



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. 23-14-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS 375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
(925) 974-4401

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

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MATTHEW LEVY  
SENIOR DIRECTOR

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BOB DEAN,  
BUSINESS MANAGER

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April 13, 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:

Attached is the updated Job Definitions and Lines of Progression for Section 600.12, Exhibit VI-L, for the Division Electric Maintenance Department. 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.

This JDLOP update has been reviewed by Bob Gerstle, Assistant Business Manager.

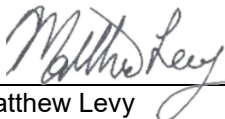
Mr. Bob Dean

April 13, 2023  
LA 23-14-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 AND ELECTRIC COMPANY

By:   
Matthew Levy  
Senior Director

The Union is in agreement.

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

Apr 14, 2023  
\_\_\_\_\_, 2023

By:   
Bob Dean  
Business Manager

**PACIFIC GAS AND ELECTRIC COMPANY  
AND  
I.B.E.W. LOCAL UNION 1245**

**JOB DEFINITIONS AND LINES OF PROGRESSION  
DIVISION ELECTRIC MAINTENANCE DEPARTMENT  
EXHIBIT VI-L AND SECTION 600.12  
OF THE AGREEMENT**

**REVISED *APRIL 2023***

**REPLACES *LA 20-62 DATED OCTOBER 2020***

**New language appears in italics**

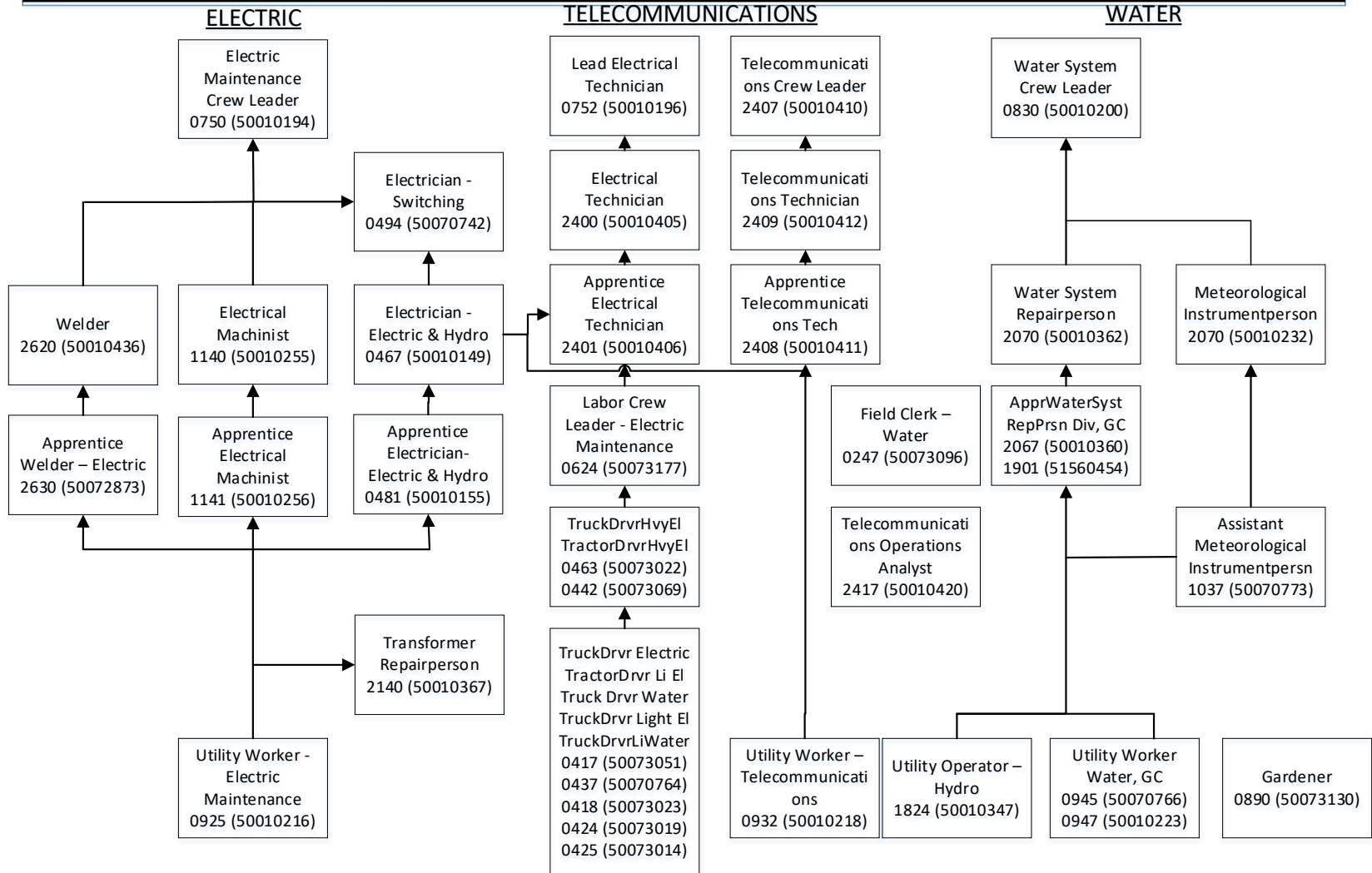
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# Electric Maintenance



For illustrative purposes only. Refer to job descriptions for additional detail.

**ELECTRIC MAINTENANCE DEPARTMENT  
Includes Hydro Maintenance**

**JOB DEFINITIONS AND LINES OF PROGRESSION**

**ELECTRIC MAINTENANCE CREW LEADER**  
**0750 (50010194)**

An employee who is a working leader in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures and other applicable rules and procedures.

Legacy Code	SAP Job Code	Next Lower Classifications
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0499	50010160	Traveling Electrician - Materials
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
0494	50070742	Electrician - Switching
2626	50010437	Certified Welder
2623	50073013	Certified Welder - UN
2637	50010440	Traveling Certified Welder
2636	50072957	Traveling Certified Welder - UN
3373	52011131	Appr Electrician-EAM
3589	51904047	Electric Locator*

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A - GC
0651	50010180	GC Crew Leader A - GC Station
0653	50010181	GC Crew Leader B - GC Station
0710	50010185	Elec. Shop Leader
0711	50272160	Traveling Elec. Shop Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0105	50251365	Working Leader A - GC Station
0107	50251367	Working Leader B - GC Station
0251	50251337	**Sr. Telecommunications Technician
3904	52450823	**DCPP Sr. Telecommunications Technician

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



\*\*Must have held the journey electrician classification or completed an apprentice electrician program.

**ELECTRIC MAINTENANCE CREW LEADER – HELMS**  
**0751 (50010195)**

A resident employee who is a working *leader* in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures, and other applicable rules and procedures. (Class C driver's license required per LA 93-39.)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician - Helms	1606	50253773	Technical Crew Leader A - GC
0467	50010149	Electrician - Elec. Maintenance	0651	50010180	GC Crew Leader A - GC Station
0484	50010156	Electrician - UN - Elec. Maintenance	0653	50010181	GC Crew Leader B - GC Station
0469	50010151	Electrician - Materials	0710	50010185	Elec. Shop Leader
0486	50073005	Electrician - UN - Materials	0711	50272160	Traveling Elec. Shop Leader
0499	50010160	Traveling Electrician - Materials	0750	50010194	Elec. Maintenance Crew Leader
1139	50010254	Elec. Machinist - Helms	0751	50010195	Elec. Maintenance Crew Leader - Helms
1140	50010255	Elec. Machinist	0105	50251365	Working Leader A - GC Station
1143	50010257	Elec. Machinist - UN	0107	50251367	Working Leader B - GC Station
0494	50070742	Electrician - Switching	0251	50251337	Sr. Telecommunications Technician
2626	50010437	Certified Welder	3904	52450823	DCPP Sr. Telecommunications Technician
2623	50073013	Certified Welder - UN			
2637	50010440	Traveling Certified Welder			
2636	50072957	Traveling Certified Welder - UN			
3589	51904047	Electric Locator*			

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

**LEAD ELECTRICAL TECHNICIAN\***  
**0752 (50010196)**

An employee who is a working *leader* in charge of a crew of not more than 5 other employees (which may consist of Electrician, Apprentice Electrician, Apprentice Electrical Technician, Maintenance Utility Worker) engaged in electrical construction, modification or testing work. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrical Technician and be familiar with Company Safety Standards, accounting procedures, and other applicable rules and procedures. (Class C driver's license required per LA 93-39.)

\*Note: Change Title of the Electrical Technician Crew Leader classification (50010196 0752) to Lead Electrical Technician (same job code). This is to reflect the fact that the lead duties are more technical project oriented and that they typically direct or coordinate the work of individuals vs. a crew.

Legacy Code	SAP Job Code	Next Lower Classifications
2400	50010405	Elec. Technician*
2403	50010408	Elec. Technician – UN*
2402	50010407	Elec. Technician – Helms*
2387	50010395	Elec. Technician – GC*
3589	51904047	Electric Locator**
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A - GC
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
0758	50232070	Lead Electrical Technician-Helms
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician

\*Requires minimum of 1 year as a *journey*person.

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

**LEAD ELECTRICAL TECHNICIAN-HELMS\***  
**0758 (50232070)**

An employee who is a working *leader* in charge of a crew of not more than 5 other employees (which may consist of Electrician, Apprentice Electrician, Apprentice Electrical Technician, Maintenance Utility Worker) engaged in electrical construction, modification or testing work. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrical Technician and be familiar with Company Safety Standards, accounting procedures, and other applicable rules and procedures. (Class C driver's license required per LA 93-39.)

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

\*Note: Change the Title of the Electrical Technician Crew Leader-Helms (50232070 0758) to Lead

Electrical Technician-Helms (same job code). This is to reflect the fact that the lead duties are more technical project oriented and that they typically direct or coordinate the work of individuals vs. a crew.

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
2400	50010405	Elec. Technician*	1606	50253773	Technical Crew Leader A - GC
2403	50010408	Elec. Technician – UN*	0750	50010194	Elec. Maintenance Crew Leader
2402	50010407	Elec. Technician – Helms*	0751	50010195	Elec. Maintenance Crew Leader - Helms
2387	50010395	Elec. Technician – GC*	0752	50010196	Elec. Technician Crew Leader
3589	51904047	Electric Locator**	0758	50232070	Lead Electrical Technician-Helms
3428	52474861	PIO Electrical Technician	0251	50251337	Sr. Telecommunications Technician
3435	52507266	PIO Unassigned Electrical Technician	3904	52450823	DCPP Sr. Telecommunications Technician

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

### **TELECOMMUNICATIONS CREW LEADER** **2407 (50010410)**

An employee who is a working *leader* in charge of a crew engaged in telecommunications maintenance and/or installation without direct telecommunications supervision. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Telecommunications Technician, and be familiar with Company safety standards, accounting procedures, and other applicable rules and procedures. (Class C driver's license may be required per LA 93-39.)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
2389	50010397	Telecommunications Tech. - Helms	1606	50253773	Technical Crew Leader A - GC
2409	50010412	Telecommunications Tech	0752	50010196	Lead Electrical Technician
2393	50010401	Telecommunications Tech - UN	0758	50232070	Lead Electrical Technician-Helms
2414	50010417	Telecommunications Tech - DCPP	2407	50010410	Telecommunications Crew Leader
2427	50072960	Telecommunications Tech - UN - DCPP	0251	50251337	Sr. Telecommunications Technician
2390	50010398	Communications Tech - GC	3904	52450823	DCPP Sr. Telecommunications Technician
3589	51904047	Electric Locator*			

3419	52449610	Telecommunications Service Technician
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\* Electric Locators must satisfy the 2-year bid-lock requirement and are subject to the provisions of LA 20-33.

**WATER SYSTEMS CREW LEADER**  
**0830 (50010200)**

An employee who is a working *leader* in charge of a crew of two to five persons excluding the working *leader* engaged in construction, maintenance, and repair of canals, tunnels, ditches, flumes, pipelines, services, reservoirs, dams, gates, roads, and other related facilities of the water systems; handles the cleaning of canals, ditches, and other bodies of water. May supervise a crew not to exceed ten employees, excluding the working *leader*, performing unskilled work. Shall have the personal qualifications of leadership and supervisory ability, the qualifications of a Water Systems Repairperson, and 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>
1036	50010232	Meteorological Instrumentperson
1905	50072833	Water Treatment Plant Operator*
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0830	50010200	Water Systems Crew Leader

\*Provided employee has been a Water Systems Repairperson and has successfully completed the Apprentice Water Systems Repairperson Training Program.

**SENIOR TELECOMMUNICATIONS TECHNICIAN**  
**(0251) 50251337**

**DCPP SENIOR TELECOMMUNICATIONS TECHNICIAN**  
**(3904) 52450823**

An employee who is regularly assigned to work in telecommunications maintenance and/or installation without direct telecommunications supervision. The employee shall have the personal qualifications of high leadership abilities, competent written and verbal communication skills, and expert level of the craft qualifications of a Telecommunications Technician. This includes, but is not limited to, the ability to troubleshoot discrepancies on any circuit including complex and high level multiplex circuits.

The Senior Telecommunications Technician shall also understand, identify and be able to correctly resolve or set the different level settings for Voice, data, SCADA, telecom transmission and protection type circuits applicable to the discipline assigned. The Senior Telecommunications Technician shall have a clear understanding of office services and shall be able to add new users to both the phone and data networks and update records as required.

The Senior Telecommunications Technician shall have intermediate knowledge and understanding of Power Line Carriers, Direct Transfer Trip and other protection schemes. The Senior Telecommunications Technician shall have a solid understanding and the ability to correctly use test equipment to check data transfer on SCADA and other data transport systems. The Senior Technician will be responsible for monitoring the health of the assigned discipline and working closely with 3<sup>rd</sup> tier specialist to monitor and respond to problems system wide. Additionally, given on-going advances in new technologies, the Senior Telecommunications Technician shall be required to gain those advanced level knowledge based skills when needed.

To be a qualified bidder to the Senior Telecommunications Technician, an employee must obtain a passing score on the Senior Telecommunications Technician entrance exam. The successful bidder to a Senior Telecommunications Technician position will be required to complete each training module for the discipline assigned with a qualifying score.

Legacy Code	SAP Job Code	Next Lower Classifications
2409	50010412	Telecommunications Technician
2393	50010401	Unassigned Telecommunications Technician
2389	50010412	Telecommunications Tech – Helms
2414	50010417	Telecommunications Tech – DCP
2427	50072960	Unassigned Telecommunications Technician – DCP
2390	50010398	Communications Technician - GC
2401	50010406	Apprentice Electrical Technician
3419	52449610	Telecommunications Service Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
0251	50251337	Senior Telecommunications Technician
2407	50010410	Telecommunications Crew Leader
1606	50253773	Technical Crew Leader A – GC*
0752	50010196	Elec. Technician Crew Leader*
3904	52450823	DCPP Sr. Telecommunications Technician
2426	50073073	Telecom Crew Leader – DCP

\* Must be a qualified Telecommunications Technician.

**TELECOMMUNICATIONS TECHNICIAN**

**2409 (50010412)**

**UNASSIGNED TELECOMMUNICATIONS TECHNICIAN**

**2393 (50010401)**

**TELECOMMUNICATIONS TECHNICIAN –DCPP**

**2414 (50010417)**

**UNASSIGNED TELECOMMUNICATIONS TECHNICIAN-DCPP**

**2427 (50072960)**

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunication systems, such as but not limited to, intercommunication systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to investigate, correct, or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency, and must have a Radio Telephone Operator's License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician. (Class C driver's license may be required per LA93-39.)

Legacy Code	SAP Job Code	Next Lower Classifications
2408	50010411	Appr. Telecommunications Tech
2391	50010399	Appr. Communications Technician – GC
3589	51904047	Electric Locator**

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A - GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecommunications Tech - UN – DCP

3419	52449610	Telecommunications Service Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	D CPP Sr. Telecommunications Technician

\* Must be a qualified Telecommunications Technician.

