



LETTER AGREEMENT NO. 23-21-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 create a new classification, Vegetation Operations Inspector ("VO Inspector" - SAP Code 53095036).

The VO Inspector classification 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 Description for the VO Inspector is provided in Attachment 2.

Additionally, the parties agree as follows:

1. The VO Inspector classification shall be GC - T-300.
2. **2023 Wage Rate:**

Vegetation Operations Inspector (53095036)

Start	\$50.59
End of 1 Yr	\$51.55

3. **Initial Staffing**

The Company will make best efforts to staff 50 employees into the new VO Inspector classification by December 31, 2024. Current Sr. Vegetation Management Inspectors listed in Attachment 3, will be converted to VO Inspectors (Starting Wage Rate) and as soon as administratively possible after execution of this letter agreement.

4. **VO Inspector Line of Progression**

The VO Inspector classification will be included in the Vegetation Management Inspector and Sr. Vegetation Management Inspector classifications line of progression.

5. **Basic Work Schedule** - Section 302.2 of the CBA shall be modified to apply to the VO 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 VO 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 VO 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 VO Inspector vacancy.

The VO 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 VO Inspector.

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 VO 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 VO Inspectors must successfully complete the following training requirements, which includes but is not limited to the following:

- A. 911 Standby training
- B. Obtain Working knowledge of QA/QC
- C. Computer training
- D. OSHA 30-hour construction safety overview

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- i. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
 - ii. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required OSHA qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306
- E. Certified Tree Safety Professional (CTSP) certificate or Consulting Utility Forester Safety Professional (CUFSP) certificate.

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- i. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
 - ii. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required CTSP certificate or Consulting Utility Forester Safety Professional (CUFSP) certificate, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.
- F. 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

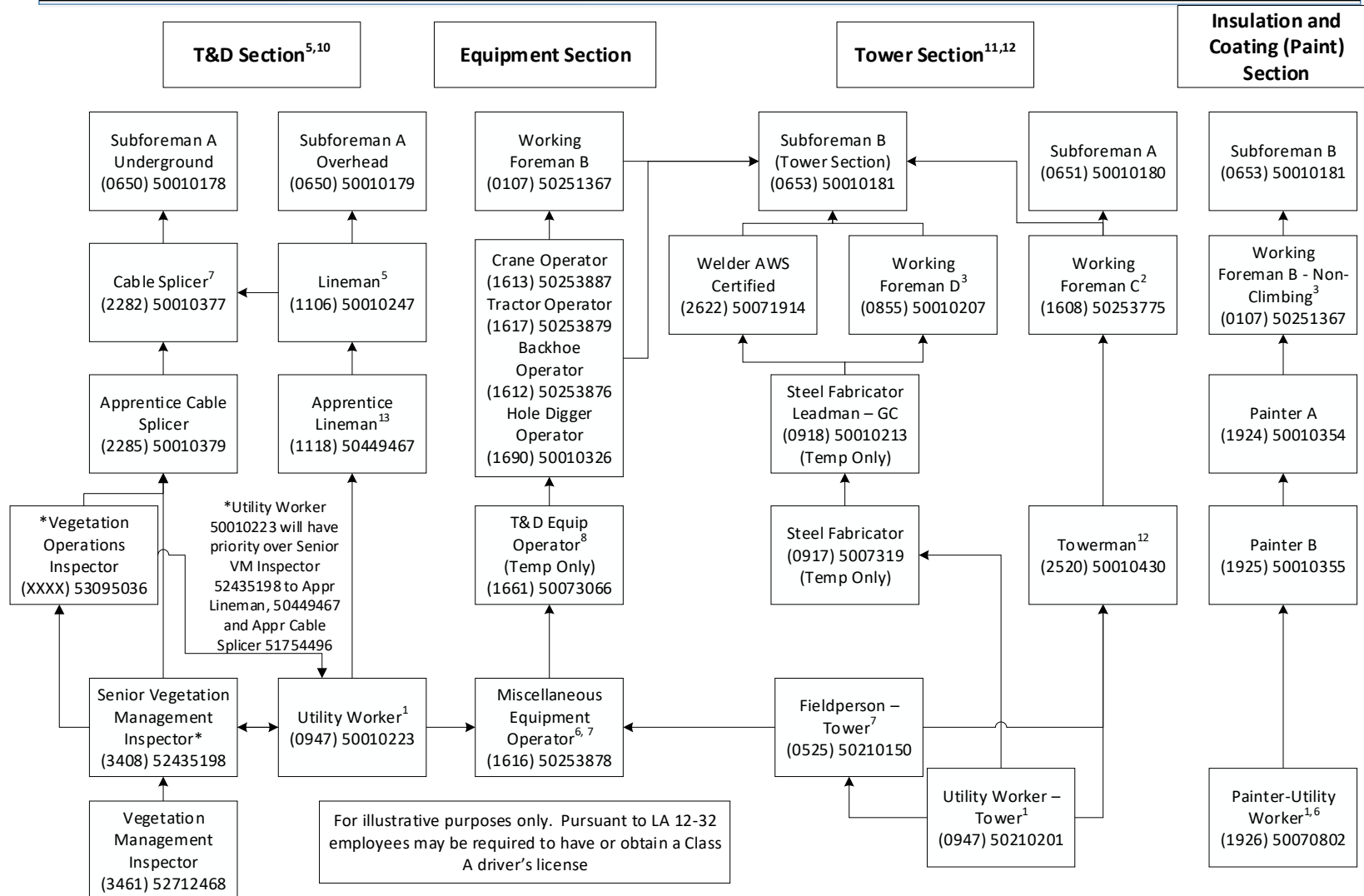
The Union is in agreement.

