



LETTER AGREEMENT NO. 13-82-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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SAN FRANCISCO, CA 94177
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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

October 21, 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:

During the 2011-2012 General Negotiations the parties agreed to establish a joint committee to discuss jurisdictional issues involving Troublemens, Electricians, and Telecommunications Technicians on the installation and troubleshooting of SCADA equipment. The joint committee agreed to include Electrical Technicians on the committee and in the discussions.

The joint committee met in December 2012 and agreed to make the distinction between SCADA related duties performed in the substations, or "inside the fence" and those performed out in the field, or "outside the fence". The committee determined that, while there weren't jurisdictional issues inside the fence, the right classifications are performing the work; the process inside the fence is inefficient and inconsistent across the system. As such, a separate subcommittee will proceed with a process improvement effort to review and clarify the roles and responsibilities for classifications involved in SCADA related duties inside the fence.

New Classification: As a means of ensuring that qualified employees are safely, efficiently and consistently performing the installation and troubleshooting of electric field equipment outside the fence across the system, Company proposes to create a new classification in accordance with Subsection 204.4(b) of the Agreement. The new classification, Distribution Line Technician (Legacy code 3571, SAP code 51574842), will be placed in Electric T&D, Division Electric Department, Section 600.12, Exhibit VI-L of the Job Definitions and Lines of Progression. The job definition, line of progression, wage rate and other details are in the Attachment.

Implementation and Initial Staffing:

1. Company will establish the locations of the new Distribution Line Technician (DLT) positions and establish the positions via Subsection 205.4(h) New Jobs at Headquarters. The positions will be established in each division at one or more existing headquarters.
2. The Company will initially fill these positions by division to minimize disruption. Company will initially staff two Distribution Line Technician positions per division.
3. Title 200 Distribution Troublemens or Title 200 Substation Electricians who were performing installations and maintenance on electric field equipment as of June 4, 2013, will be given a one-

time opportunity to accept a Distribution Line Technician position prior to the Company filling the new positions via the Title 205 bid procedure. A subcommittee has identified employees (both Electricians and Troublemens) who have performed the work in the past, and agreed upon a list which will be used for offering initial positions.

- 4. An Advanced Line Control Devices class has been developed along with a final assessment/test to determine successful completion of this class. These Troublemens and Electricians must successfully complete the class and assessment. They will be given the opportunity to complete the class prior to the initial staffing of the new positions.
- 5. Initial staffing of the Distribution Line Technician vacancies will be as follows:
 - o Offer by division, on the basis of seniority, first to any Troublemens and second to any Electricians who have the experience as described above.
 - o Offer remaining vacancies, on the basis of seniority, to Troublemens and/or Electricians outside of the division where the vacancy resides, who have the experience as described above.
 - o Any remaining vacancies will be filled in accordance with the Title 205 bidding procedure.
- 6. A DLT Overview Committee will be established, including the Sr. Labor Relations Specialist who is leading the implementation, and an IBEW Business Representative. This Committee will address issues associated with offering positions as in nos. 3 - 5 above, and continue to address issues associated with the new classification once they are established in the field.

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 & ELECTRIC COMPANY

By: 
 Stephen A. Rayburn
 Director and Chief Negotiator

The Union is in agreement.

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

November 5, 2013

By: 
 Tom Dalzell
 Business Manager

Electric T&D, Division Electric Department, Section 600.12, Exhibit VI-L

3571 (51574842) Distribution Line Technician

A Service employee who, without direct supervision, performs programming, installation, testing, troubleshooting, maintenance and inspection of electric field equipment. Electric field equipment includes but is not limited to equipment that is remote controlled or site-specific controlled equipment, as well as overhead and underground equipment diagnostics. Performs applicable testing, troubleshooting and installation of settings in electric field equipment. Performs switching as assigned. Responsible for completing all applicable documentation and test reports required to meet internal and Federal, State and local regulatory compliance. Plans and schedules their own work, including submitting clearance applications to the Operations Control Center. May be required to order materials.

Qualifications:

- Must have background of a journeyman Lineman.
- Preferential consideration will be given to employees with 2 years' experience in a Distribution Troublemans classification (cumulative experience; including temporary assignments in SAP; excluding daily timecard upgrades).
- Bidders to Distribution Line Technician will be awarded the position pending successful completion of the Advanced Line Control Devices class. They will remain in their current base position until they successfully complete the Advanced Line Control Devices class within three months of the conditional job award. Successful completion means passing the final exam, and the employee may attempt the test three times within the three-month time period.
- Class C drivers' license required.

Notes:

1. Distribution Line Technicians may be available to work prearranged or emergency overtime as Linemen or Troublemans, if qualified, once the local 212 list, on-call rotation or prearranged overtime procedure has been exhausted in those headquarters.
2. This position is not intended to modify the current role of the Troublemans or the Telecommunications Technician (i.e. programming radios and communications settings for line reclosures, field troubleshooting, etc.)
3. During regular work hours, the Distribution Line Technician 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 DLT's rights to overtime are in his/her assigned headquarters in accordance with the provisions of Titles 208 and 212.
4. Any temporary upgrades to DLT, if qualified, will be paid in accordance with Section 204.3 of the Agreement.
5. Company does not intend to establish work schedules for the DLTs other than day shift. Any additional work schedules will be agreed to between Company and Union.

Line of Progression

3571 (51574842) Distribution Line Technician

| Legacy Code | SAP Job Code | Next Lower Classifications |
|--------------------|---------------------|-----------------------------------|
| 0998 | 50010227 | Inspector, Compliance |
| 0999 | 50010228 | Inspector, Compliance UG |
| 1005 | 50315043 | M&C Coordinator - Electric |
| 1077 | 50010234 | UG Construction Journeyman |
| 1091 | 50086375 | Service Lineman |
| 1094 | 50010241 | Lineman - Transmission |
| 1093 | 50072972 | Lineman UN - Transmission |
| 1100 | 50010244 | Lineman |
| 1103 | 50010246 | Lineman - UN |
| 1106 | 50010247 | Lineman - GC |
| 1108 | 50070780 | Utility Lineman - Burney |
| 2535 | 50010431 | Transmission Troublemán |
| 2540 | 50010431 | Troublemán |
| 2550 | 50072877 | Utility Troublemán |

| Legacy Code | SAP Job Code | Same or Higher Classifications |
|--------------------|---------------------|---------------------------------------|
| 0140 | 50010091 | Cableman - S.F. Division |
| 0650 | 50010179 | Subforeman A (GC Line) |
| 0653 | 50010181 | Subforeman B (GC Line) |
| 0683 | 50010184 | Night Cable Crew Foreman |
| 0737 | 50010188 | UG Construction Crew Foreman |
| 0740 | 50010191 | Electric Crew Foreman |
| 0746 | 50010193 | Electric Crew Foreman - Trans. |
| 0820 | 50010199 | Cable Crew Foreman |
| 0850 | 50010204 | Working Foreman A (GC Line) |
| 0853 | 50010205 | Working Foreman B (GC Line) |
| 0859 | 50086376 | Service Crew Foreman |
| 2290 | 50010381 | Transmission Cableman |
| 3571 | 51574842 | Distribution Line Technician |

Wages

Distribution Line Technician

| | 2013 | 2014 | |
|-------------|-------------|-------------|--|
| Single rate | \$53.86 | \$55.34 | |

Reverse Line of Progression

The parties agree to negotiate the reverse line of progression as part of the next update to the Title 206 Reverse Lines of Progression.