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

**TELECOMMUNICATIONS TECHNICIAN – HELMS**

**2389 (50010397)**

**(See LA 84-69)**

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunications systems, such as but not limited to, intercommunications systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to investigate, correct or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee’s background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency, and must have a Radio Telephone Operator’s License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions. (Class C driver’s license required per LA 93-39.)

Pursuant to the provisions of Section 202.11 of the Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Legacy Code	SAP Job Code	Next Lower Classifications
2408	50010411	Appr. Telecommunications Tech
2391	50010399	Appr. Communications Technician – GC
3589	51904047	Electric Locator**

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A - GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader – Helms*
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
2389	50010397	Telecommunications Tech. – Helms

2390	50010398	Communications Tech – GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPP
2427	50072960	Telecommunications Tech - UN – DCPP
3419	52449610	Telecommunications Service Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician

\* Must be a qualified Telecommunications Technician.

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

**TELECOMMUNICATIONS SERVICE TECHNICIAN**  
**3419 (52449610)**

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunication systems, such as but not limited to, intercommunication systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to investigate, correct, or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee’s background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency and must have a Radio Telephone Operator’s License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

Legacy Code	SAP Job Code	Next Lower Classifications
2408	50010411	Appr. Telecommunications Tech
2391	50010399	Appr. Communications Technician – GC

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A – GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader – Helms*
0752	50010196	Elec. Technician Crew Leader
2389	50010397	Telecommunications Tech. – Helms



2390	50010398	Communications Tech – GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
3419	52449610	Telecommunications Service Tech
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecommunications Tech - UN – DCP

**APPRENTICE TELECOMMUNICATIONS TECHNICIAN**  
**2408 (50010411)**

An employee engaged in performing Telecommunications Technician's work as an assistant to, or under the general direction of a Technician. In order to gain experience for advancement to Telecommunications Technician, may 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 an employee is considered capable of attaining Technician status, and an employee must have a Radio Telephone Operator's License or a Company-approved certification.

Legacy Code	SAP Job Code	Next Lower Classifications
0481	50010155	Appr. Electrician – Elec. Maintenance*
0482	50072851	Appr. Electrician – Steam*
0483	50072524	Appr. Electrician – Materials*
0932	50010218	Utility Worker – Telecommunications
2417	50010420	Telecommunications Operations Analyst (DCPP, Fairfield, G.O. Computer Centers & Sacramento Only)
3589	51904047	Electric Locator^

Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0468	50010150	Electrician – Steam
0485	50073004	Electrician – UN – Steam
0469	50010151	Electrician – Materials
0486	50073005	Electrician – UN – Materials
0494	50070742	Electrician – Switching
0499	50010160	Traveling Electrician – Materials
0472	50073082	Electrician – DCP
0489	50073006	Electrician – UN – DCP
0477	50010153	Traveling Electrician – Steam

0476	50072953	Traveling Electrician – UN – Steam
0479	50010154	Traveling Electrician – DCPD
0491	50072952	Traveling Electrician – UN – DCPD
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
2387	50010395	Elec. Technician – GC
2388	50010396	Appr. Elec. Technician – GC
2391	50010399	Appr. Communications Technician – GC**
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician – UN
2402	50010407	Elec. Technician – Helms
2401	50010406	Appr. Elec. Technician
2408	50010411	Appr. Telecommunications Tech
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

\* Must be at 2 year step or above.

\*\* Must hold FCC license or Company approved certification.

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

An Electrician or an Apprentice Control Technician/Control Technician that previously held the Electrician classification who is the successful bidder on a vacancy in the Apprentice Telecommunications Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Telecommunications Technician vacancies considered under Section 205.7 until such employee has accrued 24 months' classification seniority as an Apprentice Telecommunication Technician. In addition, will not be considered for automatic progression to Unassigned Telecommunications Technician under the provisions of the Master Apprenticeship Agreement until the employee has accrued 30 months' classification seniority as an Apprentice Telecommunications Technician.

Eligibility for Apprenticeship through Job bidding (Title 205 or 305)

- Pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include existing tests (e.g., Physical Test Battery, Industrial Skills Test, etc.) or new tests deemed appropriate.
- Pass Physical Test Battery
- Pass the Apprentice Communication Technician Test (CTT).
- Possess a valid Class “C” driver’s license (JDLOP to be updated).
- Possess FCC license (General Radiotelephone Operator License).

**TELECOMMUNICATIONS OPERATIONS ANALYST**  
**(DCPP, FAIRFIELD, GENERAL OFFICE COMPUTER CENTERS AND SACRAMENTO ONLY)**  
**2417 (50010420)**

A shift employee who is engaged in the operation of the Telecommunications Network. The employee shall have the ability to communicate oral and written English satisfactorily; answer trouble reporting telephones; provide operational assistance to users via computer terminals; using maintenance terminal to identify problem hardware, software, and application, and notify responsible corrective party; maintain trouble log, and provide corrective and user follow-up; analyze alarm/diagnostic messages and initiate corrective action; implement service reconfiguring transmission facilities i.e.; establish dial back-up.

**BEGINNER'S CLASSIFICATION**

**ELECTRICAL TECHNICIAN**  
**(2400) 50010405**

**UNASSIGNED ELECTRICAL TECHNICIAN**  
**(2403) 50010408**

**PIO UNASSIGNED ELECTRICAL TECHNICIAN**  
**(3435) 52507266**

**PIO ELECTRICAL TECHNICIAN**  
**(3428) 52474861**

An employee who, without direct supervision, performs programming, installation, calibration, testing, troubleshooting, maintenance and installation of electromechanical, solid state and microprocessor protective relays, automation and control systems. This includes synchronized end to end protection systems testing.

Performs applicable testing and troubleshooting, and apply configurations to remote control and data acquisition systems (i.e. SCADA, EMS). Responsible for completing all applicable documentation and test reports required to meet internal and Federal, State and local regulatory compliance. Performs electrical power switching.

Plans and schedules work, including submitting clearance applications to the Operations Control Center. May be assigned to train and direct Electrical Technician apprentices. May direct Electricians. Maintains and makes field revisions to engineering documents and drawings. Responsible for testing and commissioning integrated and non-integrated electrical systems, i.e. switchgear, network relays.

Configuration management on transmission line equipment, i.e. SEECO and legacy controllers. Performs applicable Installation, functional testing and troubleshooting on transmission line controllers including Automatic and protective features, if enabled. Support SCADA point to point testing with EMS team & ADMS team (Substation), IED (Intelligent End Device) or RTU configuration which will require knowledge and familiarity of associated relay design (Line and Substation); includes third party RTUs. Understands standards and procedures associated with controllers, Transmission Line/ Substation switching and SCADA. Assignments may include duties performed to Transmission Line Controller associated communications equipment.

Must have background of Electrical Technician apprenticeship.

Assignments may include duties performed to the protection system associated communications equipment.

Class C drivers' license required per LA 93-39.

Legacy Code	SAP Job Code	Next Lower Classifications
2401	50010406	Appr. Elec. Technician
2388	50010396	Appr. Elec. Technician - GC

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader – Helms*
2387	50010395	Elec. Technician – GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician – UN
2402	50010407	Elec. Technician – Helms
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician

\*Must be a qualified Electrical Technician.

**ELECTRICAL TECHNICIAN – HELMS**

**2402 (50010407)**

**(See LA 84-69)**

An employee who, without direct supervision, performs programming, installation, calibration, testing, troubleshooting, maintenance and installation of electromechanical, solid state and microprocessor protective relays, automation and control systems. This includes synchronized end to end protection systems testing.

Performs applicable testing and troubleshooting, and apply configurations to remote control and data acquisition systems (i.e. SCADA, EMS). Responsible for completing all applicable documentation and test reports required to meet internal and Federal, State and local regulatory compliance. Performs electrical power switching.

Plans and schedules work, including submitting clearance applications to the Operations Control Center. May be assigned to train and direct Electrical Technician apprentices. May direct electricians. Maintains and makes field revisions to engineering documents and drawings. Responsible for testing and commissioning integrated and non-integrated electrical systems, i.e. switchgear, network relays.

May be assigned: the configuration management on transmission line equipment, i.e. SEECO and legacy controllers. Performs applicable Installation, functional testing and troubleshooting on transmission line controllers including Automatic and protective features, if enabled. Support SCADA point to point testing with EMS team & ADMS team (Substation), IED (Intelligent End Device) or RTU configuration which will require knowledge and familiarity of associated relay design (Line and Substation); includes third party RTUs. Understands standards and procedures associated with controllers, Transmission Line/ Substation switching and SCADA. Assignments may include duties performed to Transmission Line Controller associated communications equipment.

Must have background of Electrical Technician apprenticeship.

Assignments may include duties performed to the protection system associated communications equipment.

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Class C drivers' license required per LA 93-39.

Legacy Code	SAP Job Code	Next Lower Classifications
2401	50010406	Appr. Elec. Technician
2388	50010396	Appr. Elec. Technician – GC

Legacy Code	SAP Job Code	Same or Higher Classifications
1606	50253773	Technical Crew Leader A – GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
2380	50010391	Control Technician - DCPD
2381	50073010	Control Technician - UN - DCPD
2382	50010392	Traveling Control Tech-DCPD
2399	50072955	Traveling Control Tech - UN - DCPD
2385	50010394	Shift Control Tech - DCPD
2375	50010390	Shift Control Tech - UN - DCPD
2387	50010395	Elec. Technician - GC
2396	50010403	Traveling Control Tech
2394	50010402	Traveling Control Tech - UN
2397	50072987	Control Technician
2383	50010393	Control Technician - UN
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2418	50070715	Instrument Technician – GC
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPD Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician

\* Must be a qualified *Electrical* Technician.

**APPRENTICE ELECTRICAL TECHNICIAN**  
**2401 (50010406)**

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

Legacy Code	SAP Job Code	Next Lower Classifications
0481	50010155	Appr. Electrician – Elec. Maintenance*
0482	50072851	Appr. Electrician – Steam*
0483	50072524	Appr. Electrician – Materials*

Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0468	50010150	Electrician – Steam
0485	50073004	Electrician – UN – Steam
0469	50010151	Electrician – Materials
0486	50073005	Electrician – UN – Materials
0499	50010160	Traveling Electrician – Materials
0472	50073082	Electrician – DCPD
0474	50010152	Electrician-GC
0489	50073006	Electrician – UN – DCPD
0477	50010153	Traveling Electrician – Steam
0476	50072953	Traveling Electrician – UN – Steam
0479	50010154	Traveling Electrician – DCPD
0491	50072952	Traveling Electrician – UN – DCPD
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
2388	50010396	Appr. Elec. Technician – GC
2389	50010397	Telecommunications Tech. – Helms
2390	50010398	Communications Tech – GC
2391	50010399	Appr. Communications 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
3419	52449610	Telecommunications Service Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
2365	50010386	Electrical Control Technician – DCPP
2367	50073008	Unassigned Electrical Control Technician – DCPP
0748	50073079	Electric Maintenance Crew Leader – DCPP
2426	50073073	Telecom Crew Leader – DCPP
3409	52450823	DCPP Senior Telecommunications Technician
3589	51904047	Electric Locator**

\*At 2 yr. step or above.

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

An Electrician who is the successful bidder on a vacancy in the Apprentice Electrical Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Electrical Technician vacancies considered under Section 205.7 until the employee has accrued 24 months' classification seniority as an Apprentice Electrical Technician. In addition, will not be considered for automatic progression to Unassigned Electrical Technician under the provisions of the Master Apprenticeship Agreement until the employee has accrued 30 months' classification seniority as an Apprentice Electrical Technician.

- Electricians, both GC and Division, assigned to such apprenticeship, shall not be required to spend the additional six months in the apprenticeship classification, as set forth in LA-13-28, Master Apprenticeship Agreement, provided the Electrician is assigned to the apprenticeship, within the same department, in which they previously worked.

**Note:** See Letter Agreement 07-43 for entrance exam requirements.

**ELECTRICIAN****0467 (50010149)****(See LA 87-112)****UNASSIGNED ELECTRICIAN****0484 (50010156)****ELECTRICIAN (HELMS)****0459 (50073084)****(See LA 84-69)**

An employee who is a *journeyperson* and is engaged in performing all types of electrical work. When an employee is assigned to the maintenance and testing of impedance, carrier, and directional relays, will work with and under the supervision of a Technician or other higher classified employee experienced in such work.

Background of apprenticeship and experience must be such as to qualify an employee to perform their duties with skill and efficiency. (Class C driver's license required per LA 93-39.)

Employees classified as Electrician are required to perform switching duties. When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working *leader* or exempt supervisor during the time switching is performed, such employee will be compensated at the Electrician – Switching rate of pay for the work time involved but in no case less than eight hours at the straight rate of pay.

Legacy Code	SAP Job Code	Next Lower Classifications
0481	50010155	Appr. Electrician – Elec. Maintenance
3373	52011131	Apprentice Electrician-EAM

Legacy Code	SAP Job Code	Same or Higher Classifications
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	GC Crew Leader A – GC Station**
0653	50010181	GC Crew Leader B – GC Station**
0750	50010194	Elec. Maintenance Crew Leader**
0751	50010195	Elec. Maintenance Crew Leader – Helms**



0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
0105	50251365	Working <i>Leader</i> A – GC Station**
0107	50251367	Working <i>Leader</i> 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*
3419	52449610	Telecommunications Service Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3589	51904047	Electric Locator^
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician
0469	52429608	Electrician-Electric Asset Mgmt-(EAM)
0469	52429609	UN Electrician-Electric Asset Mgmt (EAM)

3401	52369032	New Business Liaison
0740	52574624	New Business Liaison-Elec Crew Fmn (PIO)
1100	52574625	New Business Liaison-Lineworker (PIO)

\*An employee in an Apprentice Technician or Technician classification who was formerly classified as an Electrician may bid back to Electrician.

\*\*Must be a *journeyperson* Electrician.

^Electric Locators not subject to bid restriction (“bid locks”) may bid back as eligible bidders to their most recent previously held line of progression

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 .

**ELECTRICIAN – SWITCHING**  
**0494 (50070742)**

A service employee with the craft qualification of an Electrician.

**Notes:**

1. Electrician – Switching are subject to the provisions of Section 3.5 of the Physical Agreement “Residency Requirement”. Company and Union can agree to waive the residency

requirements on a case-by-case basis.

2. Electrician – Switching must possess a valid California Driver’s license and may be required to wear a respirator.
  
3. Employees must complete the 40-hour Switchman Training in order to be qualified for the position. The Company may test the employee’s proficiency by requiring them to attend the 40-hour Switchman Training or the 8-hour Switchman refresher course. This is not intended to be a pass/fail course but rather to identify an employee’s proficiency to perform *their* job duties. Employees are required to maintain proficiency to stay in this Electrician – Switching classification.
  
4. Electrician – Switching is required to perform all types of substation switching and may perform field switching for substation assigned work, not to include field parallels, field loops and line clearances.
  
5. Electrician – Switching will be required to perform all duties of an Electrician and classifications lower in the line of progression.
  
6. Employees classified as Electrician are required to perform switching duties. When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working *leader* or exempt supervisor during the time switching is performed, such employee will be compensated at the Electrician – Switching rate of pay for the work time involved but in no case less than eight hours at the straight rate of pay.

Classifications that bid this position and have not completed the substation electrician training program will be placed as a provisional Electrician – Switching and will be required to complete a substation electrician training program approved by the Joint Apprenticeship Training Committee. Employees who do not successfully complete the training program will be removed in accordance with Section 206.15 of the Physical Agreement.

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms	0107	50251367	Working <i>Leader</i> B – Non-Climbing**
0466	50073083	Electrician – GC Service Center	0494	50070742	Electrician – Switching
0467	50010149	Electrician – Elec. Maintenance	0651	50010180	<i>GC Crew Leader A</i> – Station/Hydro**
0484	50010156	Electrician – UN – Elec. Maintenance	0750	50010194	Elec. Maintenance Crew Leader**
0469	50010151	Electrician – Materials	0751	50010195	Elec. Maintenance Crew Leader – Helms**
0486	50073005	Electrician – UN – Materials	0752	50010196	Lead Electrical Technician*
0474	50010152	Electrician – GC	0758	50232070	Lead Electrical Technician-Helms

0499	50010160	Traveling Electrician – Materials
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1606	50253773	Technical Crew Leader A – Non-Gas**
2387	50010395	Elec. Technician – G.C.*
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*
3419	52449610	Telecommunications Service Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3589	51904047	Electric Locator^
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician
3401	52369032	<i>New Business Liaison</i>
0740	52574624	<i>New Business Liaison- Elec Crew Fmn (PIO)</i>
1100	52574625	<i>New Business Liaison- Lineworker (PIO)</i>

\*An employee in an Apprentice Technician or Technician classification who was formerly classified as an Electrician may bid back to Electrician.

