



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 14-39-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
374 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94508
925.974.4401

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

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

TOM DALZELL,
BUSINESS MANAGER

September 18, 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 the PG&E Gas Operations and PG&E's 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 General Construction (GC) Gas Department job definitions and lines of progression.

The GC Gas Committee held discussions on new and consolidated classifications within the lines of progression in GC Gas. Pursuant to Section 304.4 of the Physical Agreement, the Committee proposes to consolidate certain classifications and establish new classifications. New and consolidated classifications and wage rates are identified in Attachment 1, "Present Incumbent Only" and obsolete classifications are identified in Attachment 2, classifications considered as "next lower" for promotion purposes are identified in Attachment 3, new job definitions for the Inspector classifications are identified in Attachment 4 and the GC Gas Line of Progression flow chart is Attachment 5.

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 306 shall not be utilized as a direct result of this Agreement.

The Committee members recognize that historically the GC Gas Department job definitions were not well defined; therefore, upon execution of this Agreement, the parties will establish a Joint Committee to update job definitions and lines of progression for GC Gas classifications not covered in this Agreement.

NEW CLASSIFICATIONS AND NEW 2014 WAGE RATES

CLASSIFICATION	PROGRESSION	2014 RATE
Inspector Line of Progression		
Utility Construction Inspector- (xxxx/51664850)	Start	\$37.40
Note: Wage step will be determined under the provisions of Subsection 304.1(b)	End 6 mos.	\$37.79
	End 12 mos.	\$38.89
	End 18 mos.	\$40.07
	End 24 mos.	\$40.65
	End 30 mos.	\$42.05
	End 36 mos.	\$43.11
Construction Inspector (xxxx/51665126)	Single Rate	\$47.99
Pipeline Inspector CWI (xxxx/51665127)	Single Rate	\$49.91
Construction and Equipment Operation Line of Progression		
Construction Operator – GC Gas (xxxx/51664847)	Start	\$37.40
Note: See MEO/Fieldperson temporary upgrade credit for proper wage step	End 6 mos.	\$37.79
	End 12 mos.	\$38.89
	End 18 mos.	\$40.07
	End 24 mos.	\$40.65
	End 30 mos.	\$42.05
	End 36 mos.	\$43.11
Senior Construction Operator – GC Gas(xxxx/51664846)	Start	\$41.41
Note: See Tractor Operator – GC Gas, Crane Operator – GC Gas, Driller or Trencher Operator – GC Gas temporary upgrade credit for proper wage step	End 6 mos.	\$42.20
	End 1 year	\$44.04
	End 18 mos.	\$44.85
	End 2 years	\$46.36
	End 30 mos.	\$48.05

PIO AND OBSOLETE CLASSIFICATIONS

Legacy Code	SAP Job Code	Classification Title	Notes
0164	50010097	Carpenter B – Gas	Deemed obsolete by this Agreement. Incumbent(s) placed into the Carpenter A classification which has been retitled to Carpenter in this Agreement.
0405	50010140	Driller (PIO)	Deemed obsolete by this Agreement. Duties consolidated into the new Senior Construction Operator classification.
0525	50010162	Fieldperson – GC Gas	Deemed obsolete by this Agreement. Combined with MEO into the new Construction Operator classification.
0846	50010203	Drilling Working Foreman C	Designated as Present Incumbent Only (PIO) by Letter Agreement 05-05.
0854	50010206	Working Foreman C	Designated as Present Incumbent Only (PIO) by this Agreement.
1043	50073142	GC Installer	Deemed obsolete by this Agreement. No incumbents.
1301	50010284	Gas Mechanic	Designated as Present Incumbent Only (PIO) by this Agreement.
1597	50010318	Crane Operator	Deemed obsolete by this Agreement. Duties consolidated into the new Senior Construction Operator classification.
1646	50010321	Miscellaneous Equipment Operator – GC Gas	Deemed obsolete by this Agreement. Combined with Fieldperson into the new Construction Operator classification.
1840	50010351	Tractor Operator	Deemed obsolete by this Agreement. Duties consolidated into the new Senior Construction Operator classification.
1860	50010352	Trencher Operator	Deemed obsolete by this Agreement. No incumbents. Duties consolidated into the new Senior Construction Operator classification.

GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE
BASED ON SENIORITY

CONSTRUCTION LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Working Foreman A	Working Foreman B
Working Foreman B	Working Foreman C (PIO) Backhoe Operator Senior Construction Operator- GC Gas Welder – GC Gas (In-Service) Welder – GC Gas Pipeline Inspector – CWI [1]Inspector [1]
Backhoe Operator	Construction Operator – GC Gas Carpenter Street Fitter
Senior Construction Operator – GC Gas	Construction Operator – GC Gas Carpenter Street Fitter
Carpenter	Construction Operator – GC Gas
Street Fitter	Construction Operator – GC Gas
Construction Operator – GC Gas	Utility Worker

[1] To be considered qualified must have previously held Working Foreman C (PIO), Backhoe Operator, Senior Construction Operator – GC Gas, Welder – GC Gas (In-Service), Welder – GC Gas, Working Foreman B, Working Foreman A

WELDING LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Tapping Technician	Welder – GC Gas (In-Service) Welder – GC Gas Backhoe Operator [2] Senior Construction Operator – GC Gas [2] Construction Operator – GC Gas [2]
Welder – GC Gas (In-Service) Welder – GC Gas	Apprentice Welder – GC Gas
Apprentice Welder – GC Gas	Construction Operator – GC Gas Utility Worker

[2] Eligible in the event Welder – GC Gas (In-Service) or Welder – GC Gas decline promotion to Tapping Technician

INSPECTION LINE OF PROGRESSION

Classification	Next Lower/Eligible Classifications
Pipeline Inspector – CWI	Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In-Service) Welder – GC Gas
Classification	Next Lower/Eligible Classifications
Construction Inspector	Utility Construction Inspector Working Foreman A Working Foreman B Working Foreman C – Gas (PIO) Welder – GC Gas (In-Service) Welder – GC Gas
Utility Construction Inspector	Construction Operator – GC Gas

INSPECTION

PIPELINE INSPECTOR – CWI XXXX/51665127

1. The Pipeline Inspector is a qualified Company representative who may perform all of the duties of the Construction Inspector and Utility Construction Inspector as described below and in addition may provide direct oversight of transmission and larger or more complex distribution construction projects involving steel or plastic pipe.
 - Performs the duties of the test supervisor on pipe strength tests. Oversees the execution of the hydrotest procedures.
 - Witnesses and signs-off on all hydrotest procedure hold points.
 - Performs oversight and Strength Test Pressure Record (STPR) sign-off functions (QC) for strength testing of piping assemblies on small jobs of less than 100 feet of pipeline.
 - May also perform (QC) for pre-testing of pipe, small valve assemblies, ILI (In-Line-Inspections) assemblies, tie-in pieces, etc., of less than 100 feet in length and of a test duration of 1, 4, or 8 hours.
 - Have a working knowledge of applicable American Petroleum Institute (API), American Society of Mechanical Engineers (ASME), and Occupational Safety and Health Administration (OSHA) codes and standards.
 - Must obtain and maintain a current National Association of Corrosion Engineers (NACE) Level 1 certification.
 - Must obtain and maintain a valid AWS Certified Welding Inspector (CWI) in API 1104 Certification.

The Company will provide training and operator qualifications as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary. This list may not be all inclusive.

- 05.02 Pipeline Standby OQ
- 05.01 Non Production Locate & Mark OQ
- Plastic Visual Inspection OQ
- Plastic Fusion certification
- Excavation Safety – Competent Person training
- OSHA 30 hour construction safety overview
- Working knowledge of QA/QC
- OSHA 510/511 Construction Safety courses
- OSHA 3515/7410 Excavation Safety
- Emergency Response (abnormal conditions, how to make worksite safe)
- Hydrotest oversight OQ required to perform oversight and STPR sign-off functions (QC) for strength testing of piping assemblies on small jobs of less than 100 feet of pipeline.

CONSTRUCTION INSPECTOR XXXX/51665126

1. The Construction Inspector is a qualified Company representative who performs direct oversight of all Applicant or Contractor installed facilities. This includes distribution steel pipeline coating projects, complex projects, large commercial, industrial and major residential projects, distribution

2. line extensions, service extensions, and replacement of overhead with underground electric facilities to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory. May be assigned to inspect coating on transmission pipeline projects. Must have the ability to research, read and interpret drawings.
3. Shall be required to obtain and maintain NACE CIP Level 1 (pipeline coating qualified).
4. In addition performs corrosion inspection and oversight of corrosion projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.
5. Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. *The Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.*
6. Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.
7. Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.
8. Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.
9. Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.
10. Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.
11. Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.

