



# LETTER AGREEMENT LA R1-25-14-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

---

July 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 address the unique challenges associated with substation maintenance in the San Francisco area, specifically those affecting the Martin Substation Maintenance Department based in Daly City. Due to the area's distinctive infrastructure, the high number of substations, and specialized equipment that requires advanced, location-specific training, the parties recognize the need for targeted solutions to support and sustain the workforce. Based on these discussions, the parties have agreed to the following:

1. Establish three (3) new job classifications tailored to the unique demands of substation maintenance work at the Martin Substation Maintenance Department based in Daly City.
2. Develop a comprehensive Knowledge Transfer Program to ensure all Title 200 Electricians assigned to the Martin Substation are properly trained and fully qualified to perform the specialized and critical tasks required in the San Francisco area.

This agreement reflects a shared commitment to workforce stability, operational excellence, and the continued safe and reliable maintenance and operation of the San Francisco substations.

## **1. New Classifications and Job Definitions**

Pursuant to Section 204.4(b) of the Physical Agreement, effective August 10, 2025, the parties have agreed to create three new classifications, Martin Substation Electrician (53482563), Martin Substation Electric Maintenance Crew Leader (53482564), and Senior Martin Substation Electrician (53482565).

These classifications will be added to the Title 200 Division Maintenance Department Line of Progression, Section 600.12, Exhibit VI-L. These classifications will be covered by the IBEW Physical Agreement and those Titles and Exhibits for hourly Service employees, including but not limited to Title 3.5 and Exhibit IV. The job definitions are included in Attachment 1. This agreement will be incorporated in the next revision to the Division Maintenance Department Job Definitions and Lines of Progression (JDLOP).

**2. 2025 Wage Rates**

<b>Classification Title</b>	<b>2025 Hourly Wage Rate</b>
Martin Substation Electrician (53482563),	\$75.59
Martin Substation Electric Maintenance Crew Leader (53482564)	\$77.48
Senior Martin Substation Electrician (53482565)	\$79.42

**NOTE:** These classifications will be eligible to receive the fifteen percent (15%) non-pensionable hourly wage premium while regularly headquartered at the Martin Substation, under the same terms and conditions, included in LA R1-23-32-PGE.

**3. Knowledge Transfer Program**

A Subject Matter Expert (SME) team will be established to develop a Knowledge Transfer Program for the Martin Substation. The SME team will focus on creating a training curriculum to include, but not limited to, the following:

- a. Prior to entering the Knowledge Transfer Program, employees will be required to complete a 40-hour training class and successfully pass an examination.
- b. Once an employee completes the 40-hour training class and successfully passes the required examination, the employee will be placed into the Martin Substation Electrician classification (53482563) and will be bid locked for three (3) years.
  - Note: All employees entering the Knowledge Transfer Program will be required to start as a Martin Substation Electrician after completing the 40-hour training class and successfully passing the required examination.
- c. Once in the Knowledge Transfer Program, employees will be required to complete On-the-Job Training (OJT) within a 12 month period as described in the Knowledge Transfer Program Curriculum.
- d. Upon completion of the required OJT hours, employees will be required to pass a Knowledge Transfer Program Field Assessment which requires endorsement by 2 SME's (One Company and One Union). Employees will be provided with three (3) attempts to successfully pass the required Knowledge Transfer Program Field Assessment. The Knowledge Transfer Program Field Assessment must be successfully passed within nine (9) months of an employee's first attempt.
- e. Employees who are unsuccessful in passing the Knowledge Transfer Program Field Assessment will be demoted to their previous classification.
- f. All timeframes listed above may be extended by mutual agreement of the parties.

**4. Bid Lock**

All employees (after the execution date of this agreement) who advance into one of the new classifications noted above headquartered at the Martin Substation will be subject to a "bid lock" for three (3) years.

The bid lock associated with this agreement will be a "stand alone" bid lock and will run concurrently with any current bid lock commitment (i.e., the LA R1-23-32-PGE bid lock). Once an employee successfully completes the required 40-hour class and successfully passes the required examination, the employee will be bid locked for three (3) years. Employees who are unsuccessful at entering the Knowledge Transfer Program will not be subject to the bid lock associated with this agreement.

**5. Incumbent Reclassification**

Effective August 10, 2025, the following incumbents will be placed into the classifications noted below and will be bid locked for three (3) years. The bid lock will be a "stand alone" bid lock and will run concurrently with any current bid lock commitment (i.e., the LA R1-23-32-PGE bid lock).

- David Montoya (Senior Martin Substation Electrician)
- Yardley Toy (Senior Martin Electrician)

- Eamon O'Driscoll (Martin Substation Electric Maintenance Crew Leader)
- Marcos Severa (Martin Substation Electric Maintenance Crew Leader)

NOTE: Eamon O'Driscoll and Marcos Severa must pass the required Knowledge Transfer Program Field Assessment to retain the Martin Substation Electric Maintenance Crew Leader classification. If they are unsuccessful in passing the Knowledge Transfer Program Field Assessment, they will be demoted to their previous classification.

In addition, the four (4) employees noted above will not be deemed to be "Service" employees as is defined within the job definitions for the Martin Substation Electrician, Martin Substation Electric Maintenance Crew Leader and Senior Martin Substation Electrician classifications.

