  - Pre-trip;
  - Radio Operation; and,
  - Paperwork process for deliveries
- Environmental
- Loading and Securing
- Technology
- Job Site Delivery

Course 3 must be completed to be a successful bidder to move from an 18-month step of Materials Handler or Leadperson to a Lead Driver.

The following items are required prior to taking Course 3:

- A valid physical
- A valid driver's permit
- A valid prebid
- A demonstrated need for relief drivers at the employee's home facility

A trainer from Warehouse Operations will train the perspective trainee on the required 40 hours road time prior to formalized training needed to obtain a Class A license.

Leadman drivers are required to pass the MTC in order to be eligible for the line of progression for Materials Facility Person and/or Material Facility Leader.

These courses will be given to all employees in the Materials Distribution line of progression.

An employee's wage progression as a Materials Handler will not be held up for the first 18 months in relation to an employee's progress in the training program. However, if an employee is required to pass the MTC, that person must satisfactorily complete it before he/she can progress beyond the 18-month wage progression of the Materials Handler.

The MTC will be a time managed progression. The Training Coordinator of Warehouse Operations will consistently monitor the progress of this program.

A grade of 70 percent or higher for each of the tests in Courses 1, 2, and 3 is considered a passing grade. An employee who has failed on his/her first attempt to pass a test will be eligible to retest for that same module as described in the next section.

## **COURSE ADMINISTRATION**

Administration of the Materials Training Course is the responsibility of the Materials Supervisor and/or designated trainer, in conjunction with the Warehouse Operations section of the Materials and Fleet Department. The Materials Supervisor must enroll an employee in the Materials Training Course by contacting the training coordinator in Warehouse Operations for a Materials Training Manual, from which the trainee will study. When the trainee feels confident and ready to take a test, the Supervisor should call the Training Coordinator in Warehouse Operations to request a test for the module learned. After the test is taken, it should be forwarded to Warehouse Operations for grading. If there is a passing score on the test, it will remain with Warehouse Operations for grading. If there is a passing score on the test, it will remain with Warehouse Operations until all modules are successfully completed for the designated course. If the test is failed, it is returned to the Materials Supervisor to review with the trainee, and a retest will be provided no sooner than 30 days.

When all modules in each course have been passed, the Training Coordinator in Warehouse Operations will document test scores on a record sheet which will be filed and maintained by the Training Coordinator. The trainee's record sheet is used to document that person's training information, such as the employee's identification, date each test taken, including any retests, and the respective test scores.

The employee will be provided study time during regular work hours over a period from the date of enrollment in the course. (Minute time required to be determined.)

All tests given in this course will be "closed book." Test periods will not exceed (time to be determined once modules are completed.) If a trainee fails on his first attempt to pass a test, two retests are allowed with a passing grade of at least 70 percent. Scheduling for retests is as follows:

<u>First Retest:</u>	30 days following the date of the initial test.
<u>Second Retest:</u>	30 days following the date of the first retest.

Trainee will be given their test results promptly and a critique of the employee's test performance will take place as necessary. An employee required to pass the modules, but failing to do so, is precluded from progressing beyond the classification of Materials Handler.

Comments or suggestions for improving the course or its administration are encouraged so that it can be modified as necessary to be of the most benefit to the trainee and the department.

### **Trainer's Qualifications**

The group of trainers shall be selected by the Director of Warehouse Operations. The selected trainers shall possess the following traits:

1. Enthusiasm for and good knowledge of the concepts and objectives of the training course.
2. The ability to provide instruction and guidance in any lesson area of the course.
3. Significant experience in Warehouse Operations functions and responsibilities.
4. The ability to motivate subordinate employees.

### **Trainer's Duties**

1. Be familiar with the contents, concepts, and objectives of the respective modules.
2. Maintain the course control documents (course records) and make reports as required from these records.
3. Arrange for additional training sessions, if required.
4. Be the liaison between the trainee and the local supervisor.
5. Arrange for all written tests with the training coordinator and maintain proper control and security over them.

## **GRIEVANCE PROCEDURE**

Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Title 102 of the Agreement. However, if the grievance pertains to:

- (a) the fairness of administration of correction of a test required in the program, or
- (b) the attainment of a standard or proficiency which does not require a test as such, the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprenticeship Training Committee for its recommendation.

## **PROCEDURES MATERIALS TRAINING PROGRAM AND TEST REQUIREMENTS**

### **I. FORKLIFT OPERATION COURSE**

1. Each Materials Handler shall be required to successfully demonstrate his/her ability to operate a fork lift by successfully participating in and successfully completing a fork lift training program.
2. All incumbent Materials Department employees who are required to operate a forklift must also participate in this training program.

### **II. TRUCK DRIVING COURSE**

1. An employee prior to entering the 0433 Lead Driver Classification shall be required to satisfactorily complete a driver's training course. The training effort shall be conducted by the Company's Livermore School or by an outside Truck Driving School selected by the Company for this training effort.
2. Reports relative to an employee's participation in the School, including all recommendations, shall be final. However, each party shall retain the right to review these records. Company's application of the final recommendation shall be subject to the grievance procedure outlined herein.
3. All employees who were reclassified to the 0433 Lead Driver classification, on December 1, 1993, shall be required to satisfactorily complete the Driver's Training Course. Failure to satisfactorily complete the course shall result in the employees' removal from the employees' present classification. Such employees shall be placed into positions in accordance with Section 206.15 of the Physical Agreement.
4. An employee who fails the Truck Driving School shall have one chance to reenter the School within one year of the initial failure based upon agreement between the Company and Union.

