



LETTER AGREEMENT NO. 24-15-PGE

IBEW



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

April 2, 2024

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:

This letter captures the agreement reached by the Company and IBEW with respect to the IBEW newly organized Electric Quality Control Specialist unit. The following details the agreement of the parties:

Effective April 7, 2024, the Electric Quality Control Specialist classification series (Senior and Expert) shall be added to the Title 200 Electric T&D Line of Progression Section 600.12, Exhibit VI-L. These positions will be covered by the IBEW Physical Agreement and those Titles and Exhibits for hourly Region or General Office employees. NLRB Case No. 32-RC-301826 will be added to Title 2 – Recognition, Section 2.1 of the Physical Agreement.

1. Classifications and Job Definitions

A. Electric Quality Control Specialist, Expert (53264934)

An employee who conducts field and desktop assessments on PG&E's electric distribution and transmission facilities. These work assessments focus on verifying the quality of overhead (OH) and underground (UG) inspections as required by California Public Utility Commission Order (CPUC GO) 165. May be assigned to perform assessments on distribution or transmission facilities in the field or in an office as described in Note 2 below.

- Works independently, utilizing advanced knowledge of electric utility regulatory general orders to complete deep reviews and analysis, uncovers complex findings and root causes and prepares comprehensive recommendations for leadership.
- Works with division leaders on identifying root causes, trends, process improvements and in implementing solutions.
- Provides assistance and coaching, including on the job training for Electric Quality Control Specialists. May handle questions regarding complex verification situations. Acts as a technical resource for PS&R.
- As assigned, validates quality of completed work by compliance inspectors using advanced knowledge of construction standards and general orders. May participate in, or facilitate, departmental special projects or initiatives.
- As assigned, validates the quality of work completed by Electric Quality Control Specialists, Senior and Expert.

- May participate in, or facilitate, post verification review meetings summarizing and presenting complex findings. Uses technology and communication skills to present appropriate content for target audience. Conveys findings and recommendations. Assists in, or develops, new methods for communicating issues, concerns, and best practices.
- May be assigned to perform additional audit, quality control and/or validation activities to support compliance with CPUC GO 165, 128 and 174 or to support other regulatory audit requirements.
- Understands, demonstrates, and coaches Electric Quality Control Specialists on all company and regulatory safety practices and requirements.
- Identifies, recommends, and assists in resolving gaps between external requirements and internal standards.
- Identifies, recommends, and assists in establishing new processes for emergent quality control audit requests.
- When necessary, may participate in tailboard discussions with Compliance Inspectors within all divisions.
- Assists in validating updates made to Call Book.
- Conduct quality control audits in Divisions where a Specialist has vacated.
- Leads and supports the development of training and onboarding initiatives for internal peers, senior specialists, and contract support.

Notes:

1. Travel:

Due to the nature of the specialized services provided by the classifications described herein, each employee may be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among employees. Generally, these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

2. Roles:

QC Specialist job duties have been and will continue to be assigned in accordance with the following "Roles":

- Distribution Field - Performs QC assessments on distribution facilities in the field
 - Distribution Desktop - Performs QC assessments on distribution facilities from the office
 - Transmission Field - Performs QC assessments on transmission facilities in the field
 - Transmission Desktop - Performs QC assessments on transmission facilities from the office
- a. Generally, Quality Control Specialists will be assigned to perform duties within their assigned role described above. However, Quality Control Specialists may be assigned to perform duties in any of the other roles above.
- b. Whenever a vacancy exists in either role, and the Company intends to fill that vacancy, it will first be offered to existing Quality Control Specialists prior to being filled in accordance with Title 205 of the Physical Agreement.

3. Bid Locks:

All employees hired, assigned, placed, or bid into Electric Quality Control Specialist (Senior or Expert) classifications after the execution of this agreement will be subject to a "bid lock" for two (2) years in the Electric Quality Control Specialist (Senior or Expert) classification. Existing incumbents in place prior to the execution of this agreement will not be subject to the bid lock.

Electric Quality Control Specialists may still bid for promotions/transfers/demotions for Electric Quality Control Specialist positions within the service territory.