## **6. Advancement Rules**

- a. All Electrician-Electric & Hydro (50010149), Electrician-Switching (50070742) and Electric Maintenance Crew Leader (50010194) employees headquartered at Martin Substation will be eligible for advancement to the Martin Substation Electrician classification only if they voluntarily choose to participate in the Knowledge Transfer Program, complete the 40-hour training class and successfully pass the required examination.
  - Note: Volunteers will be placed into the program using "Yard Seniority" within the Martin Substation. Previous time spent in the Martin Substation will not be considered for those that may have left and returned to the Martin Substation.
- b. Advancement to the Martin Substation Electric Maintenance Crew Leader classification can only occur from the Martin Substation Electrician classification.
- c. The Senior Martin Substation Electrician classification will be filled at management's discretion.

## **7. Retention Incentive**

All employees entering one of the classifications noted above and headquartered at the Martin Substation will be eligible to receive a \$2,000 per month Retention Incentive for each full month in the eligible classification and headquarters (payable on a quarterly basis) after completion of the required OJT hours and successfully passing the Knowledge Transfer Program Field Assessment.

The two (2) Senior Martin Substation Electrician reclassified employees will receive a \$2,000 per month Retention Incentive, effective September 1, 2025, for each full month in the eligible classification and headquarters (payable on a quarterly basis).

The Retention Incentive will not be included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

This Retention Incentive is considered taxable compensation. All taxable compensation under this Letter Agreement shall be subject to the withholding of all applicable federal and state income and employment taxes.

## **8. Residency Requirement**

The Martin Substation Electrician, Martin Substation Electric Maintenance Crew Leader, and Senior Martin Substation Electrician classifications will be subject to the "Residency Requirement" outlined in Section 3.5 of the Physical Agreement. However, the Company and Union are currently discussing a potential revision to Section 3.5 of the Collective Bargaining Agreement. Recognizing this Section may change, both parties agree Section 3.5 may be waived or varied by joint agreement of Union and Company.

Electrician – Switching incumbents (as of June 28, 2025) currently headquartered at the Martin Substation have

Mr. Bob Dean

July 10, 2025  
LA R1-25-14-PGE

already obtained a Section 3.5 "Residency Requirement" waiver through joint agreement of the parties. If one of these current Electrician – Switching incumbents is selected to advance to the Martin Substation Electrician classification, the parties agree the incumbent will be allowed to maintain a Section 3.5 "Residency Requirement" waiver. However, should a current Electrician – Switching incumbent bid out of the Martin Substation and attempt to bid back at a later date, they will be held to the Section 3.5 "Residency Requirement" language.

**9. Oversight Committee**

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 within forty-five (45) days. Issues that the Oversight Committee cannot resolve within forty-five (45) days 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



Jul 10, 2025  
\_\_\_\_\_, 2025

By: \_\_\_\_\_  
Bob Dean  
Business Manager

**Attachment 1**

Job Definitions

**Martin Substation Electrician**

(53482563)

A service employee who has the craft skill of a journey Electrician and is engaged in performing all types of electrical work at the Martin Substation. In addition to normal job duties, the employee will be required to complete the Knowledge Transfer Program.

Background of apprenticeship and experience must be such as to qualify an employee to perform their duties with skill and efficiency. (Class "C" driver's license required per LA 93-39)

Employees are required to possess two (2) years of journey level experience in Substation Maintenance at the Martin Substation and must be qualified to perform switching duties.

**Note:**

1. This classification is subject to the provisions of Section 3.5 of the Physical Agreement "Residency Requirement". Company and Union can agree to waive the residency requirements on a case-by-case basis.

**Martin Substation Electric Maintenance Crew Leader**

(53482564)

A service employee who is a working leader in charge of a crew engaged in substation maintenance and construction. May be required to drive a truck. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Martin Substation Electrician and be familiar with Company's inspection and safety standards, accounting procedures and other applicable rules and procedures.

In addition to normal job duties, the employee will be required to complete the Knowledge Transfer Program.

Background of apprenticeship and experience must be such as to qualify an employee to perform their duties with skill and efficiency. (Class "C" driver's license required per LA 93-39)

Employees are required to possess two (2) years of journey level experience as a Martin Substation Electrician and must be qualified to perform switching duties.

**Note:**

1. This classification is subject to the provisions of Section 3.5 of the Physical Agreement "Residency Requirement". Company and Union can agree to waive the residency requirements on a case-by-case basis.

**Senior Martin Substation Electrician**

(53482565)

A service employee who is responsible for training, mentoring and evaluating employees participating in the Martin Substation Knowledge Transfer Program. Assists in the development of training programs, included but not limited to new equipment, procedures, standards, tools, etc. May be required to drive a truck. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Martin Substation Electrician and be familiar with Company's inspection and safety standards, accounting procedures and other applicable rules and procedures. May be required to perform all duties for the classifications lower in the line of progression. May direct and lead lower level employees as needed.

Mr. Bob Dean

July 10, 2025  
LA R1-25-14-PGE

Background of apprenticeship and experience must be such as to qualify an employee to perform their duties with skill and efficiency. (Class "C" driver's license required per LA 93-39)

Employees are required to possess two (2) years of journey level experience as a Martin Substation Electrician or Martin Substation Electric Maintenance Crew Leader and must be qualified to perform switching duties.

The Senior Martin Substation Electrician classification will be filled at management's discretion.

**Notes:**

1. This classification is subject to the provisions of Section 3.5 of the Physical Agreement "Residency Requirement". Company and Union can agree to waive the residency requirements on a case-by-case basis.
2. Employees and candidates must be qualified journeyman Electricians to be considered for all Electrician classifications. Designation as a qualified journeyman Electrician requires (1) successful completion of a PG&E Electrician apprenticeship or an IBEW/JATC-sanctioned Electrician apprenticeship (e.g., Inside Wireman), or (2) presently working for PG&E as a qualified journeyman in an Electrician classification.
3. Employees must possess a valid California Class "C" Driver's license and may be required to wear a respirator.