



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 13-18-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
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STEPHEN 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

March 19, 2013

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 IBEW Local 1245 have had ongoing discussions regarding Electric Crew safety. The Company has discussed an employee qualifications program to evaluate skill levels and identify training opportunities. In 2012, a pilot was conducted to assess the skills of the Title 200 Electric T&D Distribution crews. Following the initial pilot, the company and union began discussions relating to the future of the program.

### **Establishment of Electric Qualifications Overview Committee**

The parties will establish a joint Company-Union Overview Committee which will consist of up to four members each from the Company and Union. The Committee will include the Manager of Electric Qualifications and a Labor Relations representative from the Company as well as at least one IBEW Business Representative from the Union.

The joint Overview Committee will meet as it deems appropriate. The Committee's role is to provide guidance toward the establishment of the Electric Qualifications Program and to consult and provide feedback to the Company during ongoing administration of the program.

The Overview Committee will also address issues relating to any unsuccessful completions of the Employee Qualification process as detailed within this agreement. Any issues that cannot be resolved at the Overview Committee will be referred to the Sr. Director, Electric Distribution Operations and the IBEW Assistant Business Manager responsible for Electric Operations negotiations.

A Charter has been developed, in Attachment I, to clearly define all of the roles and responsibilities of the Overview Committee and the processes and procedures by which the Employee Qualifications Program will be administered.

## Assessment Process

The parties have agreed that the Electric Qualifications Program is a Company-led initiative. However, upon this agreement's effective date, the joint Company-Union Overview Committee will support the Electric Qualification process by the following:

- Establish a process for employees to utilize a Self-Identification Training process prior to attending the program.
- Define an overview communication that will be provided during the initial portion of the first day of the assessment to set expectations and answer any questions.
- Provide improvement and process suggestions to the current Program. The current program consists of a two day assessment that includes a written knowledge test, a rubber gloving project and a grounding project.
- Determine a process so that the Program Coaches will be made up of journey level bargaining unit and management employees. The Coaches will be agreed to in advance by the Overview Committee. All Union Coaches will have successfully completed the program. All Company Coaches will be or have been Journeyman Linemen and will have successfully completed a training program which includes passing the written Knowledge Test prior to assignment as a Coach.

The Overview Committee will also develop and implement processes based on the following understandings:

- Compliance Inspectors and M&C Coordinators who are journeyman Linemen may be afforded the option to remain in their position after a second unsuccessful attempt on the skill assessment. This provision is available only to employees in these classifications as of the date of this agreement and through the initial assessment which is expected to end in 2014. This provision will preclude said individuals from working as part of a crew at either straight time or overtime in a journeyman capacity. The provision will also preclude said individuals from being awarded any future Electric Crew Foreman, Lineman or Troublemans bid without first successfully completing the Electric Qualification Program. Any journeyman entering the Compliance Inspector or M&C Coordinator classification after the date of this agreement will be expected to successfully complete the knowledge and skills assessment as part of a crew.
- Any employee who is not successful at either the skills or knowledge component will not perform the skills associated with that specific work type until they have successfully completed the program. The committee shall develop a method of informing the employee and his supervisor of the specific area that he/she has failed and what tasks they will not be able to perform until they have successfully completed the program.
- Any Hiring Hall employee who is unsuccessful after the second attempt on either the skills or knowledge assessment will be released from the Company as eligible for rehire, but cannot be rehired into a journey level Electric Construction position.
- The Overview Committee must review the outcome of any unsuccessful second or third attempt on either the skills or knowledge assessments.
- The Company and Union will attempt to place regular employees who are unsuccessful after the third attempt into other positions for which they are qualified. In addition, any placement of a regular status employee following a third unsuccessful attempt will provide that the employee will maintain their employment and their current wage rate. This wage protection will be applicable for a period of three years from the date of placement, in accordance with the provisions of Subsection 204.6(d) or 304.1(c). This placement may or may not be with the GC Line or Title 200 Electric T&D Classifications. This placement does not preclude the employee from any displacement or demotion activity should it occur in the successive department.

**Specialized Assessments**

The parties also agree that at a later date, the Overview Committee may develop more focused assessments and/or additional letter agreements for the following classifications: Compliance Inspectors, Troublemakers, M&C Coordinators, Title 200/300 Transmission Line Crews, and underground journey level classifications.

**Future Electric Qualifications Programs**

The Electric Qualifications program will continue to develop additional programs in the future. The parties agree that the Overview Committee will also discuss and provide guidance on any additional programs and will develop further agreements if needed.

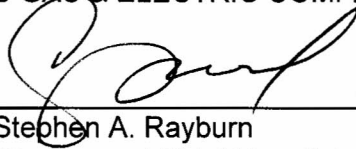
Either the Company or Union reserves the right to cancel by providing 30 days advance written notice of cancellation.

This proposal has been discussed with Assistant Business Manager Robert Dean.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:  FOR  
\_\_\_\_\_  
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

March 25, 2013

By:   
\_\_\_\_\_  
Tom Dalzell  
Business Manager

## **Electric Qualifications Program**

### **Overview Committee Charter**

The intent of the Overview Committee is to implement the Electric Qualifications Program as set forth in Letter of Agreement 13-18. The Committee will be responsible for any oversight and implementation needs of the Electric Qualifications Program.

The Overview Committee will consist of up to four IBEW and four Company members. An IBEW Business Representative and the PG&E Manager of Electric Qualifications will serve as Committee chairs.

### **Electric Qualifications Coaching**

The Company will provide a list of potential coaches to the IBEW for review prior to any coaching assignment. The IBEW Committee Chair will notify the Company Chair whether or not the parties agree to those assignments. Should the IBEW express any concern or desire further discussion, the Committee will review the possible assignment of that coach at the next Overview Committee meeting.

### **Unsuccessful Attempts**

**1<sup>st</sup> Attempt** – Upon a first unsuccessful attempt, the Electric Qualifications Manager will notify the IBEW Business Representative. The IBEW will meet and confer with the employee and Company as needed prior to the 2<sup>nd</sup> attempt.

**2<sup>nd</sup> attempt** – Upon a 2<sup>nd</sup> unsuccessful attempt, the Overview Committee will notify the entire Overview Committee in writing. The Overview Committee will meet and reach agreement on a formalized training plan for the employee.

**3<sup>rd</sup> attempt** – The Electric Operations Representative and an IBEW Overview Committee member will attend the 3<sup>rd</sup> attempt by any employee. Should a 3<sup>rd</sup> attempt be unsuccessful, the Committee will be notified. The Company will notify the employee as to any possible job reassignment.

### **Changes to the Electric Qualifications Programs**

Prior to implementation of any changes to the current program, the Overview Committee will meet, propose any additional changes and agree to the program change.

### **Self – Identification Process**

The Overview Committee will develop and agree to a Self-Identification Process for employees to utilize prior to attending the Electric Qualifications Program. This will only be applicable to the 2013-2014 initial program rollout.