4. Qualified Bidders:

- Qualified Bidders must have:
 - 2 years' experience as an Electric Quality Control Specialist Senior.
 - California Class "C" Driver's License

Minimum Qualifications:

If the bid list of eligible employees has been exhausted and the vacancy becomes unrestricted in accordance with 205.13, the Company may consider applicants who are:

- Electric Quality Control Specialist, Senior with less than (two) 2 years of experience.
- Journeyman Lineman or above with at least five (5) years of Journeymen Lineman experience.
- Journeyman Electricians (as described in LOA 19-28) or above in their respective Lines of Progression with at least seven (7) years of Journeyman Electrician experience.
- Towerman with at least seven (7) years of experience. (at the top wage step who have completed all training per LA 16-33), Subforeman A (50010180), Subforeman B (50010181), and Working Foreman C (50253775) (Foremen classifications must have previously held the Towerman Classification and completed all training per LA 16-33 to be considered qualified).

If an unrestricted vacancy has not been filled utilizing the above provisions, Company may consider applicants who meet the following minimum qualifications:

- High School Diploma or GED
- Shall have seven (7) years of relevant utility industry experience as, or similar to, a journeymen lineman, electrician, system operator, or electrical engineer with an understanding of Distribution, Transmission, and Substation assets and inspection activities.
- California Class "C" Driver's License

Desired

- Bachelor's Degree in a related field
- Qualified Electrical Worker (QEW)
- Completion of Electric Utility Apprentice Program training
- ASQ Certified Quality Auditor or equivalent
- ASQ Certified Quality Improvement Specialist

Advancement:

In order to progress to the Expert classification level, management must determine an operational need exists for an Expert level, the employee must possess all required qualifications, be capable of performing the additional responsibilities outlined in the Expert Job Definition section and have two (2) years of Electric Quality Control Specialist, Senior experience.

B. Electric Quality Control Specialist, Senior (53264933)

An employee who conducts field and desktop assessments on PG&E's electric distribution and transmission facilities. These work assessments focus on verifying the quality of overhead (OH) and underground (UG) inspections as required by GO 165. May be assigned to perform assessments on distribution or transmission facilities in the field or in an office as described in Note 2 below.

- Works independently with some guidance from senior peers or leaders on a wide range of straightforward to complex quality control audits. Uses knowledge of electric utility regulatory general orders to conduct quality control reviews to measure adherence to and accountability for the inspections as required by GO 165.
- Builds, maintains, and manages a schedule of quality control audits to conduct within the assigned division(s).

- Prepares and communicates results through detailed reports. Presents summaries, conclusions, and recommendations.
- Shares feedback, lessons learned and collaborates with LOB leaders to work towards defining best practices for the departments supported. Assists in providing guidance to department supervisors, sharing findings, agreed upon best practices, and discussing corrective actions.
- May be assigned to validates quality of inspections and patrols for Overhead and Underground assets completed by inspection programs. May assist in validating minor work completed by inspection programs' inspectors.
- Assists in validating elective corrective (EC) notifications by reviewing recently completed EC jobs.
- May be assigned to perform additional audit, quality control and/or validation activities to support compliance with GO 165, 128 and 174 or to support other regulatory audit requirements.
- Understands, demonstrates, and adheres to all company and regulatory safety practices and requirements.
- As assigned, validates quality of completed work by compliance inspectors using advanced knowledge of construction standards and general orders.

Notes:

1. Travel:

Due to the nature of the specialized services provided by the classifications described herein, each employee may be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among employees. Generally, these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

2. Roles:

QC Specialist job duties have been and will continue to be assigned in accordance with the following "Roles":

- Distribution Field - Performs QC assessments on distribution facilities in the field
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 - Transmission Field - Performs QC assessments on transmission facilities in the field
 - Transmission Desktop - Performs QC assessments on transmission facilities from the office
- a. Generally, Quality Control Specialists will be assigned to perform duties within their assigned role described above. However, Quality Control Specialists may be assigned to perform duties in any of the other roles above.
- b. Whenever a vacancy exists in either role, and the Company intends to fill that vacancy, it will first be offered to existing Quality Control Specialists prior to being filled in accordance with Title 305205 of the Physical Agreement.