The Company will provide training including operator qualifications training as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- 05.02 Pipeline Standby OQ
- 05.01 Non Production Locate & Mark OQ
- - Plastic Visual Inspection OQ
- Plastic Fusion certification
- Excavation Safety – Competent Person training

- OSHA 30 hour construction safety overview
- Working knowledge of QA/QC
- OSHA 510/511 Construction Safety courses
- OSHA 3515/7410 Excavation Safety
- Emergency Response (abnormal conditions, how to make worksite safe)

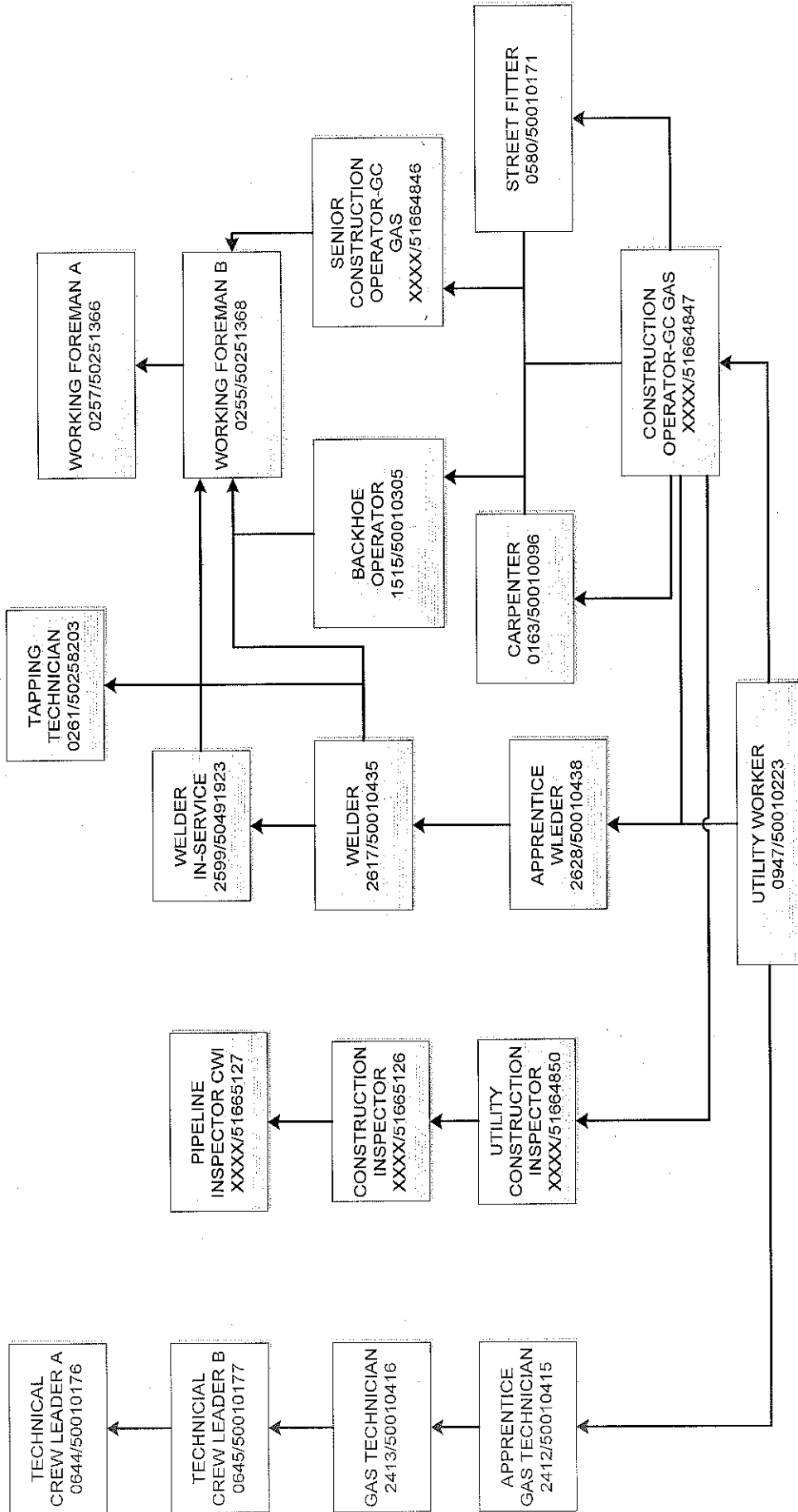
UTILITY CONSTRUCTION INSPECTOR
XXXX/51664850

1. The Utility Construction Inspector is a qualified Company representative who performs direct oversight of Applicant or Contractor installed facilities limited to plastic distribution systems and smaller underground projects to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory.
2. May perform oversight and inspection of construction projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.
3. Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. *The Utility Construction Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.*
4. Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.
5. Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.
6. Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.
7. Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.
8. Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.
9. Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.

