



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 14-35-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 5, 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:

The Company and Union met to discuss PG&E Gas Operations and interest in making changes to the various lines of progression to build a sustainable organization to meet current and future operational needs. The parties agreed to establish several Line of Progression committees with charters identifying objectives and parameters for discussions and to make recommendations on changes to Company and Union leadership. Pursuant to this Agreement, a joint Company-Union Committee was established and met to discuss Title 200 Gas T&D Department job definitions and lines of progression.

The Title 200 Gas T&D Committee discussed the performance of construction and equipment operation, welding, and compliance work as currently outlined in Letter Agreement 01-19. In addition, the Committee recommended the Corrosion Department be placed in the Title 200 Gas T&D Department with newly created classifications.

Given the additional demands and changes being imposed to these critical functions, the parties agreed to establish four progressions within the Title 200 Gas T&D department as follows: Corrosion; Compliance; Construction and Equipment; and Welding. In addition, the parties agreed to realign certain duties and responsibilities as detailed in this Agreement. In conjunction with the transition, Company has decided to utilize arc welding procedures in the future. Use of Oxy-acetylene welding may be phased out as provided for in Letter of Agreement 13-81.

The classifications included in this Agreement are covered by the Department of Transportation requirements as outlined in applicable letters of agreement and all provisions that apply under the Pipeline Safety Program including pre-duty drug testing.

The parties agree that the bargaining unit shall not be reduced and Title 206 shall not be utilized as a direct result of this Agreement.

This Agreement cancels and supersedes all previous Job Definitions and Lines of Progression Letter Agreements for the affected classifications and departments. Any other previous agreements with respect to Job Definitions and Lines of Progression for Title 200 Gas T&D are also cancelled and superseded. It is not the intent of the parties to modify previous relevant precedent setting grievances or Letters of Agreement that may be applicable. By the reorganization of some classifications, it is not the intent of this Agreement to leave out any duties currently being performed that will continue to be performed. Any unintentional omissions will be discussed by the parties for inclusion in the proper classification.

The following will apply to the implementation of this Agreement:

1. Joint Oversight Committee

Upon execution of this Agreement, the parties will establish a joint committee to review transition issues within the department which will include transitioning existing employees into the new classifications, filling the newly created positions higher in the line of progression, other ongoing staffing issues resulting from this Agreement and will be charged with resolving any other matters that may arise from this Agreement. In addition, the joint committee may develop training programs as required subject to review and approval of the JATC.

2. Welding

The parties agree that there will be an ongoing Welding Subcommittee to address welding-related issues. The standing Welding Subcommittee established under the direction of the Joint Apprenticeship and Training Committee reached agreement in LA 13-81 to address the transition of existing Apprentice Fitters and Fitters to the Fitter-Arc classification will remain in-tact to collaborate on other welding-related matters.

3. Corrosion

The parties agree that there will be an ongoing Corrosion Subcommittee to address NACE CP2 and Lead Corrosion Mechanic training and testing requirements. The Subcommittee established herein will continue to meet to address the future training requirements for NACE CP2 and Lead Corrosion Mechanic training subject to review and approval of the JATC. The Company's intent is to fill Lead Corrosion Mechanic and Senior Corrosion Mechanic-NACE CP2 positions in the future based on the recommendations of the Subcommittee. Current assessment indicates the need to fill six to ten (6-10) Senior Corrosion Mechanics-NACE CP2 and four to six (4-6) Lead Corrosion Mechanics; however, the Subcommittee will continue to assess the staffing levels based on workload requirements. The Company will provide all necessary training for the Lead and NACE CP2 classifications. After the initial staffing of these positions, the Company will determine the number of positions required based on operational needs.

4. Training

A joint committee will establish a Lead Training and Assessment Program subject to review and approval by the JATC. This Committee may also develop other training and assessment programs for the Gas Crew Leader, Lead Corrosion Mechanic, Senior T&D Equipment Operator and Senior Compliance Representative classifications.

5. SAP Implementation

Upon execution of this Agreement or as soon as administratively possible, the Department may proceed in initiating the process to begin filling these vacancies.

6. Commercial Driver's License Addendum Implementation

The Company will make adjustments to wage rates for newly created classifications as needed consistent with Letter Agreement 12-32.

7. Staffing

The Company will initially fill the following number of positions upon the implementation phase of this Agreement.

- Senior Gas Compliance Representative – 36
- Gas Compliance Representative – 60
- Senior Gas T&D Equipment Operator – 25

Note: The Company will post the above classifications simultaneously under the normal provisions of Title 205.

After the initial staffing of these positions, the Company will determine the number of positions required based on operational needs.

8. New Classifications

Given the nature of Title 200 Gas T&D work now and into the future and after a thorough review and analysis by

the Committee, the Company proposes pursuant to Subsection 204.4(b) to establish the following new classifications within the Title 200 Gas T&D Department, Exhibit VI, Section 600.1.

Working Gas Crew Leader (xxxx/xxxxxxx) – To Be Determined

Upon execution of this Agreement, the Joint Company-Union Committee will continue discussions on the job definition and qualifications of the Working Gas Crew Leader, the number of vacancies the Company intends to fill and job award/bidding procedures.

Welding and Gas Crew Leader Classifications

- Apprentice Fitter-Arc (0564/51636998)(See Letter of Agreement 13-81)
- Fitter-Arc Unassigned (xxxx/51654528)
- Gas Crew Leader-Arc (xxxx/51654530)

Construction

- Gas T&D Equipment Operator (xxxx/51654537)
- Senior Gas T&D Equipment Operator (xxxx/51654540)

Corrosion

- Apprentice Corrosion Mechanic (xxxx/51654541)
- Corrosion Mechanic-NACE CP1 (xxxx/51654542)
- Senior Corrosion Mechanic-NACE CP2 (xxxx/51654543)
- Lead Corrosion Mechanic (xxxx/51654545)

Compliance

- Gas Compliance Representative (xxxx/51654546)
- Senior Gas Compliance Representative (xxxx/51654548)

The changes and transitional agreements herein are noted below for each progression with notes as required.

Gas Crew Leader-Arc (51654530) and Gas Crew Leader (Welding) (0640/50010174)

Notes:

- Arc qualification is defined as welding on pipelines operating at 60 pounds (PSI) or below.
 - The Gas Crew Leader (Welding) classification title will be changed to Gas Crew Leader deleting the (Welding) designation.
- A. Upon execution of this Agreement, incumbent Gas Crew Leaders (Welding) who are currently Arc qualified and volunteer to remain Arc qualified shall be reclassified to the Gas Crew Leader-Arc classification and shall receive the corresponding wage rate retroactive to the effective date of this Agreement.
- B. Incumbent Gas Crew Leaders (Welding) who are not Arc qualified will be allowed to volunteer for Arc training. For employees who volunteer to become Arc qualified, the Committee will develop training and testing schedules as necessary. Formal training will be made available.
- C. Upon execution of this Agreement, incumbent Gas Crew Leaders (Welding) who volunteer within 45 days from the effective date of this agreement for Arc training shall be provided Arc welding equipment, appropriate field training and time to practice Arc Welding procedures. The joint committee will oversee this process as noted above. Employees who successfully complete the Arc Welding qualifications on

the first attempt shall be placed into the Gas Crew Leader-Arc classification and shall receive the corresponding wage rate retroactive to the effective date of this agreement.

- D. An incumbent Gas Crew Leader (Welding) who volunteers and fails the first attempt to become Arc qualified may request additional training and a second attempt for Arc qualification. An employee who successfully completes the qualification on the second attempt shall be placed into the Gas Crew Leader-Arc classification and the corresponding wage rate effective as of the Arc qualification date.
- E. The Company shall not be required to provide further training for employees who fail both attempts or did not volunteer in the 45-day period to become Arc qualified.
- F. Incumbent Gas Crew Leaders (Welding) who did not qualify or volunteer as noted above are not precluded from being awarded a Gas Crew Leader-Arc vacancy through the job bidding process in the future provided they have become qualified or have requested Arc qualification testing prior to the vacancy control date.
- G. In the event a Gas Crew Leader-Arc is no longer Arc qualified, the employee will be reclassified to the Gas Crew Leader classification.
- H. Future Gas Crew Leader-Arc vacancies will be determined by the Company based on operational needs.

Construction and Equipment Classifications

- A. Upon execution of this Agreement, the Company will initially fill 25 Senior Gas T&D Equipment Operators at headquarters as determined by the Company.
- B. Upon execution of this Agreement, incumbent Heavy Equipment Operators and incumbent Equipment Operators will be placed into the newly created Gas T&D Equipment Operator position.
 - Employees placed in the Gas T&D Equipment Operator classification as noted above are considered grandfathered and are not required to obtain the crane certification but may voluntarily obtain a crane certification upon request by the Supervisor-in-charge.
- C. Gas T&D Equipment Operator is the only classification that is next lower in the line of progression to the Senior Gas T&D Equipment Operator classification.
- D. The Heavy Equipment Operator and Equipment Operator classifications will be obsolete upon execution of this Agreement.
- E. Heavy Truck Driver shall be designated as "Present Incumbent Only" and associated duties will be consolidated into the Fieldperson job definition.

Corrosion Classifications

- A. Incumbent Corrosion Mechanics
 - 1) Incumbent Corrosion Mechanics shall be designated as "Present Incumbent Only" (PIO). These incumbents may indicate interest in the newly established Corrosion Mechanic-NACE CP1 classification within 45 days of execution of this Agreement (Attachment 3).
 - 2) The Company will provide incumbent employees two attempts at passing the NACE CP1 training course and test. NACE CP1 preparation training will be provided by the Company prior to the first NACE CP1 training course and test attempt. This will be the only preparation training provided by the Company.
 - 3) Upon confirmation of successful completion of the first attempt of the National Association of Corrosion Engineers CP1 course (NACE) and test, the PIO incumbent at the top rate of pay shall be

placed at the Corrosion Mechanic–NACE CP1 corresponding wage rate retroactive to the effective date of this Letter Agreement.

- 4) An incumbent employee at the top rate of pay who fails the first attempt and passes the NACE CP1 test on the second or future attempt shall be placed at the Corrosion Mechanic–NACE CP1 wage rate as of the date of passing the test.
 - 5) An incumbent employee who is not at the top rate of pay who passes the NACE CP1 shall continue to progress through the Corrosion Mechanic (PIO) wage range. On the date that the incumbent would otherwise progress to the 24-month step in the Corrosion Mechanic (PIO) wage range, the incumbent shall instead be placed in the Corrosion Mechanic – NACE CP1 classification and wage rate.
- B. Company shall pay the cost of NACE membership and NACE CP1 recertification.
 - C. Should the NACE requirements change, the parties agree to meet to discuss the impact and negotiate changes to this agreement as necessary.
 - D. In addition, the Committee recommended that future Cathodic Protection Area (CPA) surveys and resurveys be assigned to the Senior Corrosion Mechanic-NACE CP2 job duties as noted in the job description (Attachment 4). However, in the interim, the Corrosion Mechanic (PIO) and Corrosion Mechanic-NACE CP1 may perform file resurveys when qualified and as needed.

Compliance Classifications

Initial Staffing

- A. Upon execution of this Agreement, the Company will initially fill 36 Senior Gas Compliance Representative positions and 60 Gas Compliance Representative positions throughout the PG&E service territory as determined by the Company.
- B. All incumbent Heavy Truck Drivers (PIO), Fieldpersons and Gas T&D Equipment Operators (formerly, Heavy Equipment Operator and Equipment Operator classifications) shall be the only employees considered eligible for the Senior Gas Compliance Representative and Compliance Representative classifications under the normal provisions of Title 205 during the initial staffing process. Employees noted herein will be given the opportunity to become Department of Transportation (DOT) Operator Qualified if necessary. The newly created Gas T&D Equipment Operator who bid and are awarded a Gas Compliance Representative position shall be placed at the top rate of pay for the Gas Compliance Representative pursuant to Section 204.6(b). Heavy Truck Driver (PIO) and Fieldpersons who bid and are awarded a Gas Compliance Representative position shall be placed at the rate of pay pursuant to Section 204.5.
- C. In the event these vacancies are not completely filled by employees in the classifications noted above the Utility Worker classification will be given preferential consideration if qualified pursuant to Title 205.

Future Staffing

- A. At the conclusion of the initial staffing of the 96 positions, all future Senior Gas Compliance Representatives and Gas Compliance Representatives shall be filled under the normal provisions of Title 205 utilizing the newly created lines of progression established herein (Attachment 4).
- B. Except for employees awarded the Gas Compliance Representative classification during the initial staffing, a Gas Compliance Representative must have 12 months in the classification to be considered a qualified bidder to Senior Gas Compliance Representative. In the event there are no Gas Compliance Representatives with 12 months in the classification, the Gas Compliance Representative with the greatest seniority who has a valid prebid on file prior to the control date will be awarded the vacancy.

- C. After the initial staffing of these positions, the Company will determine the number of positions required based on operational needs.

Overtime Provisions for Compliance Classifications

- A. For emergency call outs with respect to Locate & Mark or Leak Survey duties, the Company will utilize the Senior Gas Compliance Representative or Gas Compliance Representative classifications. These classifications will be considered the same for preferential consideration as provided for in Title 212.
- B. For routine production Locate & Mark or Leak Survey duties, the Utility Worker who is DOT Operator Qualified may work extensions of the work day in association with these duties.
- C. For routine production Locate & Mark or Leak Survey duties, the Utility Worker who is DOT Operator Qualified may be scheduled to work pre-arranged overtime on a non-workday provided the scope or work is within their job definitions.
- D. The parties recognize that compliance with this section may require temporary upgrades.

