



LETTER AGREEMENT LA 25-03-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

February 10, 2025

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 a joint interest in clarifying job duties for classifications in the Cable Splicer line of progression through training of the existing workforce and revision to the existing Apprentice Cable Splicer training program. Based on the aforementioned, the parties agree to the following:

1. The Company commits to fill no less than six (6) Apprentice Cable Splicer positions in 2025. If development of the training curriculums, noted in Item No. 2 below, are completed by October 1, 2025, the Company will commit to fill no less than six (6) Apprentice Cable Splicer positions in 2026 and 2027. The parties agree the aforementioned date of curriculum completion may be extended by mutual written agreement.
2. Subject Matter Expert (SME) team(s) will be created to develop training curriculums for current incumbents in classifications in the Cable Splicer line of progression, including Apprentice Cable Splicer. SME team(s) will focus on creating training curriculums to include, but not limited to, the following job duties:
 - a. SCADA Maintenance (KCF), including but not limited to:
 - i. Fiber/Communication Repair & Troubleshooting
 - ii. RTU Component Repair/Replacement
 - iii. Sensors
 - iv. Power Supply
 - v. Reinstall SCADA Units
 - vi. Dewatering Vaults
 - vii. Emergency Repair (e.g., fire, flood, earthquake)
 - b. Capital Upgrades – Fiber (2CE)
 - c. Network Cable Replacement (56N)
 - d. Network Transformer & NP Replacement (2CC)
 - e. Vented Manhole Cover Replacement (2CD)
3. Once the training curriculums have been developed, current incumbents in the following classifications in the Cable Splicer line of progression will be trained to perform the job duties identified in Item No. 2.

T200/Title 300	SAP Code	Classification
T200	51754495	Apprentice Cable Splicer
T200	52854406	Apprentice Cable Splicer – SF/PN/DA/SJ
T200	50010199	Cable Crew Leader
T200	52854424	Cable Crew Leader – SF/PN/DA/SJ

T200	50010375	Cable Splicer
T200	52854407	Cable Splicer – SF/PN/DA/SJ
T200	50010184	Night Cable Crew Leader
T200	52854425	Night Cable Crew Leader – SF/PN/DA/SJ
T200	50010378	Night Cable Splicer
T200	52854423	Night Cable Splicer – SF/PN/DA/SJ
T200	50010380	Unassigned Cable Splicer
T200	52854408	Unassigned Cable Splicer – SF/PN/DA/SJ
T200	50010091	Underground Troubleshooter
T200	52854422	Underground Troubleshooter – SF/PN/DA/SJ
T300	51754496	Apprentice Cable Splicer - GC
T300	52854505	Apprentice Cable Splicer – GC – SF/PN/DA/SJ
T300	50010377	Cable Splicer – GC
T300	52854506	Cable Splicer – GC – SF/PN/DA/SJ
T300	50010178	GC Crew Lead A – Underground
T300	52854507	GC Crew Leader A – Underground – SF/PN/DA/SJ

4. The parties agree the job duties referenced in Item No. 2 are included in the job definitions for the classifications identified in Item No. 3.
5. IBEW recognizes classifications in the Cable Splicer line of progression will be trained to perform job duties at Training Centers and in the field by non-represented management employees (i.e., Training Instructors).
6. **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.

The Company or Union may cancel this agreement by providing the other party with thirty (30) days written notice.

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



Feb 20, 2025, 2025

By: _____
Bob Dean
Business Manager