



# LETTER AGREEMENT NO. 22-34-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

November 15, 2022

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 recently met to discuss California Occupational Safety and Health Regulations (CAL/OSHA) License Requirements for Crane and Derrick Certification and the Utility Exemption which allows utilities the ability to self-certify equipment. This self-certification requires the need to have a highly trained and competent professional crane surveyor workforce, licensed by the state of California, to help PG&E become the safest most reliable utility in the country.

The parties agree that there is a realization of benefits to both parties by establishing a new Crane Surveyor Line of Progression within the Field Employees - General Construction Line of Progression to engage in the testing, examination and/or certification of cranes.

Pursuant to Section 304.4 of the Physical Agreement, Company and Union propose to revise the Job Definitions and Lines of Progression for the Field Employees - General Construction by establishing a new Line of Progression (LOP) titled Crane Surveyor. The LOP will include one beginning level position titled Crane Surveyor in Training; and two above entry level positions titled Crane Surveyor and Working Leader B – Crane Surveyor. The classifications will be added to the Field Employees - General Construction Line of Progression, Section 600-13, Exhibit VI-M, with the next scheduled update to the Job Definitions and Lines of Progression (JDLOP). (Attachment 1)

The job descriptions and Lines of Progression for the Crane Surveyor in Training, Crane Surveyor, and Working Leader B – Crane Surveyor are provided in Attachment 2.

## **DEPARTMENT OF TRANSPORTATION REQUIREMENTS:**

The classifications included in this agreement are covered by the Department of Transportation requirements as outlined in applicable Letter of Agreements, and all provisions that apply under the Federal Motor Carrier Safety Administration (FMCSA), including pre-duty drug testing.

## **FLEET MANAGEMENT PROMOTION-DEMOTION GEOGRAPHIC AREAS**

- 1) Humboldt and North Bay Divisions
- 2) Shasta, De Sabla and Colgate
- 3) Sacramento, Drum and Stockton
- 4) East Bay
- 5) Coast Valleys, San Francisco, and San Jose
- 6) San Joaquin
- 7) General Construction Davis Service Center

8) Field Mechanical Inspectors and Working Foreman B's, promotion-demotion areas systemwide

\*\*Note: Exhibit II Promotion-Demotion Geographic Area 8 will apply to Crane Surveyor Line of Progression.

**JOB BIDDING & TRANSFER/PROMOTION (TP) PROCESS**

Crane Surveyor

When filling Crane Surveyor vacancies, the parties agree to modify Subsection 305.5(c) allowing a Crane Surveyor in Training, who does not maintain the required qualifications, an accelerated opportunity to obtain the California OSHA Crane Surveyor License; Mobile Cranes (M), prior to submitting a permanent upgrade form. Crane Surveyors in Training who successfully obtain their license may be considered through the TP process prior to meeting the wage requirements for auto-progression. Upon exhausting this classification, the Company will utilize the normal provisions of Title 305.

Working Leader B – Crane Surveyor

Promotional opportunities for internal candidates who hold the Working Foreman B classification (50251367) within Transportation Services will be pending upon successful completion of California OSHA Crane Surveyor License; Mobile Cranes (M)

Note: Company shall pay the cost of the California OSHA Crane Surveyor License; Mobile Crane (M) certification and required recertifications.

**TRANSITION OF INCUMBENTS:**

Field Mechanical Inspector (50010230) Notes:

- A. Upon execution of this Agreement, incumbent Field Mechanical Inspectors who currently possess a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and volunteer within 30 days from the effective date of this agreement to maintain a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) shall be reclassified to the Crane Surveyor classification and shall receive the corresponding wage rate retroactive to the effective date of this Agreement (Attachment 4).
- B. An incumbent Field Mechanical Inspector who currently possess a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and does not volunteer within 30 days from the effective date of this agreement to maintain a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) shall remain in the Field Mechanical Inspector classification.
- C. Incumbent Field Mechanical Inspectors who did not volunteer as noted above are not precluded from being awarded a Crane Surveyor vacancy through the TP or job bidding process in the future provided they meet the requirements prior to the vacancy control date.
- D. With the next scheduled update to the JDLOP, the parties will review and discuss occupancy of the Field Mechanical Inspector classification to determine the relevance of designating the classification as "Present Incumbent Only" (PIO).