\*\* Must be a *journeyperson* Electrician.

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

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 .

**ELECTRIC LOCATOR\***

**3589 (51904047)**

An employee who possesses the craft qualifications of a *journeyperson* 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 3<sup>rd</sup> 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.

Notes:

Employees who bid to or are hired into this classification will not be eligible to bid under the provisions of Section 205.7 for a period of 24 Months from the date of hire or report date.. The parties agree that this language can be waived for substantial reasons by local agreement between the Company and IBEW Local 1245.

\*Electric Locators not subject to bid restrictions ("bid locks"), stated above, may bid back as eligible bidders to previously held classifications.

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.

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 classification is 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.

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

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	GC Crew Leader A – GC Station
0653	50010181	GC Crew Leader B – GC Station
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
0105	50251365	Working Leader A – GC Station
0107	50251367	Working Leader 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
3419	52449610	Telecommunications Service Tech
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

Note:

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

**APPRENTICE ELECTRICIAN**  
**0481 (50010155)**

An employee engaged in performing Electrician’s work as an assistant to or under the general direction of a *journeyperson*. In order to gain experience for advancement to Electrician, may 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 the employee is considered capable of attaining *journeyperson* status.

Legacy Code	SAP Job Code	Next Lower Classifications
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0923	50010215	Utility Worker – Materials - Elec. Maintenance
0498	50010159	Traveling Utility Worker – Materials
0925	50010216	Utility Worker – Elec. Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0468	50010150	Electrician – Steam*
0485	50073004	Electrician – UN – Steam*
0472	50073082	Electrician – DCPP*
0489	50073006	Electrician – UN – DCPP*
0477	50010153	Traveling Electrician – Steam*

0945	50070766	Utility Worker – Water
2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson – UN
1902	51560455	Water Systems Repairperson – GC

0476	50072953	Traveling Electrician – UN – Steam*
0479	50010154	Traveling Electrician – DCP*P*
0491	50072952	Traveling Electrician – UN – DCP*P*
0499	50010160	Traveling Electrician – Materials
0481	50010155	Appr. Electrician – Elec. Maintenance
0482	50072851	Appr. Electrician – Steam
0483	50072524	Appr. Electrician – Materials
0624	50073177	Labor Crew Leader
1139	50010254	Elec. Machinist – Helms
1140	50010255	Electrical Machinist
1143	50010257	Elec. Machinist – UN
2388	50010396	Appr. Elec. Technician – GC
2391	50010399	Appr. Communications Technician – GC
2401	50010406	Appr. Elec. Technician
2408	50010411	Appr. Telecommunications Tech
2618	50072831	Welder – GC Service Center
2633	50072889	Welder – UN – Elec. Maintenance
2620	50010436	Welder – Elec. Maintenance
0481	50010155	Appr. Electrician – Elec. Maintenance
0488	50010157	Appr. Electrician – GC
3373	52011131	Appr Electrician-EAM
3589	51904047	Electric Locator**
3401	52369032	<i>New Business Liaison</i>
0740	52574624	<i>New Business Liaison-Elec Crew Fmn (PIO)</i>
1100	52574625	<i>New Business Liaison-Lineworker (PIO)</i>

\*May bid to Apprentice Electrician *and will be placed* at the 2 yr. step.

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

**ELECTRICAL MACHINIST – HELMS**  
**1139 (50010254)**



(See LA 84-69)

A resident employee who is a *journeyperson* and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. Performs duties of an Electrician with moderate skill. Is engaged in repairing, installing, and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams, and related facilities. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May be also assigned to shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off. (Class C driver's license required per LA 93-39.)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
1141	50010256	Apprentice Elec. Machinist	0750	50010194	Elec. Maintenance Crew Leader*
			0751	50010195	Elec. Maintenance Crew Leader – Helms*
			0752	50010196	Lead Electrical Technician
			0758	50232070	Lead Electrical Technician-Helms
			1139	50010254	Elec. Machinist – Helms
			1140	50010255	Elec. Machinist
			1143	50010257	Elec. Machinist – UN
			2387	50010395	Elec. Technician – GC
			2389	50010397	Telecommunications Tech. – Helms
			2390	50010398	Communications Tech – GC
			2400	50010405	Elec. Technician
			2403	50010408	Elec. Technician – UN
			2402	50010407	Elec. Technician – Helms
			2407	50010410	Telecommunications Crew Leader
			2409	50010412	Telecommunications Tech
			2393	50010401	Telecommunications Tech – UN
			2414	50010417	Telecommunications Tech – DCPD
			2427	50072960	Telecommunications Tech – UN – DCPD
			0251	50251337	Sr. Telecommunications Technician
			3904	52450823	DCPD Sr. Telecommunications Technician
			3428	52474861	PIO Electrical Technician

3435	52507266	PIO Unassigned Electrical Technician
3419	52449610	Telecommunications Service Technician

\*Must be a qualified Telecommunications Technician.

**ELECTRICAL MACHINIST**  
**1140 (50010255)**

An employee who is a *journeyperson* and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. Performs duties of an Electrician with moderate skill. Is engaged in repairing, installing and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams and related facilities. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. (Class C driver’s license required per LA 93-39.)

Legacy Code	SAP Job Code	Next Lower Classifications
1141	50010256	Apprentice Elec. Machinist

Legacy Code	SAP Job Code	Same or Higher Classifications
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader – Helms*
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
2387	50010395	Elec. Technician – GC
2389	50010397	Telecommunications Tech. – Helms
2390	50010398	Communications Tech – GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician – UN
2402	50010407	Elec. Technician – Helms
2387	50010395	Elec. Technician – GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech – UN
2414	50010417	Telecommunications Tech – DCPD
2427	50072960	Telecommunications Tech – UN – DCPD

0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician
3419	52449610	Telecommunications Service Technician

\*Must be a qualified Telecommunications Technician.

### **APPRENTICE ELECTRICAL MACHINIST** **1141 (50010256)**

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

Legacy Code	SAP Job Code	Next Lower Classifications
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0925	50010216	Utility Worker – Elec. Maintenance
0945	50070766	Utility Worker – Water
2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson
2070	50010362	Water Systems Repairperson
2068	50010361	Water System Repairperson - UN
1902	51560455	Water Systems Repairperson – GC

Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0468	50010150	Electrician – Steam
0485	50073004	Electrician – UN – Steam
0469	50010151	Electrician – Materials
0486	50073005	Electrician – UN – Materials
0499	50010160	Traveling Electrician – Materials
0472	50073082	Electrician – DCPP
0489	50073006	Electrician – UN – DCPP
0477	50010153	Traveling Electrician – Steam
0476	50072953	Traveling Electrician – UN – Steam

0479	50010154	Traveling Electrician – DCPP
0491	50072952	Traveling Electrician – UN – DCPP
0624	50073177	Labor Crew Leader
1141	50010256	Apprentice Elec. Machinist
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
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
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**WELDER**  
**2620 (50010436)**

An employee who is a *journeyperson* and is engaged in performing both electric and gas welding on all types of equipment and piping. Background of experience must be such as to qualify an employee to perform these duties with skill and efficiency. May also be required to lay out and erect piping, do necessary welding in connection with its installation; and, at times when there is no welding to be done, do miscellaneous maintenance work including blacksmithing.

Legacy Code	SAP Job Code	Next Lower Classifications
2630	50072873	Apprentice Welder

Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
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
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecomm Crew Leader
2408	50010411	Appr. Telecomm Tech
2409	50010412	Telecomm Tech
2393	50010401	Telecomm Tech – UN
2414	50010417	Telecommunications Tech – DCPP
2427	50072960	Telecomm Tech – UN – DCPP
3419	52449610	Telecommunications Service Tech
2617	50010435	Welder – GC

2618	50072831	Welder – GC Service Center
2619	50070811	Lead Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
2622	50072914	AWS Certified Welder – GC
2625	50072900	Arc Welder – GC
2626	50010437	Certified Welder
2623	50073013	Certified Welder – UN
2631	50072942	Certified Welder – DCP
2632	50073012	Certified Welder – UN – DCP
2634	50010439	Traveling Certified Welder – DCP
2635	50072894	Traveling Certified Welder – UN – DCP
2637	50010440	Traveling Certified Welder
2636	50072957	Traveling Certified Welder – UN
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**APPRENTICE WELDER**  
**2630 (50072873)**

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a *journeyperson* on all types of equipment and piping. In order to gain experience for advancement to Welder, may work alone or under indirect supervision on jobs for which the employee has been trained and instructed; must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds; may advance to the classification of Welder upon completion of apprenticeship training and when a vacancy occurs, provided that satisfactory progress is shown in an employee’s ability to make proper welds. Since this work may be intermittent in nature, also assists other *journeyperson* and Mechanics as required.

Legacy Code	SAP Job Code	Next Lower Classifications
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0925	50010216	Utility Worker – Elec. Maintenance
0945	50070766	Utility Worker – Water

Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching

2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson

0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician- Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
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
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech – UN
2414	50010417	Telecommunications Tech – DCPD
2427	50072960	Telecommunications Tech – UN – DCPD
3419	52449610	Telecommunications Service Tech
2630	50072873	Apprentice Welder
2408	50010411	Appr. Telecommunications Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPD Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**MECHANIC**

**1231 (50070792)**

An employee skilled in the use of hand and bench tools, who is qualified for and is engaged in overhauling and maintaining mechanical equipment. Shall also be capable of doing metal work, pipe work and routine welding.

Vacancies to be filled by agreement between Company and Union.

**WATER SYSTEMS REPAIRPERSON (WSR)**

**2070 (50010362)**

**UNASSIGNED WATER SYSTEM REPAIRPERSON**

**2068 (50010361)**

An employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. Such employee drives trucks and operates mechanical equipment such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. Must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of a computer, when qualified. May be assigned other work of similar nature as the occasion requires, including building maintenance of hydro facilities. The employee's background of experience and the successful completion of formal training must be such as to qualify them to perform this work with skill and efficiency

Legacy Code	SAP Job Code	Next Lower Classifications
1901	51560454	Appr. Water Systems Repairperson – GC
2067	50010360	Appr. Water Systems Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0107	50251367	Working Crew Leader B – Non- Climbing
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN – Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC



**WATER SYSTEMS REPAIRPERSON – HELMS (1)**  
**2069 (50070804)**

A resident employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. Such employee drives trucks and operates mechanical equipment such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver’s License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. Must make welds and do general leveling with surveyor’s level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools, and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of computer when qualified. May be assigned other work of similar nature as the occasion requires including building maintenance of hydro facilities. The employee’s background and experience and the successful completion of formal training must be such as to qualify the employee to perform this work with skill and efficiency.

In addition, when not engaged in any of the above work, the employee may also be required to assist other plant personnel in routine plant maintenance assignments. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

(1) Same Line of Progression as 2070 Water Systems Repairperson.

**APPRENTICE WATER SYSTEMS REPAIRPERSON**  
**2067 (50010360)**

An employee engaged in performing Water Systems Repairperson work as an assistant to or under the general direction of a Repairperson or other higher classified employee. In order to gain experience for advancement to Water System Repairperson, such employee may work alone or under indirect supervision on jobs for which the employee has been trained and instructed. The employee’s educational and general qualifications must be such that the employee is considered capable of attaining *journeyperson* status.

Legacy Code	SAP Job Code	Next Lower Classifications
0418	50073023	Truck Driver – Water
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0923	50010215	Utility Worker – Materials - Elec. Maintenance
0925	50010216	Utility Worker – Elec. Maintenance
0945	50070766	Utility Worker – Water
1824	50010347	Utility Operator – Hydro

Legacy Code	SAP Job Code	Same or Higher Classifications
1905	50072833	Water Treatment Plant Operator
2067	50010360	Appr. Water Systems Repairperson
1601	50253770	Carpenter A-Not Gas
1901	51560454	Appr. Water Systems Repairperson – GC
1604	50253771	Carpenter B – Not Gas
1616	50253878	Miscellaneous Equipment Operator-Not Gas

0926	50072843	Utility Worker – Electric Operating
1037	50070773	Asst. Meteorological Instrumentperson
0947	50010223	Utility Worker GC
0107	50253772	Fieldperson GC – Not Gas

**WATER TREATMENT PLANT OPERATOR**  
**1905 (50072833)**

An employee who operates one or more full treatment water plants. Such employee operates all equipment, including pumps, filters, and controls; runs all laboratory control tests, except bacteriological, collects bacteriological samples, maintains plant records, performs minor maintenance duties and keeps buildings, grounds and equipment in a clean and orderly manner. Is required to have a Waterworks Operator's Certificate, Grade II.

Legacy Code	SAP Job Code	Next Lower Classifications
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Legacy Code	SAP Job Code	Same or Higher Classifications
0830	50010200	Water Systems Crew Leader
1905	50072833	Water Treatment Plant Operator
2069	50070804	Water Systems Repairperson – Helms*
2066	50072890	Water Systems Repairperson – UN – Helms*
2070	50010362	Water Systems Repairperson*
2068	50010361	Water Systems Repairperson – UN*
1902	51560455	Water Systems Repairperson – GC

\*Applies only to employees who possess valid Waterworks Operator's Certificate, Grade II.

**TRANSFORMER REPAIRPERSON**  
**2140 (50010367)**

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.

Legacy Code	SAP Job Code	Next Lower Classifications
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Legacy Code	SAP Job Code	Same or Higher Classifications
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0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0923	50010215	Utility Worker – Materials – Elec. Maintenance
0925	50010216	Utility Worker – Elec. Maintenance
0945	50070766	Utility Worker – Water

0442	50073069	Heavy Tractor Driver – Elec. Maintenance
0459	50073084	Electrician – Helms
0463	50073022	Heavy Truck Driver – Elec. Maintenance
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0468	50010150	Electrician – Steam
0485	50073004	Electrician – UN – Steam
0469	50010151	Electrician – Materials
0486	50073005	Electrician – UN – Materials
0499	50010160	Traveling Electrician – Materials
0472	50073082	Electrician – DCPD
0489	50073006	Electrician – UN – DCPD
0477	50010153	Traveling Electrician – Steam
0476	50072953	Traveling Electrician – UN – Steam
0479	50010154	Traveling Electrician – DCPD
0491	50072952	Traveling Electrician – UN – DCPD
0481	50010155	Appr. Electrician – Elec. Maintenance
0482	50072851	Appr. Electrician – Steam
0483	50072524	Appr. Electrician – Materials
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms*
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician- Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic – Electric Maintenance
2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson

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
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
2630	50072873	Appr. Welder – Electric
2408	50010411	Appr. Telecommunications Tech
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**LABOR CREW LEADER**  
**0624 (50073177)**

An employee who is a working *leader* in charge of a crew engaged in the maintenance of roads, trails and bridges; the clearing of brush; general cleaning around lakes, dams, powerhouses, and waterways; minor pole line maintenance; loading, delivering, and unloading of materials and supplies. May be required to drive a truck. Must have the personal qualifications of leadership and supervisory ability, be familiar with Company’s safety rules and accounting procedures. The employee’s crew may include a Truck or Tractor Driver.

Legacy Code	SAP Job Code	Next Lower Classifications
0417	50073051	Truck Driver – Elec. Maintenance
0442	50073069	Heavy Tractor Driver – Elec. Maintenance
0463	50073022	Heavy Truck Driver – Elec. Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0459	50073084	Electrician – Helms
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0623	50010172	Labor Crew Leader – Elec. T&D

0624	50073177	Labor Crew Leader
0630	50010173	Labor Crew Leader A – GC
0750	50010194	Electric Maintenance Crew Leader
0751	50010195	Electric Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
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 – DCP
2427	50072960	Telecommunications Tech – UN – DCP
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician

3435	52507266	PIO Unassigned Electrical Technician
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**HEAVY TRUCK DRIVER****0463 (50073022)**

An employee who drives a heavy truck transporting employees, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment. (Class C licensed required per LA 93-39.)