### **III. DISPUTE PROCEDURE**

1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Section 102.8 of the Agreement; however,
2. If the grievance pertains to:
  - a. the fairness of administration or correction of a test required in the program, or
  - b. the attainment of a standard or proficiency which does not require a test as such, or
  - c. an evaluation by the outside Truck Driving School,

the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprenticeship Training Committee for its recommendations.

## GENERAL INFORMATION

### I. TEMPORARY UPGRADES

Subsection 205.3(a) of the Physical Labor Agreement states that employees at a headquarters in which a vacancy occurs shall be assigned to the temporary vacancy, if practicable. In applying this intent to situations where shift operations have been established, such as at a consolidated Materials Distribution Center, it is proper, for periods of short duration (less than five workdays), to upgrade the senior qualified employee on the shift in which the temporary vacancy occurs rather than upgrade the senior prebidder at the headquarters regardless of shift.

The senior prebidder in the headquarters should only be upgraded when the temporary vacancy is of a duration of one week (five workdays) or more or when upgrading an employee on the shift for a short duration assignment would result in additional transfers or upgrades from other shifts, making it impossible to avoid shift changes.

### II. HOURS OF WORK

The workday of Materials Distribution employees who report for their day's work after 3 p.m. and finish their day's work at or before 8 a.m. shall consist of eight consecutive hours.

### III. DEFINITIONS

#### **Materials Distribution Center**

A large Materials facility which serves one entire Division or multiple Divisions. Below is a company-wide listing of Materials Distribution Center:

Fremont

- Note: (1) A Division may have Materials Facilities at Power Plants, Hydro Plants, Compressor Plants, or other specialty facilities and still have its main materials distribution point qualify as a Materials Distribution Center.
- (2) Materials Facilities 470 - Eureka and 16 Central Gas Meter Shop are excluded from the above definition.



### Materials Facility

A standalone staffed location or headquarters from which material is disbursed to satisfy normal demands. Supervision is provided by an Area Materials Supervisor, or a Materials Facility Person or Material Facility Leader (used to be Materials Subforeman). Below is a listing of location types with Materials Facilities:

Power Plants  
Hydro Sites  
Compressor Stations  
Repair Facilities

### Satellite Facility

A staffed location with more than one Leadperson or Lead Driver. Maintains significant inventory, used as an emergency response site, and acts as a transfer station to distribute routine material prepared by the Materials Distribution Center. Supervision is provided by the Area Materials Remote Supervisor. Satellite Facilities report to the Materials Distribution Center. Satellite Facilities do not perform all routine material functions normally performed at Materials Distribution Center or Materials Facility. Below is a company-wide listing of Satellite Facilities:

Bakersfield	Lakeville
Salinas	Ukiah
Stockton	Pismo Beach
Daly City	Fresno
Eureka	Marysville
Redding	

NOTE: L/A 07-19-PGE allows the Company to have more than one Materials Leadperson headquartered at 22 large yards without having to upgrade one of them to Facility Person, and without having to have supervision on site.

### Remote Service Point

A staffed or unstaffed location where some materials services are performed. Remote Service Points report to the Materials Distribution Center. Any location not listed under Materials Distribution Center, Materials Facility or Satellite Facility is a Remote Service Point.

## **IV. FUNCTIONS OF WORK**

1. Materials related office procedure (includes operation of a data terminal).
2. Shipping
3. Receiving
4. Disbursing
5. Salvage

## **V. ROTATIONAL TRAINING**

It is Company's policy to provide for rotational training for employees in the Materials Department. Such rotation shall be for training and will offer employees exposure to all functions performed by the employees' classification. Such rotational training assignments shall be made within the classification when necessary and when adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work. Length of service shall be a consideration for rotational training assignments.

LA 91-76-PGE

May 28, 1991

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes pursuant to Section 109.2 of the Agreement to revise the Materialsman Training Program. The revised training program material was provided to Mr. Ron Fitzsimmons of your staff on February 4, 1991.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ Ronald L. Bailey  
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

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

July 1, 1991  
Business Manager

By /s/ Jack McNally

**LETTER AGREEMENT  
R2-93-39-PGE**

January 14, 1994  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Driver's License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Clarification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirement for the Geysers Power Plant was discussed. No agreement was reached. If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By /s/ David J. Bergman  
Director and Chief Negotiator

The Union is in accord with the foregoing and attachments and it agrees thereto as of the date hereof.

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

May 1 , 1995

By /s/ Jack McNally  
Business Manager

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242	Building Mechanic <sup>(1)</sup>	C
0665	Building Subforeman <sup>(1)</sup>	C
2290	Cableman-Trans - San Francisco	C
0960	Cableman's Utility Worker	C
1245	Corrosion Mechanic	C
2400	Electrical Technician	C
0469	Electrician <sup>(1)</sup>	C
1645	Equipment Operator <sup>(2)</sup>	A
0458	Field Clerk - Electric T&D	A
1483	Field Meterman - Gas	C
0060	Garage Attendant	C
2410	Gas Control Technician	C
1650	Heavy Equipment Operator	A
0463	Heavy Truck Driver-E	A
0465	Heavy Truck Driver-G	A
0990	Inspector-Electric T/D	C
0433	Leadman Driver	A
0424	Light Truck Driver - Electric Maintenance	C
0423	Light Truck Driver - Garage	C
0422	Light Truck Driver - Materials	C
1365	M&C Mechanic	C
2010	Manhole Pumpman	C
1215	Materials Facility Man	C
1085	Materials Leadman <sup>(1)</sup>	C
1210	Materialsman	C
1235	Mechanic, Lead Building <sup>(1)</sup>	C
2013	Night Manhole Pumpman	C
1943	Patrolman-E	C
2353	Power Surveyor	C
1756	Relief Service Operator	C
2230	Reserve Gas Serviceman	C
1740	Roving Operator	C
1480	Senior Meterman	C
1405	Service Mechanic	C
2210	Serviceman	C
1490	Service Meterman-E	C
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician <sup>(1)</sup>	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver - Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

(1) Depending upon local operating conditions.