9. Maintenance and Construction Coordinator – Gas

The Maintenance and Construction Coordinator – Gas will become part of the Gas Transmission and Distribution Job Definitions and Lines of Progression as modified in Attachment 4.

10. Underground Construction Classifications – Gas

The parties will continue to discuss utilization of combo crews and will update bidding rights for accuracy prior to filling any positions in the future.

11. PIO and Obsolete Classifications

All classifications that are designated as PIO become obsolete when all incumbents have left the classification. Once obsolete, the classification shall be removed from Exhibit X, all related JDLOP agreements and all related Exhibits. See Attachment 2.

12. Title 205 and Reverse Lines of Progression

The parties recognize that changes made herein will result in modifications to Title 205 – Job Bidding, Promotion and Transfer as they pertain to the new departmental structure and newly created classifications. It is not the intent of either party to adversely impact reverse lines of progression for the affected employees covered under this Agreement. The Company and Union will update reverse lines of progression consistent with the intent of this Agreement.

13. Wages

Wages for the new classifications are included in Attachment 1.

14. Exhibits

The parties agree to update Exhibit III, Exhibit IV, Exhibit VI, Exhibit VII, Exhibit VIII, Exhibit IX, Exhibit X, Supplements to Title 205 and Title 206 consistent with this Agreement

The Company and Union recognize that future changes in organizational alignments with respect to Gas Operations work that may impact IBEW-represented employees may require continued negotiations and agree to meet and

confer should any issues arise from this Agreement.

This Agreement has been discussed with Senior Assistant Business Manager Joe Osterlund.


This Agreement is subject to ratification by the Division Title 200 Gas T&D and Corrosion Department bargaining unit membership and shall not be effective until the ratification vote is completed and approved by the membership. The Company will provide the Union committee members and other designated Union members time to review this Agreement with the affected employees as necessary.

The Union Ad Hoc Committee members fully support this Agreement and recommend a YES vote.

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

August 11, 2014

By: 
Tom Dalzell
Business Manager

Attachment I

CLASSIFICATIONS and 2014 WAGE RATES

	PAY SCALE CODE	SAP CODE	PROGRESSION	2014 RATE
Utility Worker (Gas T&D)	0930	50010217	Start	\$25.08
			End 6 mos.	\$28.25
			End 1 year	\$31.41
			End 18 mos.	\$34.58
Fieldperson	0524	50010161	Start	\$35.60
			End 6 mos.	\$35.98
			End 1 year	\$37.04
			End 18 mos.	\$38.17
			End 2 years	\$38.70
Heavy Truck Driver (PIO)	0465	50010148	Single Rate	\$40.57
Gas T&D Equipment Operator	TBD	51654537	Single Rate	\$42.12
Senior Gas T&D Equipment Operator	TBD	51654540	Single Rate	\$44.23
Apprentice Fitter-Arc See LA 14-22	0564	51636998	Start	\$35.60
			End 6 mos.	\$35.98
			End 1 year	\$37.04
			End 18 mos.	\$37.85
			End 2 years	\$38.70
			End 30 mos.	\$40.53
Apprentice Fitter (PIO)	0561	50010168	Start	\$35.60
			End 6 mos.	\$35.98
			End 1 year	\$37.04
			End 18 mos.	\$37.85
			End 2 years	\$38.70
Fitter-Arc	0562	50010175	Single Rate	\$46.72
Fitter-Arc Unassigned	TBD	51654528		
Fitter (PIO)	0560	50010167	Single Rate	\$45.70
Fitter Unassigned (PIO)	0563	50010170		
Gas Mechanic	1300	50010283	Single Rate	\$48.99
Underground Construction Journeyman - Gas	1078	50010235	Single Rate	\$47.90
M&C Coordinator	1004	50315042	Start	\$48.99
			End 1 year	51.35
Underground Construction Crew Leader - Gas	0738	50010189	Start	\$48.89
			End 1 year	\$51.35

CLASSIFICATION	PAY SCALE CODE	SAP CODE	PROGRESSION	2014 RATE
Gas Crew Leader-Arc	TBD	51654530	Single Rate	\$50.09
Gas Crew Leader	0640	50010174	Start	\$47.83
			End 1 year	\$48.99
Gas Crew Leader (Non-Welding) (PIO)	0641	50010175	Single Rate	\$47.83
Gas Compliance Representative	TBD	51654546	Start	\$35.60
			End 6 mos.	\$35.98
			End 1 year	\$37.04
			End 18 mos.	\$38.17
			End 2 years	\$40.64
Senior Gas Compliance Representative	TBD	51654548	Single Rate	\$42.67
Apprentice Corrosion Mechanic	TBD	51654541	Start	\$34.95
			End 6 mos.	\$35.29
			End 1 year	\$36.34
			End 18 mos.	\$37.14
Corrosion Mechanic (PIO)	1245	50010270	Start	\$39.48
			End 6 mos.	\$40.53
			End 1 year	\$41.32
			End 18 mos.	\$42.10
			End 2 years	\$43.21
Corrosion Mechanic-NACE CP1	TBD	51654542	Single Rate	\$45.70
Senior Corrosion Mechanic-NACE CP2	TBD	51654543	Single Rate	\$46.72
Lead Corrosion Mechanic	TBD	51654545	Single Rate	\$48.99

Attachment 2

PIO AND OBSOLETE CLASSIFICATIONS

Legacy Code	SAP Job Code	Classification Title	Notes
0241	50072886	Utility Field Clerk – Modesto	Deemed obsolete by this Agreement. No incumbents.
0242	50010112	Utility Field Clerk – Bakersfield	Deemed obsolete by this Agreement. No incumbents.
0248	50010116	Utility Field Clerk – San Francisco	Deemed obsolete by this Agreement. No incumbents.
0641	50010175	Gas Crew Leader (Non-Welding)	Designated as Present Incumbent Only (PIO) by this Agreement.
0560	50010167	Fitter	Designated as Present Incumbent Only (PIO) by this Agreement.
0563	50010170	Fitter - UN	Designated as Present Incumbent Only (PIO) by this Agreement.
0561	50010168	Apprentice Fitter	Designated as Present Incumbent Only (PIO) by this Agreement.
0465	50010148	Heavy Truck Driver	Designated as Present Incumbent Only (PIO) by this Agreement.
1645	50010320	Equipment Operator	Deemed obsolete by this Agreement. Incumbents to transition to new classification of Gas T&D Equipment Operator.
1650	50010322	Heavy Equipment Operator	Deemed obsolete by this Agreement. Incumbents to transition to new classification of Gas T&D Equipment Operator.
1245	50010270	Corrosion Mechanic (PIO)	Transferred from Measurement and Corrosion Control.

Attachment 3

**Corrosion Mechanic–NACE CP1 (xxxx/51654542) Interest Form
(Must be completed within 45 days of the execution of L/A 14-35-PGE)**

I am currently a Corrosion Mechanic (PIO) (1245/50010270), and I wish to express my interest in the newly established Corrosion Mechanic–NACE CP1 classification (xxxx/51654542).

- 1) I understand per Letter Agreement 14-35-PGE, the Company will provide a one-week preparation training prior to the NACE CP1 one-week training course and test. Upon successful completion of NACE CP1 Certification, I shall be reclassified to the new Corrosion Mechanic–NACE CP1 classification (xxxx/51654542) and wage rate retroactive to the effective date of L/A 14-35-PGE provided that I am at the top step of the Corrosion Mechanic (PIO) wage progression.
- 2) If I pass the NACE CP1 certification and I am not at the top step of the Corrosion Mechanic (PIO) wage progression, I will continue to progress through the Corrosion Mechanic (PIO) wage range. On the date that I would otherwise receive the 24-month wage step of the Corrosion Mechanic (PIO), I shall be reclassified to the Corrosion Mechanic–NACE CP1 classification and wage rate.
- 3) If I do not successfully complete the NACE CP1 Certification, I will retain my current rate of pay or progress through the Corrosion Mechanic (PIO) (1245/50010270) wage range. I will retain this PIO status until I vacate this classification. I may also have one additional Company-paid attempt at passing the NACE CP1 test. If I successfully complete the NACE CP1 Certification on the second attempt, my wages will be effective the date of the successful completion of the NACE CP1 test and in accordance with the following:
 - a) If I am at the top rate of pay of Corrosion Mechanic (PIO), I will be reclassified to the Corrosion Mechanic – NACE CP1 (xxxx/51654542) classification and wage rate as of the date of successfully passing the NACE test.
 - b) If I am not at the top rate of pay of Corrosion Mechanic (PIO), I will continue to progress through the Corrosion Mechanic (PIO) wage range and upon reaching the 24-month wage step, I will be reclassified to the Corrosion Mechanic–NACE CP1 classification and wage rate.

Name

Personnel I.D. Number

Headquarters

Date

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245, AFL-CIO

JOB DEFINITIONS AND LINES OF PROGRESSION

**TITLE 200 GAS TRANSMISSION AND
DISTRIBUTION**

EXHIBIT VI AND SECTION 600.1

OF THE AGREEMENT

REVISED *August 2014*

REPLACES BOOK DATED *February 2001*

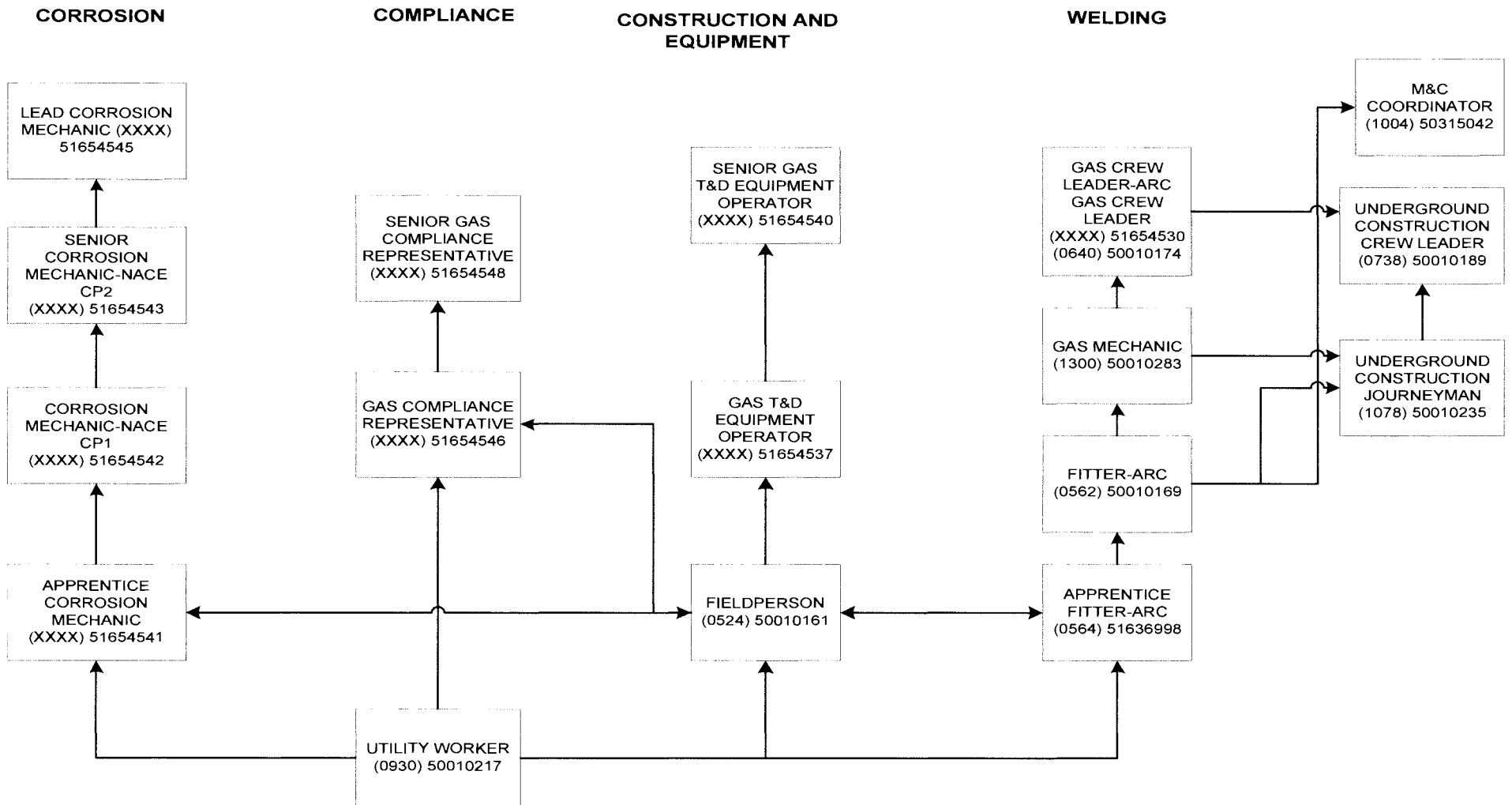
New language appears in Italics

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GAS TRANSMISSION AND DISTRIBUTION LINE OF PROGRESSION FLOW CHART



For illustrative purposes only. PIO classifications are not included in this chart. See Title 200 Gas T&D Job Definitions and Lines of Progression for additional detail.

