



LETTER AGREEMENT NO. R1-23-23-PGE



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700

650.832.8674
MATTHEW LEVY
SENIOR DIRECTOR

BOB DEAN
BUSINESS MANAGER

August 17, 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 met regularly over the last few years to improve joint local and diverse hiring efforts and staffing of Electric Transmission and Distribution Operations positions. Specifically, the joint effort has focused on how to connect the local hiring efforts into Apprentice Lineman / Apprentice Line Worker vacancies.

The parties agree to modify the Physical Labor Agreement to support this process as follows:

1. Upon execution of this agreement, all prospective Utility Worker - GC (50010223) employees who are hired or bid into the classification in the Electric Distribution Operations department, will be required to advance to a Title 300 Apprentice Lineman – GC (50449467), Title 300 Apprentice Line Worker – GC – SF/PN/DA/SJ (52854502), Title 300 Apprentice Cable Splicer – GC (51754496), or Title 300 Apprentice Cable Splicer – GC – SF/PN/DA/SJ (52854505) position within twenty-four (24) months of their hire/report date into the classification.
 - a. Utility Worker - GC (50010223) employees hired into the Electric Distribution Operations department who are assigned to Electric civil crews will be exempt from the advancement requirement noted above.
 - b. If an employee is “assigned” to a Utility Worker - GC (50010223) position outside of the bidding or the Unrestricted appointment process, for example due to personal medical reasons, they will be exempt from the advancement requirement noted above.
2. During the twenty-four (24) month period, bid rights to Title 300 Apprentice Lineman – GC, Title 300 Apprentice Line Worker – GC – SF/PN/DA/SJ, Title 300 Apprentice Cable Splicer – GC, or Title 300 Apprentice Cable Splicer – GC – SF/PN/DA/SJ positions will be limited to the respective division the Utility Worker - GC bid or was hired into as a Utility Worker - GC. The Company agrees to provide each Utility Worker - GC hired under the provisions of this agreement, an opportunity to advance to an Apprentice Lineman – GC / Apprentice Line Worker – GC / Apprentice Cable Splicer – GC position within twenty-four (24) months of their hire/report date in their respective division.
3. If a Utility Worker - GC does not advance to a Title 300 Apprentice Lineman – GC, Title 300 Apprentice Line Worker – GC – SF/PN/DA/SJ, Title 300 Apprentice Cable Splicer – GC, or Title 300 Apprentice Cable Splicer – GC – SF/PN/DA/SJ position within twenty-four (24) months, the employee will have six (6) additional months to find another position. The employee will be required to submit bids and transfers to desired positions for which the employee is qualified. During this additional six (6) month period, the maximum number of prebids and transfers outlined in Section 305.7 of the Physical Agreement will not apply.

4. If a Utility Worker - GC does not advance to a Title 300 Apprentice Lineman – GC, Title 300 Apprentice Line Worker – GC – SF/PN/DA/SJ, Title 300 Apprentice Cable Splicer – GC, or Title 300 Apprentice Cable Splicer – GC – SF/PN/DA/SJ position within twenty-four (24) months or secure another position within the additional six (6) months, the employee will be administratively laid off and shall be provided rehire rights pursuant to Section 306.14 of the Physical Labor Agreement; however, they will not be eligible for severance under Exhibit XIV.
5. Pursuant to the provisions of LA 20-12, the parties agree that Utility Worker - GC employees covered by this agreement may be involuntarily administratively laid off in accordance with sections 3 and 4 above.
6. Employees who are removed from the Apprentice Lineman program, shall not be “assigned” to:
 - a. Electric Line Assistant positions within the Electric Distribution Operations or Electric Transmission Substation M&C departments.
 - b. Utility Worker – GC positions within the Electric Distribution Operations department, with exception to Electric civil crews.

The Company and Union shall each appoint three (3) members to be part of an Oversight Committee. The Oversight Committee will 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 parties grievance procedure Subsection 102.3(a)(2) and timelines will be waived for the forty-five (45) day period.

Either the Company or the Union reserves the right to cancel this agreement prospectively by giving the other party thirty (30) days written notice.

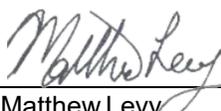
If the Company or Union cancel this agreement, the parties agree that those Utility Worker - GC employees hired during the effective dates of the agreement will still be required to adhere to the terms and conditions of this agreement.

Senior Assistant Business Manager Bob Gerstle and Assistant Business Manager Roberto Balistreri have reviewed this proposed agreement.

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

August 18, 2023

By: 
Bob Dean
Business Manager