(2) Division practice will dictate license requirement; i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.

**LETTER AGREEMENT  
NO. 98-92-PGE**

November 20, 1998

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Materials 94-53 Committee determined that the Materials Department in most headquarters upgraded employees in the Materials Handlers (1210) classification to Materials Leadperson (1085) when they are called out for the 212 "Emergency Duty" and work alone.

As a result, pursuant to Section 212.12 of the Physical Agreement, the Company proposes to combine the classifications of Materials Handler (1210) and Materials Leadperson (1085) for the purposes of the Title 212 Emergency Call list. This change will not apply to Diablo Canyon Power Plant.

Either party may cancel this agreement by providing 30 days written notice of cancellation.

The effective date of this agreement is January 1, 1999.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman  
Chief Negotiator

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

December 2, 1998

By: s/Jack McNally  
Business Manager



**WE DELIVER ENERGY.™**

**LETTER AGREEMENT  
NO. 01-69-PGE**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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STEPHEN A. RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

---

December 17, 2001

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

There has been over the years bidding priority confusion with the Materials Department. The confusion has been in assigning the proper Bidding Unit designation. In an effort to clear up the ambiguity, the Company proposes the following clarification in accordance with Section 205.19 of the Agreement.

The Bidding Unit for Materials Department employees is the geographical area listed in the "Supplement to Title 205 Bidding Units" in the Agreement unless otherwise specified. An example would be if a Materials employee were headquartered in Ukiah, his/her Bidding Unit would be Bidding Unit three and when the Materials position is being filled it would also be in Bidding Unit three.

Bidding Unit 14, "Materials Distribution" includes Emeryville, Fremont and Decoto Pipe Yard only. Employees and the positions are in Bidding Unit 14 only.

Materials Department employees in Bidding Unit 18 are 205.5 (d)(1) and 205.7 (b) bidders to Materials classifications in Bidding Unit two. Materials Department employees in Bidding Unit two are 205.5 (d)(1) and 205.7 (b) bidders to Materials classifications in Bidding Unit 18.

This proposal has been discussed with Mr. Frank Saxsenmeier of your staff.



If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:           s/Stephen A. Rayburn            
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

                          December 20          , 2001

By:           s/Perry Zimmerman            
Perry Zimmerman  
Business Manager



**Pacific Gas and  
Electric Company™**

**LETTER AGREEMENT  
NO. R1-07-19-PGE**

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P. O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-4310  
STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

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 9, 2007

*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:*

*Currently the language in the Materials Line of Progression allows the Company to have more than one Materials Leadperson headquartered at a Satellite location without having to upgrade one of them to Facility Person, and without having to have supervision on site. The Company would like to be able to do the same at the 22 large yards listed in the attachment. This is in addition to those that are already designated as Satellite Facilities and staffed.*

*Company is proposing to fill 25 plus Materials Leadperson positions across the Company. Attached is a subset of those positions and where we plan to fill an additional Materials Leadperson at a Service Center where we already have one Materials Leadperson headquartered. This change requires modification of the General Information in the Job Definition and Line of Progression for Materials Distribution.*

*It is not the intent of this Letter Agreement to adversely impact current incumbent employees in the Material Facility Leader and the Material Facility Person classifications.*

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/John A. Moffat for  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

May 14, 2007

By: s/Salim A. Tamimi for  
Tom Dalzell  
Business Manager

Attachment L/A R1-07-19-PGE

Area	Service Point Assignment	Comments
5	Stockton	Already Satellite
4	Bakersfield	Already Satellite
3	Salinas	Already Satellite
1	Martin/Daly City	Already Satellite
7	Santa Rosa	
7	San Rafael	
6	Vacaville w/GC	
6	Chico W/GC	
6	Auburn	
6	Placerville w/GC	
6	Sacramento	
5	Merced	
4	Fresno	
4	Fresno GC	
4	Bakersfield GC	
3	Cinnabar	
3	Cupertino	
3	Edenvale	
3	GC Dado	
2	Concord	
2	Oakland	
2	Antioch	
2	Richmond	
1	San Francisco	
1	Colma	
1	San Carlos/w GC	



# LETTER AGREEMENT NO. 12-32-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO Box 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310  
STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

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

January 11, 2013

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 reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.
2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.
3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.
4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.
5. Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.

6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.
7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.
8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.
9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.
10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.
11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.
12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.
13. Company shall pay all cost associated with obtaining and maintaining the CDL.
14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.
15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:           s/Stephen A. Rayburn            
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