JOB DEFINITIONS AND LINES OF PROGRESSION

GAS TRANSMISSION AND DISTRIBUTION DEPARTMENT

WELDING / GAS CREW LEAD / M&C COORDINATOR OPERATIONS

MAINTENANCE & CONSTRUCTION (M&C) COORDINATOR – GAS 1004 (50315042)

This employee will ensure that work packages and any other preparation is done in advance so work in the field can be performed when scheduled and updates the scheduler and supervisor about progress and delays. This employee must communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors as per roles and responsibilities of the M & C Coordinator outlined in the "Client Communications Doc." Will be required to work in PG&E computer applications including but not limited to SAP Work Management, DART, Microsoft Word and Excel, and Outlook.

Responsible for attendance at regularly scheduled scheduling meetings. Responsible for attendance at gas compliance meetings to provide status or update on outage information or other compliance information to help inform the scheduler if additional work needs to be integrated in schedule and assist in completing Help Tickets.

Must maintain a valid Class "C" California Drivers License.

Organize, problem solve Gas Maintenance & Construction or Gas T&R jobs with a high level of expertise. Keeps current on all standards, procedures and policies of the same. Possess and utilizes knowledge of local codes and ordinances as applicable to deliver successfully coordinated jobs for execution by construction. Works with Customer Connect Desk (CCD) to review and coordinate "Fast Flow" work as needed. Requests job packages from Centralized Job File as they appear on ClickSchedule.

Participates in safety tailboards. Keeps current on safety issues. Utilizes safety best practices proactively in coordination prior to turning over to local headquarters.

Notes:

1. *Employees who held a journeyman or higher classification will be "B" bidders back to their immediate former line of progression within the Bidding Unit. An example would be a former (0560) Fitter would be a "B" bidder back to (0560) Fitter and (0640) Gas Crew Leader in the Bidding Unit if that was their immediate former line of progression and meet the qualifications. If they are bidding outside of the bidding unit they will be "C" bidders. Employees from General Construction will be treated as a Title 200 employee returning to General Construction, Subsection 305.7 (b) (3).*
2. *Employees in this classification will be considered as being in the same classification as it is applied in subsection 206.1 (d) of the Agreement when applying the provisions of Section 206.5. In other words, if a Work & Resource Coordinator is being displaced and was formerly a Fitter, that employee can be displaced into a Fitter position.*
3. *Roles and Responsibilities (not exclusive):*
 - *Coordinate scheduled maintenance and construction work to be performed by division gas crews*
 - *Request job packages from Central Job File as they appear on 5 week Click Schedule*
 - *Review CCD work packages to ensure they are truly CCD*
 - *Identify those that are not based on need for coordination so customer expectations can be met*
 - *Complete Job Site Readiness Checklist as required to ensure coordination is complete and recorded on a consistent document recognizable by all crews*
 - *Review Gas work for permit requirements and update SAP as appropriate*

- *Must be familiar in SAP including ZORDER, Task Management, Materials Components, Material Partner, User Status Updates (secondary and tertiary statuses), Notification Long Text, System Condition, Operation Long Text, and export of data from SAP to Excel, access and running of ClickSchedules.*
- *Communicate with contractor on jobsite and understand roles and responsibilities from Client Communications document*
- *Communicate materials needs, develop solutions for backorders with Remote Materials Leads and warehouse personnel*
- *Initiate Contract Services through SAP on the components tab process including Patch Paving, Traffic Control, Crane Truck, etc.*
- *Liaison duties between Job Owner / Customer / WRM / Engineering*
- *Valid USA Notification accountability on all excavation*
- *No Parking sign placement in advance of crew*
- *Working local knowledge of governmental work requirements in franchise*
- *Ensure job packages are complete when handing over to Frontline Supervisor, including Task Completions in SAP – PC02 (i.e. CRDYCONS)*
- *Provide digital pictures or sketches in packages as needed for clarity*
- *Facilitate communication between Centralized Scheduling and Construction regarding committed vs. non-committed work and plenty of work available for crews*
- *Identify need for Vegetation Management and resolve as appropriate*
- *Understand need and coordinate G or E work with other departments*
- *Provide complete job information / alternative options for prudent OT decisions*

4. Qualifications:

- a. *Required or to be fulfilled within the 6 month probationary period*
- b. *Ability to perform duties to work in a physical environment (required)*
 - i. *Qualified and able to open underground enclosures*
 - ii. *Physically capable to walk around construction sites of uneven ground*
 - iii. *Ability to lift 25 lbs. at work sites*
 - iv. *Physically capable to set no parking signs and other required worksite signage*
- c. *Gas Construction Skills*
 - i. *Basic understanding of and ability to execute USA (ref. Underground Service Alert) procedures*
 - ii. *Basic understanding for non-electrical workers of Arc Flash Hazard standard. Knowledge/ability to recognize and work safely around exposed energized electrical equipment*
 - iii. *Ability to use a pipe locator to determine unidentified work area in the field*
 - iv. *Understands and is able to reference gas standards*
 - v. *Understands and is able to reference gas service standards (ref. Green Book)*
 - vi. *Basic understanding and knowledge of appropriate pressure control equipment needed to perform work on gas distribution facilities.*
 - vii. *Basic understanding of necessary excavation dimensions, shoring requirements and equipment space requirements (ref. Excavation Safety Manual)*
 - viii. *Understanding Gas / UG Electric / Joint Trench Construction & Maintenance methods & procedures*
- d. *Construction knowledge: Gas and Underground Electric*
 - i. *Basic jobsite coordination skills*
 - ii. *Good understanding of a job package*
 - iii. *Ability to review drawings for accuracy and determine if job can be built*

- iv. Ability to ensure project has identified proper labor resources
 - v. Ability to review materials list
 - vi. Ability to understand appropriate work procedures to conduct work
 - vii. Ability to identify work that can be performed safely pressurized
 - viii. Ability to understand when worksite is construction ready
 - ix. Ability to proactively communicate construction workable schedules
- e. Technology Systems – activate and attain during six month probationary period
- i. SAP – WRC Profile
 - 1. Work Management – Order Status Screen (ZORDER)
 - 2. Materials Management – Components Tab within a PM Order(coded materials\services)
 - 3. Schedule report – Monitor work schedules
 - ii. General Computer skills-
 - 1. Ability to send email and manage calendar in Microsoft Outlook
 - 2. Ability to review and attach Microsoft Word documents to email
 - 3. Ability to review and attach Microsoft Excel documents to email
 - 4. Ability to use digital cameras, downloading and printing pictures
- f. Job Coordination Management
- i. Effective interpersonal skills to include
 - 1. Communication skills
 - 1. Ability to interact effectively with internal construction departments, third-party contractors, permitting agencies, and customers
 - 2. Ability to effectively communicate in a timely manner with supervisor regarding jobs with issues that the M&C Coordinator cannot resolve
 - 3. Ability to effectively communicate with customers during preconstruction coordination efforts
 - 4. Ability to proactively and promptly escalate issues to the right individuals for timely resolution and adjustment to the schedule when necessary
 - ii. Effective decision-making skills.
 - 1. Time Management Skills
 - a) Ability to simultaneously coordinate numerous jobs (Task Management)
 - b) Understand communicated prioritization of work
 - c) Ability to coordinate deadlines for various overlapping job package requirements (i.e. USA, permits, etc.)
 - d) Ability to work and meet deadlines in a fast-paced/high pressure environment
 - e) Resolve scheduling conflicts and recognize optimization opportunities
- g. Ability to learn and understand local Code or Ordinance restrictions which may be applicable to a specific project in your assigned area
- h. Actively engaged with local meetings with Construction Schedule Verification
- i. Clear understanding of safety related issues that may occur on job site, in office and in vehicle for both self and others in order to help company meet its Zero OSHA, LWD, Training and Safety Incident goals
5. Testing Requirements:

Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

Advancement

Recognizing the unique skills required for these positions, the Company and Union agree to the process below:

When vacancies occur, qualified bidders will undergo skills assessment and be interviewed by the Company. Both the skills assessment and interview will be considered in determining a qualified bidder's abilities and qualifications for purposes of Section 205.14.

In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified.

In accordance with Subsection 205.14(a) of the Agreement, the Company may place applicants into vacancies based upon the candidates' abilities and personal qualifications (as determined by the Company).

The following prioritized IBEW-represented classifications will be considered for the M&C Coordinator vacancies whether distribution electric or gas, transmission electric or gas, substation (future):

For M&C Coordinator - Gas vacancies in distribution, consideration will be given to Gas Mechanic, Fitter or journeyman positions above.

Provisional Period

After three months as an M&C Coordinator, the Company will determine if an M&C Coordinator is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) needed to perform as a coordinator. If not, the Company has discretion to release the employee back to his/her previous classification and headquarters. At any time during this three month period, an employee may choose to return to his previous classification and headquarters.

If, after the first three months of employment as an M&C Coordinator, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) necessary to perform as a Coordinator, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform as a Coordinator.

If at any time during this three month extension the Company determines such employee is unable to develop the skills or aptitude needed to perform as a M&C Coordinator, the Company has the discretion to release the employee back to his/her previous classification and headquarters. An employee who has received this notification may, at any time during this additional three month period, choose to return to his previous classification.

Performance Standards

The Company and the Union have met in an Ad Hoc Committee and developed performance standards. Such performance standards will be applied to all M&C Coordinators and will be updated (via the Ad Hoc Committee) as needed.

The Company has the discretion to evaluate the performance of an M&C Coordinator at any time.

Emergency Work

M&C Coordinators may be utilized to perform emergency work in other classifications within their LOP if qualified.

GAS CREW LEADER-ARC XXXX (51654530)

An employee who is a working Leader in charge of a crew of two to five people exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, may be required to have the craft qualifications of a Fitter Arc and must be familiar with G.O. 112 and G.O. 128, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. Responsible for reviewing documents for work performed for completeness and accuracy. A Gas Crew Leader-Arc may, as a working Leader, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below. *Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113)*

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced employee who has six months in the Division Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the employee has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Leader-Arc.
- B. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-person units:

- (1) a. Installation of plastic mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. Installation of coil plastic pipe in excess of 200 feet.
- b. Installation of steel mains or services in excess of 2 inches. Handling of steel pipe shall be limited to lengths of approximately 21 feet..
- (2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.
- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.
- C. *Pursuant to 2008 General Negotiations and previous agreements, may perform Inspection of contractor or applicant installed facilities. Such work may be performed by a journeyman Fitter (PIO), Fitter-Arc or above, including a Gas Crew Leader-Non-Welding (PIO) (L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson Training Program.*
- D. *When filling a Gas Crew Leader vacancy, the Company will determine if the position requires Arc qualification.*
- E. In the event a Gas Crew Leader-Arc is no longer Arc qualified, the employee will be *reclassified to the (0640/50010174) Gas Crew Leader classification.*
- F. *For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader-Arc and Gas Crew Leader, Gas Crew Leader-Non-Welding (PIO) classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader-Arc/ Gas Crew Leader shall be used even if the Gas Crew Leader-Non-Welding (PIO) is on the top of the Title 212 call-out list.*
- G. *Gas Crew Leaders or Fitters (PIO)/Fitters-Arc working as a one-person unit will install and connect Gas Stub Services up to 1" plastic. It is not the Company's intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.*
- H. *May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.*

**GAS CREW LEADER
0640 (50010174)**

An employee who is a working Leader in charge of a crew of two to five people exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Fitter and must be familiar with G.O. 112 and G.O. 128,

Company's construction and safety standards, accounting procedures and other applicable rules and procedures. Responsible for reviewing documents for work performed for completeness and accuracy. *Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113)*

A Gas Crew Leader may, as a working Leader, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below.

May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.

NOTES:

A. For purposes of the above, the term "qualified employee" may include an experienced *employee* who has six months in the Title 200 Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the employee has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Leader.

B. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-person units:

(1) a. Installation of plastic mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. Installation of coil plastic pipe in excess of 200 feet.

b. Installation of steel mains or services in excess of 2 inches. Handling of steel pipe shall be limited to lengths of approximately 21 feet.

(2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.

(3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

C. *Pursuant to 2008 General Negotiations and previous agreements, may perform Inspection of contractor or applicant installed facilities. Such work may be performed by a journeyman Fitter (PIO) (0560/50010167)/Fitter-Arc or above, including a Gas Crew Leader (Non-Welding) (PIO) (L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson Training Program.*

D. *For the purposes of Title 212 of the Physical Agreement, the Gas Crew Leader -Arc, Gas Crew Leader and Gas Crew Leader (Non-Welding) (PIO) classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew Leader-Arc/ Gas Crew Leader shall be used even if the Gas Crew Leader (Non-Welding) (PIO) is on the top of the Title 212 call-out list.*

E. *Gas Crew Foremen or Fitters(PIO)/Fitters-Arc working as a one-person unit will install and connect Gas Stub Services up to 1" plastic. It is not the Company's intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.*

**GAS CREW LEADER-Non-Welding (PIO)
0641 (50010175)**

An employee who is a working Leader in charge of a crew of two to five people exclusive of himself/herself,

engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, and must be familiar with G.O. 112 and G.O. 128, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. May inspect plastic installations if qualified in plastic fusion. May inspect steel installations if he/she has completed Apprentice Fitter Training Program. Responsible for reviewing documents for work performed for completeness and accuracy. *Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113.*

A Gas Crew *Leader* may, as a working Leader, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below:

NOTES:

A. For purposes of the above, the term "qualified employee" may include an experienced employee who has six months in the Division Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the employee has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew *Leader*.

B. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.

Examples of work that shall not be assigned to two-person units are:

(1) Installation of plastic mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. Installation of coil plastic pipe in excess of 200 feet.

(2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.

(3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

C. The work assignments of this classification will basically be the same as the Gas Crew *Leader* and Gas Crew *Leader-Arc* except that an employee shall not install any steel services or mains and shall not be required to weld metal pipe. However, a Gas Crew *Leader-Non-Welding (PIO)* may install leak clamps on metal pipe. Any alteration, repair or addition to any steel gas facility that requires welding shall be assigned to a Gas Crew *Leader*, Gas Crew *Leader-Arc* or a Gas Crew *Leader (Non-Welding) (PIO)* who has completed the Apprentice Fitter Training Program.

D. For the purposes of Title 212 of the Physical Agreement, the Gas Crew *Leader-Arc*, Gas Crew *Leader* and Gas Crew *Leader-Non-Welding (PIO)* classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a Gas Crew *Leader-Arc / Gas Crew Leader* shall be used even if the Gas Crew *Leader-Non-Welding (PIO)* is on the top of the Title 212 call-out list.

E. *Pursuant to 2008 General Negotiations and previous agreements, may perform Inspection of contractor or applicant installed facilities. Such work may be performed by a journeyman Fitter (PIO) (0560/50010167)/Fitter-Arc or above, including a Gas Crew Leader-Non-Welding (PIO) (L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson Training Program.*

Special Note: Gas Crew Leader-Non-Welding (PIO) employees who are successful bidders into the Apprentice Fitter-Arc training program shall be placed at the top rate of pay of the Apprenticeship and shall remain at this wage rate (including GWI) until successful completion of the Apprenticeship program.

UNDERGROUND CONSTRUCTION CREW LEADER (GAS)
0738 (50010189)

An employee who is a working Leader in charge of a crew engaged in the installation, repair and replacement of underground electric and gas facilities. Shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a combination journeyman. Must be familiar with G.O. 112 and 128, Company construction and safety standards, accounting procedures and other appropriate rules and procedures. Shall be required to perform all duties of classifications previously held. Responsible for reviewing documents for work performed for completeness and accuracy.

UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS)
1078 (50010235)

An employee who, as part of a crew, is engaged in the installation, repair, and replacement of underground electric and gas facilities. Prior to being awarded a bid to Underground Construction Journeyman, an employee must have held a journeyman classification in the lineman or fitter line of progression. Shall be required to perform all duties of either a journeyman Lineman or Fitter (*PIO*), depending on which line of progression the employee previously held.

Notes on Underground Construction Crews:

- A. Each underground construction crew is to be comprised of one journeyman from the gas line of progression and one from the electric line of progression.
- B. For the purposes of short-term relief, temporary vacancies shall be filled in accordance with 205.3 and such employees shall receive \$10.00 per day above their regular rate and will be limited to their regular job description.
- C. A qualified gas and/or electric worker (as defined by present standards) is to be used when required.
- D. When it is necessary to perform switching, holding of clearance and related operations, the provisions of Letter Agreement 87-12 will apply.
- E. The parties shall adopt a twelve-month training utilizing Company's original twelve-month program as a basis.
- F. Electric journeyman shall continue to be eligible for rubber glove training and the associated pay.
- G. Letter Agreement 84-157 is rescinded.
- H. Underground Construction Crew Leader and Journeyman shall retain Title 208 and 212 rights for their equivalent classifications in the Electric and Division Gas T&D Departments and will be credited for all hours worked or charged regardless of the assignment.:
- I. An Underground Construction Journeyman may supervise a crew performing the following:
 - 1. Engaged in digging excavations or trenches,
 - 2. Stubbing poles, clearing right-of-way, and clearing debris,
 - 3. Loading, delivering and unloading materials and supplies,
 - 4. Installing and hotting up new underground electric systems (600 volts or less) and plastic gas services,
 - 5. Installing non-lead cables.
- J. An Underground Construction Journeyman may work alone to perform the following when qualified:

1. Switching to de-energize or energize underground distribution circuits,
2. Installation of stub completion services (gas and electric) in customer-dug trenches,
3. Splicing and making terminations on non-lead primary and secondary cable to be energized at less than 25 kv.

K. In addition, two Electric Journeyman and a qualified observer may work on and energize a rise pole in association with an underground construction crew with the Underground Construction Crew *Leader* in charge of the job. However, if the Underground Construction Crew *Leader* was from the gas line of progression the responsibility for the overhead part of the job would be given to a qualified electric department employee.

**GAS MECHANIC
1300 (50010283)**

An employee with the qualifications of a Fitter (*PIO*)/Fitter-Arc who performs specialized work in connection with the installation, maintenance and operation on pipelines and other facilities without immediate supervision. Performs arc *welding*. and *may be required to perform* Oxy-acetylene welding. Performs other duties such as making complex layouts, hot tie-ins on larger diameter pipelines, operating main line valves, and operating the larger pressure control equipment. May work alone or with the assistance of one other employee in a lower classification.

Notes on Gas Mechanic Classification:

- A. A Gas Mechanic may, without direct supervision, perform all work, which a Fitter-Arc would perform plus work of a more complicated nature. Pressure control fitting operation requirements include those not a part of the Fitter's work as defined in later discussions on the Fitter (*PIO*) and Fitter-Arc definition. Shall also perform work on transmission lines or systems with greater than 60 pounds pressure (*PSI*).
- B. Installation of telemetering and remote control equipment shall be limited to mechanical devices (e.g., meters and gauges) and no electrical work *is intended*.
- C. A Gas Mechanic may install meters larger than 300 cubic feet per hour capacity; however, unless the employee is qualified by training or by experience in the work of M&C classification or that of *Gas Service Representative* or Service Mechanic, the employee is to set the meter only and shall not place it in service. The Gas Mechanic can turn on the meter set for the purpose of soap testing welds or joints and for gauging the outlet pressure.
- D. A Gas Mechanic, working with other employees may install gas meter manifolds regardless of size or complexity.
- E. Bidders to Gas Mechanic from other than the *Title 200* Gas T&D Line of Progression, once placed in the job, shall attend the *approved* Apprentice Fitter-Arc academic training.
- F. Bidders to Gas Mechanic from other than the *Title 200* Gas T&D Line of Progression shall complete 1 year in the Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.

**FITTER-ARC
0562 (50010169)
FITTER-ARC UNASSIGNED
XXXX (51654528)**

An employee who is a journeyman and is engaged in performing all classes of work associated with the gas transmission and distribution systems for which they are qualified within the scope of the job duties agreed

to herein. Shall perform Arc welding duties which are limited to welding on all gas distribution piping systems. May be assigned to a crew installing and maintaining gas mains, services, gas or electric substructures and other accessories. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. May be required to operate mechanical equipment for which they have been qualified.

The Fitter-Arc will not be required to operate main line valves or larger pressure control equipment (Mueller), or to fabricate the complex layouts involved in larger diameter piping or perform hot tie-ins by the "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic. It is not the intent of this classification to replace the Gas Mechanic classification.

Notes on Fitter-Arc Classification:

- A. Bidders to Fitter-Arc from other than the *Title 200 Gas T&D Line of Progression* shall complete one year in the Division Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.
- B. Bidders to Fitter-Arc from other than the *Title 200 Gas T&D Line of Progression*, once placed in the job, shall attend the *approved* Apprentice Fitter-Arc academic training.
- C. See *Letter of Agreement 13-81 attached for transition of Fitter to Fitter-Arc Agreement.*
- D. *The duties currently performed by the Underground Construction Journeyman Gas (1078) as specified in Note 1 of the Underground Construction Journeyman Gas job definition may now be performed by the Fitter classification and classifications above in the line of progression. Fieldperson can perform these duties as a member of a crew supervised by a Fitter or above. (2008 General Negotiations)*
- E. *Fitter-Arc can work in a unit with one other employee to perform operations such as leak investigations or repair, remodeling domestic type meters and regulator sets. This is limited to:*
 - (1) *Meter manifolds having connectors of four meters or less,*
 - (2) *Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.*
- F. *May install, replace, relocate (alter), abandon gas services and small sections of gas main under the two-person unit limitations of Note B of the Gas Crew Leader job definition. (2008 General Negotiations.)*
- G. *Fitter-Arc may be assigned to multiple crews throughout the day. (2008 General Negotiations)*
- H. *Fitter-Arc may be required to maintain a Class "A" or "B" driver's license and endorsements as required. Company will accommodate, if possible, employees who are unable to maintain a driver's license. Fitter-Arc and Fitters as of December 31, 2008 will be "grandfathered." (2008 General Negotiations).*
- I. *Fitter-Arc working as a one-person unit will install and connect Gas Stub Services up to 1" plastic. It is not the Company's intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.*
- J. *May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.*

An Apprentice Fitter-Arc works as an assistant to or under the supervision of a Fitter- Arc or higher journeyman and in addition drives light trucks, operates equipment such as compressors and earth boring machines. May be assigned to drive the crew truck and assist a Gas Crew Leader in the performance of the clerical work of the crew.

Notes on Apprentice Fitter-Arc Classification: (See Letter of Agreement 13-81 attached)

- A. Job awards to the Apprentice Fitter-Arc classification shall be made "pending" when a vacancy, which Company intends to fill, occurs. The job will be awarded by bid to the senior qualified employee having a valid prebid on file. The employee will not report to the classification sooner than two weeks preceding the next available training class. *This section applies to employees who are within the Line of Progression who have had six months or more in the Line of Progression. Pursuant to the Master Apprenticeship Agreement, the provisions of F10c may apply to other employees as follows: An employee hired into an apprenticeship classification where there are no qualified bidders, or an employee who enters an apprenticeship classification from a different line of progression will be required to spend one year in such apprenticeship at the beginning wage rate for such classification. The first six months of such year will be used by Company to familiarize the employee with the associated tools, equipment, and procedures of that department.*
- B. A Title 200 Fieldperson, Title 300 Construction Operator-GC Gas or an employee in a classification higher in the Line of Progression who formerly held the classification of Fieldperson, who is the successful bidder on a vacancy in the Apprentice Fitter-Arc classification will be placed at their current progression step. *An employee who enters the Apprentice Fitter-Arc classification after January 1, 2014 will be required to complete the entire 36-month apprentice training program pursuant to Letter Agreement 14-22.*
- C. *Special Note: This section applies to all employees who were transitioned from Apprentice Fitter to Apprentice Fitters-Arc pursuant to Letter Agreement 13-81. Once the employees covered under Letter Agreement 13-81 have completed their apprenticeship, this section is no longer applicable. A Fieldperson, or an employee in a classification higher in the Line of Progression who formerly held the classification of Fieldperson, who is the successful bidder on a vacancy in the Apprentice Fitter classification will be placed at the equivalent wage rate step and such employee will not have subsequent bids on Fitter vacancies considered under Section 205.7(b) until he/she has accrued 24 months as an Apprentice Fitter. In addition, they will not be considered for automatic progression to Unassigned Fitter under the provisions of the Master Apprenticeship Agreement until the employee has accrued 30 months as an Apprentice Fitter. (Effective 8-1-83 as per L.A. 83-104.)*

Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

**FITTER (PIO)
0560 (50010167)**

**FITTER UNASSIGNED (PIO)
0563 (50010170)**

(See Letter Agreement 13-81)

An employee who is a journeyman and is engaged in performing all classes of work associated with the gas transmission and distribution systems for which they are qualified within the scope of the job duties agreed to herein. May be required to perform Oxy-acetylene welding duties which are limited to welding on gas distribution piping systems for which they are qualified. May be assigned to a crew installing and maintaining gas mains, services, gas or electric substructures and other accessories. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. May be

required to operate mechanical equipment for which they have been qualified.

Notes on Fitter Definition:

- A. See Letter of Agreement 13-81 attached for transition of Fitter to Fitter-Arc Agreement.
- B. The duties currently performed by the Underground Construction Journeyman Gas (1078) as specified in Note I of the Underground Construction Journeyman Gas job definition may now be performed by the Fitter classification and classifications above in the line of progression. Fieldperson can perform these duties as a member of a crew supervised by a Fitter or above. (2008 General Negotiations)
- C. Fitters can work in a unit with one other employee to perform operations such as leak investigations or repair, remodeling domestic type meters and regulator sets. This is limited to:
 - (1) Meter manifolds having connectors of four meters or less,
 - (2) Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.
- D. May install, replace, relocate (alter), abandon gas services and small sections of gas main under the two-person unit limitations of Note B of the Gas Crew Leader job definition. (2008 General Negotiations.)
- E. Fitters may be assigned to multiple crews throughout the day. (2008 General Negotiations)
- F. Fitters may be required to maintain a Class "A" or "B" driver's license and endorsements as required. Company will accommodate, if possible, employees who are unable to maintain a driver's license. Current Fitters will be "grandfathered." (2008 General Negotiations)
- G. Fitters working as a one-person unit will install and connect Gas Stub Services up to 1" plastic. It is not the Company's intent to have a one-person unit trench. It is, however, intended that installation of facilities requiring minimal excavation can be done by one person.
- H. May be required to perform Oxy-acetylene welding when qualified and depending on local operating conditions.

