



LETTER AGREEMENT LA 23-34-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
BOB DEAN
BUSINESS MANAGER

October 10, 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 met to discuss Traffic Control work in PG&E's service territory. To address expanding traffic control needs, and as part of the continued partnership, the parties discussed increasing IBEW represented headcount assigned to the Traffic Control Department and have agreed to the following provisions.

This Letter Agreement cancels and supersedes Letter Agreement 20-03. As was established in LA 20-03, the Traffic Control Line of Progression will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for General Construction Gas for the Field Employees – General Construction Department during the next scheduled updates. The job definitions, line of progression, and promotion-demotion geographic areas are defined in Attachment 1.

DOT:

The classifications within the Traffic Control Line of Progression are covered by the Department of Transportation requirements as outlined in applicable Letter of Agreements, and all provisions that apply under the Pipeline Safety Program, including pre-duty drug testing.

Supports All Departments

While this Line of Progression operationally reports to the Gas T&D General Construction, the jobs will be available to perform traffic control in support of all Company departments. Traffic Control workers may be used to supplement crews when not performing traffic control duties, as detailed in Attachment 1. Supplementing of crews outside of Gas Operations by this Line of Progressions shall not be used to circumvent overtime or staffing agreements in those departments.

Overtime Utilization:

Overtime resulting from extension of the workday will be considered as part of the duties of the Title 300 Traffic Control Department employees covered under this agreement. All other overtime assignments with respect to flagging/traffic control will first be offered to the appropriate Title 200 or 300 classifications within the department performing the work before the use of Traffic Control employees or contractors. This provision does not apply to regularly scheduled contractor workweeks that exceed 40 hours.

Contracting:

The provisions of Exhibit XVI and Letter Agreement 09-41 shall not apply however the Company intends to evaluate and select the most competitive Traffic Control suppliers.

T200-T300 Co-Mingling:

In recognizing that the Traffic Control Line of Progression shall be utilized to support T200 Division Gas and Electric Construction Crews, utilization of Traffic Control personnel shall not constitute a violation of co-mingling rules regarding separation of T200 and T300 work assignments when working as additional resource on T200 Division construction crew worksites. Employees in the Traffic Control Line of Progression may be required to provide support to any crews if qualified and directed to do so by the person in charge.

Pull Notice Requirement Qualifications:

All employees In the Line of Progression will be required to participate in the Company's DMV Pull Notice program.

Bidding & Transfers:

Section 305.8(c) of the CBA shall be modified through 09-30-2024 for purposes of this agreement. All Traffic Control Flagger positions will be filled through the Unrestricted Appointment (URA) process.

Bidding Restrictions:

New entrants into the Traffic Control Line of Progression will not have bids or transfer requests considered for two years. The two-year commitment does not preclude an employee with the Traffic Control Line of Progression from bidding to a Traffic Control Senior, Traffic Control Utility Worker or Traffic Control Flagger classification. A job award to another location within any of the classifications noted above will not change the original two-year commitment.

Staffing:

The Company agrees to achieve a headcount floor number of 425 by September 30, 2024. The headcount number will include employees in Traffic Control Flagger; Traffic Control Utility Worker; and Traffic Control Senior classifications.

In support of this agreement, the Company intends to convert hiring hall employees to full time status. The Company will make best efforts to convert hiring hall employees in an expedited 90-day period. This is not meant to serve as a waiver of rights to utilize Hiring Hall employees for longer duration in accordance with Letter Agreement 04-12. Hiring Hall employees who are converted to regular status will be included in the projected hiring commitment total for the purpose of compliance with this agreement. All projected hiring addressed in this letter agreement assumes availability of qualified candidates and is limited by the ability to safely on-board new employees.

The Company will make best efforts to initially fill 50 positions by December 31, 2023. Thereafter, the Company will make best efforts to fill 25 positions monthly for the period of January - June 2024. To address normal attrition in the Line of Progression, the Company will make best efforts to fill the appropriate number of positions during the period of July – September 2024. The staffing requirements of this agreement end on December 31, 2026.