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.

Legacy Code	SAP Job Code	Next Lower Classifications
0417	50073051	Truck Driver – Elec. Maintenance
0437	50070764	Light Tractor Driver – Elec. Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver
0434	50073113	Special Driver – GC Service Center
0442	50073069	Heavy Tractor Driver – Elec. Maintenance
0459	50073084	Electrician – Helms
0462	50073021	Heavy Truck Driver – Materials
0463	50073022	Heavy Truck Driver – Elec. Maintenance
0465	50010148	Heavy Truck Driver – Gas
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0481	50010155	Appr. Electrician – Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist

1143	50010257	Elec. Machinist – UN
1141	50010256	Apprentice Elec. Machinist
1616	50253878	Miscellaneous Equipment Operator** - Not Gas
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
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2408	50010411	Appr. Telecommunications Tech
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN – DCPD
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
2630	50072873	Appr. Welder – Electric
1619	50253881	Appr. Welder – GC
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPD Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

\*\*Applicable to employees who held the classification of 0435 Special Driver on 12/31/90 per 1990 General Negotiations settlement on G.C. consolidation bidding rights.

**TRUCK DRIVER**  
**0417 (50073051)**

An employee who drives a truck (other than a pickup truck) transporting employees, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment. (Class C driver's license required per LA 93-39.)

Legacy Code	SAP Job Code	Next Lower Classifications
0437	50070764	Light Tractor Driver – Elec. Maintenance
0890	50073130	Gardener
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0925	50010216	Utility Worker – Elec. Maintenance
0945	50070766	Utility Worker – Water
2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0416	50073024	Truck Driver – Materials
0417	50073051	Truck Driver – Elec. Maintenance
0423	50010143	Light Truck Driver – Garage
0424	50073019	Light Truck Driver
0426	50073016	Light Truck Driver – Steam
0433	50010144	Lead Driver
0434	50073113	Special Driver – GC Service Center
0442	50073069	Heavy Tractor Driver – Elec. Maintenance
0459	50073084	Electrician – Helms
0462	50073021	Heavy Truck Driver – Materials
0463	50073022	Heavy Truck Driver – Elec. Maintenance
0465	50010148	Heavy Truck Driver – Gas
0467	50010149	Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0494	50070742	Electrician – Switching
0481	50010155	Appr. Electrician – Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
1139	50010254	Elec. Machinist – Helms



1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic – Electric Maintenance
1616	50253878	Miscellaneous Equipment Operator*** Not Gas
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
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
2630	50072873	Appr. Welder – Electric
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**TRUCK DRIVER – WATER**  
**0418 (50073023)**

An employee who drives a truck (other than a pickup truck) transporting persons, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0945	50070766	Utility Worker – Water
0926	50072843	Utility Worker – Electric Operating
1824	50010347	Utility Operator – Hydro

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0416	50073024	Truck Driver – Materials
0417	50073051	Truck Driver – Electric
0418	50073023	Truck Driver – Water
0462	50073021	Heavy Truck Driver – Mtls.
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0465	50010148	Heavy Truck Driver - Gas

0830	50010200	Water Systems Crew Leader
1905	50072833	Water Treatment Plant Operator
1616	50253878	Miscellaneous Equipment Operator** not gas
2067	50010360	Appr. Water Systems Repairperson
2069	50070804	Water Systems Repairperson – Helms
2066	50072890	Water Systems Repairperson – UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson – UN
1902	51560455	Water Systems Repairperson – GC

**LIGHT TRUCK DRIVER**  
**0424 (50073019)**

An employee who drives a station wagon or pickup truck transporting employees, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which an employee is assigned. (Class C driver’s license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0890	50073130	Gardener
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0925	50010216	Utility Worker – Elec. Maintenance
0945	50070766	Utility Worker – Water

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0416	50073024	Truck Driver – Materials
0417	50073051	Truck Driver – Elec. Maintenance
0422	50010142	Light Truck Driver – Mtls.
0423	50010143	Light Truck Driver – Garage
0424	50073019	Light Truck Driver
0426	50073016	Light Truck Driver – Steam
0433	50010144	Lead Driver
0437	50070764	Light Tractor Driver – Elec. Maintenance
0442	50073069	Heavy Tractor Driver – Elec. Maintenance

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0459	50073084	Electrician – Helms
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0462	50073021	Heavy Truck Driver – Materials
0463	50073022	Heavy Truck Driver – Elec. Maintenance
0465	50010148	Heavy Truck Driver – Gas
0467	50010149	Electrician – Elec. Maintenance
0494	50070742	Electrician – Switching
0481	50010155	Appr. Electrician – Elec. Maintenance
0484	50010156	Electrician – UN – Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician- Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic – Electric Maintenance
1616	50253878	Miscellaneous Equipment Operator*** <i>Not Gas</i>
2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson
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
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecom. Tech

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2409	50010412	Telecommunications Tech
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2393	50010401	Telecommunications Tech – UN
2414	50010417	Telecommunications Tech – DCPP
2427	50072960	Telecommunications Tech – UN – DCPP
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
2630	50072873	Appr. Welder – Electric
0434	50073113	Special Driver – GC Service Center
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**LIGHT TRUCK DRIVER – WATER (Temporary Assignment Only)**

**0425 (50073014)**

An employee who drives a station wagon or pickup truck transporting persons, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which such employee is assigned.

**HEAVY TRACTOR DRIVER (30 hp or over)**

**0442 (50073069)**

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work; shall drive a truck or perform other work as occasion requires.

Legacy Code	SAP Job Code	Next Lower Classifications
0417	50073051	Truck Driver – Elec. Maintenance
0437	50070764	Light Tractor Driver – Elec. Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0442	50073069	Heavy Tractor Driver – Elec. Maintenance
0459	50073084	Electrician – Helms
0462	50073021	Heavy Truck Driver – Materials

0463	50073022	Heavy Truck Driver – Elec. Maintenance
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician- Helms
0465	50010148	Heavy Truck Driver – Gas
0467	50010149	Electrician – Elec. Maintenance
0494	50070742	Electrician – Switching
0484	50010156	Electrician – UN – Elec. Maintenance
0481	50010155	Appr. Electrician – Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader – Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
1141	50010256	Apprentice Elec. Machinist
1616	50253878	Miscellaneous Equipment Operator* not gas
1617	50253879	Tractor Operator
1840	50010351	Tractor Operator – Gas
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
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech – UN



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2414	50010417	Telecommunications Tech – DCPP
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2427	50072960	Telecommunications Tech – UN – DCPP
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
2630	50072873	Appr. Welder – Electric
1619	50253881	<i>Appr. Welder – GC</i>
0251	50251337	Sr. Telecommunications Technician
3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**LIGHT TRACTOR DRIVER (Less than 30 hp)**  
**0437 (50070764)**

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work; shall drive a truck or perform other work as occasion requires.

Legacy Code	SAP Job Code	Next Lower Classifications
0424	50073019	Light Truck Driver
0890	50073130	Gardener
0921	50072845	Utility Worker – Drum
0922	50010214	Utility Worker – Helms
0925	50010216	Utility Worker – Elec. Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0417	50073051	Truck Driver – Elec. Maintenance
0437	50070764	Light Tractor Driver – Elec. Maintenance
0442	50073069	Heavy Tractor Driver – Elec. Maintenance
0459	50073084	Electrician – Helms
0463	50073022	Heavy Truck Driver – Elec. Maintenance
0467	50010149	Electrician – Elec. Maintenance
0494	50070742	Electrician – Switching
0484	50010156	Electrician – UN – Elec. Maintenance
0481	50010155	Appr. Electrician – Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader

0751	50010195	Elec. Maintenance Crew Leader – Helms
0752	50010196	Lead Electrical Technician
0758	50232070	Lead Electrical Technician-Helms
1139	50010254	Elec. Machinist – Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist – UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic – Electric Maintenance
1646	50010321	Miscellaneous Equipment Operator
1840	50010351	Tractor Operator
2135	50010366	Transformer Repairperson – Materials
2140	50010367	Transformer Repairperson
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician – UN
2402	50010407	Elec. Technician – Helms
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
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
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
3419	52449610	Telecommunications Service Tech
2618	50072831	Welder – GC Service Center
2620	50010436	Welder – Elec. Maintenance
2633	50072889	Welder – UN – Elec. Maintenance
0251	50251337	Sr. Telecommunications Technician

3904	52450823	DCPP Sr. Telecommunications Technician
3428	52474861	PIO Electrical Technician
3435	52507266	PIO Unassigned Electrical Technician

**FIELD CLERK – WATER**  
**0247 (50073096)**

An employee whose background and experience is such that the employee has a comprehensive knowledge of the operation and procedures of a general *crew leader's* or *crew leader's* office in the Water Department and who performs the clerical work and assists in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs; assigning jobs to crews; receiving and dispatching customers' complaints; preparing reports; processing time cards, work orders, and GMs for the crews or for accounting purposes; and maintaining office files and records. The employee's duties may require that the employees work in the office, in a camp, or in the field.

Legacy Code	SAP Job Code	Next Lower Classifications
0264	50010122	First Hydro Clerk
0265	50010123	Routine Hydro Clerk
2655	50010447	Senior Operating Clerk-Typist I
2662	50010450	Operating Clerk
2664	50010452	Operating Clerk-Steno – (PIO)
2667	50010454	Operating Clerk-Typist
2789	50010477	Senior Operating Clerk I

Legacy Code	SAP Job Code	Same or Higher Classifications
0243	50010113	Senior Field Clerk – G.C.
0246	50010115	First Field Clerk – G.C.
0263	50010121	Senior Hydro Clerk
2646	50010443	Senior Operating Clerk-Typist II
2723	50010467	Senior Operating Clerk II

**METEOROLOGICAL INSTRUMENTPERSON**  
**1036 (50010232)**

An employee who, without direct supervision, is engaged in the installation, operation, and maintenance of equipment associated with the cloud seeding, precipitation, surface wind, temperature, and upper air sounding systems. Such employee routinely performs duties, such as installation and removal of silver iodide generator equipment and precipitation gauges; services and makes repairs to the equipment as required; adjusts and calibrates gauges and recorders; changes charts; and maintains records. During storm periods, operates the upper air sounding system, reducing data and submitting to the weather office. Is responsible for maintaining adequate supplies to operate the project and may be called on from time to time to perform special studies in the field, such as collecting snow replica slides.

In addition, may be required to perform other duties of a Water System Repairperson and be assigned to work on Company's water facilities in the hydro development in the area to which assigned.

Legacy Code	SAP Job Code	Next Lower Classifications
1037	50070773	Asst. Meteorological Instrumentperson
2069	50070804	Water Systems Repairperson – Helms
2066	50072890	Water Systems Repairperson – UN – Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson – UN
1902	51560455	Water Systems Repairperson – GC

Legacy Code	SAP Job Code	Same or Higher Classifications
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson

**ASSISTANT METEOROLOGICAL INSTRUMENTPERSON**  
**1037 (50070773)**

An employee who is engaged in performing a Meteorological Instrumentperson's work as an assistant to or under the direction of a Meteorological Instrumentperson. Without direct supervision, in the field, operates, adjusts, cleans, zeros and checks meteorological instruments for proper operation and installs and calibrates rain gauges. In the shop, performs routine maintenance on these instruments without direct supervision.

Legacy Code	SAP Job Code	Next Lower Classifications
0418	50073023	Truck Driver – Water*
0945	50070766	Utility Worker – Water*
0926	50072843	Utility Worker – Electric Operating*
1824	50010347	Utility Operator – Hydro*

Legacy Code	SAP Job Code	Same or Higher Classifications
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson
1905	50072833	Water Treatment Plant Operator
2067	50010360	Appr. Water Systems Repairperson
2069	50070804	Water Systems Repairperson – Helms
2066	50072890	Water Systems Repairperson – UN – Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson – UN

Mr. Bob Dean

April 13, 2023  
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1902	51560455	Water Systems Repairperson – GC
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**GARDENER**  
**0890 (50073130)**

An employee engaged in the care of lawns, gardens, grounds, etc.

**BEGINNER'S CLASSIFICATION**

**UTILITY WORKER**  
**0925 (50010216)**

An employee whose principal duties consist of semi-skilled work such as assisting a *journeyperson* or apprentice, including the use of hand tools under direction, assisting in station construction and maintenance and other miscellaneous semi-skilled work. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

**BEGINNER'S CLASSIFICATION**

**UTILITY WORKER – HELMS**  
**0922 (50010214)**  
(See LA 84-69)

An employee whose principal duties consist of semi-skilled work such as assisting a *journeyperson* or Apprentice, including the use of hand tools under direction, assisting in station construction and maintenance and other miscellaneous semi-skilled work, such as record-keeping, cleaning buildings, equipment and grounds. Will also assist the Electric Operators, as required. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

The Helms Utility Worker has bidding rights in both Electric Operating and Electric Maintenance lines of progression.

**BEGINNER'S CLASSIFICATION**

**UTILITY WORKER – DRUM**  
**0921 (50072845)**

An employee whose principal duties consist of semi-skilled work such as record keeping, cleaning buildings, equipment and grounds, and assisting the electric operators as required. May also perform semi-skilled work such as assisting a *journeyperson* or apprentice, including the use of hand tools under direction, assisting in station construction and maintenance, and other miscellaneous semi-skilled work. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

The Drum Utility Worker has bidding rights in both electric operating and electric maintenance lines of progression.

**BEGINNER'S CLASSIFICATION**

**UTILITY WORKER – TELECOMMUNICATIONS**  
**0932 (50010218)**

May assist a qualified *journeyperson* Technician in installing, testing, retiring, or removing the following equipment: microwave radios with antennas and transmission lines; data, telemetry and supervisory systems; dial exchanges; multiplex; alarm systems; fiber optic systems; and battery and charging systems.

Under the general direction of a *journeyperson* Technician may install, retire or remove telecommunications equipment including: physical components of moves, adds, and changes of computers, mobile radio transfers and installs; cell phone transfers; cable and fiber pulling; cable and wire termination; mounting of telecom equipment including ladder rack; wire DC power distribution; housekeeping duties.

Company may not exceed a ratio of 1 T200 Utility Worker to 10 T200 Communications Technicians and Crew Leaders, or 1 T300 Utility Worker to 10 T300 Telecommunications Technicians and Technical Crew Leaders. With Union agreement, Company may increase the number of Utility Workers.

***BEGINNER'S CLASSIFICATION***

**UTILITY WORKER – WATER**  
**0945 (50070766)**

An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee; and in addition does such work as digging holes or ditches, clearing rights of way and handling tools and materials. When receiving the top rate of pay of such employee's classification, may be required to operate a boat on waterways for breaking ice. In addition, may be required to perform appropriate camp duties including the hauling of camp materials and garbage, janitor work, gardening and helping in the boardinghouse.

***BEGINNER'S CLASSIFICATION***

**PAINTER**  
**1930 (50072927)**

(To Be Used on a Temporary Basis Only)

An employee who prepares surfaces for painting and paints the inside or outside of any building, structure, furniture or fixtures.

**CRANE OPERATOR**  
**1594 (50010317)**

(To Be Used on a Temporary Basis Only)

An employee who operates a mobile crane of 25 tons capacity or more, used in the operating, maintaining and constructing of hydro plants, substations or other facilities.

**COMPUTER FIELD ANALYST-TECHNICAL EXPERT**  
**4017 (52034604)**

**COMPUTER FIELD ANALYST-TECHNICAL EXPERT-DCPP**  
**3370 (52034605)**



An employee who works with minimal supervision to develop, deliver and/or support complex technologies and/or critical clients with high stakes impact. The employee is expected to provide

strategic/visionary recommendations for end user and/or line of business computing environments. The Computer Field Analyst (CFA) Expert shall have technical, leadership and supervisory ability and will be required to perform duties of classifications lower in the lines of progression. As well, the employee is expected to work across multiple support areas, departments and levels of management. The employee shall have extensive knowledge of Company’s computer systems, processes, accounting procedures and other applicable policies and procedures. The employee is responsible for research and development for work associated with hardware/software relative to their area of expertise. The employee will help define the support model for any new IT system that is put in place or modified within their area of expertise. The employee is responsible for recommendations and/or delivery of requisite training for other CFA job classifications. The employee is responsible for documentation of any new IT system that is put in place or modified within their area of expertise.

