



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 15-33-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4461  
ROBERT JOGA  
SENIOR DIRECTOR

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

July 31, 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:

During interim negotiations with respect to the General Construction Gas Department lines of progression the Company and Union discussed the concept of a Working Leader as a gas construction technical subject matter expert. The parties recognize that the continuous development of the Title 300 Gas workforce requires, regular oversight to ensure training requirements and operator qualifications are met and maintained, and mentoring and coaching of employees to ensure safe, productive and efficient work procedures are followed. To support this need and to streamline duties required of first line supervisors in managing staff within the bargaining unit, the Working Leader will provide additional leadership and in addition to the duties described herein, be required to perform all duties of the GC Gas Working Foreman classification.

Pursuant to Letter of Agreement 14-39 and Section 304.4 the parties agree to establish a new classification within the General Construction Gas department. The new classification title and job definition, 2015 Wage Rate, Driver's License requirements, work schedules, initial staffing and future staffing procedures and lines of progression chart are as follows:

## JOB DEFINITION

### **WORKING LEADER – GC GAS XXXXXXXX (XXXX)**

An employee who has held the position of a Working Foreman A – Gas or Working Foreman B for a minimum of five cumulative years and acts as the subject matter expert of work procedures and new technology within his/her area of responsibility. Such employee will be required to observe and coach all employees under his/her direction to ensure all safety procedures and construction standards are adhered to.

The Working Leader must have a working knowledge of all construction standards, safety procedures, construction tools and equipment and the base qualifications of the Working Foreman A.

The Working Leader shall coordinate and oversee the execution of work of the GC Gas construction crews and may be responsible for supporting the work within other gas operations departments. In addition, the Working

Leader communicates and coordinates with various employees across multiple functions and processes as necessary to complete the work as assigned, safely, efficiently and with the utmost regard for quality.

The Working Leader will be required to resolve problems or difficult situations; become subject matter expert on new and emerging technology; oversee the execution of complex field activities; mentor and train and/or coordinate the training of subordinate employees and may be required to participate in the investigation of incidents or accidents as assigned by the Supervisor-in-Charge. It is not intended that such investigations shall be associated with disciplinary matters with bargaining unit members.

**WAGE RATE:**

2015 WAGE RATE      \$58.52

**COMMERCIAL DRIVER'S LICENSE:**

1. The Working Leader is required to possess a Class C Driver's License.
2. Working Leaders who possess a CDL may continue to do so and will be eligible for the CDL premium provided for in LA 12-32.
3. Working Leaders who do not possess a CDL will not be required to do so but may volunteer to obtain the CDL and will be eligible for the CDL premium provided for in LA 12-32.

**WORK SCHEDULES:**

In general work days and work hours will be Monday through Friday, consistent with GC Gas schedules which are currently in place.

**STAFFING INITIAL WORKING LEADER VACANCIES:**

1. The Company may fill as many Working Leaders-GC Gas as desired. Upon execution of this agreement the Company will initially staff 6 at locations to be determined by the Company based on operational needs. Vacancies shall be filled pursuant to this agreement and Title 305.
2. Recognizing the unique skills required for these positions, the Company and Union agree to the process below.
  - For future staffing the parties agree to jointly develop training, testing and assessment of leadership skills for vacancies subject to review and approval of the JATC. Upon review and approval by the JATC item (b) below will be deemed obsolete and removed during the next revision to the GC Gas JDLOP.
  - For initial staffing of the first 6 vacancies the parties agree to the following temporary process:

The Company will fill the vacancies pursuant to the normal provisions of Title 305. Employees who are awarded the vacancy will be placed into the position under the following provisional guidelines.

1. During the first three months as a Working Leader, the Company will determine if the employee is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) needed to perform the job duties of the Working Leader. 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/her previous classification and headquarters.

2. If, after the first three months of employment as a Working Leader, 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 the job duties of the Working Leader, 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 such duties. An employee who has received this notification may, at any time during this additional three month period, choose to return to his/her previous classification.
  
3. 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 the job duties of the Working Leader, the Company has the discretion to release the employee back to his/her previous classification and headquarters.
  
4. Any disputes that may arise as a result of this section may be grieved pursuant to Title 102.

Except as noted herein, all other provisions of the Physical Collective Bargaining Agreement and supplements thereto shall apply.

The Company shall not utilize Title 306 and the bargaining unit shall not be reduced as a result of the agreement

This agreement will be incorporated during the next revision to Letter of Agreement 14-39.

**CLASSIFICATION DEEMED ELIGIBLE FOR WORKING LEADER – GC GAS**

**WORKING LEADER – GC GAS  
XXXXXXXX (XXXX)**

**WORKING FOREMAN A – GAS**

**WORKING FOREMAN A – GAS In-Service Welding**

**WORKING FOREMAN B – GAS**

**WORKING FOREMAN B – GAS In-Service Welding**

Previously held the classification of Working Foreman A –Gas, Working Foreman A- Gas In-Service Welding, Working Foreman B , or Working Foreman B-Gas In-Service Welding for a minimum of five cumulative years to be considered eligible for the Working Leader – GC Gas.

Mr. Tom Dalzell

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July 31, 2015  
L/A 15-33-PGE

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

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

The Union is in agreement.

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

31 July, 2015

By:   
\_\_\_\_\_  
Tom Dalzell  
Business Manager