



LETTER AGREEMENT NO. 23-20-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 94612
650.832.8674

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

BOB DEAN
BUSINESS MANAGER

May 22, 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:

The Company and Union have been working collaboratively regarding Vegetation Management work in PG&E's service territory. As part of the continued partnership, the Company and Union have agreed to revise the Vegetation Management Inspector ("VM Inspector" - SAP Code 52712468) and Senior Vegetation Management Inspector ("Sr. VM Inspector" - SAP Code 52435198) classifications. This Letter Agreement cancels and supersedes LA R1-21-28.

The VM Inspector and Sr. VM Inspector classifications will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for General Construction Line Department, Line of Progression, LA-19-30 and will be updated during the next revision of Letter Agreement 19-30 (Attachment 1).

The Job Descriptions for the VM Inspector and Sr. VM Inspector are provided in Attachment 2.

Additionally, the parties agree as follows:

1. The VM Inspector and Sr. VM Inspector classifications shall be GC - T-300

2. **2023 Wage Rate:**

Vegetation Management Inspector

Start	\$37.86
End of 1 Yr	\$40.19

Senior Vegetation Management Inspector

Start	\$44.54
End 6 Mo	\$48.18

3. **Tree Risk Assessment Qualified (TRAQ) Certification**

Sr. VM Inspectors who obtain their Tree Risk Assessment Qualified (TRAQ) Certification, and one (1) year of Sr. VM Inspector PG&E work experience, will receive a three percent (3%) hourly wage premium (pension eligible). A copy of the TRAQ Certification is required in order to add the hourly wage premium to the Sr. VM Inspector's base wage rate.

Sr. VM Inspectors are required to maintain their TRAQ Certification. The three percent (3%) hourly wage premium will be removed from Sr. VM Inspectors who do not maintain their TRAQ certification.

4. **Initial Staffing**

The Company will make best efforts to add an additional 150 employees into the new VM Inspector classification by December 31, 2024.

5. **Basic Work Schedule** - Section 302.2 of the CBA shall be modified to apply to the VM Inspector and Sr. VM Inspector classification as follows:

To enable a schedule with coverage that meets the objectives for this unique and newly created classification, the basic work schedule shall be as assigned and may be based upon any one of the following:

- (a) Sunday through Thursday
- (b) Tuesday through Saturday
- (c) Monday through Friday

Following initial assignment to a basic work schedule, (a), (b), or (c) above, the Company may change an employee's basic work schedule, not to exceed more than two (2) times per calendar year, to one of other available options [e.g. employee currently assigned to basic work schedule (a) Sunday through Thursday, may be changed to either (b) or (c)], upon thirty (30) days' notice to the employee.

6. **BIDDING & TRANSFERS**

Section 305.4 and 305.5 shall be modified to include the requirement that employees within a classification in the LOP for VM Inspector or Sr. VM Inspector seeking to utilize the Temporary/Permanent (T/P) upgrade process to possess all the required minimum qualifications, including successful completion of testing requirements, prior to the request for T/P Sheet being placed on file.

Section 305.7 shall be modified and/or clarified to provide that employees must meet all of the minimum qualifications, including successful completion of position minimum qualification testing requirements. Upon placing a bid on file, employees must have applicable test request(s) on file prior to a vacancy's control date to be considered an eligible bidder to VM Inspector and Sr. VM Inspector vacancies. Employees must successfully pass those minimum qualification tests prior to being offered the vacancy and successfully pass the Post Offer Physical Assessment prior to being released to a VM Inspector or Sr. VM Inspector vacancy.

The parties also agree that VM Inspector positions will be filled through the Unrestricted Appointment (URA) process. However, every fourth (4th) vacant position will utilize contractual bidding provisions.

The Sr. VM Inspector will have bidding and transfer rights to Appr Lineman (50449467), Appr Cable Splicer – GC (51754496), and Miscellaneous Equipment Operator – Not Gas (50253878); however, Utility Worker (50010223) will have priority consideration to such promotions/vacancies prior to Sr. VM Inspector.