3. Bid Locks:

All employees hired, assigned, placed, or bid into Electric Quality Control Specialist (Senior or Expert) classifications after the execution of this agreement will be subject to a "bid lock" for two (2) years in the Electric Quality Control Specialist (Senior or Expert) classification. Existing incumbents in place prior to the execution of this agreement will not be subject to the bid lock.

Electric Quality Control Specialists may still bid for promotions/transfers/demotions for Electric Quality Control Specialist positions within the service territory.

4. Qualified Bidders:

- Qualified bidders must have:
 - 2 years' experience as a Journeyman Lineman.
 - California Class "C" Driver's License

Minimum Qualifications

If the bid list of eligible employees has been exhausted and the vacancy becomes unrestricted in accordance with 205.13, the Company may consider applicants who are:

- Journeyman Lineman or above with less than two (2) years of journeymen lineman experience.
- Journeyman Electricians (as described in LOA 19-28) or above in their respective Lines of Progression with at least five (5) years of Journeyman Electrician experience.
- Towerman with at least five (5) years of experience (at the top wage step who have completed all training per LA 16-33), Subforeman A 50010180, Subforeman B 50010181, and Working Foreman C 50253775 (Foremen classifications must have previously held the Towerman Classification and completed all training per LA 16-33 to be considered qualified).

If an unrestricted vacancy has not been filled utilizing the above provisions, Company may consider applicants who meet the following minimum qualifications:

- High School Diploma or GED
- Five (5) years of relevant utility industry experience as, or similar to, a journeymen lineman, electrician, system operator, or electrical engineer with an understanding of Distribution, Transmission, and Substation assets and inspection activities.
- California Class "C" Driver's License

Desired

- Bachelor's Degree in a related field
- Qualified Electrical Worker (QEW)
- Completion of Electric Utility Apprentice Program training
- ASQ Certified Quality Auditor or equivalent
- ASQ Certified Quality Improvement Specialist

2. Selection Process for Bidders

Qualified bidders to Electric Quality Control Specialist, Senior or Expert, vacancies must meet the Minimum Qualifications outlined above. Company and Union will establish a committee to jointly develop a selection process for qualified bidders to Electric Quality Control Specialist, Senior or Expert. The selection process will include the following provisions:

- A written exam to assess technical knowledge will be developed, with a pool of technical questions to draw from to protect the integrity of the testing process.
- An oral interview panel to assess leadership abilities will be used as part of the selection process. Company and Union will select an equal number of participants on the interview panel. A pool of interview questions/scenarios will be developed to protect the integrity of the interview process.
- The candidates' scores on both the written exam and the interview will be standardized on a 100-point scale and combined such that each is given equal weight in the overall score (50% based on interview, 50% based on written test). The candidate with the highest score will be offered the position, except that if the two or more candidates with the highest scores are within ten (10) percentage points of each other, the position will be offered to the candidate with the greatest service. Candidates scoring below the established minimum qualifying score will not be considered. A candidate may only test once for each opportunity to fill an Electric Quality Control Specialist, Senior or Expert, vacancy.

- The Overview Committee (below) will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under Subsection 205.14(a) of the Agreement will be limited to issues relating to the administration of the agreed-to selection process.

3. Prearranged and Emergency Overtime

During regular work hours, Electric Quality Control Specialists will be allowed to work in all headquarters throughout the division in which they are headquartered and beyond division boundaries as needed. Expenses will be paid in accordance with Title 201 of the Agreement.