CIO

          January 17          , 2013

By:           s/Tom Dalzell            
Tom Dalzell  
Business Manager

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or  
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
<b>Title 200</b>	<b>50010376</b>	<b>Apprentice Cable Splicer</b>	<b>2281</b>
<b>Title 200</b>	<b>50010155</b>	<b>Apprentice Electrician-Electric &amp; Hydro</b>	<b>0481</b>
<b>Title 200</b>	<b>50010168</b>	<b>Apprentice Fitter</b>	<b>0561</b>
<b>Title 200</b>	<b>50010245</b>	<b>Apprentice Lineman</b>	<b>1101</b>
<b>Title 200</b>	<b>50010260</b>	<b>Apprentice Lineman Transmission</b>	<b>1188</b>
<b>Title 200</b>	<b>50010375</b>	<b>Cable Splicer</b>	<b>2280</b>
Title 200	50010317	Crane Operator	1594
<b>Title 200</b>	<b>50010191</b>	<b>Electric Crew Foreman</b>	<b>0740</b>
Title 200	50010193	Electric Crew Foreman - Transmission	0746
<b>Title 200</b>	<b>50010194</b>	<b>Electric Maintenance Crew Leader</b>	<b>0750</b>
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
<b>Title 200</b>	<b>50010149</b>	<b>Electrician - Electric &amp; Hydro</b>	<b>0467</b>
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
<b>Title 200</b>	<b>50010161</b>	<b>Fieldperson</b>	<b>0524</b>
<b>Title 200</b>	<b>50010167</b>	<b>Fitter</b>	<b>0560</b>
<b>Title 200</b>	<b>50010169</b>	<b>Fitter – Arc</b>	<b>0562</b>
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
<b>Title 200</b>	<b>50010175</b>	<b>Gas Crew Leader Non-Welding</b>	<b>0641</b>
<b>Title 200</b>	<b>50010174</b>	<b>Gas Crew Leader Welding</b>	<b>0640</b>
<b>Title 200</b>	<b>50010283</b>	<b>Gas Mechanic</b>	<b>1300</b>
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
<b>Title 200</b>	<b>50010244</b>	<b>Lineman</b>	<b>1100</b>
<b>Title 200</b>	<b>50010241</b>	<b>Lineman - Transmission</b>	<b>1094</b>
Title 200	50010298	Mechanic – Welder - CGT	1440
<b>Title 200</b>	<b>50010378</b>	<b>Night Cable Splicer</b>	<b>2283</b>
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
<b>Title 200</b>	<b>50010380</b>	<b>Unassigned Cable Splicer</b>	<b>2286</b>
<b>Title 200</b>	<b>50010156</b>	<b>Unassigned Electrician - Elec &amp; Hydro</b>	<b>0484</b>
<b>Title 200</b>	<b>50010170</b>	<b>Unassigned Fitter</b>	<b>0563</b>
<b>Title 200</b>	<b>50010246</b>	<b>Unassigned Lineman</b>	<b>1103</b>
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
<b>Title 200</b>	<b>50010188</b>	<b>Underground Constr Crew Frmn - Electric</b>	<b>0737</b>
<b>Title 200</b>	<b>50010189</b>	<b>Underground Constr Crew Frmn - Gas</b>	<b>0738</b>



	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
<b>Title 200</b>	<b>50010234</b>	<b>Underground Constr Journeyman - Elec</b>	<b>1077</b>
<b>Title 200</b>	<b>50010235</b>	<b>Underground Constr Journeyman - Gas</b>	<b>1078</b>
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

*\*Per L/A 07-56 Working Foreman 0845 shall have a class A license*

CDL List T200 & T300 Utilized for Company Convenience			
	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCP	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troublemaker	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCP	2174
Title 200	50010432	Troublemaker	2540

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608



# LETTER AGREEMENT NO. 17-31-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO Box 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310  
ROBERT JOGA  
DIRECTOR AND CHIEF NEGOTIATOR

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

October 23, 2017

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 Master Apprenticeship Agreement (MAA) requires the Joint Apprenticeship and Training Committee (JATC) establish an Administrative Procedures Manual for each apprenticeship training program.

The Company and Union have agreed that the Administrative Procedures Manual shall consist of specific standards for all apprenticeship training programs. Variations within the program are represented below:

- Eligibility requirements for internal PG&E employees.
- Eligibility requirements for external candidates.
- Length of apprenticeship training program.
- Successful completion of the training program.
- Failure to progress in the training program (failure to meet the Standards of Achievement).
- Wage step progression structure.
- Other special provisions that may be applicable.

For each newly indentured apprentice, advancement to the next step requires successful completion of the Standards of Achievement as specified in the jointly agreed-to Administrative Procedures Manual. The protocol for progression and failure to advance will be consistent with the specifics as identified in this agreement and in the Administrative Procedures Manual.

In no event shall the Administrative Procedures Manual supersede this letter of agreement or the Master Apprenticeship Agreement. Typographic errors and omissions or minor edits to the Administrative Procedures Manual that have no material effect shall be made and reported to the JATC as necessary.

The JATC has agreed that the curriculum and associated qualifications can be updated by the sub-committee as needed, to ensure the program reflects current work practices and procedures.

Pursuant to Section 109.2 of the Physical Collective Bargaining Agreement (CBA) and the Master Apprenticeship Agreement, the Company and Union established a joint training subcommittee to establish the Apprentice Electric Equipment Repair Training Program. On June 9, 2017, the JATC approved the Administrative Procedures Manual and training curriculum.

**Specifics For The Apprentice Electrician – Electric Asset Management (Title 200) Training Program Will Include The Following:**

- 1) Eligibility for Apprenticeship through job bidding
  - Pass the Physical Test Battery, Industrial Skills Test or new tests by Company and Union agreement.
  - Pass the Post Offer Physical Assessment (POPA).
  - Must have 12 months' experience in the Materials Department Machine Shop or the Electric Utility line of progression as a Utility Worker or in a higher classification.
  
- 2) Length of Training Program
  - The duration of this program is 48 months, divided into eight, six-month steps with step and wage progressions every six months. Step and wage progressions are contingent upon successful completion of program requirements per step.
  
- 3) Successful Completion of the Training Program
  - The apprentice will become a Journeyman Electrician – Electric Asset Management upon successful completion of all the Standards of Achievement, including the length of time in program. [No temporary upgrades, advanced placement, or early promotion permitted.]
  
- 4) Apprentice Roles, Responsibilities, and Standards of Achievement

In order to be eligible to progress to the next step, the apprentice must meet the Standards of Achievement as defined below.