The Company will provide training including operator qualifications training as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- 05.02 Pipeline Standby OQ
- 05.01 Non Production Locate & Mark OQ
- Plastic Visual Inspection OQ
- Plastic Fusion certification
- Excavation Safety – Competent Person training
- OSHA 30 hour construction safety overview
- Working knowledge of QA/QC
- OSHA 510/511 Construction Safety courses
- OSHA 3515/7410 Excavation Safety
- Emergency Response (abnormal conditions, how to make worksite safe)
- Computer training for completion of forms, uploading of documents, and accessing GIS; mobile electronic devices
- To research, read and interpret drawings and plat maps
- 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 such as the Utility Construction Inspector knowledge and competency test

G.C. GAS LINE OF PROGRESSION CHART



Pursuant to L/A 12-32, employees may be required to have or obtain a Class A Driver's license.
 For illustrative purposes only. PIO classifications not shown.
 For clarification see Attachment 3, GENERAL CONSTRUCTION CLASSIFICATIONS CONSIDERED AS NEXT LOWER/ELIGIBLE BASED ON SENIORITY

The following will apply to the implementation of this Agreement:

1. 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 resulting from this Agreement. In addition, the Joint Committee may develop training programs as required and subject to review and approval of the Joint Apprenticeship Training Committee (JATC).

2. Welding

The parties agree to appoint General Construction Gas Committee members to the standing Joint Welding Committee previously established under the direction of the JATC to address welding-related issues.

Upon execution of this Agreement, the Oversight Committee will continue discussions on the job definition and qualifications of a Lead Welder classification.

3. Tapping Technician Training Program

The parties will establish a Joint Committee to develop a Tapping Technician Training program. Employees who hold the classification of a Welder – GC Gas or Welder – GC Gas (In-Service) Welder will continue to maintain Section 305.5 preferential consideration to the Tapping Technician classification and shall be placed at the wage step consistent with the 2008 Agreement with respect to the Tapping Technician.

The Joint Committee will determine the length of the Tapping Technician Training Program. Upon completion and approval of program by the JATC, the Company and Union will establish wage progression wage rates for the Tapping Technician position. This shall not change the current wage step placement for Welder – GC Gas or Welder – GC Gas (In-Service).

In the event Welder – GC Gas or Welder – GC Gas (In-Service) employees decline the promotion to a Tapping Technician vacancy the parties agree to provide promotional opportunities to internal GC Gas employees as follows:

GC Gas employees in the Construction Operator - GC Gas, Senior Construction Operator – GC Gas and Backhoe Operator classifications will be given preferential consideration for the training program based on Company seniority. When an employee from this group is promoted to a Tapping Technician vacancy the employee will be placed into the wage step of the Tapping Technician classification pursuant to Section 304.1 (b).

Note: Exhibit II General Construction Promotion-Demotion Geographic Areas identify Gas Construction Technical Classifications as Area 8 (Promotion – Demotion Area System-Wide).

4. Working Leader

Upon execution of this Agreement, the Oversight Committee will continue discussions on the job definition and qualifications of a Working Leader classification.

5. Training

Any entry exams, training, skills/competency assessments and/or tests will be jointly developed and subject to review and approval of the JATC as noted in the job definitions as described in this Agreement.

6. SAP Implementation

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

7. Commercial Driver's License Addendum Implementation

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

8. New Classifications

The Committee proposes pursuant to Section 304.4 – New Classifications and Wage Rates to establish the following new classifications within Title 300 General Construction Department, Exhibit VI-M, and Section 600.13.

- Pipeline Inspector with CWI (xxxx/51665127)
- Construction Inspector (xxxx/51665126)
- Utility Construction Inspector (xxxx/51664850)

Inspection

The 2008 General Negotiating Committee agreed to assign certain inspection duties and standby duties to the Title 200 Equipment Operator and Title 300 Miscellaneous Equipment Operator with wage adjustments for such added duties. Larger inspection projects remain within the scope of journeyman or above.

The Committee discussed the importance of the inspection of transmission gas pipelines and gas distribution facilities and the need to have a highly trained and competent professional inspection workforce supported by best in class inspection processes to help PG&E become the safest most reliable utility in the country.