APPRENTICE FITTER (PIO)

0561 (50010168)

(See Letter of Agreement 13-81)

An employee engaged in performing Fitter's work as an assistant to or under the supervision of a Fitter or higher journeyman and in addition drives light trucks, operates equipment such as compressors and earth boring machines and when receiving the top wage rate for the classification may conduct leak surveys. May be assigned to drive the crew truck and assist the Gas Crew Leader in the performance of the clerical work of the crew.

CONSTRUCTION AND EQUIPMENT OPERATIONS

SENIOR GAS T&D EQUIPMENT OPERATOR

XXXX (51654540)

An employee who serves as the person in charge of one other employee, has the base qualifications of the Gas T&D Equipment Operator and is familiar with all applicable Gas standards and procedures associated

with the job duties as noted herein. May be required to perform all duties within the scope of classifications lower in the line of progression. Responsible for reviewing documents for work performed for completeness and accuracy. Shall be required to perform two-person work as noted below.

Special Note:

This classification is limited to two-person work only. In the event the Company assigns a third person to form a crew, the Gas Crew Leader will be the proper classification for such assignment. In the event a Fitter Arc is assigned as the third person to form a crew, the Fitter Arc shall be upgraded to Gas Crew Leader.

Notes:

1. In all types of work, two-person units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.
2. The Senior Gas T&D Equipment Operator may be assigned to direct the Horizontal Directional Drilling equipment while under the supervision of a Gas Crew Leader. Operation of the stationary equipment of the bore machine shall be within the scope of the Gas T&D Equipment Operator.
3. May be required to drive a truck and possess a Class A Driver's License. (See LA 12-32 and LA 93-39)
4. An employee entering this classification who holds a Crane Certification may be required to maintain it depending on local operating conditions.

Maintenance Duties:

May be utilized as a lead of a two man unit completing routine tasks and excavation work associated with the following work assignments:

- A. Service Valve Replacement $\frac{3}{4}$ inch or less and low pressure service valves of 1 $\frac{1}{4}$ inch or less
- B. Repair of residential meter set leaks (zip tie leaks)
- C. Install #1 drivable anodes
- D. Residential riser change outs limited to $\frac{1}{2}$ inch and 1 inch plastic services
- E. Cathodic Protection Area repairs such as broken wire and clearing contacts
- F. Replace, repair and reset broken or buried ETS (Electrolysis Testing Stations) and/or gas valve boxes.
- G. Replace, repair and reset broken or buried HPR (High Pressure Regulators) [farm taps] boxes
- H. Repair damaged pipe wrap
- I. Landscaping repairs
- J. Light carpentry work such as wood retaining walls around enclosures
- K. Excavation/Backfill of secondary electric burn outs
- L. Repairs, adjustments or replacement of secondary electric boxes
- M. Adjust or replace manhole castings
- N. Clearing and maintaining right-of-ways
- O. Performs patch paving duties

Installation and Maintenance Duties

- A. Install, repair or replace meter protection posts

- B. Install, repair or replace pipeline markers
- C. Install, repair or replace Bollards (protection) around Electric facilities
- D. Installation of anchors for overhead Electric facilities
- E. Service cut-offs of ½ inch and 1 inch direct buried plastic services in customer dug trenches
- F. Stub completions and alterations of ½ inch and 1 inch plastic direct buried customer dug trenches.
- G. Trench and install ½ inch and 1 inch plastic direct buried stub completions in private property only. Trenching in the franchised area shall be journey level and above.

**GAS T&D EQUIPMENT OPERATOR
XXXX (51654537)**

An employee who operates cranes and all trenching equipment regardless of HP ratings, loaders, dozers, breakers, pavement cutters and grinders, compactors, directional bore equipment, and truck mounted vacuum equipment. Makes minor repairs to such equipment; performs such other work in lower classifications as may become necessary.

When not operating equipment and if operator qualified, may work alone or with an assistant performing such work as patrolling and locating pipelines, repairing pipe wrapping damage, repairing minor leaks found on routine leak surveys, and lubricating and repacking valves. Performs such other work in lower classifications as may become necessary.

May work under the direction of a qualified employee in a higher classification performing excavation, trenching and installation of underground gas and electric facilities, May include setting of poles and pulling of cable in conduit if special training has been provided. Will not be required to operate a line truck. Cable pulling is limited to all secondary and primary 1/0 and smaller cables in runs of 500 feet or less and cable tension not to exceed 1000 pounds. Field training on cable pulling will be conducted in accordance with Letter Agreement 94-95.

Notes on Gas T&D Equipment Operator

1. Employees who are awarded and accept the Gas T&D Equipment Operator position must successfully complete the Backhoe/Loader Training Program prior to the vacancy control date with the following exception: An employee who has formally requested such training from his/her supervisor and has not been allowed to receive such training shall have the vacancy held pending successful completion of the training program.
2. Standby work for other than Company construction jobs is primarily performed by the Gas Compliance Department. However, if additional resources are needed, standby work can be performed by Title 200 Gas T&D Equipment Operator if DOT operator qualified.
3. After the effective date of this Agreement, employees entering the Gas T&D Equipment Operator classification may be required to obtain a Crane Certification depending on local operating conditions. If required, the Company will provide training and offer such opportunities in order of seniority at the headquarters.
4. May be required to drive a truck and possess a Class A Driver's License.
5. Inspections of underground work will be performed by Division Gas T&D Equipment Operators and above. Major subdivision work will be inspected by a journeyman and above.

**FIELDPERSON
0524 (50010161)**

An employee, under the direction of a Gas Crew Leader (Welding/Arc), Non Welding Leader (PIO), Senior

Gas T&D Equipment Operator, Fitter (PIO), Fitter Arc, or Gas Mechanic, who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities and other underground systems.

As a member of a crew, may perform:

- Installation of Gas and Electric underground conduits and substructures
- Maintenance of Gas and Electric underground conduits and substructures
- Plastic fusion such as socket joints, service tees, and saddle connections on plastic pipe
- Leak investigation and repairs
- Operation of pneumatic earth boring equipment
- Small walk behind power equipment
- Small pressure control equipment
- Fabrication of meter sets using screwed fittings up to two inch
- Assist the crew Leader with associated paperwork as needed
- Locating of underground facilities
- Relighting of pilot lights
- Performs basic carpenter work such as simple form work, fence repairs, retaining walls, and cutting and nailing of lumber.

Notes on Fieldperson Definition:

1. The classification of Fieldperson was developed to perform all duties of the Apprentice Fitter Arc except that of welding.

2. May be assigned to drive the crew truck/heavy truck transporting materials, supplies and equipment. Shall be responsible for loading and unloading vehicles and equipment as necessary. It is not the intent for the Fieldperson to operate a Crane Truck.

a. A heavy truck is defined as:

1. A 3-axle truck; or
2. Any combination of truck and trailers exceeding 50 feet in length.

3. Class C License is required and may be required to possess a Class A license. (See LA 12-32 and LA 90-113)

4. When required to perform standby work, shall be upgraded to Equipment Operator classification if they are Operator Qualified. Those Fieldpersons may be upgraded even though they have not completed the Backhoe/Loader Training Program.

The duties which may be performed by a Fieldperson working alone or as part of a crew shall be as follows:

1. Truck driving, loading and unloading of materials, supplies and equipment, operation of dump loaders, compressors, and concrete saws.
2. Fitting work by a Fieldperson shall be limited to fabrication and alteration of meter sets using threaded fittings.
3. May be required to perform the duties of the classification lower in the line of progression when situations warrant.

Successful bidders to Fieldperson will be required to attend the Title 200 Fieldperson Training Program (See LA 14-12).

NIGHT FIELDPERSON – San Francisco Division Only
0526 (50070741)

A service employee who has the full qualifications of and performs work of a Fieldperson.

HOURS OF WORK

The regular hours of the Night Fieldperson will be the same as the Night Cable Splicer (L/A R1-96-86-PGE).

HEAVY TRUCK DRIVER (PIO)
0465 (50010148)

An employee who drives a heavy truck transporting employees, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment. Must possess a valid Class A Driver's License.

A heavy truck is defined as:

1. A truck-tractor coupled with one or more trailers; or
2. A 3-axle truck; or
3. Any combination of truck and trailers exceeding 50 feet in length.

Two-wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

COMPLIANCE

SENIOR GAS COMPLIANCE REPRESENTATIVE
XXXX (51654548)

An employee who has the qualifications of the Gas Compliance Representative and may perform the full scope of such duties. In addition, shall be required to train and oversee the work of the Gas Compliance Representative and Utility Worker. Shall be responsible for field verifications of operator qualifications of the Gas Compliance Representative and Utility Worker, and assist in quality control audits. Responsible for reviewing documents for work performed for completeness and accuracy. Will be required to manage Locate and Mark tags, leak survey assignments, and other work assigned to Gas Compliance Representative and Utility Worker.

- *Shall provide all required field training and responsible for communicating updates of work methods and procedures to the Gas Compliance Representative and Utility Worker.*
- *Shall perform dig-in investigations and determine cause as assigned by the Supervisor in charge.*
- *May act as an assistant to the supervisor in charge. Shall have the leadership and technical skills to perform these duties in an efficient and safe manner.*
- *Class C Driver's License is required.*

GAS COMPLIANCE REPRESENTATIVE
XXXX (51654546)

An employee who works alone and without direct supervision performing the following compliance related work:

- *Larger Scale/Complex Locate and Mark projects*
- *Provide oversight to third-party problematic excavator worksites*
- *Atmospheric Corrosion Inspections*

- Pipeline Patrolling
- Standby of Transmission and Critical Distribution facilities
- Pilot and operate new leak survey tools and equipment and locate and mark tools and equipment
- Below ground leak rechecks outside of routine leak surveys
- Shall utilize specialized tools and equipment to perform difficult-to-locate gas facilities duties

Will be required to successfully complete all required training and maintain the necessary operator qualifications to perform these duties.

In addition, the Gas Compliance Representative will be required to:

- Complete all required paperwork for the above tasks
- Locate and Mark, Delineate work area, and call USA for grade one immediate response work
- Complete required paperwork to make corrections / updates to Gas Mapping when discrepancies are found in the field
- Initiate Gas Corrective forms for AOC (abnormal operating conditions) found in field
- Shall be familiar with all tools and equipment, work procedures, work methods and standards.
- Shall have the skills necessary to perform the full scope of these duties in an efficient and safe manner
- These assignments shall be the primary duties of the classification; however, due to operational needs, may be required to perform work assigned to lower classifications.
- Class C Driver's License is required

UTILITY WORKER (GAS T&D) 0930 (50010217)

An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction of a Crew Leader, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties.

The Utility Worker will be assigned to a regularly established Company headquarters in which Division Gas T&D employees are regularly assigned.

The Utility Worker, when working alone, may be required to be Operator Qualified to perform routine production Locate and Mark duties, routine production Leak Survey duties, perform pipe to soil readings, and Atmospheric Corrosion Surveys, and complete all required documentations associated with referenced tasks. Such assignments shall be under the indirect guidance of the Senior Gas Compliance Representative and/or Gas Compliance Representative. May perform rechecks in conjunction with production leak survey duties.

May be required to perform traffic control functions under the direction of a Gas Crew Leader.

May be required to maintain a commercial driver's license with a tank endorsement.

This classification, when qualified, is expected to take the necessary action consistent with duties they are capable of performing to assess a situation and make a field condition safe.

Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

Beginner's Classification

CORROSION

LEAD CORROSION MECHANIC

XXXX(51654545)

Upon execution of this Agreement, the Joint Company-Union Committee will continue discussions on the job definition and qualifications of the Lead Corrosion Mechanic, the number of vacancies the Company intends to fill and job award/bidding procedures.