  - Satisfy the required time in each step (six months per step); and
  - Accurately complete and record Self-Reported Activities (SRAs) specified for each step; and
  - Successfully complete all formal training specified for each step, to include all relevant qualifications; and
  - Successfully complete the Step Progression Test (SPT) specified for each step; and
  - Continually display positive attitude and behaviors; and
  - Continually comply with safety rules and work procedures; and
  - Satisfy the Apprentice Roles and Responsibilities as defined in the Administrative Procedures Manual.
  
- 5) Failure to Progress

If an apprentice does not meet the Standards of Achievement, and/or fails to follow the Apprentice Roles and Responsibilities as defined in the Apprentice Administrative Procedures Manual, he or she will be placed on an Action Plan. The Action Plan will:

  - Begin on the day a deficiency is presented to the Apprentice and Supervisor by the Apprentice Coordinator and be scheduled to end in no later than 90 consecutive days unless special provisions have been approved by the JATC.
  - End on the day the Action Plan requirements are fulfilled.

All Action Plans must be submitted to the JATC for review and approval. The JATC has the final authority to:

  - Approve / extend an Action Plan.
  - Remove an apprentice from the program.

<b>Time Period</b>	<b>Number of Action Plans Permitted</b>	<b>Subject to JATC Removal If:</b>
To be determined by subject matter experts	Generally, two Action Plans but may be	If there is a need for a third Action Plan at any point in time during the

	adjusted based on length of program	eight-step program, the apprentice is subject to be removed by the JATC.
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If an apprentice has exhausted his or her allotment of Action Plans, the apprentice will be removed from the apprenticeship by the Apprentice Electrician – Electric Asset Management (Title 200) program leaders. All apprentice removals are subject to review and approval by the JATC.

JATC will rely on PG&E leaders (Supervisors) to use the Positive Discipline (PD) process to regulate apprentice’s attitude, behavior and attendance.

- 6) Wage Rates  
See Attachment 4.

This proposed agreement has been reviewed by Senior Assistant Business Manager Anthony Brown.

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 & ELECTRIC COMPANY

By:           *s/Robert Joga*            
Robert Joga  
Director and Chief Negotiator

The Union is in agreement.

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

          October 31st          , 2017

By:           *s/Tom Dalzell*            
Tom Dalzell  
Business Manager

**Apprentice Electrician – Electric Asset Management (EAM)**

**Preferential Consideration**

The following employees who are currently employed in the Materials Department Machine Shop or the Electric Utility line of progression in the following classifications shall have preferential bid rights to Apprentice Electrician EAM job postings prior to the normal provisions of Title 205 being utilized.

The incumbents identified in this section, if unsuccessful in an attempted Electrician-EAM Apprenticeship, will be returned to their former classification, and headquarters.

**Incumbent List for Special Rights to  
Apprentice Electrician - EAM**

<b>Employee Name</b>	<b>Identified Incumbent Job Title as of September 19, 2014</b>
Gary Galley	Traveling Utility Worker-Materials
Roberto Mondragon	Traveling Utility Worker-Materials
Joseph C. Rodriguez	Traveling Utility Worker-Materials
Jose Vega	Filterperson

**Apprentice Electrician – Electric Asset Management (EAM)**

**Apprentice Electrician – Electric Asset Management (EAM) 52011131**

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed.

*Must have 12 months' experience in the Materials Department Machine Shop or the Electric Utility line of progression as a Utility Worker or in a higher classification.* The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

**Wage Protection**

Painter – Materials Distribution, Carpenter, and Filterperson in the Materials Department Machine Shop or the Electric Utility line of progression will have wage retention when successfully bidding to the Apprentice Electrician - EAM. That is, their wage step rate will be maintained until they progress to a higher wage step rate in the Apprentice Electrician - EAM progression in accordance with Section 204.6(d).

**Apprentice Electrician – Electric Asset Management (EAM)**

**APPRENTICE ELECTRICIAN - EAM 52011131**

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker – Materials
0530	50010163	Filterperson
0920	50072841	Utility Worker - Mechanical Meter Distrb
0923	50010215	Utility Worker - Electric Mt Dsbn
1934	50010356	Painter - Materials Dist
2135	50010366	Transformer Repairperson – Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0466	50073083	Electrician - GC - SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0481	50010155	Apprentice Electrician – Elec & Hydro
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0486	50073005	Un Electrician - Materials
0488	50010157	Appr. Electrician - GC
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader
0486	50073005	Un Electrician – Materials
0469	50010151	Electrician – Materials

Note: Bids to Apprentice Electrician – EAM will qualify with 12 months in the line of progression as a Utility

Worker or higher classification in the Electric Utility Department of Materials Distribution.

**Apprentice Electrician – Electric Asset Management (EAM)**

**WAGES**

**Journeyman Electrician wages for 2017 are \$49.82.**

**Apprentice Electrician EAM 2017 Wage Rates**

Start	\$38.10
End 6 Mo.	\$38.47
End 1 Yr.	\$39.61
End 18 Mo.	\$40.48
End 2 Yr.	\$43.04
End 30 Mo.	\$44.18
End 3 Yr.	\$44.62
End 42 Mo.	\$45.07





# LETTER AGREEMENT NO. 16-55-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
375 N. WIGET LANE, SUITE 130  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4461

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

---

ROBERT JOGA  
SENIOR DIRECTOR AND CHIEF NEGOTIATOR

---

TOM DALZELL,  
BUSINESS MANAGER

December 14, 2016

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 parties have met on several occasions over the past two years to discuss proposed changes to Exhibit VI-B, Section 600.3, Division Steam Generation Department and Nuclear Power Generation Department lines of progression. The proposed changes are for the purpose of updating the definitions and lines of progression to reflect the current structure. Since the divestiture of the Steam Plants, the Company proposes to eliminate those Steam classifications from the Lines of Progression and Exhibit X. Given the length of time since the last update, a number of exhibits have been deleted, modified or changed.