If the headcount floor number is not achieved by September 30, 2024, the Company will submit monthly hiring hall requisitions to achieve that target until December 31, 2026. If the IBEW is unable to provide Hiring Hall candidates to be dispatched in a timely manner, the headcount floor number of 425 will be adjusted to a lower number to reflect the number of requisitions where the dispatch process exceeded 10 (ten) calendar days.

Non-compliance with Agreed to Departmental Staffing Minimum Requirement:

The Company and Union have committed to maintaining an agreed to IBEW represented headcount of 425 assigned to the Traffic Control Department by September 30, 2024, and through December 31, 2026, contingent upon volume of required traffic control resources. Any adjustment of that number shall be discussed and agreed upon through the governance of the joint oversight committee established by this agreement.

Beginning October 1, 2024, the Company shall maintain the minimum staffing established as the floor number in this agreement. If, after September 30, 2024, the staffing of IBEW represented classifications in the Traffic Control Department falls below the agreed to floor number for 6 (six) consecutive months, and sufficient qualified Hiring

Hall and other candidates were available to fill the positions, the result shall be the immediate cancellation of Bidding Restriction provisions established by LA R1 22-04, for Utility Worker – Gas Trans & Dsbm (50010217), Utility Worker – GC (50010223), and Pre-Utility Inspector (52727589).

If the Company is unable to achieve compliance within an additional 3 months, the result shall be the immediate cancellation of the remaining Bidding Restrictions provisions established by LA R1-22-04, specific to Traffic Control Utility Worker (52442394), Traffic Control Flagger (52442393).

Through the regularly scheduled meeting of the Oversight Committee if it has been determined that the Company has been in compliance with the commitment for a consecutive 30-day period, all bidding restrictions established by LA R1-22-04 shall apply to all future employees who are hired, assigned, placed, or bid into one of the classifications referenced above effective the date of compliance.

Oversight Committee.

The Company and Union shall each appoint three 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 within sixty (60) days. Issues that the Oversight Committee cannot resolve will be referred to the Vice President of General Construction Gas and the Senior Assistant Business Manager responsible for Gas Negotiations prior to referral to the grievance procedure. Issues subject to the party’s grievance procedure Subsection 102.3(a)(2) timelines will be waived for the sixty (60) period of Oversight Committee deliberations, and possible referral to the identified leadership designees.


This proposal has been discussed with Senior Assistant Business Manager Anthony Brown, Assistant Business Manager Roberto Balistreri, and Business Representative Gerald Williams.

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

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

Oct 13, 2023 _____, 2023

JOB DEFINITIONS

Attachment 1

52442395 TRAFFIC CONTROL SENIOR*(Hiring Hall Traffic Control Senior, Position code will also be established)*

A General Construction employee who provides technical support and assists employees within their assigned work area on issues encountered in the course of their day's work within the Traffic Control line of progression and performs all classes of work done by employees in the Traffic Control Department. May provide support to local leadership for traffic control related training, safety, operator qualifications, make safe, in-house training reviews, perform vehicle inspections, perform tailboards and huddle meetings. Shall have personal qualifications of leadership and supervisory ability, the craft qualifications of a Traffic Utility Worker and a background of experience in Traffic Control work and other duties assigned. May perform traffic control related training for Traffic Control Utility Worker and Traffic Control Flagger. May direct the work of a Traffic Control Utility Worker. Performs Traffic Control planning and set up, pre-engineering walk downs, review Traffic Control Plan (TCP), manages Traffic Control equipment and has oversight on the Third-Party Safety and emergency standby. Shall be familiar with the Company's safety standards, and other applicable systems, rules, tools and procedures. Maintain a high standard of public relations. May be required to perform office functions in support of job tasks.

Job Requirements

- Three years' experience in performing traffic control duties with PG&E
 - *Note – All incumbent employees identified in Attachment A shall be exempt from this requirement
- Be responsible for managing same day work as instructed
- Perform crew field visits
- Be proficient in supporting Dispatch and local leadership to coordinate area scheduling requirements
- Work collaboratively with local leadership to monitor training needs for local work group to ensure skills and operator qualifications are maintained as required
- Oversight of training program and coordinate scheduling of training for all classifications with the LOP
- May be required to support in the development of skills and qualifications of personnel
- Keep current on safety issues and adhere to all safety regulations and policies
- Be proficient in customer and employee communication techniques and technology (phone, radio, computer and written)
- Perform duties and associated office tasks in association with job requirements
- Perform local reviews, mentoring and leadership for all classifications in the LOP
- Review and provide guidance for traffic control plans that are in draft form before implementing the plan as part of an overall project