Qualifications: *Meets all of the qualifications required of the Senior Corrosion Mechanic, Corrosion Mechanic-NACE CP1 and Apprentice Corrosion Mechanic. Must currently hold both NACE CP1 and CP2 certifications. Must have at least five years experience specifically in corrosion prevention with a gas utility and three years within the PG&E Corrosion department.*

Tasks: *Corrosion Leads will work closely with Corrosion engineers and other management personnel. Must be able to perform the tasks of the Senior Corrosion Mechanic-NACE CP2 and Corrosion Mechanic-NACE CP1. In addition, Corrosion Leads will work on construction projects, corrosion protection design, review and approval; review CPA designs, review action plans, perform indirect survey data analysis, verify field work skills, review documents for work performed for completeness and accuracy, and communicate corrosion standards and bulletin updates. May be required to mentor lower Corrosion Department classifications and/or assist with PG&E corrosion engineers or a corrosion supervisor.*

SENIOR CORROSION MECHANIC-NACE CP2

XXXX(51654543)

Qualifications: *Meets all of the qualifications required of a Corrosion Mechanic-NACE CP1. In addition, must have obtained and currently maintain the NACE CP2 certification.*

Tasks: *Be able to perform all the tasks of the Corrosion Mechanic NACE CP1 and be proficient in Cathodic Protection Area (CPA) surveys and resurveys, CPA design, close interval surveys, ACVG surveys, DCVG surveys, AC & DC interference investigations, A-frame surveys, H-form inspection, remote monitoring equipment installation, coating current drain evaluation, and action plan development. May also be required to mentor Corrosion Mechanic-NACE CP1 employees and Apprentice Corrosion Mechanics and/or assist Corrosion Leaders. Senior Corrosion Mechanics can work alone or with any other Corrosion department employee.*

CORROSION MECHANIC-NACE CP1

XXXX(51654542)

Qualifications: *Must have a valid Class C drivers' license, have completed the 18 month Apprentice Corrosion Mechanic program.*

(See special note on transition agreement for incumbent Corrosion Mechanics)

Tasks: *In addition to the tasks of an Apprentice Corrosion Mechanic, the Journeyman Corrosion Mechanic-NACE CP1 will be responsible for galvanic anode installation, Rectifier-monitoring (remote or on-site), maintenance and troubleshooting, CPA troubleshooting including the use of ACCA (Defect Mapper) or wire spanning, casing testing, soil resistance testing, isolation testing, A-form inspections, liquid sampling, visual evaluation of pipe coating, corrosometer probe reading, magnetic particle testing, taking ultrasonic pipe wall thickness readings, taking pit depth measurements and coupon test station monitoring. May also be required to mentor Apprentice Corrosion Mechanics and/or assist Senior Corrosion Mechanic NACE-CP2 or Lead Corrosion Mechanic. Journeyman Corrosion Mechanic-NACE CP1 can work alone or with any other Corrosion Department position.*

**APPRENTICE CORROSION MECHANIC
XXXX(51654541)**

Qualifications: *Apprentice Corrosion Mechanic applicants must pass entry requirements: have a valid Class C Drivers License. Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate. Must have six months of gas utility experience, Utility Worker or above and pass the initial four-module Introductory Corrosion module testing. Successful applicants/bidders will enter the 18-month Apprentice Corrosion Mechanic program.*

Tasks for Apprentice Corrosion Mechanic include pipe-to-soil readings, atmospheric corrosion surveys, non-USA pipe locate and mark and equipment calibration for equipment used in those tasks. Apprentice Corrosion Mechanic can work alone on job tasks they have been trained and have been operator qualified. For other more advanced tasks, can only work under the guidance of a Journeyman Corrosion Mechanic-NACE CP1, Senior Corrosion Mechanic NACE CP2 or above. Will also prepare for the NACE CP1 exam by attending NACE preparatory classes and on-the-job study.

**CORROSION MECHANIC (PIO)
1245 (50010270)**

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining all types of corrosion control equipment and instrumentation, such as, but not limited to, rectifiers, anodes, insulated fittings, volt-ohm-ammeters, potentiometers, recorders, and inhibitor injection system. This work includes performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules, and to provide functional guidance on all of the above activities. May work alone or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

Qualifications: *Must have a valid Class C Drivers' License and shall have successfully completed the Corrosion Mechanic Training School.*

Special note on Corrosion Mechanic (PIO)

Incumbent employees who remain in the Corrosion Mechanic (PIO) position shall be eligible and required to perform the full scope of duties as required by the Corrosion Mechanic (PIO) job definition and operator qualifications. It is not intended to change the scope of work assignments for the Corrosion Mechanic (PIO) as a result of this agreement.

DIVISION GAS DEPARTMENT

NOTES ON THE ASSIGNMENT OF ELECTRIC T&D WORK TO EMPLOYEES IN THE APPROPRIATE GAS DEPARTMENT CLASSIFICATIONS

The statement which follows supersedes those previous notes on the assignments of Electric T&D work which appeared on Page 19 of Exhibit VI-L, Electric Department Job Definitions, and as agreed to in the letter dated June 27, 1968, including the understanding with respect to pole risers and leaving of coiled cable:

Employees in the appropriate Gas Transmission and Distribution Department classifications may be required to trench, install ducts, cable in conduit (C.I.C.), direct burial cable, manholes, splice boxes, vaults, etc. and tamp and backfill. When C.I.C. is installed, the ends of the cable will be left in a predetermined position (not connected). When direct burial cable is installed, the ends of the cable will be left in a predetermined position (not connected), which includes inserting the cable through the service riser in a residence, leaving the cable extending from the meter socket or service termination enclosure and inserting the cable in a splice box. On pole installations, Gas Department employees will install the first section (eight feet) of the cable and plastic molding and will leave the cable coiled at the top of such molding.

Gas Department employees will be instructed and kept current in the installation of Electric Department facilities and in the precautions necessary with joint trench construction before being required to perform this kind of work.

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5

As a result of the 1976/77 general negotiations, Subsection 202.4 (b), later re-numbered 202.5, of the Physical contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 This Section establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.

202.5 In addition to the hours and conditions outlined in Section 202.4 above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Section thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters.

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Section 202.5 must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1) The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Section 202.5, the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 a.m. to 4:30 p.m. or 5:00 p.m. in accordance with the provisions of Section 202.4 of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 a.m. to 4:30 p.m. or 5:00 p.m. is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions).

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5 (Continued)

- 2) Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m.-5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service".

- 3) Once the Section 202.5 schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.
- 4) The provisions in Section 202.4 relative to the advancement or delay of the regular lunch period apply also to the Section 202.5 schedule of hours.

In order to assure a uniform approach to the implementation of Section 202.5, clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

s/ I. Wayland Bonbright

**LETTER AGREEMENT
NO. 85-95-PGE**

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 490
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes all previous correspondence on this issue.

To comply with the decision rendered in Arbitration Case No. 123, Company will use existing classifications to perform the work identified by the arbitrator as appropriate to those classifications. Work will be distributed as follows.:

For those conditions in either overhead or underground construction work where the contracted work requires more "on-site" coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the "field representatives" in classifications listed below.

- 1) Underground Construction - by journeyman Fitter (0560), Inspector (0990) or above.
- 2) Overhead Construction - Inspector (0990) or above. "Field representative" duties are described in detail in Company's attached Contract Compliance Manual as revised August 5, 1985.

Such duties, falling within the classifications outlined, shall be assigned by the supervisors in charge in accordance with the Labor Agreement. Supervision will continue to coordinate the activities of the bargaining-unit classifications involved in the contracting activities, as well as pre- and post-check jobs, negotiate with contractors and the associated Contract administration work.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By s/l. W. Bonbright
Manager of Industrial Relations

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

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

August 7, 1985

By s/Jack McNally
Business Manager

**LETTER AGREEMENT
NO. 90-113-PGE**

June 13, 1990

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596 -

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The enactment of the California Commercial Motor Vehicle Safety Program has significantly changed the application of required commercial driving licenses and special driving certificates in California. Many PG&E vehicles previously did not require the operator to have a commercial license. These same vehicles now carry such a requirement. Further, employees that have traditionally been asked to operate these vehicles are in classifications that are not required to possess commercial licenses.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 of the Physical Agreement the following:

- A) *Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit I) that may be applied on a headquarters-by-headquarters basis to all Distribution Business Unit non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.*

- B) *At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department.*

At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to identify the number of commercial driver's licenses to be established at headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

For example, at an Electric T&D headquarters, there are 12 line trucks, two bucket trucks and one insulator washing rig that all require a commercial driver's license to operate. This

Electric department headquarters must have 19 positions that require a commercial driver's license.

- C) *In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Any remaining unfilled vacancy shall be filled in accordance with the normal provisions of Title 205. A separate pre-bid code number shall be established for those positions requiring the CDLA; e.g., Electric Crew Foreman/CDLA, Fitter/CDLA, Appr. Electrician/CDLA, etc.*

Once the number of positions requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) *Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification in accordance with Title 205, Company will upgrade the employee to the higher classification in accordance with Title 205.*
- E) *If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.*
- F) *Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.*
- G) *Those employees holding a classification with a CDLA will be paid in the following manner: Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.*

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) *For those employees in positions requiring the CDLA, company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.*
- I) *Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.*
- J) *Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.*

For example, an electric crew consisting of three climbers is needed in an EOT situation. Several Electric Crew Foreman and Linemen are signed up on the 212 list. Company shall call the ECF and Lineman who have the least accumulated hours without regard to the possession of a commercial driver's license. If either the ECF or Lineman possesses a commercial driver's license, then the next Lineman in order on the 212 list will be called without regard to driver's license status. However, if neither the ECF nor first Lineman called possesses a commercial driver's license, the availability of a commercial driver's license shall be considered when calling out the third crew member.

- K) *This agreement shall apply to the employees of the Distribution Business Unit and to any other department of Company that in the future proposes to apply compensation for possession and utilization of a commercial driver's license to classifications not required by Job Definition to possess a commercial driver's license. Application of this agreement to another business unit will be immediate upon notification of Company's Manager of Industrial Relations to Union's Business Manager.*

If you are in accord with the foregoing and attachment 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 AND ELECTRIC
COMPANY*

*By /s/ Richard B. Bradford
Manager of Industrial Relations*

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

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

June 29, 1990

*By /s/ Jack McNally
Business Manager*

EXHIBIT I

COMMERCIAL DRIVER'S LICENSE ADDENDUM

In addition to the other specific duties of present classification held, the following work is performed:

Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

**LETTER AGREEMENT
NO. 92-82-PGE**

PACIFIC GAS AND ELECTRIC COMPANY

June 9, 1992

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes Letter Agreement R1-91-11-PGE. It has come to the attention of the Underground Construction Journeyman Ad-Hoc Committee that there is a need to modify and in some cases change the underground construction crew training guidelines and requirements.

The Company proposes that the attached new training requirements for underground construction crews be adopted. Several of the Advanced Courses for Electric Department Employees have been removed and placed into the Intermediate Course (e.g., Advanced Accounting, Breathing Protection, and First Aid & Accident Prevention). The Advanced Course content has been replaced with: Grade Stake Reading, Joint Trench Installation, Back Hoe/Loader Safety, and Soil Compaction. The Gas Department Employees Intermediate Course content has one addition - Line Truck Overview.

In addition, the Committee recommends providing specialized or refresher training in place of a standardized one week review session. If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and developed based upon the needs and requests of the participants. Any additional training needed by the pilot participants will be provided on-the-job, or in formal classroom training.

As a result of these negotiations and input from the field that preceded this agreement, the Committee believes there is a need to reemphasize a strict adherence to the provisions of Letter Agreement 87-112; which involves appropriate rates of pay for employees engaged in switching assignments and/or holding clearances. Also, strong adherence should be given to CAL/OSHA safety regulations when it becomes necessary to perform switching, holding of clearances, and related operations.

If you are in accord with the foregoing and attachment, 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 /s/David J. Bergman

Director and Chief Negotiator

The Union is in accord with the foregoing and attachment, and agree thereto as of date hereof.

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

June 21, 1992

By /s/Jack McNally
Business Manager

UNDERGROUND CONSTRUCTION CREWS

This training is being provided for qualified Gas and Electric Journeymen who will be performing work that involves the installation, repair and replacement of underground electric and gas facilities.

TRAINING

- The centralized training will be conducted at the San Ramon *Learning Center*, and the Livermore *Learning Center*.
- The training program will be a 12 month program and will consist of a combination of centralized training and on-the-job training.
- Qualified gas department employees will receive six weeks of centralized training and qualified electric department employees will receive four weeks of centralized training. The remaining time will be on-the-job training.
- If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and/or developed based upon the needs of the participants.
- A training card will be used for every employee for the purpose of assuring that on-the-job training covers all facets of the work and in the proper sequence.
- When possible employees will be trained as a team, electric and gas employees from the same headquarters at the same time.
- Employees that received training during the two year period are not required to repeat training. Additional centralized training will be provided to employees that were in the trial program if requested by the employee.
- If any employee has been out of the Underground Construction Crew program for 12 months, that employee may be assigned to attend selected training classes. The refresher training will not be on a pass or fail basis.
- Employees who do not maintain a satisfactory level of performance as provided herein will be removed from the classification. Employees who fail any final examination will be given one opportunity to retest within 30 days. Failure on the retest will result in removal from the program and classification.
- Employee will not have to pass the final examination in the classes pertaining to journeyman classification previously held.
- An employee demoted from the classification shall not be entitled to re-bid the classification until the Joint Apprenticeship Committee has determined that the employee is qualified and desires to progress. At that time the Joint Apprenticeship Committee may grant consideration to re-enter the classification.

LETTER AGREEMENT
R2-93-39-PGE

January 14, 1994

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Driver's License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Clarification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirements for the Geysers Power Plant was discussed. No agreement was reached.

If you are in accord with the foregoing and attachments 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 /s/ David J. Bergman
Director and Chief Negotiator*

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

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

May 1, 1995

*By /s/ Jack McNally
Business Manager*

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242	Building Mechanic ⁽¹⁾	C
0665	Building SubForeman ⁽¹⁾	C
2290	Cableman-Trans - San Francisco	C
0960	Cableman's Utility Worker	C
1245	Corrosion Mechanic	C
2400	Electrical Technician	C
0469	Electrician ⁽¹⁾	C
1645	Equipment Operator ⁽²⁾	A
0458	Field Clerk - Electric T&D	A
1483	Field Meterman - Gas	C
0060	Garage Attendant	C
2410	Gas Control Technician	C
1650	Heavy Equipment Operator	A
0463	Heavy Truck Driver-E	A
0465	Heavy Truck Driver-G	A
0990	Inspector-Electric T/D	C
0433	Leadman Driver	A
0424	Light Truck Driver - Electric Maintenance	C
0423	Light Truck Driver - Garage	C
0422	Light Truck Driver - Materials	C
1365	M&C Mechanic	C
2010	Manhole Pumpman	C
1215	Materials Facility Man	C
1085	Materials Leadman ⁽¹⁾	C
1210	Materialsman	C
1235	Mechanic, Lead Building ⁽¹⁾	C
2013	Night Manhole Pumpman	C
1943	Patrolman-E	C
2353	Power Surveyor	C
1756	Relief Service Operator	C
2230	Reserve Gas Serviceman	C
1740	Roving Operator	C
1480	Senior Meterman	C
1405	Service Mechanic	C
2210	Serviceman	C
1490	Service Meterman-E	C
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician ⁽¹⁾	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver - Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

(1) Depending upon local operating conditions.