While the parties have completed a comprehensive review, due to the length of time since the last update, there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

This proposal has been discussed with Business Representative Patrick Duffy and Labor Contracts Manager Micah Van Bogelen.

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 & ELECTRIC COMPANY

By: s/Robert Joga  
Robert Joga  
Senior Director and Chief Negotiator

The Union is in agreement.

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

CIO

December 20, 2016

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager



# LETTER AGREEMENT NO. R1-16-28-PGE

**IBEW**



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

August 8, 2016

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:

Company proposes to add a newly created classification to the Job Definitions and Lines of Progression (JDLOP) for Division Electric Maintenance Department Exhibit VI-L, Section 600-12. The classification, Electric Locator – Division Electric Maintenance (SAP Code 51904047), will be incorporated during the next revision to Letter Agreement 13-74. The new classification job definition, lines of progression chart, and 2015 wage rates are defined in Attachment 1.

This agreement has been discussed with Senior Assistant Business Manager Bob Dean.

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 & ELECTRIC COMPANY

By: \_\_\_\_\_  
s/Robert Joga  
Robert Joga  
Senior Director

The Union is in agreement.

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

\_\_\_\_\_, August 16, 2016

By: \_\_\_\_\_  
s/Tom Dalzell  
Tom Dalzell  
Business Manager

**JOB DESCRIPTION:**

**(51904047) Electric Locator**

An employee who possesses the craft qualifications of a Journeyman Electrician and who performs correct, safe and efficient locating of underground utilities including electric and gas, as well as 'standby' duties when a contractor is excavating near critical PG&E facilities. This includes completing the necessary documentation and acting as a liaison to 3rd party contractors, customers and private land owners. This classification may perform gas locate and mark duties as required in conjunction with electric locate and mark job assignments. Standby work for other than Company construction jobs is primarily performed by the Gas Compliance classifications and may be assigned to other Gas Department classifications, however, if additional resources are needed, the Electric Locator may perform standby duties if DOT operator qualified.

The damage prevention tasks and activities, including those listed above, are not exclusive to this classification.

Employee shall be qualified through agreed-to training for damage prevention tasks, prior to placement into the position and will be required to pass agreed-to qualification testing initially and annually. Job awards will be pending completion of the initial training. Employees that fail initial and or annual testing will be given two additional attempts to pass within a timeframe agreed to by the parties once the training is developed and may be required to attend an additional training session. Employees that fail to pass initial or annual qualification training will result in disqualification and may be subject to the provisions of Section 206.15.

For the purpose of emergency call out, Company will exhaust all qualified gas employees on local 212 list prior to using electric locate and mark employees. However, if Company is aware of a specific need for primary electric locate and mark, the Company may instead utilize a qualified electric employee.

Must pass applicable tests/test batteries as agreed to by the Company and the Union, which may include the Work Orientation Inventory, Physical Test Battery, Industrial Skills Test, Post-Offer Physical Assessment, or new tests deemed appropriate and agreed to by the parties.

This Agreement and classification shall be incorporated in the next update of L/A 13-74 (Division Electric Maintenance Department)

The classifications included in this Agreement are covered by the Department of Transportation requirements as outlined in applicable letters of agreement and all provisions that apply under the Pipeline Safety Program including pre-duty drug testing.

The Company and the Union agree to discuss the establishment of a new classification within the Gas Compliance lines of progression. Discussions will include development of appropriate training of gas employees to safely perform similar duties to those described herein. The parties may adopt components of existing training programs including those outlined in L/A R1-91-11 (Underground Construction Crews).

**2015 WAGE RATE:**

51904047 – Electric Locator - Division Electric Maintenance Department \$46.96

**(51904047) Electric Locator**

Legacy Code	SAP Job Code	Next Lower Classifications
0481	50010155	Appr. Electrician – Elec & Hydro

Legacy Code	SAP Job Code	Same or Higher Classifications
3589	51904047	Electric Locator
0459	50073084	Electrician - Helms
0466	50073083	Electrician - GC Service Center
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0494	50070742	Electrician - Switching
0499	50010160	Traveling Electrician - Materials
0474	50010152	Electrician - GC
1606	50253773	Technical Crew Leader A - GC
0651	50010180	Subforeman A - GC Station
0653	50010181	Subforeman B - GC Station
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
0105	50251365	Working Foreman A - GC Station
0107	50251367	Working Foreman B - GC Station
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC*
2389	50010397	Telecommunications Tech. - Helms*
2390	50010398	Communications Tech - GC*
2391	50010399	Appr. Communications Technician - GC*
2400	50010405	Elec. Technician*
2403	50010408	Elec. Technician - UN*
2402	50010407	Elec. Technician - Helms*
2387	50010395	Elec. Technician - GC*
2401	50010406	Appr. Elec. Technician*

2407	50010410	Telecommunications Crew Leader**
2408	50010411	Appr. Telecommunications Tech*
2409	50010412	Telecommunications Tech*
2393	50010401	Telecommunications Tech - UN*
2414	50010417	Telecommunications Tech - DCPP*
2427	50072960	Telecommunications Tech - UN - DCPP*

- An employee in an Apprentice Technician classification who was formerly classified as an Electrician may bid back to Electrician
- Must be a qualified Telecommunication Technician



# LETTER AGREEMENT NO. 19-28-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4461  
MATTHEW LEVY  
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 26, 2019

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:

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), DCP 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: \_\_\_\_\_  
s/Matthew Levy  
Matthew Levy  
Director

The Union is in agreement.

