



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-15-14-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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ROBERT JOGA
SR. 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

May 18, 2015

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:

Since Letter of Agreement 13-82 was agreed to, the parties have identified a number of issues associated with Distribution Line Technicians. Accordingly, the parties agree that this letter modifies the line of progression attachment to Letter of Agreement 13-82 to include modifications to bidding priorities, grandfathering of Class A license premium under Letter of Agreement 12-32, and overtime tracking and distribution for Distribution Line Technicians.

Qualifications:

Sequence of Bidding Consideration

The parties have expressed a mutual interest in expanding and clarifying eligibility to fill Distribution Line Technician positions. Accordingly, the parties agree to modify the bid process in section 205.7 of the IBEW Agreement and Letter of Agreement 13-82 to reflect these changes. DLT vacancies will be filled under the following priorities:

1. Current Distribution Line Technicians and any employee who is a Journeyman or above in the Lineman Line of Progression with at least 2 years of experience as a Troubleman in distribution
 - a. in bidding unit
 - b. out of bidding unit
2. Any employee who is a Journeyman or above in the Lineman Line of Progression with at least 2 years' experience as a Journeyman Lineman
 - a. in bidding unit
 - b. out of bidding unit
3. Qualified D Bidders defined as any employee that previously held a journey level position in the Lineman Line of Progression with at least 2 years' experience as a Journeyman Lineman

If the bid list is exhausted and the vacancy becomes unrestricted the Company may consider applicants who are Journeyman Electricians (50073084, 50010149, 50010156) and Electrical Technicians (50010405, 50010407, 50010408) in the Electric Maintenance line of progression.

Successful bidders to Distribution Line Technician will be awarded the position pending successful completion of the Advanced Line Control Devices class. They will remain in their current base position (classification and headquarters) until they successfully complete the Advanced Line Control Devices class within three months of the conditional job award. Successful completion means passing the final exam, and the employee may attempt the test three times within the three-month time period.

Class C drivers' license required.

Notes:

1. Distribution Line Technicians may be available to work prearranged or emergency overtime as Linemen or Troublemens, if qualified, once the local 212 list, on-call rotation or prearranged overtime procedure has been exhausted in those headquarters.
2. This position is not intended to modify the current role of the Troublemans or the Telecommunications Technician (i.e. programming radios and communications settings for line reclosures, field troubleshooting, etc.)
3. During regular work hours, the Distribution Line Technician will be allowed to work in all headquarters throughout the division in which they are headquartered and beyond division boundaries as needed. Expenses will be paid in accordance with Title 201 of the Agreement.
4. Any temporary upgrades to DLT, if qualified, will be paid in accordance with Section 204.3 of the Agreement.
5. Company does not intend to establish work schedules for the DLTs other than day shift. Any additional work schedules will be agreed to between Company and Union.
6. CDLA Grandfathering -The parties have discussed and agreed to add Distribution Line Technicians as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32. The CDLA hourly wage rate will be extended to this classification under the same conditions detailed in Letter Agreement 12-32 and will take effect as soon as SAP programming can be done following execution of this letter, but not more than 30 days.

Notes on Overtime

Distribution Line Technician overtime will be equalized within the classification at any headquarters where multiple DLTs are assigned utilizing the normal provisions of Titles 208 & 212.

DLT prearranged overtime within the jurisdictional boundaries of headquarters where there are no DLT's assigned will be equalized among all DLTs within the Division.

For DLT emergency overtime callouts within the jurisdictional boundaries of headquarters where there are no DLT's assigned, Company will call the available DLT volunteer with the lowest recorded emergency overtime hours within the Division. All provisions of Section 212.2(a) shall apply.

Any discrepancies regarding DLT overtime will be referred to the DLT overview committee. If the overview committee is unable to resolve the discrepancy, Union reserves the right to file a grievance. The grievance filing timeline in Subsection 102.3(a)(2) of the Labor Agreement will be extended to offset the amount of time taken by the overview committee to review the issue.

For Emergency Overtime normally assigned to Troublemens, after calling all Troublemens in the headquarters that have signed the weekly voluntary 212 list, qualified Distribution Line Technicians (those who were formerly in the Lineman Line of Progression) who wish to volunteer for Troublemans overtime in their headquarters may be called prior to utilizing the Troublemans annual 212 list as required by Letters of Agreement 13-88.

All Distribution Line Technicians will automatically be included in the DLT weekly Title 212 volunteer list for their headquarters in ARCOS. At their option, employees may opt out of the 212 list in ARCOS by changing their status to unavailable. There are no limits on the number of times a DLT may be unavailable, and advanced notice is not required.

Use of the ARCOS system shall serve to satisfy contractual requirements to post EOT sign-up lists in accordance with Title 212.

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

3571 (51574842) Distribution Line Technician

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

Line of Progression

3571 (51574842) Distribution Line Technician

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

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

Reverse Line of Progression

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

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: 
Robert Joga
Senior Director and Chief Negotiator

The Union is in agreement.

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


_____, 2015

By: 
Tom Dalzell
Business Manager