



LETTER AGREEMENT LA 23-13-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

March 31, 2023

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 2016, under Letter Agreement 16-37, the parties established a temporary "Large Format Operator" classification within the Reprographics Department. This temporary position was established with the primary job responsibility of operating newly purchased large format printing equipment.

This Letter Agreement cancels and supersedes LA 16-37 and establishes changes to the Reprographics Production Unit LOP classifications and wage step progressions. The parties agree to establish a new Large Format Operator classification and consolidate the Reprographics Operator B and Reprographics Operator A classifications into a new Reprographics Operator beginner's classification as outlined below. The current Reprographics Operator B and A classifications will be eliminated.

SENIOR REPROGRAPHICS OPERATOR **(50011257) (7003)**

Responsible for training and performing lead functions and has the skills and abilities to perform all duties of the Large Format Operator and the Reprographics Operator, and related clerical duties. May be required to perform the duties of the Reprographics Job Coordinator classification at the supervisor's direction.

Note:

Bidders must be at the top wage step of the Large Format Operator for 6 months and have successfully passed all training requirements to be a qualified bidder to the Senior Reprographics Operator classification.

LARGE FORMAT OPERATOR (Hired 1/1/2023 and after) (New Classification) **(53081855)**

LARGE FORMAT OPERATOR (Hired prior to 1/1/2023) (New Classification) **(53081854)**

Has the skills and abilities of a Reprographics Operator and shall perform such duties at the direction of the Sr. Reprographics Operator or supervisor in charge. Is responsible to operate a variety of devices to output large format printed products. Will be required to utilize a series of finishing tools from hand cutters to high end computer aided cutting. Provides training to the Reprographics Operators on the large format equipment as directed by the supervisor or Senior Reprographics Operator.

Note:

Bidders to the Large Format Operator classification must be at the top wage step of the Reprographics Operator. Additionally, must be qualified on the Clerical Test Battery (CTB), the MS Word proficiency test, and have successfully completed the required training modules, including all applicable module test(s) with a passing score of 75% or higher, as developed by the parties to be considered a qualified bidder.

REPROGRAPHICS OPERATOR (Hired 1/1/2023 and after) (New Classification)
(53081852)

REPROGRAPHICS OPERATOR (Hired prior to 1/1/2023) (New Classification)
(53081853)

BEGINNER’S CLASSIFICATION

The Reprographics Operator will be responsible for operating printing equipment, print job finishing which includes but not limited to wrapping, cutting, punching, boxing, folding, and shipping, and meeting customer deadlines as assigned.

Notes:

- 1) Employees within the Computer Operations line of progression (Senior Computer Operator, Computer Operator, Computer Operator-in-Training, and Utility Machine Operator) will have priority “1” transfer status to the Reprographics Operator classification under Section 18.5.
- 2) Employees within the Reprographics Production Unit line of progression (Senior Reprographics Operator, Large Format Operator, and Reprographics Operator) will have priority “1” transfer status to the Utility Machine Operator classification within the Computer Operations line of progression under Section 18.5.
- 3) Employees who bid and are awarded the Reprographics Operator classification on or after January 1, 2023, shall be placed in the classification and wage progression (Hired 1/1/2023 and after).

Elimination of Reprographics Operator A & B Classifications

Following implementation of this agreement and establishment of the new single Reprographics Operator classification as outlined in this agreement, the Reprographics Operator A (50011258) and Reprographics Operator B (50011259) classifications shall be eliminated as obsolete.

Reprographics Line of Progression Training

The parties will develop a training program for the Reprographics Production Unit line of progression, including the large format printing equipment, to be provided to employees within the Reprographics Operator classification. Successful completion of the training program, with a score of 75% or higher, will be required to be considered as a qualified bidder for the Large Format Operator and Senior Reprographics Operator classifications. Should changes be required to the training program in the future, the parties will meet and discuss any changes before implementation.

