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LETTER AGREEMENT NO. 10-50-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
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STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL,
BUSINESS MANAGER

December 29, 2010

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

The Company and Union have discussed a new classification of Pre-Apprentice Lineman in the Title 200 and T300 Electric Departments.

The wage schedule for this classification will be:

	Pre-T-200 Apprentice Lineman 2011 Hourly Wage Rate	Pre-T-300 Apprentice Lineman 2011 Hourly Wage Rate
Start	\$23.12	\$24.99
6 months	\$27.04	\$27.37

T-300 Line Construction Utility Workers (PS 0947) and T-200 T&D Assistants (PS 1096) will have wage retention when successfully bidding to the Pre-Apprentice Lineman position. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Lineman progression. Other employees who bid into this classification from a higher paid classification will come in at the bottom of the Pre-Apprentice Lineman rate.

Incumbents in the T-200 T&D Assistant classification will be coded as Present Incumbent Only (PIO)¹.

Current employees in the Line Construction Utility Worker classification or Electric T&D Assistant classification will initially be given priority in bidding into this Pre-Apprenticeship classification. Note: Current Line Construction Utility Workers will initially be given priority to T300 Pre-Apprenticeship positions and current T&D Assistants will initially be given priority to T200 Pre-Apprenticeship positions.

After the signing of this Letter of Agreement, Line Construction Utility Workers will not be in the Line of Progression for the Apprenticeship Lineman classifications.

Associated with the establishment of this classification, the following items were also agreed to:

¹ This Letter of Agreement will not impact the "Night" T&D Assistant.

1. Job Definition

SAP Code 50368698 (PS 1114) Pre-Apprentice Lineman
 SAP Code 50368700 (PS 1115) Pre-Apprentice Lineman- GC

An employee whose principal duties include learning pre-requisite skills and knowledge for becoming an Apprentice Lineman. Pre-Apprentice Linemen will be required to learn and prove competencies, both knowledge and skills associated with becoming an Apprentice Lineman.

The provisions of Section 106.5 are modified for newly hired Pre-Apprentices so that newly hired Title 200 and Title 300 Pre-Apprentices will be considered as probationary employees for 12 months (which may be extended under the existing provisions of Section 106.5) and during such probationary period they may be terminated for unsuitability without recourse to the grievance procedure. When a Pre-Apprentice has completed 6 months of service as defined in Subsection 106.5(b)(3), s/he will attain the status of a regular employee with respect to benefits such as leave of absence, holidays, sick leave, vacation, and similar rights.

All Pre-Apprentices will be required to attend and successfully complete formal training and assessments in addition to achieving set On-The-Job training objectives. During the Pre-Apprenticeship Program, employees will attend and pass training courses, including but not limited to the following:

- Basic Climbing
- Basic Electricity
- Protective Grounding Principles
- Basic Rigging and other physical skills requirements
- Attend Class "A" Driving School and obtain a Class "A" Driver's License (Must obtain Class "A" Driver's Permit by month 3 and License after month 6 and before the end of successful completion of the Pre-Apprentice Lineman program).
- Advanced Climbing

In addition to obtaining and proving competency of the required knowledge and physical skills, Pre-Apprentice Linemen will be evaluated on their safety performance, attitude and behaviors associated with PG&E Values.

Upon successful completion of the 12 month Pre-Apprenticeship Program, Pre-Apprentice Linemen will become Apprentice Lineman.

2. Job Duties Section

Employee performs semi-skilled work while assisting a Journeyman or Apprentice. This work will include the use of hand and portable power tools, not requiring precision and while under direction.

This employee, under direction, assists in overhead and underground line construction and maintenance and other miscellaneous semi-skilled work. This employee may be required to perform the following duties:

- Field clerical duties for various crews
- Drive a truck and maneuver it at the job site as required in connection with the maintenance, construction and operation of overhead and underground electrical facilities.
- Assist with ground work
- Use a computer: basic word processing and e-mail programs; also used for entry of on-the-job progress and for web based training
- Maintain tools and materials on truck in good order
- Operate associated mechanical equipment on the truck
- Drive all terrain vehicles

- Install work area protection
- Other appropriate duties as assigned

Employees will learn and demonstrate through assessments and on-the-job evaluations the following knowledge and following tasks:

- General Safety and Tailboard Briefing
- Knowledge and retention of the applicable Code of Safe Practices Rules
- Knowledge and use of Personal Protective Equipment
- Use hand and head signals
- Learn to climb wood poles and steel towers
- Use and maintenance of various hand tools and equipment
- Dig holes and trenches by hand
- Identify and work with electrical line equipment
- Obtain a Class "A" Driver's License
- Drive a Class "A", Regulated vehicle
- Basic electricity fundamentals
- Work with rope; splicing, knot tying, etc.
- Basic rigging skills and calculations
- Ability to comprehend complex sets of instructions and carry out tasks with minimal errors (verbal and written)

This classification will be required to drive vehicles including those which require a Class A license after proper training.