A VM Inspector will auto-progress to Sr. VM Inspector once they meet the minimum requirements of the Sr. VM Inspector classification. The VM Inspector will not have the same bid rights as identified above for the Sr. VM Inspector classification.

7. **Promotion/Demotion Geographic Area ('Promo/Demo')** – The Promo/Demo geographic area for this LOP shall be the same as the area set forth in Exhibit II, of the CBA, for Line Construction.

LINE CONSTRUCTION

- 1) Humboldt, North Bay and San Francisco Divisions.
- 2) Shasta, De Sabla, Colgate, Drum and Sacramento.
- 3) San Joaquin and Stockton
- 4) San Jose and Coast Valleys
- 5) Paint Section: Humboldt, North Bay, San Francisco, Drum, Sacramento, Shasta, De Sabla, Stockton, Colgate, and East Bay
- 6) Paint Section: Coast Valleys, San Jose, and San Joaquin
- 7) East Bay
- 8) Tower Construction

8. **CONTRACTING**

The parties recognize that peak work is best accomplished with hiring hall employees or contracting. The Company will give preference to use of hiring hall resources if there are qualified and competent available resources. If hiring hall is not an available option, the Company will pursue the use of qualified and competent contractors that are signatory to IBEW 1245. The Company may contract work (1) when needed specialized skills or specialized equipment are not available (2) when peak workloads require a temporary increase in the Company's forces with subsequent lay-off of such additional forces; (3) for vegetation resource contracting (such as work normally performed by inspectors) to provide ongoing employment for contractors to facilitate availability for support needs.

9. **DMV PULL**

- A. All employees are required to have and maintain a Valid Class C Driver's License.
- B. All employees will be required to participate in the Company's DMV pull notice program to validate employee's valid California driver's license, when the job description requires it.

10. **Training Requirements:**

All VM Inspectors are required to complete the following training within the first year of employment:

- A. 911 Standby training
- B. Pre-Inspector Structure Learning Path (SLP)
- C. Additional training and/or testing Requirements as agreed upon by the Oversight Committee

All VM Inspectors must successfully complete the following training requirements, as well as all other Sr. VM Inspector minimum requirements, before they will be allowed to progress to Sr. VM Inspector, which includes but is not limited to the following:

- A. 911 Standby training
- B. Obtain Working knowledge of QA/QC
- C. Computer training
- D. Additional training and/or testing Requirements as agreed upon by the Oversight Committee

11. **Oversight Committee**

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will review and attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the period of time the parties are working to resolve the issue, not to exceed the six (6) month period. Following the initial twelve (12) months, the Oversight Committee may meet thereafter as the parties jointly agree.

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.