Training/Qualification Requirements

- Possess and maintain a valid Class "C" Driver's License
- Qualified to administer Traffic Control training American Traffic Safety Services Associations (ATSSA) certification
- Successful completion of Traffic Control Training Program
- Leadership course as developed by the Company and Union
- 911 Make Safe Standby Qualified
- Possess craft qualifications of Utility Worker

- ***Note: When filling future vacancies in this classification, the Company shall first consider Traffic Control Utility Workers with less than three years of experience for promotion prior to filling vacancy by unrestricted appointment

52442394 TRAFFIC CONTROL UTILITY WORKER*(Hiring Hall Traffic Control Utility Worker, Position code will also be established)*

A General Construction employee whose principal duties consist of Traffic Control and Utility Work. A Traffic Control Utility Worker's principal duty encompasses that of a Traffic Control Flagger and also possess the craft qualifications of a Gas Construction Utility Worker and is responsible for the following; Implementing traffic control plans (TCP) per applicable standards; may be required to perform work tasks of a Construction Utility Worker aiding crews in tasks under the direction of the person in charge.

*Note – Utilization of Traffic Control Utility Worker and Senior may be limited in the scope of full utilization as a Utility Worker on an Electric job site due to qualifications and training.

Bidding shall be in accordance with 305.8

Job Requirements:

- Possess and maintain a valid Class “C” Driver’s License
 - *Note – Traffic Control Utility Worker shall not be required to possess or maintain a Commercial Driver’s License
- Extensive knowledge in implementation of Traffic Control Plans (TCP’s) per California Manual of Uniform Traffic Control Devices (CAMUTCD) standards
- Possess and retain American Traffic Safety Services Associations (ATSSA) certification
- Must be able to lead and manage large scale traffic control projects
- Proficiency in the basecamp setup and operations

Training Requirements:

Successful completion of the following:

- Traffic Control Training Program (ATSSA, TECH-0004)
- Utility Worker Training
- Must successfully complete department-required computer skills training

52442393 TRAFFIC CONTROL FLAGGER

(Hiring Hall Traffic Control Flagger, Position code will also be established)

A General Construction employee whose principal duties consist of implementing traffic control plans per applicable standards and other duties they are qualified to perform May also perform sweeping and job site clean-up, 911 Stand-by duties, excavation of underground facilities and backfilling utilizing appropriate hand tools.

Job Requirements:

- Maintain a valid Class “C” California Driver’s License
- Must be able to lead and manage small scale traffic control projects

Desired Job Knowledge:

- Implementation of Traffic Control Plans (TCP’s) per California Manual of Uniform Traffic Control Devices (CAMUTCD) standards
- General knowledge in implementation of Traffic Control Plans (TCP’s) per California Manual of Uniform
- General knowledge in the basecamp setup and operations

Training Requirements:

Successful completion of the following:

- Traffic Control Training Program (ATSSA, TECH-0004)

Testing Requirements:

Future employees bidding into the Line of Progression must pass applicable tests/test batteries as agreed to by the Company and Union, which may include the Work Orientation Inventory, Physical Test Battery, Industrial Skills Test, or new tests deemed appropriate and agreed to by the parties.

GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE BASED ON SENIORITY

Classification	Next Lower/Eligible Classifications
Traffic Control Senior	Traffic Control Utility Worker

TRAFFIC CONTROL PROMOTION-DEMOTION GEOGRAPHIC AREAS

- 1) Humboldt and North Bay Divisions
- 2) Sacramento, Sierra and Vaca Valley
- 3) North Valley Division
- 4) San Francisco/Peninsula
- 5) East Bay
- 6) Stockton
- 7) San Jose and Coast Valleys
- 9) San Joaquin

**Note: Exhibit II Promotion-Demotion Geographic Areas for Gas Construction will apply to Traffic Control, except for: 0) Construction Operation, promotion-demotion area system wide; and 8) Technical Classifications, promotion-demotion area system wide.