3. Position Entry Requirements

Prior to entering the Pre-Apprentice Lineman position, candidates shall possess, or be qualified on the following requirements:

- Qualified on the Physical Test Battery (PTB) and Industrial Skills Test (IST)(Formally ACT test)
- Qualified on the Work Orientation Inventory
- Qualified on Company Administered Physical Assessment
- Possess a Class "C" Driver's License
- Possess a High School Diploma or General Education Diploma (GED)

Pre-employment entry requirements are subject to change by agreement between the Company and IBEW.

Individuals will have one opportunity to enter into the Pre-Apprentice Lineman Classification. An employee who fails to successfully complete the Pre-Apprentice Lineman Program will not be allowed to go through the program a second time.

4. Removal From Classification - Newly Hired Employees

Employees newly hired into this classification will be probationary employees until they enter the Lineman Apprenticeship Program. Newly hired employees who drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship program will be released from the Company.

5. Removal From Classification – Regular Status Employees

Any T200 employees who bid into a T200 or T300 Pre-Apprenticeship classification from other classifications and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program during their first six months in the classification, will be released back to his/her previous classification and headquarters. T200 employees, who bid into the Pre-Apprenticeship classification and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program after six months in the classification, will be subject to Section 206.15 of the Physical Agreement.

Any T300 employees who bid into a T200 or T300 Pre-Apprenticeship classification from other classifications and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program during their first six months in the classification, will be released back to his/her previous classification. Employees, who bid into the Pre-Apprenticeship classification and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program after six months in the classification, may be released from the Company.

The decision to release employees from the Pre-Apprenticeship Program will be made by the Company with a recommendation from a local committee made up of one Union and one Company representative. This provision does not impact the union's right to grieve such regular status employee's removal.

6. Line of Progression

Next Lower Classifications

Same or Higher Classifications

0140 Cableman
 0623 Labor Foreman (Electric T&D)
 0737 UG Construction Crew Foreman
 0683 Night Cable Crew Foreman
 0820 Cable Crew Foreman
 0845 Working Foreman
 1077 UG Construction Journeyman- Electric
 0990 Inspector
 0998 Compliance Inspector
 0999 UG Compliance Inspector
 1099 Underground Lineman (G.C.) (Inc. Only)
 2280 (2286) Cable Splicer (Un.)
 2281 Apprentice Cable Splicer
 2285 Apprentice Cable Splicer (GC)
 2283 Night Cable Splicer
 2290 Transmission Cableman
 2520 Towerman (G.C.)
 0960 Cableman's Utility Worker
 1190 Street Light Maintenceman
 1660 T&D Equipment Operator
 1661 T&D Equipment Operator - GC
 1662 T&D Equipment Operator (Trans.)
 2010 Manhole Pumpman
 2013 Night Manhole Pumpman
 1096 T&D Assistant (Inc. Only)
 1098 Night T&D Assistant
 0947 Utility Worker- (G.C.)-Electric

7. Promotion from Pre-Apprentice Lineman to Apprentice Lineman

Upon successful completion of the 12 month Pre-Apprenticeship Program, Pre-Apprentice Linemen will progress to the Apprentice Lineman classification and will begin the formal program towards becoming a Journey Lineman.

8. The job duties of T&D Assistant and Line Construction Utility Worker will be incorporated in the job definition of the Pre-Apprentice Lineman. Incumbent regular employees currently holding the T&D Assistant may remain in the classification as a "Present Incumbent Only" (PIO) status. This provision does not apply to Hiring Hall employees.
9. In 2011, the Pre-Apprentice Lineman shall be filled with a 1:1 ratio similar to or along the lines of Section 205.5 and 305.8 of the Agreement. If, after year 2011, the Company is unable to meet the hiring requirements set forth in Letter of Agreement 10-44, the parties agree to discuss continuing the 1:1 ratio.

- 10. In the application of 205.4 (h), the parties agree that in 2011, the Company need only to post the Pre-Apprentice New Classification in Headquarters for 14 calendar days as opposed to the current 18 days in the Physical Agreement.
- 11. An employee who enters into a T200 or T300 Pre-Apprentice Lineman position may not transfer during the probationary period between the T200 and T300 Pre-apprentice Lineman classifications; nor may they transfer to any other beginning classifications. Note: Except as provided in Section 5, above.
- 12. As part of this Letter of Agreement, the parties will review all associated lines of progression and reverse lines of progression to make necessary modifications associated with the new classification of Pre-Apprentice Lineman.
- 13. This Letter of Agreement currently does not address the Transmission Lineman Apprenticeship. The parties agree to discuss, as needed, at a later date.
- 14. A two-person committee, with one representative each from the Union and the Company, will be established to address issues that arise as a result of the implementation of the new classification.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 

 Stephen A. Rayburn
 Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
 BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

12-30, 2010

By: 

 Tom Dalzell
 Business Manager