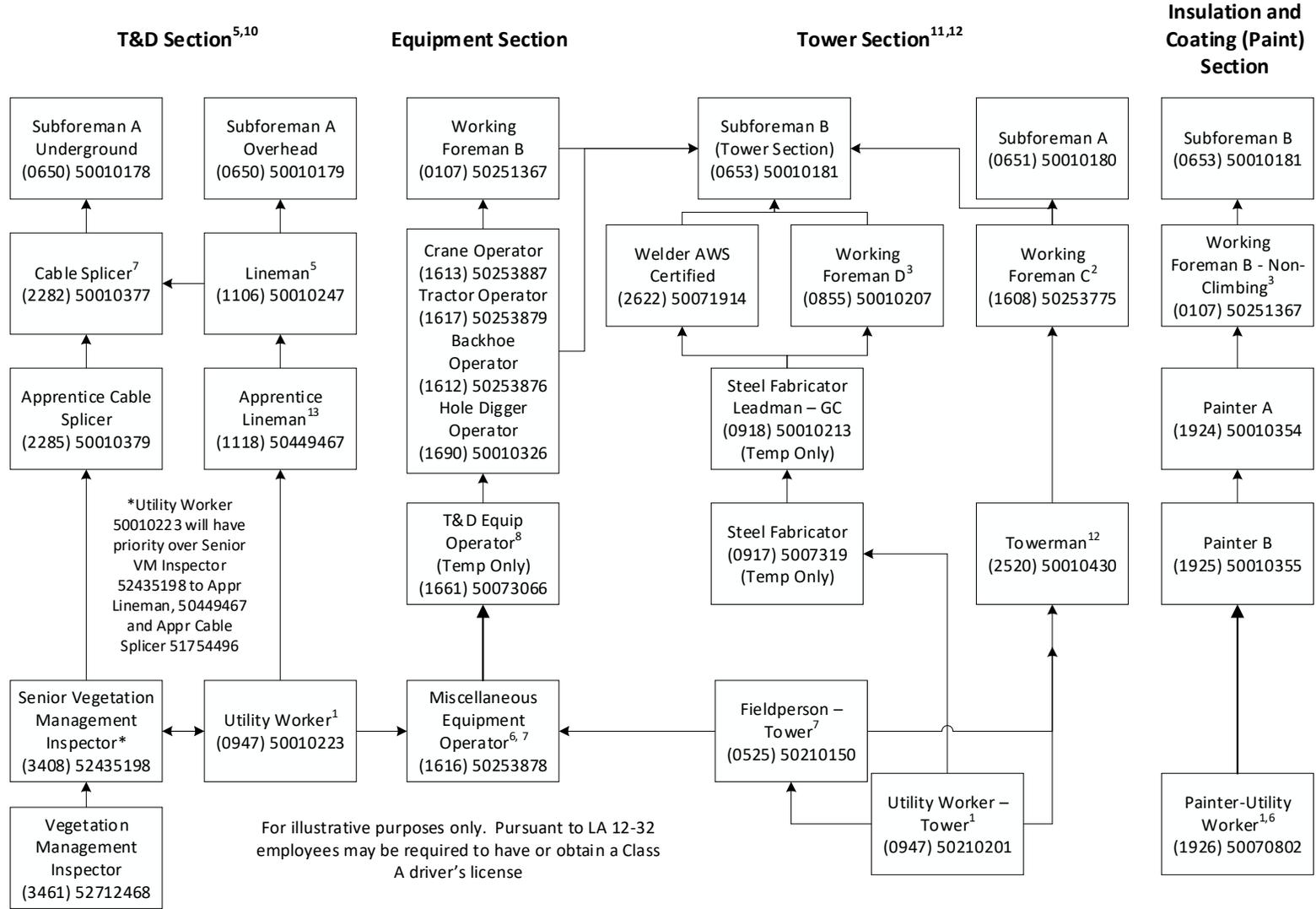
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

May 24th, 2023

By: 
Bob Dean
Business Manager

Attachment 1

Line Construction



Attachment 2**JOB DESCRIPTIONS****Vegetation Management Inspector (SAP code 52712468)**

The Vegetation Management Inspector classification shall be considered a beginning level classification.

Performs a variety of vegetation management duties under the leadership of a supervisor, job duties are outlined below:

Primary Duties:

- Patrolling: perform circuit patrols in accordance with the annual VM plan, VM patrol standards and processes. identifying required tree work along the existing PG&E rights-of- way; prescribing tree work to be performed; document inspection done.
- Notifying property owners/agencies when tree work will occur and obtaining any necessary authorizations from the property owners/agencies to perform the tree work.
- May do work verification inspections of locations for tree work completion
- Tree-Related Outages: May perform investigation and documentation of tree-related outages and attending outage meetings as requested.
- Tag Work: When assigned perform tracking, field checking, prescribing of work, and notifying of customers associated with non-routine locations. These locations may come from Electric Corrective (EC/LC) notifications, Gas OCW notifications, Customer Care & Billing (CC&B) Cases, or as assigned. Close out CC&B cases in the field after fielding the case
- Emergency Response: May support emergency response such as directed by OEC, or level one operations. Such as dispatching tree crews, field checking sites, first responder stand-by agreements.
- Primarily works independently as instructed by Supervisor
- Supports oversight of vegetation projects, including field operations such as tree assessment, tree trimming, and other work as required.
- Supports the compliance with vegetation management program scope, contract adherence, and PG&E standards and specifications over the entire PG&E service territory.
- Participates in Contractor safety and tailboard meetings to ensure crews follow Company and regulatory (e.g. OSHA) safety, standards and work procedures. Vegetation Management Inspectors are authorized and expected to suspend Contractor work when necessary.
- Acts as a customer relations representative on behalf of PG&E.
- On site supports the coordination between Contractors, Communities, Agencies, First Responders, and all other PG&E workgroups & stakeholders that may be involved in the successful completion of the vegetation project.
- Ensures compliance with all applicable regulations which may include, but are not limited to: Annual permits, Encroachment permits, Traffic Control Plans, railroad permits, Caltrans permits, and environmental protection measures as documented on Environmental Release to Construction.
- Proficient in electronic devices and documentation proficiency. As assigned, completes electronic and paper-based documentation and reporting.

