



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 14-22-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

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

August 6, 2014

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:

As provided for in Letter of Agreement 13-81 the Company and Union agreed to revise the current Apprentice Fitter training program and replace it with a revised 36 month Apprentice Fitter-Arc training program. While the assigned joint training committee continues to update the training program and administrative guidelines, the parties have agreed to begin filling Apprentice Fitter-Arc vacancies that are required to complete the new 36 month training program. To support that transition, the committee recommends the establishment of the Apprentice Fitter-Arc classification with wage rates as follows:

51636998 (0564) Apprentice Fitter-Arc

2014 Wage Rates

\$35.60 Start
\$35.98 End 6 Month
\$37.04 End 1 Year
\$37.85 End 18 Month
\$38.70 End 2 Year
\$40.53 End 30 Month

The new Apprentice Fitter-Arc Training Program and new apprentices (identified on Attachment A) that began training effective March 3, 2014 will initially be placed in the existing Apprentice Fitter classification 50010168 (0561) pending SAP programming that establishes the new Apprentice Fitter-Arc classification. Those apprentices will transition to the new Apprentice Fitter-Arc 51636998 (0564) classification and wage schedule effective upon implementation of this agreement, which is expected to occur prior to the affected apprentices completing the first 6 months in the program. Incumbent Apprentice Fitters that entered the training program prior to March 3, 2014, are not affected by this change.

The Company shall provide regular updates to the joint committee and the Joint Apprentice Training Committee on the progress of the training program and administrative guidelines. The joint committee and JATC will retain jurisdiction over final approval and any matters that may arise.

Current placement and wages into the Apprentice Fitter-Arc position will be consistent with LA 01-19 and any subsequent agreed-to updates to LA 01-19.

Given the modification adding Arc to the Apprentice Fitter classification, the Company will establish a Fitter-Arc, Unassigned (51654528) classification. There will be no change to the existing Fitter-Arc 50010169 (0562).

The Apprentice Fitter 50010168 (0561) classification shall be designated as "Present Incumbent Only" (PIO) following the placement of the current Apprentice Fitter incumbents (date to be determined).

Consistent with Line of Progression updates being completed, the parties will continue to work on updating the Title 200 Gas Transmission & Distribution Job Definitions and Lines of Progression and Reverse Lines of Progression including existing qualifications for entry and job performance requirements and any other proposed modifications.

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:  for
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

August 20, 2014

By: 
Tom Dalzell
Business Manager

New Apprentice Fitters 50010168 (0561) - Effective date March 3, 2014

Anthony Hill
Carlos Rodgers
Derek Friesen
Edward Peterson III
Jason Payne
Jeremiah Thornberry
Justin Campbell
Michael Blatt
Paul Danuser
Ricardo De Los Cobos
Robert Aigner
Chris Richter

Any affected and eligible Apprentice Fitter inadvertently omitted from this list will be included.