



LETTER AGREEMENT NO. 21-44-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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

September 22, 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 Master Apprenticeship Agreement (MAA) requires the Joint Apprenticeship and Training Committee (JATC) to 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 through job bidding.
- 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.

The JATC has agreed that the curriculum and associated qualifications can be updated by the subcommittee as needed, to ensure the program reflects current work practices and procedures. These JATC approved updates will be documented and captured in an Apprentice Committee (AC) letter.

Pursuant to Section 109.2 of the Physical Collective Bargaining Agreement (CBA) and the Master Apprenticeship Agreement (MAA), the Company and Union established a joint training subcommittee to create the Apprentice LNG/CNG Technician Training Program. On August 12, 2021, the JATC approved the Administrative Procedures Manual and training curriculum in AC Decision AUG-21-146.

Eligibility for Apprenticeship through Job bidding (Title 205)

- Pass the Physical Test Battery, Industrial Skills Test and the Apprentice LNG/CNG Technician Entrance Exam or new tests by Company and Union Agreement.
- Possess a valid Class “C” driver’s license.

NOTE: Incumbent employees identified in Attachment 1, originally identified in LA 15-29, and that are in the Line of Progression effective the date of this agreement, are considered qualified and eligible and shall not be required to pass the Industrial Skills Test.

Wage Rates

Apprentice wages per step will be included in the next scheduled update to [Exhibit X](#) of the [Collective Bargaining Agreement](#), located on the [Labor Relations Intranet webpage](#).

Specifics for the Apprentice LNG/CNG Technician will Include the Following:

1) Length of Training Program

- The duration of this program is 36 months, divided into 6, six month steps with step and wage progressions every 6 months. Step and wage progressions are contingent upon successful completion of program requirements per step.

2) Successful Completion of the Training Program

- The apprentice will become an unassigned Journeyman LNG/CNG Technician upon successful completion of all the Standards of Achievement, including the length in program. No temporary upgrades, advanced placement, or early promotion permitted.

3) 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
- Successfully complete all on-the-job (OJT) training and job-performance-measures (JPM) 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.

4) 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 no later than 30 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.

Time Period	Number of Action Plans Permitted	Subject to JATC Removal If:
First Step (0 mo – 6 mo)	Up to one Action Plan during the first step.	If there is a need for a 2 nd Action Plan in the first step, the apprentice is subject to removal by the JATC.
First Step - Sixth Step (0 mo – 36 mo)	Up to two total Action Plans during the entire program, six steps.	If there is a need for a 3 rd Action Plan at any point in time during the six-step program, the apprentice is subject to removal by the JATC.

If an apprentice has exhausted his or her allotment of Action Plans, the apprentice will have their apprentice training program suspended by the LNG/CNG Technician program leader/LRC committee members pending review by the JATC. All apprentice removals are subject to review and approved by the JATC.

The JATC will rely on PG&E leaders (Supervisors) to use the Positive Discipline (PD) process to address apprentices' attitude, behavior and attendance.

5) Training of Apprentices

An employee hired into an apprenticeship classification where there are no qualified bidders, or an employee who enters an apprenticeship classification from a different line of progression will be required to spend one year in such apprenticeship at the beginning wage rate for such classification. The first six months of such year will be used by Company to familiarize the employee with the associated tools, equipment, and procedures of that department.

This proposed agreement has been reviewed by Assistant Business Manager Mike Adayan.

Mr. Bob Dean

September 22, 2021
LA 21-44 -PGE

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



_ Sep 29, 2021 , 2021

By: _____
Bob Dean
Business Manager

APPRENTICE LNG/CNG TECHNICIAN
(52766025)

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

Notes:

- 1) Provisions of Letter Agreement R2-13-67 apply to this classification.
- 2) Traveling Requirements
 - a. Due to the nature of the specialized services provided by the classification described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally, these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

Line of Progression:

**APPRENTICE LNG/CNG TECHNICIAN
(52766025)**

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0048	50010065	Senior Maintenance Assistant	1406	50010294	Transmission Mechanic [1]
0524	50010161	Fieldperson	1406	51527201	Transmission Mechanic - TPCO [1]***
0526	50070741	Night Fieldperson - SF Only	1414	50072958	Transmission Mechanic UN [1]
0935	50010219	Utility Worker	2437	50072865	Apprentice Gas Control Technician
0935	51527202	Utility Worker - TPCO	2412	50010415	Apprentice Gas Technician - GC
1483	50010300	Field Meterperson	XXXX	51664843	Station Operator***
			XXXX	51666202	Station Operator UN
			2131	50210204	Senior Station Operator***
			2131	50210205	Senior Station Operator-Relief***
			1365	50010288	M&C Mechanic (PIO) [1]
			1366	50010289	M&C Mechanic UN (PIO) [1]
			1306 (1304)	50073132	Gas Control Mechanic M&C & (Un.)*
			1365 (1366)	50010288	Measurement & Control Mechanic & (Un.)

[1] Wage protection in accordance with Item No. 7g of LA 14-40.

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

NOTE: Six Incumbent Utility Workers (50010219) identified in Attachment 2 will have preferential consideration for a job vacancy, provided that employee has a valid prebid on file for the classification and headquarters in which the vacancy is filled. Upon exhausting this classification, the Company will utilize the normal provisions of Title 205. If an incumbent does not have a valid pre-bid on file or turns down a bona fide offer for the classification and headquarters, incumbent will no longer have preferential consideration for future job vacancies.

In the event an M&C Mechanic (PIO) or Transmission Mechanic is awarded the vacancy, such employee will maintain their current wage and subsequent general wage increase until completion of the Apprenticeship training program.

Wage Rates

<u>Wage Rates:</u>	<u>Progression</u>	<u>1/1/2021</u>	<u>1/1/2022</u>
Apprentice LNG/CNG Technician 52766025	Start	\$ 45.26	\$ 46.96
	End 6 Mo	\$ 45.69	\$ 47.40
	End 1 Yr	\$ 47.05	\$ 48.81
	End 18 Mo	\$ 48.07	\$ 49.87
	End 2 Yr	\$ 51.11	\$ 53.03
	End 30 Mo	\$ 52.47	\$ 54.44

Attachment 1

Incumbent List for LA 21-44-PGE Apprentice LNG/CNG Technician
PGE Special Rights to
Gas Control Technician and Apprentice Gas Control Technician

Employee Name	Identified Incumbent Job Title as of August 31, 2021
Andrade, John Joseph	Lead Transmission Mechanic
Benitez, Alfonso	Transmission Mechanic
Bonilla, Frank	PIO Unassigned Measurement & Control Mech
Buickerood, George	PIO Unassigned Measurement & Control Mech
Claudio, Samuel Christopher	PIO Unassigned Measurement & Control Mech
Davis, John Paul	Transmission Mechanic
Dobson, Yulan	Transmission Mechanic
Hillquist, Scott Michael	Lead Transmission Mechanic
Jonsson, Charlie	PIO Unassigned Measurement & Control Mech
Lehman, Jeffrey	M&C Coordinator - Gas Transmission
Lenz, Timothy Brian	Transmission Mechanic – TPCO
McArthur Sr., Tobias James	Transmission Mechanic
Miller, Robert M	Lead Mechanic-Welder – TPCO
Okerson, Gary Bruce	PIO Unassigned Measurement & Control Mech
Rice, Timothy C	PIO Measurement & Control Mechanic
Silva Jr., Jeffery	Transmission Mechanic
Strumpf, Kurt	Transmission Mechanic
Warner, Bryce Kelle	Unassigned Transmission Mechanic

Attachment 2

Incumbent List for LA 21-44-PGE Apprentice LNG/CNG Technician
PGE Special Rights to
Apprentice LNG/CNG Technician

Employee Name	Identified Incumbent Job Title & Headquarters
Cantu Jr., Telesforo	Utility Worker, Sacramento Gas Load Center
Crane, Benjamin	Utility Worker, Topock Compressor Station
Davis, Ethan	Utility Worker, Merced Service Center
Mancilla, Albaro	Utility Worker, Manteca LNG/CNG Operations
Mauro, Jonathan	Utility Worker, Hinkley Compressor Station
Newman, Wesley	Utility Worker, East Willows Maintenance Station
Wooten, Thomas	Utility Worker, Rocklin LNG/CNG Operations