Special note: The opportunities and need for a CFA Expert will be determined by the Company based on a clear business requirement for a CFA Expert in a particular technology and/or LOB critical site.

Class C driver’s license is required

Notes on filling:

- When vacancies occur, the Company may award the job to the senior qualified bidder pursuant to section 205.7 or,
- When vacancies occur, senior qualified bidders may be interviewed by the Company. The interview will be used in determining a qualified bidder’s abilities and qualifications for purposes of Section 205.14. In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified. When this section is utilized, the Company will interview a minimum of two but no more than four candidates.
- The Union maintains its right to grieve any adverse employment action. Any employment action grieved pursuant to this section will be fast-tracked and determined by a committee made up of one IBEW staff member and one PG&E Labor Relations staff member.

Pay Scale Code	SAP Job Code	Next Lower Classifications
4018	52013507	Lead Computer Field Analyst
3371	52013508	Lead Computer Field Analyst – DCPD
4019	52013505	Senior Computer Field Analyst
3372	52013506	Senior Computer Field Analyst – DCPD

Pay Scale Code	SAP Job Code	Same or Higher Classifications
4017	52034604	Computer Field Analyst – Technical Expert
3370	52034605	Computer Field Analyst – Technical Expert – DCPD

**LEAD COMPUTER FIELD ANALYST**  
**4018 (52013507)**

**LEAD COMPUTER FIELD ANALYST – DCP**  
**3371 (52013508)**

An employee who performs defined and limited scope leadership, supervisory and/or team oversight role for employees lower in the lines of progression within their Support Team Area.

The Lead Computer Field Analyst is a key partner for the team supervisor or above and will be required to act as an assistant to the supervisor in charge. The Lead Computer Field Analyst shall have technical, leadership and supervisory ability and will be required to perform the duties of classifications lower in the lines of progression. The employee will be required to assist the supervisor in making the appropriate emergency call-out notifications before, during or after an event, and shall also take appropriate action to contact responsible support personnel to handle system wide events. The employee shall have extensive knowledge of Company’s computer systems, processes, accounting procedures and other applicable policies and procedures. The employee will assist supervisors with planning and scheduling work as necessary. The employee will be required to report on Team metric data and provide assessments of trends and opportunities. The employee will also assist with identification and implementation of process improvement opportunities, assist with the hiring process, and help coordinate specialty support efforts and various aspects of project support. The employee will also be required to partner and collaborate with other Support Team Area Leads.

Class C driver’s license is required

Notes on filling:

- When vacancies occur, the Company may award the job to the senior qualified bidder pursuant to section 205.7 or,
- When vacancies occur, senior qualified bidders may be interviewed by the Company. The interview will be used in determining a qualified bidder’s abilities and qualifications for purposes of Section 205.14. In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified. When this section is utilized, the Company will interview a minimum of two but no more than four candidates.
- The Union maintains its right to grieve any adverse employment action. Any employment action grieved pursuant to this section will be fast-tracked and determined by a committee made up of one IBEW staff member and one PG&E Labor Relations staff member.

Pay Scale Code	SAP Job Code	Next Lower Classifications
4019	52013505	Senior Computer Field Analyst
3372	52013506	Senior Computer Field Analyst – DCP

Pay Scale Code	SAP Job Code	Same or Higher Classifications
4018	52013507	Lead Computer Field Analyst
3371	52013508	Lead Computer Field Analyst – DCP
4017	52034604	Computer Field Analyst – Technical Expert
3370	52034605	Computer Field Analyst – Technical Expert – DCP

**SENIOR COMPUTER FIELD ANALYST**  
**4019 (52013505)**

**SENIOR COMPUTER FIELD ANALYST – DCPP**  
**3372 (52013506)**

An employee who is required to perform the same and additional job duties as a Computer Field Analyst (CFA). In addition, the employee shall provide basic CFA process and procedure training and mentorship for newly hired CFA's, and provide feedback and help identify process/procedure

improvement opportunities regarding CFA support. The employee will help with the Team workload management and work ticket management and escalation. The Senior Computer Field Analyst will create and update process documentation, and will help discover business solutions for specific issues brought forth by leadership, clients and peers. They will work closely with project management to help develop, deliver and maintain solutions. The employee will be a Safety champion and may schedule and/or lead team Safety discussions.

Class C driver's license is required.

**Special Notes:**

1. Computer Field Analyst employees are eligible to auto progress to the Senior Computer Field Analyst classification after five years as a Computer Field Analyst, and after demonstrating proficiency in all aspects of CFA job scope by successfully completing the Computer Field Analyst "Training Checklist", and successful completion of the agreed-to training. Such training will be determined by the joint sub-committee and shall be reviewed and approved by the Joint Apprenticeship and Training Committee (JATC). Incumbent employees will be grandfathered in if they have met the five-year requirement and they agree to perform the expanded job duties of a Senior Computer Field Analyst.
2. In the event the training program is not completed or is not provided in a timely manner to an employee who is eligible for auto-progression to the Senior Computer Field Analyst classification, such promotion shall not be delayed and the employee will be required to complete the training program when available.
3. Further, the employee will not be eligible for auto-progression to Senior Computer Field Analyst if they have been under active counseling for poor work performance during the previous 12 months. Active counseling for the purpose of this Section is defined as: during the previous twelve month period, (1) two or more instances in which the employee has received written reminders, (2) a decision-making leave, or (3) a demotion with cause.

**COMPUTER FIELD ANALYST**  
**3369 (52013502)**

**COMPUTER FIELD ANALYST – DCPP**  
**3369 (52013504)**

An employee who, without direct supervision, performs but is not limited to second- and third-tier **software** support, deployment, installation, troubleshooting, repair, testing, configuration and maintenance of all end-user computing devices, software and systems that affect their respective functionality; such as, but not limited to, computers, mobile devices, audio/video (AV) systems, operating systems, presentation systems, enterprise software, specialized software, asset management processes, end-user device networking software, release management, directory services, imaging devices, end-user device peripherals, and critical Line of Business computer systems and facilities. The employee orders hardware/software for end users where applicable. The employee must possess excellent customer service skills. The employee's background of experience must be such as to qualify the employee to perform these duties with skill and efficiency.

Class C driver's license is required.

Pay Scale Code	SAP Job Code	Next Lower Classifications	Pay Scale Code	SAP Job Code	Same or Higher Classifications
			4018	52013507	Lead Computer Field Analyst
			3371	52013508	Lead Computer Field Analyst – DCP
			4017	52034604	Computer Field Analyst – Technical Expert
			3370	52034605	Computer Field Analyst – Technical – Expert – DCP
			4019	52013505	Senior Computer Field Analyst
			3372	52013506	Senior Computer Field Analyst – DCP
			3369	52013502	Computer Field Analyst
			3369	52013504	Computer Field Analyst – DCP

Note: CFA-Tech Expert, Lead CFA or Senior CFA who is awarded and accepts a CFA vacancy shall be placed into the Senior CFA classification and wage rate.

**LETTER AGREEMENT  
R1-84-69-PGE**

August 22, 1984

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

This is revision of our letter agreement dated June 1, 1984 to incorporate additional information.

In an effort to meet current manpower needs at Helms Pumped Storage Facility, and in an attempt to uniformly apply the provisions to currently existing resident employees at the Helms Powerhouse, Company proposes to establish the following general conditions of employment for all employees working at the Helms Project.

Under this proposal, such agreement would serve as a "generic" agreement whose general terms and conditions would apply to all physical bargaining unit employees employed at the Helms facility. Accordingly, the following will detail the requirements associated with employment at the Helms Project.

All employees assigned to the Helms Pumped Storage Project shall be paid the established Helms Powerhouse premium rate of 5 percent above each step of the respective classification's basic wage rate for the first year and 7.5 percent above the basic wage rate for such classification after one year in the classification at Helms. Accordingly, such individuals employed at the Helms facility shall be considered as resident employees. Such employees shall be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. Furthermore, such employees may be assigned to a shift schedule in accordance with the provisions of Section 202.17 of the Physical Agreement due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, such employees at the Helms Project may be required to work a schedule of ten consecutive workdays with four consecutive days off. Helms' classifications will also be required to reside at Company residences adjacent to Helms for the first two years in the job and pay the established Company housing rent. They will also be required to ride in a helicopter. Furthermore, the terms and conditions set forth in Company's letter to Union date August 14, 1981 shall be in effect for all individuals employed at the Helms Powerhouse Project as follows:

1. Company Owned Housing (Helms)

The established rent is currently \$50 per month and is subject to change by bargaining between the parties. The residences will be equipped with telephones, and the current plans are to provide PT&T restricted one plus dialing lines for each residence. The residences will be equipped to receive TV broadcasts.

2. Emergency Transportation

Company will make every effort to provide the employees and their families with emergency transportation via helicopter. If winter weather conditions prohibit the use of helicopters, alternate transportation will be provided which will include emergency transportation and medical supplies. Weather permitting, there will be regularly scheduled trips to Helms throughout the year.

3. Additional Classifications (Helms)

It is anticipated that intermittent employees will be needed in the classifications of Cook, Cook's Helper, and Housekeeper. It is intended that the members of employees' families will be considered for these classifications if they so desire and if they have the necessary qualifications.

4. Helms Project Rate

When it is necessary to utilize electric and hydro operating classifications at Helms, the appropriate rate of pay will be the highest System Operator rate established for the Hydro Generation Department.

During the course of further discussions on October 26, 1983, Company communicated that, due to the nature of this situation at the Helms Project, it was unable to specify the duration of the proposed operator positions. It was further discussed and agreed that at such time as the Helms Project may not require operating personnel due to the projected full functioning of the automated systems which were designed for this facility, the parties shall meet, prior to any displacements, to discuss the procedure through which such displacements may be implemented. Company will continue to utilize the existing Helms classifications in the same manner that was provided for in letter agreement R2-80-72-PGE dated July 28, 1981.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ I.W. Bonbright  
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

Sept. 4 , 1984

By /s/ Jack McNally  
Business Manager

**LETTER AGREEMENT  
R2-87-112-PGE**

August 17, 1987

Pacific Gas and Electric Company  
245 Market Street  
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

As a result of recent discussions, Union proposes, pursuant to Section 102.8 of the Physical Labor Agreement the following disposition of the switching and clearance grievances contained in Arbitration Case No. 133.

1. Lineman

A. Routine Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a routine switching assignment as defined below, at the Lineman rate:

(1) Work assignments in the overhead that include one clearance point with switching in one location to clear the circuit for work or return it to normal;

(2) Work assignments in the underground URD or UCD non-network systems that include no more than two clearance points with switching (any operation on the switching log) performed by the employee in no more than two locations, regardless of the number of switching operations involved, to clear the circuit for work performed by the employee doing the switching or to return it to normal.

B. Complex Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a complex switching assignment, as defined below, for the work time involved rounded up to the nearest one-half hour, but no less than four hours, at the applicable Electric Crew Foreman rate:

Work assignments that include (1) combined phasing and rotation checks within the clearance limits, or (2) more than two clearance points, or (3) switching at more than two locations.

2. Cable Splicer

An employee classified as a Cable Splicer will not be expected to perform switching assignments. If, however, a Cable Splicer performs a switching assignment, his or her rate of pay will be subject to the temporary upgrade provisions of Section 204.3 of the collective bargaining agreement. When a Cable Splicer is entitled to a temporary upgrade, the applicable higher classification under Section 204.3

Mr. Bob Dean

April 13, 2023  
LA 23-14-PGE

is Cable Crew Foreman.



3. Electrician

When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is performed such employee will be compensated at the System Operator No. 3 top rate for the work time involved but in no case less than eight hours at the straight rate of pay.

Switching assignments under this Letter Agreement will be made in accordance with the job definitions and related notes of Exhibit VI-L for these classifications. Further, switching assignments under this Letter Agreement will be made without reference to Title 205 of the Physical Agreement; however, the making of such assignments will not result in the extended upgrades of employees covered by this Letter Agreement. However, when it becomes necessary to upgrade an employee as a result of this Letter Agreement and there is more than one journeyman on the job, the senior qualified employee will be entitled to the upgrade pursuant to Section 205.3 of the Physical Agreement.

All grievances included in Arbitration Case No. 133 will be resolved under the terms of this Letter Agreement at the Review Committee level. All subsidiary issues in these grievances will be remanded to the Review Committee for resolution.

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 Union.

Very truly yours,

LOCAL UNION 1245, IBEW

By /s/ Jack McNally  
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof:

PACIFIC GAS AND ELECTRIC COMPANY

4 September, 1987

By /s/ I.W. Bonbright  
Manager of Industrial Relations

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

**LETTER AGREEMENT  
88-82-PGE**

May 18, 1988

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 order to reflect the intent of the understanding reached between the Parties, Company proposes the following amendment to Item 9(b) of the October 2, 1987 cover letter to the settlement package. The language should read:

9. Job Bidding and Demotion

b) Current Substation and Hydro Helpers will be specifically named and will be allowed to bid to either Substation or Hydro Apprentice classifications one time only. Once the Helper has been awarded an Apprentice vacancy, such employee will have exhausted this right.

Current Hydro Electricians, Unassigned Electricians, and Apprentice Electricians will be specifically named and will be allowed to bid to Substation Electricians (or, if eligible, to Substation Apprentice Electrician) under the provisions of contract Subsection 205.7(b) one time only. Once the employee has changed department such employee will have exhausted this right. Note: For 205.7(b) purposes, rights are to the Bidding Unit in which the Hydro headquarters is geographically located.

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/ Richard B. Bradford  
Manager of Industrial Relations

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

September 13, 1988

By /s/ Jack McNally  
Business Manager

**LETTER AGREEMENT  
NO. 90-113-PGE**

June 13, 1990

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:

*The enactment of the California Commercial Motor Vehicle Safety Program has significantly changed the application of required commercial driving licenses and special driving certificates in California. Many PG&E vehicles previously did not require the operator to have a commercial license. These same vehicles now carry such a requirement. Further, employees that have traditionally been asked to operate these vehicles are in classifications that are not required to possess commercial licenses.*

*In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 of the Physical Agreement the following:*

- A) *Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit I) that may be applied on a headquarters-by-headquarters basis to all Distribution Business Unit non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.*
- B) *At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department.*

*At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.*

*The above formula is to be used only to identify the number of commercial driver's licenses to be established at headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.*

*The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.*

*For example, at an Electric T&D headquarters, there are 12 line trucks, two bucket trucks*

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

**LETTER AGREEMENT**

*and one insulator washing rig that all require a commercial driver's license to operate. This*

*Electric department headquarters must have 19 positions that require a commercial driver's license.*

- C) *In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Any remaining unfilled vacancy shall be filled in accordance with the normal provisions of Title 205. A separate pre-bid code number shall be established for those positions requiring the CDLA; e.g., Electric Crew Foreman/CDLA, Fitter/CDLA, Appr. Electrician/CDLA, etc.*

*Once the number of positions requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.*

- D) *Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification in accordance with Title 205, Company will upgrade the employee to the higher classification in accordance with Title 205.*

- E) *If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.*

- F) *Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.*

- G) *Those employees holding a classification with a CDLA will be paid in the following manner: Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.*

*Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.*

- H) *For those employees in positions requiring the CDLA, company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.*
- I) *Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.*
- J) *Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.*

*For example, an electric crew consisting of three climbers is needed in an EOT situation. Several Electric Crew Foreman and Linemen are signed up on the 212 list. Company shall call the ECF and Lineman who have the least accumulated hours without regard to the possession of a commercial driver's license. If either the ECF or Lineman possesses a commercial driver's license, then the next Lineman in order on the 212 list will be called without regard to driver's license status. However, if neither the ECF nor first Lineman called possesses a commercial driver's license, the availability of a commercial driver's license shall be considered when calling out the third crew member.*

- K) *This agreement shall apply to the employees of the Distribution Business Unit and to any other department of Company that in the future proposes to apply compensation for possession and utilization of a commercial driver's license to classifications not required by Job Definition to possess a commercial driver's license. Application of this agreement to another business unit will be immediate upon notification of Company's Manager of Industrial Relations to Union's Business Manager.*

*If you are in accord with the foregoing and attachment 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 AND ELECTRIC  
COMPANY*

*By            /s/ Richard B. Bradford  
Manager of Industrial Relations*

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

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

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

June 29, 1990

By /s/ Jack McNally  
Business Manager

**EXHIBIT I**

COMMERCIAL DRIVER'S LICENSE ADDENDUM

*In addition to the other specific duties of present classification held, the following work is performed:*

*Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.*

**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.



Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

6. Geysers Power Plant

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

A license requirements 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.