Currently, inspection of distribution work is performed by various existing classifications and inspection of transmission pipe work is wholly contracted out. It is the desire of the parties to bring this function in-house to be performed by IBEW-represented employees of Company who desire to make gas transmission pipeline and distribution system inspection a career path.

The establishment of the Inspection progression within GC Gas does not preclude the Company from assigning inspection work to existing and appropriate classifications pursuant to the 2008 Table Settlement or any other previous agreement between the Company and Union. Employees in these classifications may be required to continue to perform inspection work.

Based on the above, the Committee recommends establishing three new Inspector classifications within the General Construction Gas Department. In addition, the parties will establish a Joint Committee to continue discussions on job definitions and qualifications for two new Lead Inspector classifications.

New Inspector Classifications

- Utility Construction Inspector
- Construction Inspector
- Pipeline Inspector – CWI

Future Lead Inspector Classifications (Joint Committee established)

- Lead Pipeline Inspector – CWI
- Lead Inspector

Training

The Company and Union will establish a Joint Committee to develop agreed to training programs and entry exams for the new Inspector classifications subject to review and approval of the JATC. The parties agree that AWS CWI training/certification and mandatory NACE CIP Level 1 training certification requirements will be made a part of the Inspection classifications where applicable. Should the NACE or AWS CWI requirements change, the parties agree to meet to discuss the impacts and negotiate changes to this Agreement as necessary. The parties recognize that this training is not available within PG&E and any other required training not available within PG&E will be reviewed by the Oversight Committee.

Certification Requirements:

Pipeline Inspector – CWI

The Pipeline Inspector – CWI job definition will require attaining and maintaining an American Welding Society (AWS) Certified Welding Inspector (CWI) in American Petroleum Institute (API) 1104 certification – welding of pipelines and related facilities. Company will provide the necessary training and pay for required certifications to develop a dedicated skilled workforce. Provided, however, if a candidate fails the CWI test twice, the Company will not be required to provide further training or testing.

The Pipeline Inspector – CWI will be required to obtain and maintain NACE CIP Level 1 Certification as part of their job duties. The Company will pay the cost associated with the NACE CIP Level 1 certification and provide training as needed. Provided, however, if a candidate fails the NACE CIP Level 1 test twice, the Company will not be required to provide further training or testing.

Construction Inspector

The Inspector will be required to obtain and maintain NACE CIP Level 1 Certification as part of their job duties. The Company will pay the cost associated with the NACE CIP Level 1 certification and provide training as needed. Provided, however, if a candidate fails the NACE CIP Level 1 test twice, the Company will not be required to provide further training or testing.

Initial Filling of New Inspection Positions

Following the completion of the jointly agreed-to training and other requirements, the Company will initially fill the following Inspector classifications upon the implementation phase of this Agreement.

All vacancies will be offered to internal candidates under the normal provisions of Sections 305.5, 305.7 and the provisions of this Agreement.

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

- 6 Pipeline Inspectors – CWI
 - 2 Construction Inspectors
 - 6 Utility Construction Inspectors
- Inspectors will be filled under the normal provisions of Title 305.
 - Pipeline Inspector – CWI, Construction Inspector and Utility Construction Inspector: Upon execution of this Agreement and pursuant to Section 305.5, the Company will provide employees who are considered “next lower” by this Agreement, Permanent Upgrade Forms to express their interest and qualifications for these classifications. The Company will provide notice describing these new classifications in the promo-demotion geographic areas to all GC Gas employees throughout the system.

9. Title 305 and Reverse Lines of Progression

The parties recognize that changes made herein will result in modifications to Title 305 – Job Bidding and Promotion 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.

10. Wages

Wages for the new and consolidated classifications are included in Attachment 1.

11. Exhibits

The parties agree to update Exhibit II, Exhibit III, Exhibit IV, Exhibit VI, Exhibit VII, Exhibit VIII, Exhibit X, Supplements to Title 305 and Title 306 consistent with this Agreement

12. PIO and Obsolete Classifications (Attachment 2)

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.

Present Incumbent Only Classifications

Working Foreman C (0854/50010206)

The Working Foreman C – Gas classification will be designated as “Present Incumbent Only” (PIO) and will remain as next lower to the Working Foreman B – Gas classification.

Gas Mechanic (1301/50010284)

The Gas Mechanic classification will be designated as “Present Incumbent Only” (PIO).