Working Foreman B – Non Climbing (50251367) Notes:

- A. Upon execution of this Agreement, incumbent Working Foreman B- Non Climbing, identified in Attachment 3, who currently possess a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and volunteer within 30 days from the effective date of this agreement to maintain a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) shall be reclassified to the Working Leader B – Crane Surveyor classification and shall receive the corresponding wage rate retroactive to the effective date of this Agreement (Attachment 5).
- B. An incumbent Working Foreman B – Non Climbing who currently possess a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and does not volunteer within 30 days from the effective date of this agreement to maintain a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) shall remain in the Working Foreman B – Non Climbing classification

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C. Incumbent Working Foreman B – Non Climbing who did not volunteer as noted above are not precluded from being awarded a Working Foreman B – Crane Surveyor vacancy through the TP or job bidding process in the future provided they meet the requirements prior to the vacancy control date.

**WAGE RATES**

<b><u>WAGE RATES</u></b>	<b><u>PROGRESSION</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Working Leader B – Crane Surveyor (53002120)	Start	\$64.87	\$67.30
	End 6 Mo	\$65.54	\$68.00
Crane Surveyor (53002119)		\$64.27	\$66.68
Crane Surveyor in Training (53002118)	Start	\$61.39	\$63.69
	End 12 Mo	\$62.30	\$64.64
	End 24 Mo	\$63.24	\$65.61

**JOINT OVERSIGHT COMMITTEE**

The Company and Union shall each appoint up to three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) and timelines will be waived for the forty-five-day period.

The Oversight Committee will meet as necessary to discuss technology advancement(s) as it relates to drones and this Letter Agreement.

This agreement has been discussed with Anthony Brown, Senior Assistant Business Manager and Mike Adayan, Assistant Business Manager.

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.

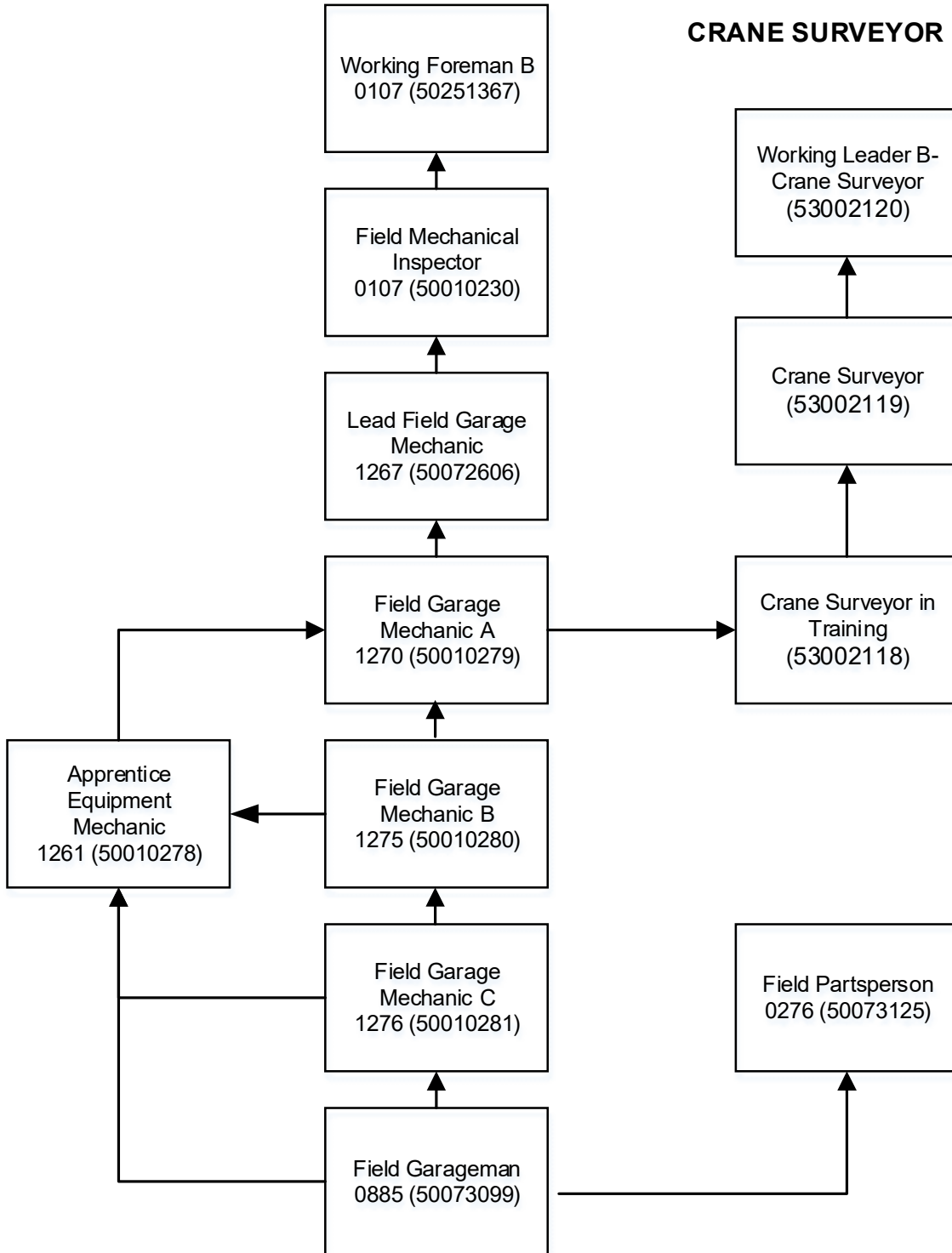
LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