**CES - PHYSICAL**

January 14, 1994

**CES - PHYSICAL Cont'd**

<b>Class Required Code</b>	<b>Classifications</b>	<b>License</b>
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician (1)	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

**ELECTRIC SUPPLY  
HYDRO GENERATION**

<b>Class Code</b>	<b>Classification</b>	<b>Required License</b>
1552	Assistant Operator	C
1037	Asst. Meteorological Instr	C
0355	Cook(1)	C
0356	Cook (1)	C
0357	Cook(1)	C
0360	Cook(1)	C
0751	Electrical Mtc Crew Foreman - Helms	C
0752	Electrical Technician Crew Foreman	C
1140	Electrical Machinist	C
1139	Electrical Machinist - Helms	C
2400	Electrical Technician	C
2402	Electrical Technician - Helms	C
0467	Electrician - Electric	C
0459	Electrician - Helms	C
0424	Light Truck Driver - Electric	C
1036	Meteorological Instrumentman	C
1554	Operator In Training (1)	C
1740	Roving Operator	C
2407	Telecommunications Crew Foreman (1)	C
2389	Telecommunications Tech - Helms	C
2409	Telecommunications Technician (1)	C

0418	Truck Driver - Water	C
1252	Utility Equipment Mechanic	C
1253	Utility Equipment Mechanic - Helms	C
1745	Utility Roving Operator	C
1905	Water Treatment Plant Operator (1)	C

1. Depending upon local operating conditions.

**LETTER AGREEMENT  
97-80-PGE**

*Updated by LA R1-98-91: Pursuant to the 94-53 Hydro Committee recommendation to modify Letter of Agreement 97-80-PGE, Local Union 1245 proposes to provide an additional daily allowance of \$9.25 to the provisions of 302.10 as applied under the "Headquartering" section of Letter of Agreement 97-80-PGE.*

May 1, 1997

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

Gentlemen:

*The Hydro Generation 94-53 Committee discussed the benefits of clarifying the relationship of Title 200 and 300 employees within Hydro Generation. The committee's goal was to become "best in class" by establishing a co-mingling agreement. Hydro Generation can maintain a stable Title 200 and 300 work force by leveling the work load, leveraging the knowledge and expertise of the work force and providing flexibility to deploy talent to the highest priority work. The subcommittee members are: Tom Moore, John Sandhofner, Tom Carrier, Mike Sigmen, Terry Marymee, Shirley DeLucchi, John Perrault, Bill Tomei, Craig Hill, Sam Tamimi, and John Moffat.*

*The intent of this proposal is to retain qualified personnel, preserve Title 200 and 300 integrity, to assign complete work packages and supplement crews.*

*The Company proposes to establish a co-mingling agreement for Hydro Generation based on the following 94-53 Committee recommendations. It is further proposed that this proposal be reviewed in one year following implementation.*

*This proposal will address the following areas: Job Assignments, Headquartering, Staffing Upgrades, Overtime, Tools and Inclement Weather.*

Job Assignments:

*Overall job responsibility shall be clearly established before co-mingling begins. A job assignment sheet shall be completed which identifies the following: (Sample Attached)*

- ◆ Lead Responsible Supervisor
- ◆ Defined job scope
- ◆ Estimated job duration
- ◆ Crew members names and classifications

*Lead Supervisor shall be responsible for job safety which will include IIPP and Emergency Response Plan. Both Title 200 and 300 supervisors will inform their respective co-mingled employees of the information provided on the job assignment sheet.*

Headquartering:

*There will be no change to Section 202.19 (regular headquarters). Section 302.10 will be modified to accommodate five Hydro headquarters which do not currently meet lodging and restaurant requirements as described in Exhibit XV. (This modification also applies to non co-mingled assignments.)*

*The five Hydro headquarters are:*

- ◆ **Manton**
- ◆ **Rodgers Flat**
- ◆ **Alta**
- ◆ **Tiger Creek**
- ◆ **Auberry**

*Title 200/300 employees will observe the same reporting times at the above mentioned headquarters. (This also applies to non co-mingled crews). Title 300 employees, who by reporting to one of the five mentioned headquarters places them in zone 5 (Title 301.4(a)), will be paid an additional allowance to commute from the closest community that meets the requirements in Exhibit XV. The allowance is based on the same schedule found in Section 301.4(a). Employees who are eligible have the option of declining the additional allowance in lieu of driving a company vehicle from the closest community. Changes to this arrangement may be made in advance by mutual consent of supervisor and eligible employee.*

*Title 300 employees shall be assigned to co-mingled crews by their supervisor by classification as needed.*

*Title 200 employees will need to sign an annual co-mingling list by December 15 of the previous year to facilitate equitable job assignments. Title 200 employees in a new headquarters will be given an opportunity to sign the annual co-mingling list when they first report. They will be credited average days in their classification. Assignment of Title 200 employees to the crew will be based on specific classifications needed for the defined project. First assignment on any given year is by seniority of employees on the annual co-mingling list. Co-mingling work will be distributed among employees in the same classification on the list as equitably as practical. Listed employees will be credited with refused days.*

*If there is an insufficient number of Title 200 volunteers available, co-mingling assignment will be made by the appropriate supervisor by classification in reverse seniority until all the necessary positions are filled.*

*Upgrades given in the following order:*

- ◆ *Senior qualified person within co-mingled crew within live of progression of the Title holding the job assignment.*
- ◆ *Senior qualified person within headquarters (T200 on list) or POA (T300) within Title holding job assignment.*
- ◆ *Senior qualified employee within co-mingled crew, regardless of Title holding job assignment.*
- ◆ *Senior qualified T200/300 person available.*

### **Overtime Issues (Title 208, 308,212)**

*Overtime will be offered in the following order for the defined job scope:*

- ◆ *To the co-mingled crew (the intact work crew has "First Right of Refusal").*
- ◆ *To the Title crew who has the assignment (if T200, must be on list).*
- ◆ *To all remaining employees at the headquarters holding job assignment.*
- ◆ *To Title 200/300 employees at the headquarters or POA.*
- ◆ *Involuntary overtime will be assigned to the crew holding the job assignment.*

### **Sharing**

*Tools, Equipment and Facilities may be shared between Title 200/300 crews with concurrence of local supervision.*

***Inclement Weather Practice***

*The Co-mingled Crew will follow the Title 200 inclement weather practice.*

*Either party may cancel the agreement by providing 60 day notice of cancellation.*

*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/Dave Bergman      
*Chief Negotiator*

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

    June 6,    , 1997

By:     s/Jack McNally      
*Business Manager*



CO-MINGLING  
JOB ASSIGNMENTS

Supervisor \_\_\_\_\_

Job Location: \_\_\_\_\_

Job Scope \_\_\_\_\_

Estimated Time: Start \_\_\_\_\_ End \_\_\_\_\_

Crew:            Name                            Classification                            Title 200/300

Post on Bulletin Board  
cc: Local Business Representative

Attachment

**LETTER AGREEMENT  
R1-91-70-PGE**

May 4, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

*In the implementation of Letter Agreement 91-21, the parties have met and agreed to the following:*

1. *No employee shall experience a reduction in pay as a result of the reclassification from Water Systems Repairman to Apprentice Water Systems Repairman. However, without delaying future progressive wage increases or progression to journeyman, employees will be responsible for completing all phases of the training program.*
2. *Employees reclassified from Water Systems Repairman to Apprentice Water Systems Repairman shall progress to Water Systems Repairman following six months at the top rate of pay of the Apprentice wage range and will not be classified as Unassigned.*
3. *The Water Systems Repairman Training Program will be utilized for training purposes until a formalized Apprentice training program is negotiated and in place.*

*Further, the parties recognize that until such time as a formal Apprentice Training Program is agreed upon, an interim procedure will be necessary in the filling of vacancies created by the Water Systems Repairmen.*

1. *Employees who are the successful bidders to Water Systems Repairman vacancies will be placed at the 1 year step of the Apprentice Water Systems Repairman classification. (This is the next higher step above the first step of the old Water Systems Repairman wage range.) Such employees shall progress to Water Systems Repairman following six months at the top rate of pay of the Apprentice wage range and will not be classified as Unassigned.*

*Further, any employee who is placed in the Apprentice Water Systems Repairman classification, in accordance with the above provisions shall not be progressed to Unassigned, even if the training program is agreed upon during their training period.*

2. *Following the implementation of an Apprentice Training Program for the Water Systems Repairman, progression through the Apprentice Water Systems Repairman classification will be under the provisions of the Master Apprenticeship Agreement and such employees will progress to Unassigned journeyman.*

*If you are in accord with the foregoing and attachment 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/ David J. Bergman

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

*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*

May 28, 1991

By /s/ Jack McNally  
*Business Manager*

**LETTER AGREEMENT  
97-140-PGE**

17 November 1997

*Pacific Gas and Electric Company  
Industrial Relations Department  
2850 Shadelands Drive, Suite #100  
Walnut Creek, California 94598*

*Attention: Mr. David Bergman  
Director and Chief Negotiator*

*Gentlemen:*

*Grid Maintenance and Construction has a temporary need to have additional Title 300 employees perform in certain classifications. To assist in staffing for such work, the parties agree to first utilize qualified employees in the following order: existing Title 300 employees, Title 200 employees, Hiring Hall employees, and then contractors.*

*Title 200 employees may be loaned to Title 300 under the following conditions:*

- ✍ Permanent Title 300 employees will not lose any contractual rights.*
- ✍ Title 200 employees "loaned" to Title 300 will be working within the Title 300 section of the Agreement;*
- ✍ Title 200 (employees) will be paid at their basic classification rate or the Title 300 classification to which they are assigned, whichever is higher;*
- ✍ Title 200 employees' permanent headquarters will be their headquarters for determination of any Title 301 application;*
- ✍ Company will determine the classifications and locations where temporary vacancies exist and seek qualified volunteers from Title 200. Employees will be selected in order of seniority by headquarters where it has been determined that Title 200 can release such volunteers.*
- ✍ Company will apprise all potential volunteers of the impact of the temporary assignment and respond to any questions prior to the start of such assignment.*
- ✍ Either party may cancel such assignment by serving a ten-day advance notice to the other.*

*Either party may cancel this agreement by serving a thirty-day written notice upon the other.*

*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 Union.*

*Very truly yours,*

**LOCAL UNION 1245, INTERNATIONAL  
BROTHERHOOD  
OF ELECTRICAL WORKERS, AFL-CIO**

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

By: s/Jack McNally

-  
Jack McNally  
Business Manager

*The Company is in accord with the foregoing and attached and agrees thereto.*

*PACIFIC GAS & ELECTRIC COMPANY*

12/10, 1997

By: s/David J. Bergman

David J. Bergman  
Director and Chief Negotiator

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE



**LETTER AGREEMENT**  
**NO. R1-99-57**



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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February 3, 2000

Local Union No. 1245  
International Brotherhood of  
Electric Workers, AFL-CIO  
PO Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Company and Union have recently discussed the training of Apprentice Electricians (Electric Maintenance) and agree that some Title 200 and Title 300 Apprentice Electricians have not had an opportunity to be exposed to certain tasks due to a lack of that type of work in their area. The following guidelines are proposed for making temporary training assignments for designated tasks. The intent of this agreement is to keep training assignments away from the apprentice's designated headquarters as short as practical.

1. For training purposes, the Company may temporarily assign Title 200 Apprentices to Title 300 job locations, Title 300 Apprentices to Title 200 headquarters or Title 200 Apprentices to another Title 200 headquarters. These assignments will not be made to avoid the payment of overtime to the regular crew members or to rectify staffing deficiencies. It is not intended that Title 200 Apprentice Electricians could be assigned to hydro, steam, or nuclear job locations.
2. Title 200 Apprentices assigned to Title 300 crews shall work within the Title 200 Section of the Agreement during the assignment, including Title 201 (Expenses) and Title 203 (Inclement Weather Practices). Title 300 Apprentices assigned to a Title 200 headquarters will continue to be paid at the Title 300 wage rate and will continue to fall under the Title 300 working conditions.
3. Apprentices will assume the schedule of the temporary headquarters or job location they are assigned. Scheduling of assignments shall not cause loss of any regular hours.
4. The specific training task and duration will be identified in writing and communicated to the Apprentice and Union Business Representative at least two weeks prior to the assignment. The Joint Apprenticeship & Training Committee will also be notified of all assignments and will be responsible for monitoring and tracking these assignments.
5. Any dispute regarding these assignments will be subject to the grievance procedure (Title 102) with the option of expedited referral to the JATC for a recommendation for settlement.
6. Violation of the provisions contained in the letter agreement will be cause for canceling the agreement.
7. Either party may cancel this agreement by providing 30 days written notice.

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 AND ELECTRIC COMPANY

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

By: s/Rick R. Doering  
Rick R. Doering, Manager and  
Chief Negotiator

*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

April 3, 2000

By: s/Jack McNally  
Jack McNally  
Business Manager



Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE



**LETTER AGREEMENT**  
**NO. R1-03-28-PGE**

**IBEW**



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 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

December 9, 2003

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager

Gentlemen:

The Information Technology and Telecommunications fields are very dynamic resulting in changes to the amount and type of work to be performed, such as the complexity or simplification of work to be performed. As this work evolves, the parties support the proactive approach of meeting to discuss and attempt to reach an accord on work jurisdiction between bargaining unit classifications and non-bargaining unit PG&E employees or contractors. This agreement is intended to cover new work, as well as, changes to existing work.

Pursuant to Section 206.18 of the Physical Agreement, Company proposes that the ISTS Labor Management Committee be authorized to reach agreements on work jurisdiction by citing this generic letter agreement.

Failure to reach agreement under these provisions shall not prejudice either party's position with respect to issues raised in the grievance procedure pursuant to Title 102. Further, Company may decline to discuss certain new work if, in its opinion, the division of work is clear or wholly outside the scope of the bargaining unit. Such Company determinations are subject to challenge in the grievance procedure.

Attached is a matrix delineating work responsibilities for Ethernet switches. This is the first work product of the Labor Management Committee to be covered by this letter agreement. This matrix and future work products will be posted on the ISTS and IR websites and in the electronic library (EDMS).

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

December 15, 2003

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager

		Field Tcom Techs	2nd Tier Network Specialist	3rd Tier Specialist	TCC
<b>Ethernet Switch</b>					
1	Configuring a generic Port for a generic User (including port description)	P (n)	S	S	
2	Configuring Ports for Servers (including port description)	S (n)	P	S	
3	Configuring Spanning Tree, VLANs , Trunk ing and other Backbone Services.	S (n)	P	S (n)	
4					
5	Responsible for updating documentation (engineering & local drawings)	P (n)	S	S	
6	Developing configuration scripts	S (n)	P	S (n)	
7	Responsible for verifying items 1,2,5 are done properly	S (n)	P	S (n)	
8	Configuring switch for , monitoring (eg sniffer) & troubleshooting	S (n)	S	S	
9	Installing Operating System Software Upgrades	S (n)	P (n)	S (n)	
10	Installation and testing of hardware	P (n)	S	S	
11	Hardware upgrades	P (n)			
12	Installing configuration scripts *	S (n)	S (n)	S (n)	
13	Installing & Removing GBIC (Fiber and Twisted Pair interfaces)	P (n)			
14	Installing & Removing Patch Cord	P (n)	S	S	
15	Installing & Removing RJ21C (Cat. 4K and 6K)	P (n)			
16	Installing & Removing Circuit Cards	P (n)			
17	Establish Standards		S	P	
18	Audit Standards		S	P	S
	Temp Network Monitoring and Troubleshooting work with portable equipment exempt from tags.				
	All connections to operational switches will require a Remedy Service Request				
	All connections removed from operational switches will require a Remedy Service Request.				
	All Ports if not used will be turned off				
	* This task needs to be done jointly on new installations and upgraqdes when a specialists is on site.				
	P = Primary. A majority of this work is primarily performed by the classification indicated. When a "P" is indicated in the tech column the work is not entitled if an "S" is in an associated specialist column.				
	n = Notify. Requires person performing work to notify the appropriate specialists in his/her area.				
	S = Shared. Work can be performed by either the BU or a management classification.				