Drilling Working Foreman C (0846/50010203)

The Drilling Working Foreman C was designated as “Present Incumbent Only” (PIO) by Letter Agreement 05-05.

Driller (PIO) – (0405/50010140)

The Driller was designated a "Present Incumbent Only" (PIO) by Letter Agreement 05-05. The parties agree that the Driller job duties will be made a part of the Senior Construction Operator – GC Gas. The sole incumbent Driller (PIO) is the most senior employee next lower and shall be placed into the new Senior Construction Operator – GC Gas classification.

Obsolete ClassificationsGC Installer (1043/50073142)

The GC Installer has no incumbents and is deemed obsolete.

Carpenter B – GC Gas (0164/50010097)/Carpenter A (0163/50010096)

The Carpenter B will no longer be utilized by the GC Gas Construction Department and the classification will be deemed obsolete. Carpenter A – GC Gas will be retitled to Carpenter – GC Gas. Upon execution of this Agreement, Carpenter B - Gas employees will be placed in the retitled Carpenter – Gas classification. The Carpenter – GC Gas will be considered next lower to Backhoe Operator (1515/50010305).

Thereafter, the duties performed by the Carpenter B will be made a part of the job duties of the Construction Operator – GC Gas.

Trencher Operator – GC Gas (1860/50010352)

The Trencher Operator classification has no incumbents and is deemed obsolete and such duties will be made a part of the job duties of the Senior Construction Operator – GC Gas.

13. Classifications Consolidated into New Job Titles

Senior Construction Operator – GC Gas (xxxx/51664846) – Combines the following classifications:

- Tractor Operator – GC Gas (1840/50010351)
- Crane Operator – GC Gas (1597/50010318)
- Driller (0405/50010140)
- Trencher Operator – GC Gas (1860/50010352).

Tractor Operator – GC Gas, Crane Operator – GC Gas, Driller and Trencher Operator – GC Gas: Job duties are similar with respect to gas operations given they operate lifting devices and mobile equipment/vehicles. In addition, the Committee discussed the specialized operation of Directional Boring and other Drilling Equipment and operation of Tractor End-Dump Equipment. Therefore, the Committee recommends these classifications and job duties be combined into one classification with the new title of Senior Construction Operator – GC Gas. The newly created classification of Senior Construction Operator – GC Gas remains equal to the Backhoe Operator and will be next higher to the newly created Construction Operator – GC Gas. Employees entering into this position shall be given necessary training as required and may be required to obtain and maintain Crane certification. Incumbents who currently are Crane Certified may be required to maintain such certification.

Consistent with the intent of Subsection 304.1(b), incumbent employees who have been temporarily upgraded to Tractor Operator – GC Gas, Crane Operator – GC Gas, Driller or Trencher Operator – GC Gas in the past will be given credit for all such upgrades when promoted to the new Sr. Construction Operator – GC Gas classification based on the wage rate previously earned in such classification (temporary time in those classifications).

The Company shall pay all costs associated with obtaining and maintaining the Crane Certification.

Construction Operator – GC Gas (xxxx/51664847) – Combines the following classifications:

- MEO – Gas (1646/50010321)
- Fieldperson – GC Gas (0525/50010162)

The Committee discussed the job duties of the MEO and Fieldperson classifications within the GC Gas Department and reviewed temporary upgrade reports. Given the constant need to temporarily upgrade the Fieldperson to perform MEO duties the Committee recommends the combining of the Miscellaneous Equipment Operator (MEO) and Fieldperson classifications into a newly created classification titled Construction Operator – GC Gas. This new classification will have a seven step wage progression beginning with the current start step of Fieldperson and ending with the current top step of MEO. The Construction Operator – GC Gas will continue to perform all plastic fusion duties as part of a crew and the Street Fitter classification will be utilized when performing such duties while working alone.

Incumbent Fieldpersons who have been temporarily upgraded to MEO in the past will be given credit for all such upgrades and will be placed in the new Construction Operator – GC Gas wage step based on the MEO wage rate previously earned (temporary time in the MEO classification).

Incumbent Utility Workers who have been temporarily upgraded to Fieldperson/MEO in the past will be given credit for all such upgrades when promoted to the new Construction Operator – GC Gas wage step based on the MEO wage rate previously earned (temporary time in the MEO classification).

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.

The Company and Union will conduct joint communication meetings to review this agreement with the affected employees.

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

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

_____, 2014

By: _____
Tom Dalzell
Business Manager