(2) Division practice will dictate license requirement; i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.

**LETTER AGREEMENT
NO. 94-71-PGE**

PACIFIC GAS AND ELECTRIC COMPANY

August 22, 1994

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Sections 205.11 and 305.4 of the Physical Agreement, Company proposes to establish the attached joint Backhoe/Loader Training Program to serve as an entry requirement to the Division classification 1645 Equipment Operator, and the General Construction classification 1515 Backhoe Operator.

This letter cancels and supersedes Letter Agreement 89-170-PGE, dated September 20, 1989.

In order to be considered for upgrade or promotion to the classifications indicated above, the employee must successfully complete the company two-week backhoe/loader training program. Candidates will be selected for training on the basis of their preferential consideration to the position under Titles 205 and 305. Further, where applicable, the employee will be required to possess a valid Class A Drivers License.

Removal of a backhoe operator for job performance failure will be subject to review by the Joint Apprenticeship and Training Committee.

If you are in accord with the foregoing and attachments 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,

By /s/David J. Bergman
Director and Chief Negotiator
PACIFIC GAS & ELECTRIC COMPANY

The Union is in accord with the foregoing and attachments and agree thereto, please do indicate in the space provided below and return one executed copy of this letter to the Company.

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

April 3, 1994

By /s/Jack McNally
Business Manager

LETTER AGREEMENT

NO. 94-95-PGE

PACIFIC GAS AND ELECTRIC COMPANY

October 12, 1994

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 205.11 of the Physical Agreement, Company proposes to establish a training program for Equipment Operators who may be required to pull underground cable. The job definition for the Equipment Operator (1645) currently provides for Equipment Operators to perform cable pulling, however, prevents employees from being assigned this work until an agreed-to training program is established. Company now proposes that a Cable Pulling Training Program be implemented at our Livermore Construction Training Facility. The program will be a one day course consisting of classroom and field training.

The cable pulling training for Equipment Operators will be as follows:

1. Classroom training will consist of reviewing appropriate Electric Operations' Standards and Guidelines, and Accident Prevention Rules.
2. Field training will consist of pulling primary and secondary underground cables in each of the following manners:
 - To and from a concrete pad;
 - To and from a customer panel; and,
 - To and from a concrete subsurface enclosure.

Employees will be trained in the use of the appropriate underground cable pulling equipment.

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: s/David J. Bergman
Director and Chief Negotiator

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

April 3, 1994

By: s/Jack McNally
Business Manager



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-32-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
PO Box 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

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

January 11, 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:

This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. *For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.*
2. *Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.*
3. *Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.*
4. *In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.*
5. *Attached is a list of the impacted classifications. The Company and Union will review each*

classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.

- 6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.*
- 7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.*
- 8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.*
- 9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.*
- 10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.*
- 11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.*
- 12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.*
- 13. Company shall pay all cost associated with obtaining and maintaining the CDL.*
- 14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.*
- 15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.*

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: s/Stephen A. Rayburn
 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*

January 17 , 2013

*By: s/Tom Dalzell
 Tom Dalzell
 Business Manager*

Attachment A

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39)
or
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228
(Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010376	Apprentice Cable Splicer	2281
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481
Title 200	50010168	Apprentice Fitter	0561
Title 200	50010245	Apprentice Lineman	1101
Title 200	50010260	Apprentice Lineman Transmission	1188
Title 200	50010375	Cable Splicer	2280
Title 200	50010317	Crane Operator	1594
Title 200	50010191	Electric Crew Foreman	0740
Title 200	50010193	Electric Crew Foreman - Transmission	0746
Title 200	50010194	Electric Maintenance Crew Foreman	0750
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
Title 200	50010149	Electrician - Electric & Hydro	0467
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
Title 200	50010161	Fieldperson	0524
Title 200	50010167	Fitter	0560
Title 200	50010169	Fitter – Arc	0562
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
Title 200	50010175	Gas Crew Leader Non-Welding	0641
Title 200	50010174	Gas Crew Leader Welding	0640
Title 200	50010283	Gas Mechanic	1300
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
Title 200	50010244	Lineman	1100
Title 200	50010241	Lineman - Transmission	1094
Title 200	50010298	Mechanic – Welder - CGT	1440
Title 200	50010378	Night Cable Splicer	2283
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
Title 200	50010380	Unassigned Cable Splicer	2286
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484

	SAP Job Code	Job Title	Legacy Code
Title 200	50010246	Unassigned Lineman	1103
Title 200	50010170	Unassigned Fitter	0563
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

*Per L/A 07-56 Working Leader 0845 shall have a class A license

CDL List T200 & T300 Utilized for Company Convenience

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005

Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Leader A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 13-81-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

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:

The Company and Union established a Joint Committee via the Joint Apprentice and Training Committee (JATC) to revise the current Apprentice Fitter training program and replace it with a newly created Apprentice Fitter-Arc training program. The Joint Committee is in agreement to transition the current Oxygen/Acetylene welding procedures to Arc Welding procedures as soon as practicable. While the committee continues to update and revise the apprentice training program and administrative guidelines, the parties have a mutual interest in a successful transition and training program for each incumbent Apprentice Fitter to become proficient at Arc welding procedures. Therefore, the Joint Committee recommends the following transition guidelines:

1. All incumbent Apprentice Fitters are identified in Attachment I of this agreement.
2. Incumbent Apprentice Fitters shall be provided arc welding equipment, appropriate field training and time to practice arc welding procedures.
3. Incumbent Apprentices Fitters shall be provided Arc Welding training during their next regularly scheduled formal training assignment in San Ramon.
4. Apprentices will no longer be required to pass the O/A weld qualification prior to entering the next formal training assignments
5. Upon successful completion of the Fitter-Arc apprenticeship program the incumbent Apprentice Fitters and future Apprentice Fitter-Arc employees will be placed into the Fitter-Arc position and wage rate.
6. During the transition to Fitter-Arc, incumbent Apprentice Fitters shall continue to receive scheduled wage step increases if applicable. The Company and Union will continue to discuss the impact of these changes on the Apprentice Fitter wage steps.
7. Attachment II describes the proposed transition to Fitter-Arc welding training program. The Joint Committee will continue to revise, update or modify the Arc Welding training program as necessary and refer any recommended changes for review and approval of the JATC.

If necessary, the incumbent Apprentice Fitters identified herein shall be provided additional field training, formal training and time to practice arc welding procedures and shall not be held to the current administrative guidelines of the Apprentice Fitter program. The Joint Committee established by this agreement to update and revise the Apprentice training program will also serve as a Joint Transition Oversight Committee and will retain jurisdiction over all matters pertaining to this agreement. If a matter cannot be resolved by the joint committee the parties agree to refer the issue to the JATC for resolution. The Company shall provide regular updates to the joint committee and the JATC on the progress of each incumbent employee.

Gas T&D Fitters

- I. Upon execution of this agreement, Journeyman Fitters who are Arc qualified shall be placed into the Fitter-Arc position and wage rate.
- J. Journeyman Fitters who are not Arc qualified will be allowed to volunteer for Fitter-Arc training. For Fitters who volunteer to become Arc qualified the Committee will develop training and testing schedules as necessary. Formal training in San Ramon will be made available.
- K. Upon execution of this agreement, Journeyman Fitters who volunteer within 45 days from the date of signature of this agreement for Fitter-Arc training shall be provided arc welding equipment, appropriate field training and time to practice arc welding procedures. The joint committee will oversee this process as noted above. Employees/volunteers who successfully complete the Arc Welding qualifications on the first attempt shall be placed into the Fitter-Arc position with the corresponding wage rate retroactive to the date of execution of this agreement.
- L. A Fitter who volunteers and fails the first attempt to become Arc qualified may request additional training and a second attempt for Arc qualification. If the employee successfully completes the qualification on the second attempt he/she shall be placed into the Fitter-Arc position and wage rate effective on his/her Arc qualification date.
- M. For employees who fail both attempts to become Arc qualified the Company shall not be required to provide further training. The employee may request Arc testing anytime in the future and if successful, shall be placed into the Fitter-Arc position and wage rate.
- N. Fitters who are not interested in the Fitter-Arc position and do not volunteer within 45 days as noted above shall remain in the Fitter position and shall retain the ability to volunteer to become Arc qualified anytime in the future.
- O. Gas T&D Fitter classification shall be designated as "Present Incumbent Only" (PIO) following the placement of the current Apprentice Fitter incumbents (date to be determined).

Consistent with LOP 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 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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

October 25, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 14-12-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

March 4, 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:

The Company proposes to modify the training program for the Title 200 Fieldperson classification by revising the training described in LA R1 81-70 which was established as a Fieldperson/Equipment Operator Training Program. The revised training program will go into effect on as soon as practicable.

The new Title 200 Fieldperson Training Program curriculum includes greater depth into topic-specific courses which will assure safety, competence, and compliance in the critical Gas Operations functions and support the duties required of a qualified Fieldperson. The new program replaces the outdated Primary, Secondary and Final courses replacing them with a 24-month program and optional coursework, as required by the Company, that provides the knowledge and skills to support the department's mission to become the safest, most reliable gas company in the U.S.

The new curriculum design described in the attached training curriculum document reflects an updated program which provides greater rigor and flexibility to ensure scheduling of the required courses and the successful completion of Operator Qualifications. These changes support the requirement of the Company to provide training in a timely manner. The new training curriculum has been reviewed and approved by the Joint Apprenticeship Training Committee (JATC). Future modifications to the Fieldperson Training program shall be reviewed and approved by the JATC.

The following describes the implementation and transition process for existing incumbent and future Fieldpersons.

Incumbent employees:

Incumbent employees in the Fieldperson or higher classifications may be assigned to attend

refresher training and/or additional training as required by the Company.

Future Fieldpersons:

Employees entering the Fieldperson classification (or promoted to a higher classification in the LOP) after the date of this agreement will be expected to successfully complete the training program. Failure to complete the Fieldperson training program will be addressed on a case by case basis subject to review by the JATC.

This training has been developed and reviewed with the oversight of Senior Assistant Business Manager Joe Osterlund and selected subject matter experts.

Company or Union may cancel this agreement with 30 days written notice for any reason.

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: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

March 21, 2014

By: s/Tom Dalzell
Tom Dalzell
Business Manager

**Fieldperson Training Program
Suggested Sequence**

REQUIRED COURSES FOR DIVISION (Suggested Sequence)	# of Days	OQ
0-6 months		
SAFE-0140WBT: Class IV Asbestos Awareness Training (Updated course avail March 2014)	.25	N/A
SAFE-1290WBT: Ladder Safety	.25	N/A
EQIP-0007: Excavation Safety (Updated course avail March 2014)	1	N/A
GAS-0306: Leak Investigation and Pinpointing	1.5	X
GAS-0160: Plastics System Training	5	X
GAS-9008WBT: Gas Emergency Response Plan (Avail March 2014)	.25	N/A
7-12 months		
GAS-0792WBT: Gas Distribution Zones and Basic Map Reading	.25	N/A
SAFE-1201WBT: Confined Space Orientation (Avail April 2014)	.5	N/A
GAS-0213: Non-Production Locate and Mark	1	X
GAS-0193: Mueller Tapping and Plugging	3	X
13-18 months		
GAS-0815: Corrosion Control Basics for Fieldpersons (Avail March 2014)	1	N/A
EQIP-0128: Basic Rigging	1	Qualification
EQIP-0127: Hand Signals	1	Qualification
GAS-0735: Squeezing Steel Pipe, ¾ " -2" (Avail March 2014)	1	X
GAS-0525: Assessing/Working in Hazardous Gaseous Environment	1	N/A
19-24 months		
GAS-0155: Hot Tanking for Gas Construction	1	N/A
GAS-0089: Valve Changer	1	X
GAS-0814: Redlining and As-Builts Workshop	1	N/A
GAS-0816: Meter Sets and Regulator Basics (Avail March 2014)	1	N/A

OPTIONAL COURSES	OQ
<i>EQIP-0013: Operate Backhoe / Loader</i>	<i>N/A</i>
<i>EQIP-0015: Side Boom Tractor Training</i>	<i>N/A</i>
<i>EQIP-0021: Track Mounted Excavator</i>	<i>N/A</i>
<i>EQIP-0022: Wheel Loader</i>	<i>N/A</i>
<i>EQIP-0032: Dump Truck Training</i>	<i>N/A</i>
<i>EQIP-0046: SnowCat Training</i>	<i>N/A</i>
<i>EQIP-0051: SkidSteer</i>	<i>N/A</i>
<i>EQIP-0053: Vacuum Trailer</i>	<i>N/A</i>
<i>EQIP-0060: Directional Drilling Vendor Proof of Training</i>	<i>N/A</i>
<i>EQIP-0062: Equipment Tie-Down Procedures</i>	<i>N/A</i>
<i>EQIP-0075: Vacuum Equipment/Excavation</i>	<i>N/A</i>
<i>EQIP-0120: Street Sweeper</i>	<i>N/A</i>
<i>ENVR-0200: Vault Dewatering</i>	<i>N/A</i>
<i>GAS-0311: Tapping with Coupon Retaining Punch</i>	<i>N/A</i>
<i>GAS-0207: Leak Survey</i>	<i>X</i>
<i>GAS-0729: Patrolling</i>	<i>X</i>
<i>GAS-0210: Locate and Mark</i>	<i>X</i>
<i>GAS-0095: Operating the Jameson Gas Line Tracker</i>	<i>X</i>
<i>GAS-0625 Working in Hazardous Gaseous Atmosphere</i>	<i>N/A</i>
<i>GAS-0734: Squeezing Steel Pipe, 2"-8"</i>	<i>X</i>
<i>GAS-0808: Pilot Relighting for Gas Crews</i>	<i>N/A</i>

LINES OF PROGRESSION FOR PURPOSES OF TITLE 205

GAS T&D

M&C COORDINATOR

1004 (50315042)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654530	Gas Crew Leader-Arc	1004	50315042	M&C Coordinator (Gas)
0640	50010174	Gas Crew Leader			
0738	50010189	Underground Construction Crew Leader (Gas)			
1300	50010283	Gas Mechanic			
0560	50010167	Fitter (PIO)			
0563	50010170	Fitter - UN (PIO)			
0562	50010169	Fitter-Arc			
xxxx	51654528	Fitter-Arc UN			
0641	50010175	Gas Crew Leader (Non-Welding) (PIO) [1]			
1078	50010235	Underground Construction Journeyman (Gas)			

[1] Qualified if successfully completed the Apprentice Fitter or Apprentice Fitter-Arc program.