# LETTER AGREEMENT NO. R1-04-11-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 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

November 18, 2004

Mr. Perry Zimmerman, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Zimmerman:

Item 2(g) of the October 27, 1999 Cover Letter from the Union to the Company following the 1999 General Negotiations required the parties to establish an interim committee to determine the need for training, certification and ongoing re-certification of classifications involved with switching.

The classifications identified were Troubleman, Transmission Troubleman, Electrician (Title 200 and 300), Electrical Technician (Title 200 and 300) and System Operator classifications.

The Company and Union met on a number of occasions since the ratification of the 1999 settlement package. The Company, as a result of those meetings, is proposing the attached "Switchman Certification Program."

Either party may cancel this agreement by providing 90-days' written notice of cancellation to the other party.

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

January 6, 2005

By: s/Perry Zimmerman

*Perry Zimmerman  
Business Manager*

## **GUIDELINES FOR THE SWITCHMAN CERTIFICATION PROGRAM**

### **Switchman**

*Employees in classifications who are currently recognized as qualified switchmen who request training will receive training in their assigned service area as needed. All switchmen in a given area will receive training as needed to perform their work. All switchmen in an area will not necessarily be trained at the same level.*

*New switchmen will receive the same training as the currently qualified switchmen – for their position (same intention as above).*

### **Current Switchman**

*Employees in classifications who are currently recognized as qualified switchmen will be certified for switching they are currently performing in their geographic area as of the date of this agreement.*

*Current switchmen who require training on a specified type of switching will be trained in a timely manner. Company would not prevent employees from requesting training and will grant such training if there is a business need to develop switchmen.*

*If a current switchman relocates, the switchman will be trained for the new geographic area as needed.*

### **Joint Apprenticeship Training Committee**

*The JATC will be responsible to develop and maintain the training program to qualify and certify switchmen.*



# LETTER AGREEMENT NO. 05-03-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 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

---

January 26, 2005

Mr. Perry Zimmerman, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Zimmerman:

*In order to protect our employees while conducting initial damage assessments when entering indoor substations that are on fire or suspected of being on fire, the Company and Union discussed the new Fire Entry Procedure for Indoor Substations outlined in the Utility Operations Standard S3102 (draft attached) and the impact. This Standard addresses the requirement of wearing a respirator for first responders to emergencies caused by fires in the Company's indoor substations. The Company proposes the following to address the Fire Entry Procedure and the impact on employees.*

1. Identification of Respirator Users - Emergency Responders

*While all employees in certain classifications must be clean shaven and wear respirators when assigned certain tasks that are part of their normal job duties (e.g., Title 300 Painters), only a limited number of employees in other classifications need to be clean shaven and prepared to wear respirators in order to respond to emergency situations (e.g., fire in indoor substation).*

*For the reasons noted above, twenty five (25) percent of TSM&C Substation Maintenance employees in the Substation Maintenance classifications at the Martin, McMaude, Moss Landing, Oakport and Stockton Substation Headquarters will be required to wear a respirator in order to provide immediate response to an emergency situation. Employees identified as emergency responders will be required to be clean shaven at all times.*

*The Company will solicit volunteers to serve as emergency responders from the following classifications: Apprentice Electrician, Electrician, Apprentice Electrical Technician, Electrical Technician and Electrical Maintenance Crew Lead. All employees qualified as emergency responders will be fitted for respirators and available for emergency response.*

*The Company will not limit the number of employees volunteering to serve as emergency*

responders.

However, if there are an insufficient number of volunteers, the Company will appoint employees in the Substation Maintenance Electrician E L and H classification as emergency responders using reverse seniority. When it becomes necessary to appoint an employee due to insufficient volunteers, the Company will initially appoint the employee with the least Company service at that headquarters. In the event that Company may be required to expand the number of employees required to wear a respirator at the above noted headquarters or at other unnamed headquarters, prior notification will be provided to the Union.

2. Emergency Overtime

Employees qualified as emergency responders will be the first called out during emergency overtime situations when a respirator may be required.

3. Job Bidding

The Company will consider the status of volunteers to serve as emergency responders before filling positions through the Title 205 Job Bidding and Transfer System.

In the event there are insufficient volunteers in the headquarters and classification, the job will be filled with the senior bidder who volunteers to serve as an emergency responder and remain clean shaven.

4. Accommodation

In the event an employee is in a classification that requires that they wear a respirator as part of their normal job duties or if they are involuntarily designated as an emergency responder and they cannot medically be qualified to wear a respirator, the Company and Union will discuss accommodation on a case-by-case basis.

Review

The parties agree to meet and discuss any issues which may arise out of this agreement within two weeks of one party providing the other party written notice.

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

April 20, \_\_\_\_\_, 2005

By: s/Perry Zimmerman



Mr. Tom Dalzell

October 20, 2020  
LA 20-62-PGE

*Perry Zimmerman  
Business Manager*



**Pacific Gas and  
Electric Company**

# **LETTER AGREEMENT NO. 08-37-PGE**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P. O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310

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

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,  
BUSINESS MANAGER

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November 26, 2008

*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:*

*On August 20, 2008 the ISTS Labor Management Committee discussed the benefits of expanding the use of Title 200 employees within ISTS working on projects with Title 300 ISTS employees. As a result, the parties agreed that this Letter Agreement cancels and supersedes L/A 00-59-PGE, the prior ISTS co-mingling agreement.*

*The parties agreed that ISTS assignments to Title 300 General Construction employees and Title 200 Maintenance employees should remain separate and distinct. However, on an exception basis, the following may be applied:*

- 1. On an exception basis, Title 200 employees may be loaned to General Construction and vice versa. The Title 200 and 300 crews shall normally remain distinct, but may work side-by-side on the same project or job. Company shall keep Union informed of the status of these projects or jobs during quarterly Labor Management meetings or other appropriate communications.*
- 2. Further, employees may be intermingled on the same crew, job or project where a need exists for training, additional staffing, or specialized assistance. When the need for training, additional staffing, or specialized assistance has concluded, the intermingling will be discontinued. Title 200 employees would continue to work under Title 200 provisions. Title 300 employees would continue to observe Title 300 provisions.*
- 3. It is not intended that the placement of an Apprentice within a work group for training opportunities result in the employee performing production work.*
- 4. Clerical Support may come from Title 200, Title 300, or Clerical employees.*

- 5. *On occasion, T200 employees may be provided opportunities to take rotational assignments into management positions. During the rotation, temporary bargaining unit vacancies may need to be filled. If the 205.3 process does not result in the temporary vacancies being filled, then T300 employees may be loaned to a T200 work group for the purpose of filling those vacancies created by T200 employees on rotation. These T300 rotational assignments will be limited to 90 days with one (1) 90 day extension possible if mutually agreed to at the local level by Company and Union. Such temporary relief is not to exceed 180 days. Relief behind an absent employee may continue until the absent employee's return. Title 300 employees would continue to observe Title 300 provisions while working with the T200 group.*
- 6. *Sharing of equipment and tools and common assembly points and work locations is permissible.*
- 7. *Joint training, safety, and local Labor Management Committees are recommended.*
- 8. *This agreement does not modify the provisions of Sections 205, 206, 208, 212, 305, 306, and 308 of the Agreement. For purposes of equitable distribution of pre-arranged overtime pursuant to Section 208.16, Pre-Review Committee Decision 1118, et al., shall be applicable.*

*Either party may cancel this agreement by providing 60 days written notice of cancellation.*

*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 18, 2008

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



# 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

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

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

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>
<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 - DCPD	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 - DCPD	2174
Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbm	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

Mr. Tom Dalzell

April 2022  
LA 22-XX-PGE



# LETTER AGREEMENT R2 LA 15-47-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  
TOM DALZELL  
BUSINESS MANAGER

March 24, 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 of Agreement is a revision update to Letter of Agreement R1-15-47 which canceled and superseded Letter of Agreement 15-47 and 15-13-PGE.

The update contained in this revised agreement incorporates only the changes agreed upon by the parties in Letter Agreement 20-14- whereby wage parity for all Lead Electrical Technicians [Lead Electrical Technician (50010196), Lead Electrical Technician – Helms (50232070) and Lead Electrical Technician – GC (51758207)] within Hydro and Substation were restored. Accordingly, effective March 29, 2020 the five-percent (5%) wage premium for Lead Electrical Technicians (LET) assigned to Hydro Department pursuant to R1-15-47 is canceled and all LET’s will be eligible for the increase afforded under LA-20-14.

**1. Job and Title Change**

Company proposes the following modifications for the lead positions in Title 200 and 300 in Electric Transmission - Substation and Power Generation - Hydro, as follows:

- a) Change the title of the Electrical Technician Crew Leader classification (50010196 0752) and Electrical Technician Crew Leader - Helms (50232070 0758) to Lead Electrical Technician and Lead Electrical Technician - Helms (same job codes). This is to reflect the fact that the lead duties are more technical- project oriented and that they typically direct or coordinate the work of individuals versus a crew.
- b) For employees in Electric Transmission – Substation and Power Generation – Hydro, change the Title 300 Technical Crew Lead A – Not Gas (50253773 1606) to Lead Electrical Technician - GC (51758207 1638). This is to reflect the fact that the Technical Crew Leader B was eliminated via Letter of Agreement 12-66, and to consistently reflect the work as Electric work by eliminating the “Not Gas” delineation and adding “Electrical” to the title. The Technical Crew Leader A – Not Gas classification will not be eliminated as it is in use in other departments.

**2. Compensation**

The following wage rate increases were implemented pursuant to LA 15-47 and test content of the Lead Electrical Technician qualification tests (as described in section 3 below) remain unchanged by this update.

Based on the results of a joint wage study, the Title 200 Electrical Technician will receive a 3% base wage increase. The equivalent GC Title 300 classification will receive an increase to maintain a 5% differential above the Title 200 Electrical Technician. The Electrical Technician – Helms will receive the 3% base wage increase and maintain the Helms differentials in accordance with LA

R1-84-69 (5% above each step of the respective classification’s basic wage rate for the first year and 7.5% above the basic wage rate for such classification after one year in the classification at Helms).

- a) In order to attract candidates to the Apprentice Electrical Technician (AET) classification, and to narrow the differential between the top step AET and the journeyman Electrical Technician rate, the Apprentice Electrical Technician wage progression will be increased by 4.1%.
- b) In order to attract Title 300 Electricians into Title 200 Apprentice Electrical Technician vacancies, Title 300 Electricians entering the Title 200 apprenticeship will be placed at the top wage step of AET. This is not considered an acceleration of the training steps in the apprentice program itself. This is consistent with Letters of Agreement 14-16 and 14-21, which placed two Title 300 Electricians into the top wage step of Title 200 Apprentice Electrical Technician.
- c) In order to address a compression issue between Electrical Technician and the Electrical Technician Crew Leader caused by wage increases agreed to in LA 12-66, the entry rate and six-month rate for Electrical Technician Crew Leader will each be combined into a single rate. The Electrical Technician Crew Leader rate will be adjusted to 5% over the Title 200 Electrical Technician. The Technical Crew Leader A - Not Gas is already a single rate and will be adjusted to 5% over the Electrical Technician Crew Leader.
- d) The Electrical Technician Crew Leader - Helms will maintain two rates in accordance with LA 84-69, with a differentiation between bidders new to Helms and bidders who already have one year at Helms.

~~Employees who were and remain incumbent in the Electrical Technician Line of Progression, as of November 9, 2015, and are regularly assigned to Power Generation – Hydro, Lead Electrical Technician (50010196), Lead Electrical Technician – Helms (50232070), or Lead Electrical Technician – GC (51758207), will receive a five percent (5%) wage increase included as part of the base rate, effective October 18, 2019. Employees who were and remain incumbent in the Electrical Technician Line of Progression, as of November 9, 2015, and are temporarily upgraded to a Lead position, as described above in this paragraph, will receive a Rewards and Recognition upon completion of the upgrade equivalent to a lump sum reward of five percent (5%) above the base wage rate for all hours worked while on such temporary upgrade. (Removed pursuant to LA-20-14 as R2-15-47 update).~~

SAP Job Code	Legacy Code	Classification	2015 Rates		2015 Proposed Rates	
50010406	2401	Apprentice Electrical Technician – Title 200	Start	\$41.64	Start	\$43.35
			End 6 Mo	\$42.84	End 6 Mo	\$44.60
			End 1 Year	\$43.50	End 1 Year	\$45.28
			End 18 Mo	\$44.69	End 18 Mo	\$46.52
			End 2 Yr	\$46.53	End 2 Yr	\$48.44
50010396	2388	Apprentice Electrical Technician – GC/ Title 300	Start	\$44.07	Start	\$45.88
			End 6 Mo	\$44.69	End 6 Mo	\$46.52
			End 1 Year	\$45.67	End 1 Year	\$47.54
			End 18 Mo	\$46.97	End 18 Mo	\$48.90
			End 2 Yr	\$48.86	End 2 Yr	\$50.86
50010405	2400	Electrical Technician		\$51.77		\$53.32
50010408	2403	Unassigned Electrical Technician				
50010395	2387	Electrical Technician - GC		\$54.37		\$55.99
50010407	2402	Electrical Technician – Helms	Start	\$54.35		\$55.99
			End 12 Mo	\$55.65		\$57.32
50010196	0752	Electrical Technician Crew Leader (new title: Lead Electrical Technician)	Start	\$51.96		\$55.99
			End 6 Mo	\$54.35		

50232070	0758	Electrical Technician Crew Leader - Helms <i>(new title: Lead Electrical Technician - Helms)</i>	Start \$54.56 End 6 Mo \$57.08  After 1 yr at Helms Start 55.86 End 6 Mo 58.43	Start \$58.79 End 12 Mo \$60.19
51758207	1638	Lead Electrical Technician - GC	New job	\$58.79

**3. Selection of Candidates for Lead Classifications**

Company and Union established a committee to jointly develop a qualifying selection process for incumbent Electrical Technicians and qualified bidders to Lead Electrical Technician (formerly Electrical Technician Crew Leader and Technical Crew Leader A - Not Gas). The selection process will include the following:

- a) A written exam to assess technical skills and knowledge was created by joint Company-Union committee.
- b) A written exam to assess leadership abilities was selected from previously developed tests published by a third party and approved by the joint Company-Union committee.
- c) The candidates' scores on both exams will be standardized on a 100-point scale, a multiple hurdle approach to advance to or become qualified to advance to Lead Electrical Technician in Electrical Transmission – Substation or Power Generation - Hydro will be needed. The approach will require achievement of 77% (46/60) or higher on the Electrical Transmission - Substation technical skills exam or 73% (44/60) or higher on the Power Generation - Hydro technical skills exam and successfully be in the 30th percentile or higher of the population of individuals who have taken the Management Situational Judgment Inventory test developed by PSI Services, Inc. (internally branded the "Lead Skills Assessment") to successfully complete the leadership skills exam. There is emphasis on technical skills because the Lead Electrical Technician coordinates large, technically complex projects, may manage multiple crews and contract testing. They perform complex technical investigations, tests, and evaluations, and work on multiple communications/protection devices. The Lead Electrical Technician must be capable of leading the installation of new equipment in an on-line, in-service substation and is responsible for real-time verification and commissioning of electrical power equipment, submitting electrical clearance requests and planning and scheduling the work assigned by others.
- d) Candidates scoring at or above the established minimum qualifying score on the technical skills exam and successfully residing in the 30th percentile or higher of the population of individuals who have taken the Management Situational Judgment Inventory test ("Lead Skills Assessment") will be qualified for the Lead Electrical Technician (LET) position.
- e) All incumbent Title 200 and 300 Apprentice Electrical Technicians and Electrical Technicians, as of November 9, 2015, in Electric Transmission – Substation and Power Generation - Hydro, upon reaching six years' experience as an Electrical Technician, may voluntarily elect to qualify for LET by taking the exams. All those scoring at or above the established minimum qualifying score and percentile standard will automatically progress to the LET classification in their headquarters.
- f) Any employee entering the Electrical Technician Line of Progression in Electrical Transmission – Substation or Power Generation - Hydro on or after the execution date of this agreement, shall only be eligible to promote to Lead Electrical Technician if the Company, in their sole discretion, determines there is a need to fill an additional Lead position and the employee meets the minimum experience and testing requirements outlined in this letter. Lead positions will be filled under the bid procedure outlined in Title 205 of the Collective Bargaining Agreement.
- g) Incumbents and bidders to Lead Electrical Technician vacancies posted in Electric Transmission or Power Generation - Hydro from another department must have a minimum of six years' experience as Electrical Technician, including two years' experience in Substation for Electric Transmission vacancies or two years' experience in Power Generation - Hydro for Power Generation - Hydro vacancies, and must satisfy the minimum passing score requirement on the technical skills exam and satisfy the 30th percentile or higher requirement on the "Lead Skills Assessment" exam.
- h) All incumbent Lead Electrical Technicians (Electrical Technician Crew Leaders and Technical Crew Leader A - Not Gas as of November 9, 2015) were not required to take the LET exams, and received the wage rate increase.