MINIMUM QUALIFICATIONS:

- High School diploma or GED
- Required to maintain a Class C driver's license
- Physical Ability and must pass Post Offer Physical Assessment (POPA)
- For all employees, qualification on employment tests as determined by the Company, which may include the, Physical Test Battery, Industrial Skills Test, or other new tests deemed appropriate by the oversight committee.

Additional Requirements:

- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

Desired:

- 1 year of related field-based experience (e.g. tree work, forestry, landscaping/gardening)
- 2-year degree OR higher education (BA/BS) in a related field
- Certified Arborist or Utility Specialist
- American Society of Consulting Arborist Registered, 4 years' experience in forestry, or arboriculture industry
- Completion of the PG&E Power Pathway program
- Military Service with honorable discharge

All VM Inspectors are required to complete the following training within the first year of employment:

- 911 Standby training
- Pre-Inspector Structure Learning Path (SLP)

Senior Vegetation Management Inspector (SAP code 52435198)

Performs a variety of vegetation management duties under the leadership of a supervisor. May provide guidance or explanation to Vegetation Management Inspectors. Job duties are outlined below:

- Ensures personnel stay focused on the assigned job and the appropriate equipment is used. May approve scheduling and scope changes in the field with PG&E management and Contractors as required.
- Encourages public, contractor, and employee safety on site at all times by promoting positive leadership, positive safety culture, good catches, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed. Performs and documents Safety Observations and Good Catches.
- May audit work performed by VM Inspectors to ensure compliance with applicable standards.
- May assist with the training and onboarding of VM Inspectors.

MINIMUM QUALIFICATIONS:

- High School diploma or GED
- Required to maintain a Class C driver's license
- Proficient in English. Proficiency in Spanish is desired
- Employment tests/assessments as determined by the company, which may include the following:
 - Physical Test Battery
 - Industrial Skills Test
 - Vegetation Management safety & technical knowledge and competency assessment
 - Post-Offer Physical Assessment (POPA)
 - or other new tests deemed appropriate by the oversight committee.
- Must meet one of the experience requirements below:
 - Five (5) years of experience as a tree crew climber/tree crew foreman with at least two (2) years of line clearance experience **OR**
 - Five (5) years of experience as a Vegetation Management Inspector and Certified Arborist **OR**
 - Five (5) years of experience as a Registered Professional Forester **OR**
 - Five (5) years of experience as a Utility Inspector or higher classification with at least one (1) year of vegetation management experience **OR**
 - Four (4) years of Military Service with honorable discharge and at least one (1) additional year of vegetation management inspection experience

Additional Requirements:

- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

Must Successfully Complete all Training in order to progress into Sr VM Inspector or if hired directly into a Sr VM Inspector position must Successfully Complete all Training:

- 911 Standby training (Must be completed within one month of start date)
- Working knowledge of QA/QC (Must be completed within one month of start date)
- Computer training (e.g. completion of forms, uploading of documents, accessing GIS) (Must completed within one month of start date)
- Additional training and/or testing Requirements as agreed upon by the Oversight Committee