GAS CREW LEADER-ARC

51654530

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0562	50010169	Fitter-Arc	xxxx	51654530	Gas Crew Leader-Arc
xxxx	51654528	Fitter-Arc UN	0640	50010174	Gas Crew Leader [2]
0560	50010167	Fitter (PIO) [2]	0738	50010189	Underground Construction Crew Leader-Gas [2]
0563	50010170	Fitter - UN (PIO) [2]	0257	50010204	Working Foreman A-GC Gas [2] [3]
1078	50010235	Underground Construction Journeyman-Gas [2]	1004	50315042	M&C Coordinator [1] [2]
1300	50010283	Gas Mechanic			

[1] Must have previously held a Fitter, Fitter-Arc, Gas Crew Leader, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification.

[2] Must be qualified to weld pipelines at 60 PSI or below.

[3] Must have previously held a G.C. Welder classification.

GAS CREW LEADER

0640 (50010174)

Legacy Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0562	50010169	Fitter-Arc
xxxx	51654528	Fitter-Arc UN
1078	50010235	Underground Construction Journeyman-Gas

Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0738	50010189	Underground Construction Crew Leader-Gas
0257	50010204	Working Foreman A-GC Gas [2]
0255	50010205	Working Foreman B-GC Gas [2]
1300	50010283	Gas Mechanic
1004	50315042	M&C Coordinator [1]

[1] Must have previously held a Fitter, Fitter-Arc, Gas Crew Leader, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification.

[2] Must have previously held a GC Welder classification.

UNDERGROUND CONSTRUCTION CREW LEADER-GAS

0738 (50010188)

Legacy Code	SAP Job Code	Next Lower Classifications
0140	50010091	Cableman - San Francisco
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0562	50010169	Fitter-Arc
xxxx	51654528	Fitter-Arc UN
0650	50010179	Subforeman A (GC-Line)
0653	50010181	Subforeman B (GC-Line)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0859	50086376	Service Crew Foreman
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC-Line)
0853	50010205	Working Foreman B (GC-Line)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1077	50010234	Underground Construction Journeyman (Electric)

Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader-Arc
0683	50010184	Cable Crew Foreman
0737	50010188	Underground Construction Crew Foreman (Electric)
0738	50010189	Underground Construction Crew Leader (Gas)

1078	50010235	Underground Construction Journeyman (Gas)
1091	50086375	Service Lineman
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN – Trans
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1300	50010283	Gas Mechanic
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2283	50010378	Night Cable Splicer
2282	50010377	Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman

UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS)

1078 (50010235)

Legacy Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO)
0563	50010170	Fitter - UN (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2283	50010378	Night Cable Splicer
2282	50010377	Cable Splicer - GC
2535	50010431	Transmission Troubleman
2540	50010431	Troubleman
2290	50010381	Transmission Cableman

Legacy Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman - San Francisco
0562	50010169	Fitter-Arc
xxxx	51654528	Fitter-Arc UN
xxxx	51654535	Lead Gas Crew Leader
xxxx	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader
0650	50010179	Subforeman A (GC-Line)
0653	50010181	Subforeman B (GC-Line)
0683	50010184	Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0738	50010189	UG Const. Crew Leader (Gas)
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
1077	50010234	UG Construction Journey (Elec)
1078	50010235	UG Construction Journey (Gas)
1300	50010283	Gas Mechanic

GAS MECHANIC

1300 (50010283)

Legacy Code	SAP Job Code	Next Lower Classifications
0560	50010167	Fitter (PIO) [2]
0563	50010170	Fitter - UN (PIO) [2]
0562	50010169	Fitter-Arc [2]
xxxx	51654528	Fitter-Arc UN [2]
1078	50010235	Underground Construction Journeyman (Gas) [2]

Legacy Code	SAP Job Code	Same or Higher Classifications
xxxxx	51654530	Gas Crew Leader-Arc [2]
0640	50010174	Gas Crew Leader [2]
0738	50010189	Underground Construction Crew Leader (Gas) [2]
0257	50010204	Working Foreman A (GC-Gas) [2] [3]
0255	50010205	Working Foreman B (GC-Gas) [2] [3]
1300	50010283	Gas Mechanic
2617	50010435	Welder (GC - Gas)
1004	50315042	M&C Coordinator [1] [2]
0261	50258203	Tapping Technician

[1] Must have previously held a Fitter, Fitter-Arc, Gas Mechanic, Gas Crew Leader, Gas Crew Leader-Welding, Gas Crew Leader-Arc classification.

[2] Must be qualified to weld pipelines operating at 60 PSI or above.

[3] Must have previously held G.C. Gas Welder/G.C. Gas Welder In-Service classification.

FITTER - ARC

0562 (50010169)

Legacy Code	SAP Job Code	Next Lower Classifications
0564	51636998	Apprentice Fitter-Arc
0560	50010167	Fitter (PIO) [3]
0563	50010170	Fitter - UN (PIO) [3]

Legacy Code	SAP Job Code	Same or Higher Classifications
0562	50010169	Fitter-Arc
xxxx	51654528	Fitter-Arc UN
xxxx	51654530	Gas Crew Leader-Arc
0640	50010174	Gas Crew Leader [2]
0738	50010189	Underground Construction Crew Leader (Gas) [2]
0257	50010204	Working Foreman A (GC-Gas) [1] [2]
0255	50010205	Working Foreman B (GC-Gas) [1] [2]
1078	50010235	Underground Construction Journeyman (Gas) [2]
1300	50010283	Gas Mechanic
2617	50010435	Welder (GC - Gas)
0261	50258203	Tapping Technician [1]

[1] Must have previously held G.C. Gas Welder/G.C. Gas Welder In-Service classification.

[2] Must be qualified to weld pipelines operating at 60 PSI or below.

[3] See Letter Agreement 13-81.

APPRENTICE FITTER - ARC

0564 (51636998)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0930	50010217	Utility Worker (Gas T&D) [1]	0564	51636998	Apprentice Fitter-Arc
0524	50010161	Fieldperson	xxxx	51654540	Senior Gas T&D Equipment Operator
0526	50070741	Night Fieldperson - San Francisco Division Only	xxxx	51654537	Gas T&D Equipment Operator
			0641	50010175	Gas Crew Foreman (Non-Welding) (PIO)
			0465	50010148	Heavy Truck Driver (Gas) (PIO)
			xxxx	51654548	Senior Gas Compliance Representative
			xxxx	51654546	Gas Compliance Representative
			xxxx	51664847	Construction Operator-GC Gas

[1] Must have 12 months in the line of progression

SENIOR GAS T&D EQUIPMENT OPERATOR

51654540

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654537	Gas T&D Equipment Operator	xxxx	51654540	Senior Gas T&D Equipment Operator

GAS T&D EQUIPMENT OPERATOR

51654537

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0465	50010148	Heavy Truck Driver (Gas) (PIO)	xxxx	51654537	Gas T&D Equipment Operator
0524	50010161	Fieldperson [2]	xxxx	51654540	Senior Gas T&D Equipment Operator
0526	50070741	Night Fieldperson - San Francisco Division Only [2]	0641	50010175	Gas Crew Leader (Non-Welding) (PIO)
			0257	50010204	Working Foreman A (GC-Gas) [1]
			0255	50010205	Working Foreman B (GC-Gas) [1]
			1515	50010305	Backhoe Operator (GC-

		Gas)
xxxx	51664846	Senior Construction Operator-GC Gas
xxxx	51664847	Construction Operator-GC Gas

[1] Must have previously held the position of Backhoe Operator, Crane Operator, Tractor Operator or Trencher Operator in G.C. Gas.

[2] Must be at the 18 month wage step of Fieldperson and have 6 months in the line of progression.

FIELDPERSON/NIGHT FIELDPERSON - SF

0524 (50010161) / 0526 (50070741)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0930	50010217	Utility Worker (Gas T&D) [1]	0465	50010148	Heavy Truck Driver (Gas) (PIO)
			0524	50010161	Fieldperson
			0526	50070741	Night Fieldperson - San Francisco Division Only
			0560	50010167	Fitter (PIO)
			0563	50010170	Fitter - UN (PIO)
			0561	50010168	Apprentice Fitter (PIO)
			0562	50010169	Fitter-Arc
			0564	51636998	Apprentice Fitter-Arc
			0580	50010171	Street Fitter (GC-Gas) (PIO)
			0640	50010174	Gas Crew Leader
			0641	50010175	Gas Crew Leader (Non-Welding) (PIO)
			0738	50010189	Underground Construction Crew Leader (Gas)
			0257	50010204	Working Foreman A (GC-Gas)
			0255	50010205	Working Foreman B (GC-Gas)
			0854	50010206	Working Foreman C (GC-Gas) (PIO)
			1004	50315042	M&C Coordinator Gas
			1078	50010235	Underground Construction Journeyman (Gas)
			1300	50010283	Gas Mechanic
			1368	50010290	Apprentice M&C Mechanic (PIO)
			1483	50010300	Field Meterperson
			1245	50010270	Corrosion Mechanic (PIO)
			1515	50010305	Backhoe Operator (GC-Gas)

		Senior Construction Operator-GC Gas
0261	50258203	Tapping Technician
2617	50010435	Welder (GC-Gas)
2599	50497923	GC Welder-In-Service
2628	50010438	Apprentice Welder (GC-Gas)
xxxx	51654548	Senior Gas Compliance Representative
xxxx	51654546	Gas Compliance Representative
xxxx	51654545	Lead Corrosion Mechanic
xxxx	51654543	Senior Corrosion Mechanic-NACE CP2
xxxx	51654542	Corrosion Mechanic-NACE CP1
xxxx	51654541	Apprentice Corrosion Mechanic
xxxx	51654540	Senior Gas T&D Equipment Operator
xxxx	51654537	Gas T&D Equipment Operator
2437	50072865	Apprentice Gas Control Tech
xxxx	51664847	Construction Operator-GC Gas

[1] Must have 12 months in the line of progression

SENIOR GAS COMPLIANCE REPRESENTATIVE

51654548

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654546	Gas Compliance Representative [1]	xxxx	51654548	Senior Gas Compliance Representative

GAS COMPLIANCE REPRESENTATIVE

51654546

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0524	50010161	Fieldperson	xxxx	51654548	Senior Gas Compliance Representative
0930	50010217	Utility Worker (Gas T&D) [1]	xxxx	51654546	Gas Compliance Representative

[1] Must have 12 months in the line of progression

LEAD CORROSION MECHANIC

51654545

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654543	Senior Corrosion Mechanic-NACE CP2	xxxx	51654545	Lead Corrosion Mechanic

SENIOR CORROSION MECHANIC-NACE CP2

51654543

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654542	Corrosion Mechanic-NACE CP1	xxxx	51654543	Senior Corrosion Mechanic-NACE CP2
1245	50010270	Corrosion Mechanic (PIO) [1]	xxxx	51654545	Lead Corrosion Mechanic

[1] Must be NACE CP1 certified.

CORROSION MECHANIC-NACE CP1

51654542

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
xxxx	51654541	Apprentice Corrosion Mechanic	xxxx	51654542	Corrosion Mechanic-NACE CP1
			xxxx	51654545	Lead Corrosion Mechanic
			xxxx	51654543	Senior Corrosion Mechanic

APPRENTICE CORROSION MECHANIC

51654541

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0524	50010161	Fieldperson	xxxx	51654541	Apprentice Corrosion Mechanic
0526	50070741	Night Fieldperson - San Francisco Division Only	0641	50010175	Gas Crew Leader (Non-Welding) (PIO)
0930	50010217	Utility Worker (Gas T&D) [1]	0465	50010148	Heavy Truck Driver - Gas (PIO)
1483	50010300	Field Meterperson	xxxx	51654548	Senior Gas Compliance Representative
			xxxx	51654546	Gas Compliance Representative
			xxxx	51654540	Senior Gas T&D Equipment Operator
			xxxx	51654537	Gas T&D Equipment Operator
			xxxx	51664847	Construction Operator-GC Gas