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

CIO

\_\_\_\_\_, 2019

By: \_\_\_\_\_  
s/Tom Dalzell  
Tom Dalzell  
Business Manager



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

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



# LETTER AGREEMENT NO. 20-33-PGE



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

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

TOM  
DALZELL  
BUSINESS  
MANAGER

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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), DCP 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

The Union is in agreement.

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



By: \_\_\_\_\_

Tom Dalzell  
Business Manager

May 27, 2020

\_\_\_\_\_, 2020

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

	<b>NAME</b>	<b>EMPLOYEE NUMBER</b>
<b>1.</b>	Richard Maxwell	112393
<b>2.</b>	Mark Te'o	225499
<b>3.</b>	Hector Erazo	226988
<b>4.</b>	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.



# LETTER AGREEMENT NO. 21-05-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
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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  
BOB DEAN  
BUSINESS MANAGER

January 28, 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,

The Company and Union have discussed and agreed that the DCPD Materials classifications and Material classifications in LA R2-13-37 Job Definitions and Lines of Progression (JDLOP) for Section 600.2, Exhibit VI-A, for Materials Distribution and Division Materials Departments Including Gas Transmission & Storage should no longer be considered separate classifications.

The Material Classifications, both within DCPD and outside of DCPD, perform the same work, have the same job description, and are compensated at the same wage scales. The following Table includes the Material Classifications at DCPD and the equivalent Materials Classifications.

TABLE 1:

<b>Column 1: Material Classifications DCPD</b>	<b>SAP Code</b>	<b>=</b>	<b>Column 2: Material Classifications rest of System</b>	<b>SAP Code</b>
DCPD Materials Facility Person	50486841	=	Materials Facility Person	50010265
DCPD Materials Leadperson	50486839	=	Materials Leadperson	50010239
DCPD Materials Handler-Hired Before 2009	50486840	=	Materials Handler-Hired before 2009	50010262
DCPD Materials Handler-Hired 2009 or later	50486843	=	Materials Handler-Hired 2009 or later	50251335

Upon signature of this agreement the DCPD Material classification will be reclassified to the equivalent classification title outside of DCPD. All DCPD Material employee's classifications listed in Column 1 will be changed to their corresponding system classification in Column 2. This update will provide equality to all other contractual provisions and other Letters of Agreements including the Materials JDLOPs (currently R2-13-37), job bidding (Ex. R3-13-34), demotion, and all other agreements applicable to these classifications. For seniority purposes all time accrued in a DCPD Materials classification will be treated as time in the equivalent Materials classification. This reclassification does not impact training requirements, or unescorted access requirements, currently in place for DCPD Materials classifications.

We propose the following correction. All DCPD Material employee's classifications listed in Column 1 will be changed to their corresponding system classification in Column 2.



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: \_\_\_\_\_ e-signature/Matthew Levy  
Matthew Levy  
Senior Director

The Union is in agreement.

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

\_\_\_\_\_ February 5 \_\_\_\_\_, 2021

By: \_\_\_\_\_ e-signature/Bob Dean  
Bob Dean  
Business Manager



# LETTER AGREEMENT NO. 21-39-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

BOB DEAN  
BUSINESS MANAGER

July 14, 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 2020, the Company announced plans to sell the San Francisco General Office Complex (SFGO) and relocate personnel headquartered at SFGO to the newly acquired Oakland facility at 300 Lakeside Drive beginning in Q1 2022 through 2023. The new Oakland headquarters will be designated as the *Oakland General Office*.

The parties have met and discussed headquarter reassignment and impacts for IBEW represented classifications within both the Physical and Clerical agreements who are currently headquartered at SFGO. The parties recognize that due to the projected changes in the operating needs at the Oakland General Office headquarters, relocation of Physical employees assigned to the following departments will be addressed in separate letter of agreements: Transportation, Corporate Real Estate Facility Services (Building & Maintenance Operations), and Information Technology. Additionally, Reprographics employees, including clerical, assigned to the Market Street Graphics department will also be addressed in a separate letter of agreement.

In accordance with Sections 206.12 of the Physical agreement and 19.12 of the Clerical agreement, employees covered by the Physical agreement who are assigned to Supply Chain/Materials, Environmental Management & Programs, and all other IBEW represented clerical employees covered by the Clerical agreement whose current headquarters is SFGO will be relocated to the Oakland General Office under this agreement.

This agreement is not intended to modify any contractual provisions provided in the IBEW Physical and Clerical agreements, other than those outlined below.

IBEW bargaining unit members at the San Francisco General Office complex who are covered by this agreement, will be given Section 206.1(a) and 19.1(a) notification as soon as practicable, which affords the impacted employees priority bidding rights ("A" rights).

Following notice of displacement, impacted employees who elect to vacate their position through bid or transfer to a position with a lower wage rate shall have their wages frozen in accordance with the provisions of Section 204.6(d) of the Physical agreement and 13.9(d) of the Clerical agreement upon reporting to their new classification.

### Oakland Headquarter Assignment

The Company proposes to reassign the impacted employees, as outlined above, who are headquartered at the San Francisco General Office Complex to the Oakland General Office as soon as administratively possible based on the scheduled move timelines of the employee's specific Line of Business (LOB).

Hiring Hall employees assigned to SFGO who are on an active temporary assignment at the time their assigned

LOB is scheduled to move into the Oakland General Office, shall be reassigned to the Oakland headquarters for the remainder of their assignment, however the Company maintains the right to conclude a Hiring Hall assignment at any time based on operational need.

Bidding & Demotion

The Company will establish bid codes for IBEW Physical and Clerical classifications at the Oakland General Office in accordance with Sections 204.4(h) and 18.4(h) as soon as administratively possible following execution of this agreement. Initial bid codes will be posted as "For Information Only".

