



LETTER AGREEMENT NO. 23-24-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 25, 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 agreed in Letter Agreement R1-19-17 (LA R1-19-17) to an hourly wage premium to attract and retain specific journey level classifications in the Division Electric Transmission and Distribution, Job Description and Line of Progression (JDLOP, LA-19-03) and General Construction Line Department, (JDLOP, LA 19-30) headquartered within identified geographies.

Subsequent to LA R1-19-17, the Company and Union agreed to Letter Agreement 22-06 (LA 22-06) which provided an enhanced compensation package to attract and retain new talent in hard-to-fill journey level classifications in the San Francisco, Peninsula, De Anza, and San Jose divisions.

Since the signing of LA R1-19-17 and LA 22-06, the Company and Union determined that the Transmission Cableman classification was excluded from both letter agreements. This letter agreement confirms the parties' discussions and agreement to add the Transmission Cableman classification to LA R1-19-17 and LA 22-06, under the same terms and conditions, effective May 21, 2023, with the following exceptions:

LA R1-19-17 Eligible Classification Table

The Eligible Classification Table included in LA R1-19-17 will be revised as follows to add Transmission Cableman (SAP Code 50010381).

IBEW T200/T300	SAP Code	Classification
IBEW T200	50010381	Transmission Cableman

LA 22-06 Classifications

1. Journey level employees hired before May 21, 2023, will be classified as Transmission Cableman (SAP Code 50010381).
2. Journey level employees hired on or after May 21, 2023, will be classified as Transmission Underground Troubleshooter – SF/PN/DA/SJ (SAP Code 53093316).

Mr. Bob Dean

May 25, 2023
LA 23-24-PGE

LA 22-06 Table 1 Revision

Table 1 included in LA 22-06 will revised as follows to add Transmission Cableman (SAP Code 50010381).

IBEW T200/T300	SAP Code	Classification
IBEW T200	50010381	Transmission Cableman

LA 22-06 Table 3 Revision

Table 3 included in LA 22-06 will revised as follows to add Transmission Underground Troubleshooter – SF/PN/DA/SJ (SAP Code 53093316):

IBEW T200/T300	SAP Code	Classification	2023 Wage Rate
IBEW T200	53093316	Transmission Underground Troubleshooter – SF/PN/DA/SJ	\$81.31

Transmission Cableman Job Definition

The Transmission Cableman job definition included in LA-19-03 has been revised and is included in Attachment 1.

Existing Incumbents

The parties have jointly reviewed the qualifications of the existing incumbents identified below and have confirmed they have the craft qualifications of a Cable Splicer and are considered to be “journeyman” in accordance with JATC Decision # MAY-23-095.

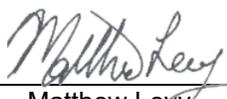
Incumbent	SAP Code	Classification
John Hoffert	50010381	Transmission Cableman
Jeremy Rosenbach	50010381	Transmission Cableman
Michael Ouellette	50010199	Cable Crew Foreman

This proposal has been discussed with Senior Assistant Business Manager Bob Gerstle and Assistant Business Manager Roberto Balistreri.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: 
 Matthew Levy
 Senior Director

The Union is in agreement.

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


 By: _____
 Bob Dean
 Business Manager

May 31, 2023, 2023

ATTACHMENT 1

TRANSMISSION CABLEMAN

2290 (50010381)

TRANSMISSION UNDERGROUND TROUBLESHOOTER – SF/PN/DA/SJ
(53093316)

An employee who patrols and inspects underground transmission lines. This may include all forms of underground patrolling and performs any underground line work in connection with the maintenance, operation, and construction of underground transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware, and reinsulating. Must possess a valid Class C California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

Must have the craft qualifications of a Cable Splicer or Lineman. The background of an apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

Notes on the Transmission Cableman and Transmission Underground Troubleshooter Definition:

1. Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
2. Must be capable of performing transmission live line work. Performing live line work is only that work limited to inspection of energized lines.
3. Must be able to properly assess the urgency of a problem for correction.
4. May be required to travel and stay away from home.
5. Switching shall be limited to that normally performed by a Cableman.
6. May work alone, however, in all instances when working in confined spaces, manholes, etc., must work with a Helper or assistant.
7. The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work.
8. Transmission Cablemen and Transmission Underground Troubleshooters are day employees.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
0999	50010228	Inspector, Compliance UG

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
3571	51574842	Distribution Line Technician

The Transmission Troubleman, Transmission Cableman and Transmission Underground Troubleshooter classifications will be placed in all the same lines of progression where Troubleman and Cableman appear.

Notes:

1. Patrol personnel should normally be obtained from Lineman/Cable Splicer within the Division. If necessary, patrol personnel may be obtained from the same classification within the Region or inter-regionally.
2. Overtime assignments shall be based upon the provisions of Titles 208 and 212. No pre-arranged overtime will be performed as part of a crew with the exception of Transmission Troublemans performing hot washing. This does not preclude the Transmission Cableman and Transmission Underground Troubleshooter from working with a lower classification. For Title 212 purposes, the Transmission Troublemans will be used only when called for inspection or patrolling of transmission lines and associated switching and crew work that directly results from the patrolling or inspection.
3. Workplace (location of work) will normally be any location within the Region, except as provided for in "A" above. The provisions of Title 201 shall apply when traveling from designated headquarters.