When working on overtime, the Electric Quality Control Specialists rights to overtime are as follows:

- Distribution Desktop Assignments
 - One Prearranged Overtime Systemwide List
 - One Emergency Overtime Systemwide List
- Transmission Desktop Assignments
 - One Prearranged Overtime Systemwide List
 - One Emergency Overtime Systemwide List
- Distribution Field Assignments
 - Four unique Prearranged Overtime Lists – One each for the North Coast, North Valley, Central and Southern Areas
 - Four unique Emergency Overtime Lists – One each for the North Coast, North Valley, Central and Southern Areas
 - The four Areas are broken down as follows:
 - North Coast – San Jose, De Anza, Mission, Diablo, Peninsula, San Francisco, East Bay, North Bay, Sonoma, and Humboldt Divisions
 - North Valley – Stockton, Sacramento, Sierra, and North Valley Divisions
 - Central – Central Coast, Fresno, and Yosemite Divisions
 - Southern – Los Padres and Kern Divisions
- Transmission Field Assignments
 - Four unique Prearranged Overtime Lists – One each for the North Coast, North Valley, Central and Southern Areas
 - Four unique Emergency Overtime Systemwide List – One each for the North Coast, North Valley, Central and Southern Areas
 - The Areas are broken down as follows:
 - North Coast – Eureka, Lakeville, and Willits major work centers
 - North Valley – Sacramento and Table Mountain major work centers
 - Central – Concord, Metcalf, Martin, and Victor major work centers
 - Southern – Fresno, Midway, Moss Landing and Pismo Beach major work centers

During times of Division/System emergencies, as declared by the Operations Emergency Center (OEC), Regional Emergency Center (REC), or Emergency Operations Center (EOC), qualified Electric Quality Control Specialists who volunteer, may be utilized at management's discretion, to perform 911 stand by duties, patrol and or assess damage to PGE facilities.

4. Fire Retardant (FR) Clothing

Electric Quality Control Specialists assigned to Transmission or Distribution Field "Roles" will be eligible for the FR Clothing allowance provisions included in Letter Agreement 16-11 and Letter Agreement 23-19.

Recognizing that Electric Quality Control Specialist who are regularly assigned to Desktop roles may be used in Field Roles, the parties agree to a one-time allotment of two (2) FR shirts, two (2) FR jeans, one (1) FR jacket,

and one (1) pair of EH boots . After this one-time allotment, Supervisors will have the discretion to provide additional FR clothing and or replacements of existing FR clothing as the manager deems necessary. This language applies to all incumbents, new hires, bidders, and transfers regularly assigned to Desktop Roles which are qualified to perform field roles which would require FR clothing.

5. Hours of Work

Electric Quality Control Specialists may either select a five-day, eight-hour work week schedule (5/8's) or an alternative work schedule, with management approval, consisting of a four-day, ten-hour work week schedule (4/10s). Any incumbent Electric Quality Control Specialists currently working 4/10's will remain on this schedule. Local Agreements will be established for Electric Quality Control Specialists in each location that will codify the terms of the work schedule and hours in accordance with 202.16(b) of the Physical Agreement and LA 93-96. In addition, 4/10 work schedules may be cancelled by either party by providing a 30-day written notice.

6. Seniority Application

Company Service will be applied as defined in Section 106.3 and Subsection 106.5(a).

7. Timing of Benefits Conversion

Conversion from management benefits to the bargaining unit platform shall occur April 1, 2024.

8. Compensation

A. 2024 Hourly Wage Ranges

Classification Title	2024 Hourly Wage Rate
Electric Quality Control Specialist, Senior (53264933)	\$71.11
Electric Quality Control Specialist, Expert (53264934)	\$75.29

B. Electric Quality Control Specialists (Senior and Expert) will no longer be eligible to participate in the Company's Short Term Incentive Plan (STIP) as January 1, 2024.

9. Shared Work Jurisdiction

The parties agree that Electric Quality Control Specialists perform some job duties that are also performed by various Company classifications (other IBEW represented classifications and non-represented classifications, including supervisors). Those job duties will continue to be performed by the respective classifications. As such, this agreement is not intended to transfer work currently being performed by other classifications to Electric Quality Control Specialist, nor is it intended to transfer work currently being performed by Electric Quality Control Specialists to other classifications.

10. 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 forty-five (45) days. 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 forty-five (45) day period.

Mr. Bob Dean

April 2, 2024
LA 24-15-PGE

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


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


Apr 4, 2024
_____, 2024

By: _____
Bob Dean
Business Manager

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