**Physical Agreement:**

The General Office Bidding Unit Eighteen and Demotion Unit Eleven will be applied to the new Oakland General Office. The Special Bidding and Demotion Unit notes will be updated as follows:

- The Special Bidding Unit Notes #2 & #3 in the physical agreement will be updated to reflect the change from references of Bidding Unit Two [SF & Peninsula] to reflect *Bidding Unit One* [East Bay].
- The Special Demotion Unit Notes #2 & #3 in the physical agreement will be updated to reflect the change from references of Demotion Unit Two [SF & Peninsula] to reflect *Demotion Unit One* [East Bay].

**Clerical Agreement:**

The General Office Clerical Bidding Unit Two/Area Six [San Francisco] shall be updated to reflect *Bidding Unit One/Area Two* [Oakland].

Moving Allowance

The provisions of Sections 206.8 and 19.8 Moving Allowance of the Physical and Clerical agreements respectively, apply to this agreement as applicable and the reimbursement maximum allowed for moving expenses shall be \$5,000 based on submission of qualifying expenses.

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

\_\_\_\_ Jul 15, 2021                      \_\_\_\_\_, 2021

**LIST OF DOCUMENTS / REASONS PROMPTING CHANGES**

LA	Subject	Page(s)
2008 TA	Add Utility Materialsman (Hired after 12/31/08) 50251341 to JDLOP. No incumbents. 2008 Table settlement established this classification. Use Materials Handler JD Legacy 1210.	
Correct LOP for Materials Leadperson 1085/50010239	<p>Add to Next Lower the following classifications:            1210/50486840 DCP Materials Handler-Hired before 2009.            1214/50486843 DCP Materials Handler-Hired 2009 or Later.</p> <p>Add to Same or Higher the following classifications:            1085/50486839 DCP Materials Leadperson.            1215/50486841 DCP Materials Facility Person.</p>	
Correct LOP for Lead Driver 0433/50010144	<p>Add the following classifications to Next Lower:            1085/50486839 DCP Materials Leadperson.            1210/50486840 DCP Materials Handler-Hired before 2009.            1214/50486843 DCP Materials Handler-Hired 2009 or Later.            1216/50251341 Utility Materialsman-hired after 12/31/08</p> <p>Add to Same or Higher:            1215/50486841 DCP Materials Facility Person.</p>	
Correct LOP for Truck Driver-Materials 0416/50073024	<p>Add the following classifications to Next Lower:            1085/50486839 DCP Materials Leadperson.            1210/50486840 DCP Materials Handler-Hired before 2009.            1214/50486843 DCP Materials Handler-Hired 2009 or Later.</p> <p>Add to Same or Higher:            1215/50486841 DCP Materials            0524/50010161 Fieldperson (Per LA 14-35)            1033/51664847 Construction Operator-GC Gas (Per LA 14-39)</p>	
Update LOP for Truck Driver Heavy-Materials 0416/50073021	Per LA 14-35 add 0524/50010161 Fieldperson classification to Same or Higher. PIO'd 0465/50010148 Heavy Truck Driver-Gas Per LA 14-39 add 1033/51664847 Construction Operator-GC Gas classification to Same or Higher; delete 1646/50010321 Miscellaneous Equipment Operator-Gas classification.	
Update LOP for Light Truck Driver-Materials 0422/50010142	<p>Add to Same or Higher:            0524/50010161 Fieldperson (Per LA 14-35)            1033/51664847 Construction Operator-GC Gas (Per LA 14-39)</p> <p>Remove from Same or Higher:            0525/50010162 Fieldperson-GC Gas (Per LA 14-39)            1646/50010321 Miscellaneous Equipment Operator-Gas (Per LA 14-39)</p>	
Update LOP for Crane Operator 1594/50010317	<p>Add to Next Lower:            0524/50010161 Fieldperson (Per LA 14-35)</p> <p>Add to Same or Higher:            1646/50010321 Miscellaneous Equipment Operator-Gas (Per LA</p>	Update LOP for Crane Operator 1594/50010317

	14-39)  <i>Remove from Same or Higher: 1646/50010321 Miscellaneous Equipment Operator-Gas (Per LA 14-39)</i>	
LA 17-31 10/31/17	<i>Added new classification Apprentice Electrician-Electric Asset Management (EAM) 3373 (52011131) Added Letter Agreement Added Apprentice Electrician-Electric Asset Management to LOPs as appropriate</i>	51-56
	<i>Removed reference to PIO GSBU only Unassigned Machinist (PIO) GSBU only. No incumbents a/o 5/31/18.</i>	10, 11, 12, 13, 14, 15, 16, 21
LA 16-55 4/1/16	<i>Elimination of Steam jobs.</i>	Multiple
	<i>Added "Unassigned" jobs omitted from previous update</i>	Multiple
LA R1-16-28 8/16/16	<i>Create New Classification Electric Locator. Updated LOP's for: Electrician-Materials (50010151) Unassigned Electrician Materials (50073005) Electric Maintenance Crew Leader (50010194) Traveling Electrician (50010160)</i>	59-62
LA 19-28 9/26/19	<i>Added NOTES for Electrician-Materials (50010151) to clarify qualifications</i>	63-66
LA 20-33 5/27/20	<i>Added Electric Locator qualifications to include only "journeymen Electricians" should have been assigned to Electric location positions and 2-year bid lock requirement.</i>	73
LA 21-05 2/3/21	<i>Job reclassification and removed: DCPP Materials Facility Person (50486841) DCPP Materials Leadperson (50486839) DCPP Materials Handler-Hired Before 2009 (50486840) DCPP Materials Handler-Hired 2009 or later (50486843)</i>	Multiple
LA 21-39 7/15/2021	<i>SFGO Relocation – Umbrella LA</i>	74