  
By: \_\_\_\_\_  
Bob Dean  
Business Manager

Nov 15, 2022, 2022

### GC FLEET FIELD

### CRANE SURVEYOR LOP



JOB DEFINITIONS

Attachment 2

**WORKING LEADER B – CRANE SURVEYOR**

53002120

An employee who is a working leader. May oversee a group of Crane Surveyors and/or mechanics including themselves, are employed and where such employees are engaged in tool, equipment, and automotive maintenance and repair. Employee will be responsible for reviewing work performed by mechanic overseeing adhering to regulatory and company guidelines. Shall have the personal qualifications of the leader and supervisory ability, the crane qualifications of a Crane Surveyor or Field Mechanical Inspector and be familiar with the company's safety standards, accounting procedures, and other rules and regulations.

Requirements:

- Possess and Maintain California OSHA Crane Surveyor License; Mobile Cranes (M)
- May be required to possess a valid Class A Driver's License for the convenience of the Company, pursuant to Letter Agreement 12-32.

Note: Company shall pay the cost of the California OSHA Crane Surveyor License; Mobile Crane (M) certification and required recertifications.

**CRANE SURVEYOR**

53002119

An employee who without direct supervision performs testing, examination and/or certification of cranes used in lifting service exceeding three tons rated capacity; They shall have the craft qualifications of an Equipment Mechanic. They must be able to operate properly all types of vehicles and construction equipment and to impart this knowledge to other employees.

Requirements:

- Possess and Maintain California OSHA Crane Surveyor License; Mobile Cranes (M)
- May be required to possess a valid Class A Driver's License for the convenience of the Company, pursuant to Letter Agreement 12-32.

Note: Company shall pay the cost of the California OSHA Crane Surveyor License; Mobile Crane (M) certification and required recertifications.

**CRANE SURVEYOR IN TRAINING**

53002118

An employee who specializes in hydraulic and electronic over hydraulic control systems and who without direct supervision performs inspection and/or repairs to cranes used in lifting service; as well as all types of vehicles, construction equipment and appurtenances, including hydraulic, and electrical circuits and devices, and makes reports thereon; inspects vehicles or equipment being assembled, fabricated or repaired to make sure that they meet Company's and manufacturer's specifications; recommends payment of invoices, and initiates claims and adjustments and is responsible for preparation of Estimate for Repair or Replacement forms (or other form which may in future replace this form). They shall have the craft qualifications of an Equipment Mechanic. They must be able to operate properly all types of vehicles and construction equipment and to impart this knowledge to other employees.

Requirements:

- Crane Surveyors in Training who successfully obtain CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and hold the top rate of pay (End 24 Mo Step) for 12 months will automatically progress to Crane Surveyor

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- Crane Surveyors in Training who are unsuccessful in obtaining CAL/OSHA Crane Surveyor License; Mobile Cranes (M) within 36 months of obtaining the classification, shall be subject to the provisions of Title 306.
  - If an employee is unable to obtain CAL/OSHA Crane Surveyor License; Mobile Cranes (M) within the 36-month period, it will be referred to the Oversight Committee, prior to provisions of Title 306.
- May be required to possess a valid Class A Driver's License for the convenience of the Company, pursuant to Letter Agreement 12-32.

Testing Requirements:

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

Note: Company shall pay the cost of the California OSHA Crane Surveyor License; Mobile Crane (M) certification and required recertifications.