- i) A candidate may only test once every 12 months for each opportunity to fill a Lead Electrical Technician position.
- j) The Overview Committee (as described in section 4 below) will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under Subsection 205.14(a) of the Agreement will be limited to issues relating to the administration of the agreed-to selection process.
- k) The job analyses required to create the tests, and agreement by the joint committee on the content of the tests *has been established*.

**4. Overview Committee**

A joint Company-Union Overview Committee will be established which will consist of two members selected by the Company and two members selected by the Union. This Committee will address issues associated with the implementation of this agreement. On an ongoing basis, the Committee will also address issues associated with the Electrical Technician Crew Leader and Technical Crew Leader selection process as described above. Any issues that cannot be resolved by the Overview Committee will be referred to Director-level leadership in Electric Transmission or Power Generation - Hydro, respectively, and the IBEW Assistant Business Manager responsible for Electric Operations negotiations.

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

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

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

Mr. Tom Dalzell

April 2022  
LA 22-XX-PGE



# LETTER AGREEMENT NO. 20-09-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

TOM DALZELL  
BUSINESS MANAGER

March 6, 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:

The Company proposes pursuant to Section 204.4 of the Agreement to establish a Telecommunications Service Technician classification in the Electric Maintenance Line of Progression. This classification will be a Service employee with the craft qualifications of a Telecommunications Technician (50010412).

This classification shall be added to Exhibit IV of the Physical agreement.

**TELECOMMUNICATIONS SERVICE TECHNICIAN**  
**XXXX (52449610)**

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunication systems, such as but not limited to, intercommunication systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to investigate, correct, or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency and must have a Radio Telephone Operator's License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2408	50010411	Appr. Telecommunications Tech
2391	50010399	Appr. Communications Technician – GC

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Elec. Technician Crew Leader
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
<b>XXXX</b>	<b>52449610</b>	<b>Telecommunications Service Tech</b>
2414	50010417	Telecommunications Tech - DCPP
2427	50072960	Telecommunications Tech - UN - DCPP

\* Must be a qualified Telecommunications Technician.

**Notes:**

1. Employees who bid into this classification within three months of the date of this agreement will be considered to be residing in the "community," if his/her residence is located no more than 60 minutes automotive travel time, under ordinary travel conditions, from the employee's headquarters. Any subsequent employee will be subject to the provisions of Section 3.5 of the Physical Agreement "Residency Requirement". The Company and Union can agree to waive the residency requirements on a case-by-case basis.
2. Telecommunications Service Technician may be required to possess a valid California Class C Driver's License.
3. Telecommunications Service Technician will be required to perform all duties of a Telecommunications Technician and classifications lower in the line of progression.
4. Telecommunications Service Technician work schedules will be in accordance with Sections 202.8 and 202.9 of the physical agreement; and the Title 202 Hours Clarification (LA R1-89-131-PGE).
5. Telecommunications Technicians, Telecommunications Technicians – Helms, and Telecommunications Service Technicians will be considered B bidders systemwide to the Telecommunications Service Technician classification.

**Emergency Response Rules**

Prior to the dispatch of any Telecommunications Service Technician (TST) for an emergency response, the appropriate 212 voluntary list will be exhausted for the headquarters in which the tag is generated. If there are no signed volunteers, the company at its option may directly dispatch a TST to the emergency.

**Overtime Equalization**

Telecommunications Service Technicians shall be treated as equivalent to Telecom Technicians within their assigned headquarters with respect to POT equalization practices of section 208.

**Wages**

1. The Telecommunications Service Technician classification base pay will be the same as the Title 200 Telecommunications Technician 2409 (50010412) with an additional 8% wage increase applied to the employee's base wage rate.
2. Employees must accumulate at least twelve (12) months as a Telecommunications Service Technician before the 8% wage increase will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan.
3. Title 110 – Premium Pay shall apply to these positions.

\*Note: If the Company implements software changes that afford the 8% wage increase to be imbedded in the base rate and allows for non-pensionable and pensionable application, the parties will meet to discuss such change before it is implemented.

**Telecommunications Service Technician Hours:**

Sections 202.8 and 202.9 of the Physical agreement shall apply to this classification. The Company will initially establish 5 day/8-hour schedules, Monday - Friday or Tuesday – Saturday; 3:30 pm -11:30 pm. The basic work hours will be eight consecutive hours and employees shall be permitted to eat their meals during work hours and shall not be allowed additional time at Company expense per Section 104.13 of the Physical Agreement. Weekend shift start times may differ from weekday start times if mutually agreed to by the Local Union Representative and the Labor Relations Specialist. Alternate 10-hour work schedules may be implemented through local letters of agreement in accordance with LA 93-96 based on operational need.

External hires into the Telecommunications Service Technician classification will initially work the regular Monday - Friday day shift hours of other Telecommunications Technicians in the assigned service territory for the first 6 months while they undergo training and mentoring. Upon completion of training, the employee will be moved to the work schedule outlined in this agreement.

**Headquarters & Initial Staffing:**

The Company may establish no more than two (2) Telecommunications Service Technicians at each of the following headquarters:

- 1) San Jose
- 2) San Francisco
- 3) Sacramento
- 4) Vacaville
- 5) Fresno
- 6) SLO

For the purposes of the Agreement, the Company will begin by staffing Telecommunications Service Technician classifications in San Francisco and San Jose Divisions. Specific headquarters, workweek and work hours will be posted pursuant to Subsection 205.4(h).

Should an operational need arise to establish any additional Telecommunications Service Technician at headquarters other than those listed above, the Company and Union will meet to discuss and verify the basis of the operational need and agree to the addition of any headquarters not listed above.



Except as noted herein, all other provisions of the Physical Agreement and supplements thereto shall apply. This agreement has been discussed with Sr. 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 AND ELECTRIC COMPANY

By: \_\_\_\_\_ e/Matthew Levy  
Matthew Levy  
Senior Director

The Union is in agreement.

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

\_\_\_\_\_ March 7 \_\_\_\_\_, 2020

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



# LETTER AGREEMENT LA R1 20-14-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

TOM DALZELL  
BUSINESS MANAGER

March 24, 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:

As a result of joint discussions with respect to the performance of transmission line technician job duties and the Electrical Technician Line of Progression (LOP), the Company proposes the following:

### Wages

The Company will provide a ten-percent (10%) wage increase for the Apprentice Electrical Technician (50010406) and Apprentice Electrical Technician – GC (50010396), Electrical Technician (50010405), Electrical Technician – Helms (50010407) and Electrical Technician - GC (50010395).

LA R1-15-47, established a 5% wage premium for Lead Electrical Technicians (LET) assigned to Hydro Department. In order to provide parity for LETs between Hydro and Substation departments, the Company will provide a fifteen-percent (15%) wage increase to the current base wage rates provided for in Exhibit X for the [Lead Electrical Technician (50010196), Lead Electrical Technician – Helms (50232070) and Lead Electrical Technician – GC (51758207)]. The new wage rate will apply to LETs assigned to both Substation and Hydro departments. Accordingly, R1-15-47 will be updated to reflect the cancelation of such wage premium including cancelation of the associated R&R for temporary upgrades.

The aforementioned wage increases will be programmed and applied as soon as administratively possible and become effective March 29, 2020. If the new wage rate is not available by March 29, 2020, the pay will be retroactive to that date. The intent of the wage increases is in recognition of all provisions and changes in this agreement.

The following table represents the wage rates increased as described above:

Classification	2020 Wage Rates Current Exhibit X (Prior to increase described above)	2020 Wage Rates (inclusive of increase set forth above)

Apprentice Electrical Technician (50010406)	Start	\$50.49	Start	\$55.54
	End 6 Mo	\$51.96	End 6 Mo	\$57.16
	End 1 Yr	\$52.75	End 1 Yr	\$58.03
	End 18 Mo	\$54.19	End 18 Mo	\$59.61
	End 2 Yr	\$56.42	End 2 Yr	\$62.06
Apprentice Electrical Technician – GC (50010396)	Start	\$53.44	Start	\$58.32
	End 6 Mo	\$54.19	End 6 Mo	\$60.01
	End 1 Yr	\$55.38	End 1 Yr	\$60.93
	End 18 Mo	\$56.97	End 18 Mo	\$62.59
	End 2 Yr	\$59.25	End 2 Yr	\$65.17
Electrical Technician (50010405)		\$62.12		\$68.33
Electrical Technician - GC (50010395)		\$65.22		\$71.75
Electrical Technician – Helms (50010407)	Start	\$65.22	Start	\$71.75
	End 12 Mo	\$66.77	End 12 Mo	\$73.46
Lead Electrical Technician (50010196)		\$65.22		\$75.00
Lead Electrical Technician – Helms (50232070)	Start	\$68.48	Start	\$78.75
	End 12 Mo	\$70.12	End 12 Mo	\$80.63
Lead Electrical Technician – GC (51758207)		\$68.48		\$78.75

Employees shall not have the above stated 10% increase (Apprentice and Journey levels) and/or 15% increase (Lead level) included prospectively in “Basic Weekly Pay” for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions until after the twenty-four (24) month of these increased wage rates are effective. Accordingly, the aforementioned increase to the wage rates shall not be included for the above retirement calculations and/or contributions until after March 29, 2022.

**Job Descriptions**

The Electrical Technician LOP Job Descriptions shall be updated to include the performance of Transmission Line Technician job duties pursuant to the updated Job Descriptions in Attachment 1 of this agreement. Changes and updates to the job descriptions will be incorporated in the next update(s) of the Job Description and Line of Progression Letters of Agreement, LA R1-13-76 and LA-18-20.

**Bidding & Transfers**

Following the execution date of this Agreement, employees hired or bidding into all Electrical Technician Classifications (includes all those listed above under “Wages” heading above) in the Division Electric Maintenance Department (R1-13-76) and General Construction Station, Substation and Hydro (LA-18-20) Lines of Progression, will not have their bids considered under the provisions of Title 205 or 305 outside of bids to other Electrical Technician classifications (Journey or Lead) for a period of thirty-six (36) months.

As of the implementation date of this Agreement, incumbents in an Electrical Technician classification (all levels listed under the “Wages” heading above) will have a thirty (30) calendar day period to exercise the option of maintaining their current wages and bidding rights, or voluntarily relinquishing their bidding rights in exchange for the wage increases as provided for in this agreement. Incumbent employees who accept the new increased wage rates, will remain in an Electrical Technician classification (Apprentice, Journey, or Lead) for thirty-six (36) months before being allowed to bid or transfer to any other position

outside of an Electrical Technician classification (Apprentice, Journey, or Lead).

**Journeyman Electrician Wage Placement for New Hires**

In recognition of the strong electrical background desired for candidates entering the classification of Apprentice Electrical Technician, the company may at its discretion, place a new hire who possesses the qualifications of a journeyman electrician (see LA-19-28 for "journeyman electrician" minimum qualification requirements), into an Apprentice Electrical Technician position at either the beginning level wage rate or at a wage step not to exceed the end of 24 months wage rate and, such employee will not have subsequent bids on Electrical Technician vacancies considered under Section 205 or 305 until the employee has accrued 30 months' classification seniority as an Apprentice Electrical Technician. In addition, such employees will not be considered for automatic progression to Unassigned Electrical Technician under the provisions of the Master Apprenticeship Agreement until the employee has accrued 30 months' classification seniority as an Apprentice Electrical Technician. The aforementioned company discretion of wage placement is applicable only to wage placement. Consideration for advance placement within an apprenticeship training plan shall continue to follow the regular process; including approval of the Joint Apprentice Training Committee (JATC).

**Transmission Line Job Duties**

The parties agree prospectively the transmission line tech duties, as provided for in Attachment 1, will be primarily performed by the Electrical Technician Lines of Progression. Distribution Line Technicians may continue to be assigned transmission line tech duties during a transitional period pursuant to LA-20-16.

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

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

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



# LETTER AGREEMENT NO. 20-33-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET 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

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), DCPPE 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.

Mr. Tom

- 2

May 22,  
2020 LA 20-

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

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.

**LIST OF DOCUMENTS/REASONS PROMPTING CHANGES**

LA 09-31 7/29/09	Removed. Entrance Exam—Apprentice Telecom Tech	
LA 07-43 11/29-07	Removed. Entrance Exam—Apprentice Electrical Technician	
LA 14-48 12/8/14	In accordance with the 2008 General Negotiations Settlement Agreement dated October 31, 2008, which established a Senior Telecommunications Technician classification. Add classification Senior Telecommunications Technician (50251337)	
LA 15-47 11/9/15	Change the title of the Electrical Technician Crew Leader classification (50010196 0752) to Lead Electrical Technician	2
LA 15-47 11/9/15	Change the title of the Electrical Technician Crew Leader-Helms (50232070 0758) to Lead Electrical Technician-Helms.	2
LA 15-47 11/9/15	Change the title of the Electrical Technician Crew Leader classification to Lead Electrical Technician in all LOPs as appropriate	Various multiple locations
LA 16-28 8/16/16	Added new classification Electric Locator (51904047)	15
LA 17-22 8/11/17	Add newly organized Computer Field Analysts	39
LA R1-05-22 6/20/05	Removed job Water Systems Operator PIO. No incumbents a/o 5/31/18	24, 31, 38
LA 17-24 10/16/17	Added to Apprentice Telecommunications Tech job eligibility requirements if awarded via job bidding	6
LA 17-31 10/31/17	Added Apprentice Electrician-EAM to LOPs for Electrician (50010149), Apprentice Electrician (50010155) and Elec Maintenance Crew Leader (50010194)	17, 24, 1
LA 14-35 9/19/14	Removed GC Fieldperson from Same or Higher: Truck Driver (50073051) Truck Driver-Water (50073023) Light Truck Driver (50073019)	40, 42, 43
	Parties agreed to remove all asterisks and corresponding notes as no longer applicable. Truck Driver (50073051) Truck Driver-Water (50073023) Light Truck Driver (50073019) Heavy Tractor Driver (50073069) Light Tractor Driver (50070764)	40, 42, 43, 45, 47

LA 14-48	Added DCPD Senior Telecommunications Technician / 52450823	6
LA 20-09	Added Telecommunications Service Technician / 52449610	9
LA 17-22	Added Computer Field Analyst – Technical Expert / 52034604 Computer Field Analyst – Technical Expert – DCPD / 52034605 Lead Computer Field Analyst / 52013507 Lead Computer Field Analyst – DCPD / 52013508 Senior Computer Field Analyst / 52013505 Senior Computer Field Analyst – DCPD / 52013506 Computer Field Analyst / 52013502 Senior Computer Field Analyst – DCPD / 52013504	52 - 55
	<i>Updated language to reflect gender neutral terms</i>	<i>Through out</i>