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

_____, May 24th, 2023

By: 
Bob Dean
Business Manager

Line Construction



Attachment 2**JOB DESCRIPTION****Vegetation Operations Inspector (SAP code 53095036)**

Performs direct oversight of Vegetation Management work conducted on Electric Distribution or Transmission systems. Responsibilities include overseeing field safety, work quality, customer relations, public safety, permit compliance, and Contractor performance. Job duties are outlined below:

- Liaison to the Contractors to resolve obstacles to the completion of the work in a safe, cost effective, efficient, timely, and productive manner, such as managing time and expenses (T&E) in the field, in order to minimize rework and drive quality.
- May audit work performed by contractor vegetation crews to correct quality issues and drive an enhanced culture around quality of work.
- 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.
- May assist with the onboarding of contractors and sub-contractors to drive safety and quality, and to ensure contractor awareness of PG&E specific administrative controls.
- May assist with incident investigation as a subject matter expert.

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 Utility Line Clearance Tree Crew experience **OR**
 - Five (5) years of experience as a VM Inspector or Sr VM Inspector with at least three (3) years of Utility Line Clearance Tree Crew experience **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 three (3) years of Utility Line Clearance Tree Crew experience **OR**
 - Four (4) years of Military Service with honorable discharge and at least one (1) additional year of Utility Line Clearance Tree Crew experience.
- Must meet the training requirements below:
 - OSHA 30-hour construction safety overview (Must be completed within six months of start date)
 - Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
- In the event the employee is unsuccessful after two attempts and does not possess or maintain the required OSHA qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306
- Certified Tree Safety Professional (CTSP) certificate or Consulting Utility Forester Safety Professional (CUFSP) certificate. (Must be completed within six months of test eligibility)
 - Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:
 - Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
 - In the event the employee is unsuccessful after two attempts and does not possess or maintain the required CTSP certificate or Consulting Utility Forester Safety Professional (CUFSP) certificate, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.

Additional Requirements:

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

Attachment 3

First Name	Last Name	Current Classification	New Classification
Matt	Fletcher	Sr. VM Inspector	VO Inspector
Matthew	Tellini	Sr. VM Inspector	VO Inspector
Andrew	Birrell	Sr. VM Inspector	VO Inspector
Dean	Matheson	Sr. VM Inspector	VO Inspector
Clint	Thornton	Sr. VM Inspector	VO Inspector
Robert	Sparks	Sr. VM Inspector	VO Inspector
Jesse	Newitt	Sr. VM Inspector	VO Inspector
Ricardo	Lopez	Sr. VM Inspector	VO Inspector
Jose	Cortez-Lopez	Sr. VM Inspector	VO Inspector
Noe	Cardenas	Sr. VM Inspector	VO Inspector
Jennifer	Duncan	Sr Veg Mgt Insp-Sr Const Wrk Gas GC(PIO)	VO Inspector -Sr Const Wrk Gas GC(PIO)
Fredy	Luna	Sr. VM Inspector	VO Inspector
Dardo	Dive	Sr. VM Inspector	VO Inspector
Dante	Sanchez	Sr. VM Inspector	VO Inspector
Anthony	Smith	Sr. VM Inspector	VO Inspector
Corey	Gaus	Sr. VM Inspector	VO Inspector
Ely	Sanderson	Sr. VM Inspector	VO Inspector
Eric	Tallman	Sr. VM Inspector	VO Inspector
Josh	Folk	Sr. VM Inspector	VO Inspector
Lonnie	Dean	Sr. VM Inspector	VO Inspector
Richard	Doetch	Sr. VM Inspector	VO Inspector
Steve	Valentine	Sr. VM Inspector	VO Inspector
Mathew	Lockyer	Sr. VM Inspector	VO Inspector
Karren	Augustine	Sr. VM Inspector	VO Inspector
Larry	Sigler	Sr. VM Inspector	VO Inspector
Alfonzo	Robles	Sr. VM Inspector	VO Inspector
John	Schulthess	Sr. VM Inspector	VO Inspector
Josh	Malan	Sr. VM Inspector	VO Inspector
Mike	Gravell	Sr. VM Inspector	VO Inspector
Dago	Padilla	Sr. VM Inspector	VO Inspector
Drew	Fayram	Sr. VM Inspector	VO Inspector
James	Hanlon- Matter	Sr. VM Inspector	VO Inspector
Armando	Barajas	Sr. VM Inspector	VO Inspector
Rafael	Barajas	Sr. VM Inspector	VO Inspector
Jesse	Rendon	Sr. VM Inspector	VO Inspector