Attachment 2

**LINES OF PROGRESSION  
GENERAL CONSTRUCTION  
FLEET FIELD**

SAP Job Code	Pay Scale Code	Classification	SAP Job Code	Pay Scale Code	Classification
53002120		Working Leader B – Crane Surveyor			
			50251367	0107	Working Foreman B [1]
			50010230	1006	Field Mechanical Inspector [1]
			50010231	1007	Mechanical Inspector [1]
			50010208	0857	Garage Working Foreman [1]
			50010280	1270	Field Garage Mechanic A [1]
			50010277	1260	Equipment Mechanic - GC [1]
			50072606	1267	Lead Field Garage Mechanic [1]
			50073173	1345	Lead Mechanic [1]
			53002119		Crane Surveyor [1]

53002119		Crane Surveyor			
			50010230	1006	Field Mechanical Inspector [1]
			50010208	0857	Garage Working Foreman [1]
			50010231	1007	Mechanical Inspector [1]
			50072606	1267	Lead Field Garage Mechanic [1]
			50010280	1270	Field Garage Mechanic A [1]
			50073173	1345	Lead Mechanic [1]
			50010277	1260	Equipment Mechanic - GC [1]
			53002118		Crane Surveyor in Training [1]
			53002120		Working Leader B-Crane Surveyor [1]

53002118		Crane Surveyor in Training			
			50010279	1270	Field Garage Mechanic A
			50010230	1006	Field Mechanical Inspector
			50010231	1007	Mechanical Inspector
			50072606	1267	Lead Field Garage Mechanic
			53002120		Working Leader B-Crane Surveyor

[1] Must meet California OSHA Crane Surveyor License; Mobile Cranes (M) requirement

Attachment 3

## Incumbent List for LA 22-34-PGE

<b>Employee Name</b>	<b>Classification</b>	<b>Headquarter</b>
Alger, Karl	Field Mechanical Inspector	Bakersfield Service Center
Andersen, Bill	Field Mechanical Inspector	Gregg Substation
Barry, Robert	Field Mechanical Inspector	Salinas Service Center
Brogden, John	Field Mechanical Inspector	Santa Maria Service Center
Dearman, Larry	Field Mechanical Inspector	Willows Service Center
Fast, Clay	Field Mechanical Inspector	Fresno Service Center
Galindez, Martin	Field Mechanical Inspector	Vacaville Service Center
Jacobsen, Elliot	Field Mechanical Inspector	Stockton Service Center
Mangili, Douglas	Field Mechanical Inspector	Stockton Service Center
McCallister, Jeff	Field Mechanical Inspector	Ukiah Service Center & Customer Service Office
Neiley, William	Field Mechanical Inspector	Red Bluff Service Center and Customer Service Office
Potts, Marc	Field Mechanical Inspector	Davis Service Center
Ramsey, James	Field Mechanical Inspector	Salinas Service Center
Roboski, Joseph	Field Mechanical Inspector	Cinnabar Service Center
Smith, Vernon	Field Mechanical Inspector	Modesto Service Center
Stelling, Christopher	Field Mechanical Inspector	Red Bluff Service Center and Customer Service Office
Ulery, Kevin	Field Mechanical Inspector	Santa Rosa Service Center
Villa, Chip	Field Mechanical Inspector	Oakland Service Center
Williams, John	Field Mechanical Inspector	Sacramento Service Center
Menges, Keith	Working Foreman B – Non- Climbing	Fresno Service Center



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Attachment 4

**Crane Surveyor (53002119) Volunteer Form**  
**(Must be completed within 30 days of the execution of L/A 22-34-PGE)**

I am currently a Field Mechanic Inspector (50010230), and I wish to volunteer to be reclassified to the newly established Crane Surveyor classification (53002119).

- 1) I understand per Letter Agreement 22-34-PGE, since I currently possess a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and volunteer within 30 days from the effective date of L/A 22-34 to maintain a CAL/OSHA Crane Surveyor License; Mobile Cranes (M), I shall be reclassified to the new Crane Surveyor classification (53002119) and shall receive the corresponding wage rate retroactive to the effective date of L/A 22-34.

Name	Personnel I.D. Number
Headquarters	Date

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Attachment 5

**Working Leader B – Crane Surveyor (53002120) Volunteer Form  
(Must be completed within 30 days of the execution of L/A 22-34-PGE)**

I am currently a Working Foreman B – Non Climbing (50251367), and I wish to volunteer to be reclassified to the newly established Working Leader B – Crane Surveyor classification (53002120).

- 1) I understand per Letter Agreement 22-34-PGE, since I currently possess a CAL/OSHA Crane Surveyor License; Mobile Cranes (M) and volunteer within 30 days from the effective date of L/A 22-34 to maintain a CAL/OSHA Crane Surveyor License; Mobile Cranes (M), I shall be reclassified to the new Working Leader B – Crane Surveyor classification (53002120) and shall receive the corresponding wage rate retroactive to the effective date of L/A 22-34.

\_\_\_\_\_

Name

\_\_\_\_\_

Personnel I.D. Number

\_\_\_\_\_

Headquarters

\_\_\_\_\_

Date