



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 16-33-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

August 18, 2016

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:

To recognize the efforts of Towermen and to create an opportunity for a Towerman (50010430) to become a Qualified Electrical Person in the Tower Line of Progression, the Company proposes to amend the Towerman Job Description. A training program will be created which incorporates the classroom training and testing and the job training courses listed below. The training will be completed over a two-year period. Once an employee successfully completes and passes all training, they will receive a 5% increase to their salary. This increase will recognize the completion of the training.

Additionally, effective upon signing of this agreement, classifications in the Towerman Line of Progression will have the helicopter premium incorporated into their base rate of pay and will no longer be eligible to receive the helicopter premium.

Incumbents

Incumbents in the Towerman and above classifications in the Tower Department will be required to complete a training program to ensure they have the knowledge and skills to safely perform the work of a Qualified Electrical Person (QEP) – Towerman.

- The Company and Union will develop and or agree to the training program that incumbents and future new hire employees will attend and be required to pass.
- If an incumbent Towerman fails to complete or satisfactorily pass the training program after three attempts, the incumbent will be classified as a Towerman (PIO).
- If an incumbent Foreman fails to complete or unsatisfactorily pass the training program after three attempts, the incumbent Foreman will be reclassified as a Towerman (PIO). Due to the nature of the work being performed by QEP Towermen, Foremen shall become qualified as QEPs as well.

Employee Removal from Tower Line of Progression

All new hires, bidders, and transfers into the classification of Towerman will be required to complete a Knowledge and Skills Training Program.

Any employee who bids into the Tower Line of Progression and fails to successfully pass any component of the Training Program after three attempts, will be removed from the position in accordance with the provisions of Title 306.

Towerman Job Description:

Perform maintenance and construction work on towers, steel poles, structures and/or related conductors or hardware, and is engaged in performing tower work of any voltage. May be required to drive a truck and operate associated equipment as assigned. Investigates and inspects tower lines, inspects tower footings, checks tree and weed conditions, inspects new construction and reconstruction work on tower lines, patrols and inspects transmission lines, checks Company property conditions, and contacts customers regarding service/access. This employee may also be responsible for the installation and maintenance of equipment including but not limited to tubular steel pole foundations, baywater pile foundation repairs, boardwalks, anchor installations, tower steel erections/modifications, digging holes, excavations, stubbing, clearing right of ways, clearing debris, and the loading, delivery, and unloading of materials and supplies. Towermen will obtain status as a Qualified Electrical Person (QEP) and may perform testing and grounding of de-energized transmission lines, non-emergent stabilization of energized conductors as needed prior to movement of the tower, raising of energized towers, transfer of de-energized and grounded conductors on steel towers associated with tower modifications (i.e. waste cage removal, arm extensions, leg extensions, etc.) work within close proximity of transmission voltages up to and including 500kV, and maintain minimum approach distances. Training, including on-the-job training (OJT), and experience must be such as to qualify an employee to perform these duties with skill and efficiency. This classification will not perform duties that are exclusive to crews (Linemen/Crew Foremen)

Note: The above shall replace helicopter Towerman job description and will eliminate the premium for Towerman traveling to and from the worksite by helicopter.

Towerman Knowledge and Skills Assessment for Qualified Electrical Person (QEP)

Classroom Training

- Tower Climbing/Safety at Heights
- Modified Basic Electricity
- USA Protections of Underground Infrastructure
- Rigging
- Grounding
- Locate and Mark
- Helicopter Training

On-the-Job Training – OJT

- Climbing
- Testing/Grounding
- Reading Prints
- Pre-climbing Tower Inspections
- Climbing Tower Inspections
- Guy Tensioning
- Identification of Towers
- Validation of Knowledge Retention
- Safety Attitude
- Foundation Installation/Inspection
- Tower
- Tubular Steel Pole (TSP)
- Pile
- Grillage
- Template Setting

SAP Programming

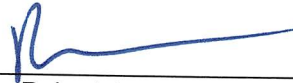
The 5% increase will be added to the incumbent's wage rate as soon as practicable after the Letter of Agreement is signed and the SAP system is upgraded

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

By: _____



Tom Dalzell
Business Manager

August 25th, 2016