First Name	Last Name	Current Classification	New Classification
Alfredo	Jimenez	Sr. VM Inspector	VO Inspector
Carlos	Ruiz	Sr. VM Inspector	VO Inspector
Cuba	Bell	Sr. VM Inspector	VO Inspector
Adrian	Vasquez-Ortega	Sr. VM Inspector	VO Inspector
Billy	Carothers	Sr. VM Inspector	VO Inspector
Francisco	Diaz	Sr. VM Inspector	VO Inspector
Matthew	Thomas	Sr. VM Inspector	VO Inspector
Timothy	Gray	Sr. VM Inspector	VO Inspector
Erik	Gold	Sr. VM Inspector	VO Inspector
Gary	Shuler	Sr. VM Inspector	VO Inspector
Joshua	Grisham	Sr. VM Inspector	VO Inspector
Nathan	Wass	Sr. VM Inspector	VO Inspector
Paul	Grise	Sr. VM Inspector	VO Inspector
Stewart	McCluskey	Sr. VM Inspector	VO Inspector
Timmy	Wanner	Sr. VM Inspector	VO Inspector
Andrew	Wong	Sr. VM Inspector	VO Inspector
Robert	Spitzer	Sr. VM Inspector	VO Inspector
Matthew	Niblett	Sr. VM Inspector	VO Inspector
Kevin	Kenyon	Sr. VM Inspector	VO Inspector
Adam	Golling	Sr. VM Inspector	VO Inspector
Amanda	Aguirre	Sr. VM Inspector	VO Inspector
Jeremy	Valov	Sr. VM Inspector	VO Inspector
Esteban	Rubio	Sr. VM Inspector	VO Inspector
Edgar	Gamboa	Sr. VM Inspector	VO Inspector
Sergio	Gamboa	Sr. VM Inspector	VO Inspector
Karen	Tull	Sr. VM Inspector	VO Inspector
Miguel	Villalobos	Sr. VM Inspector	VO Inspector
Dom	Willis	Sr. VM Inspector	VO Inspector
Ira	Geist	Sr. VM Inspector	VO Inspector
Willie	Sanchez	Sr. VM Inspector	VO Inspector
Aaron	Wofford	Sr. VM Inspector	VO Inspector
Conor	Mark	Sr. VM Inspector	VO Inspector
Jose	Valdovinos	Sr. VM Inspector	VO Inspector
Rachel	Todd	Sr. VM Inspector	VO Inspector
Ricardo	Montes	Sr. VM Inspector	VO Inspector
David	Wilson	Sr. VM Inspector	VO Inspector
Joshua	Loeblein	Sr. VM Inspector	VO Inspector
Aaron	Austin	Sr. VM Inspector	VO Inspector
Cyle	Allison	Sr. VM Inspector	VO Inspector

First Name	Last Name	Current Classification	New Classification
Curtis	Worth	Sr. VM Inspector	VO Inspector
Allen	MacDonald	Sr. VM Inspector	VO Inspector
Toby	Thompson	Sr. VM Inspector	VO Inspector
Clint	Johnson	Sr. VM Inspector	VO Inspector
Matt	Atteberry	Sr. VM Inspector	VO Inspector
Ruben	Saldana	Sr. VM Inspector	VO Inspector
Frank	Swenson	Sr. VM Inspector	VO Inspector
Ramiro	Martinez-Medrano	Sr. VM Inspector	VO Inspector
Emilio	Pinedo	Sr. VM Inspector	VO Inspector
Jordan	Mallory	Sr. VM Inspector	VO Inspector
Clyde	Larcom	Sr. VM Inspector	VO Inspector
Julio	Castrejon	Sr. VM Inspector	VO Inspector
Will	Lariza	Sr. VM Inspector	VO Inspector
Andre	Landa	Sr. VM Inspector	VO Inspector