Wages & Step Progression

The following wages and step progressions will be effective as soon as administratively possible following signing of this agreement.

| CLASSIFICATION | WAGE PROGRESSION STEP | WAGES 2023 |
|-------------------------------|------------------------------|-------------------|
| Senior Reprographics Operator | Start | \$ 51.56 |
| | End of 12 Mo | \$ 52.86 |
| | End of 24 Mo | \$ 53.98 |

| CLASSIFICATION | WAGE PROGRESSION STEP | WAGES 2023 | WAGES 2023 |
|------------------------|-----------------------|-------------------------|----------------------|
| | | Hired prior to 1/1/2023 | Hired after 1/1/2023 |
| Large Format Operator | Start | \$49.23 | \$47.36 |
| | End of 12 Mo | \$50.32 | \$49.23 |
| Reprographics Operator | Start | \$ 28.92 | \$ 25.42 |
| | End of 6 Mo | \$ 31.45 | \$ 26.92 |
| | End of 12 Mo | \$ 33.99 | \$ 28.27 |
| | End of 18 Mo | \$ 36.52 | \$ 30.14 |
| | End of 24 Mo | \$ 39.06 | \$ 32.53 |
| | End of 30 Mo | \$ 41.59 | \$ 34.91 |
| | End of 36 Mo | \$ 43.40 | \$ 37.30 |
| | End of 42 Mo | \$ 44.21 | \$ 39.48 |
| | End of 48 Mo | \$ 45.07 | \$ 41.59 |
| | End of 54 Mo | \$ 46.55 | \$ 44.04 |
| End of 60 Mo | \$ 47.75 | \$ 45.75 | |

Note: All incumbent employees, as identified below, shall be assigned wage rates under the “Hired prior to 1/1/2023” wage progression steps when bidding higher classifications within the Reprographics Department Production Unit Line of Progression. If an incumbent employee accepts a position outside of the Reprographics Department or leaves the Company and returns at a future date, they will be placed in the “Hired after 1/1/2023” wage progression steps.

Placement of Incumbents

Current incumbents shall be placed in the new corresponding classification at the wage step that is equal to their current wage step as outlined below as soon as administratively possible following signing of this agreement. Time worked toward the incumbent’s next PWI in their new classification shall begin on date of placement into the new classification. Shamir Seay shall be placed in the Senior Reprographics Operator classification at the 12 Mo progression step.

| Name | Current Classification | Current Wage Progression Step and Rate | New Classification | New Wage Progression Step and Rate |
|----------------|----------------------------------------------------------------|----------------------------------------|--------------------------------------------------|------------------------------------|
| Shamir Seay | Large Format Op/Job Coordinator (Temp classification LA 16-37) | End 2 Yr / \$52.86 | Senior Reprographics Operator | End 12 Mo / \$52.86 |
| Shakiro Deasis | Large Format Op/Job Coordinator (Temp classification LA 16-37) | End 2 Yr / \$52.86 | Large Format Operator (Hired prior to 1/1/2023) | End 12 Mo / *\$52.86 |
| Sherri Perkins | Reprographics Operator A | End 6 Mo / \$43.40 | Reprographics Operator (Hired prior to 1/1/2023) | End 54 Mo / **\$46.55 |
| Shellsey Perry | Reprographics Operator B | End 42 Mo / \$40.88 | Reprographics Operator (Hired prior to 1/1/2023) | End 42 Mo / \$44.21 |
| Renee Castro | Reprographics Operator B | End 30 Mo / \$39.46 | Reprographics Operator (Hired prior to 1/1/2023) | End 30 Mo / \$41.59 |

*Incumbent Shakiro Deasis will have his current wage rate of \$52.86 held until such time as the top wage step of the new Large Format Operator classification surpasses his current wage rate.

** Incumbent Sherri Perkins will be placed at the 54 month step of the new Reprographics Operator classification in consideration of her time in position of 48 months as an Operator B and 6 months as an Operator A.

This proposal has been discussed with Sr. Assistant Business Manager Bryan Carroll and Business Representative Gerald Williams.

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
Matthew Levy
Senior Director

The Union is in agreement.

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

Apr 1, 2023, 2023

By: Bob Dean
Bob Dean
Business Manager

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