



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 16-48-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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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

November 1, 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:

In Letter of Agreement 15-01, the Company and Union agreed to establish a formal "Super Crew" pilot program for 2015 to further test the model and understand the implications of its application. The proposed 2015 pilot program was successful in part and the parties have agreed to formalize this approach to the end-to-end leak management process with the updates below.

Pursuant to Subsection 204.4(b), the parties have also agreed to establish new classifications within the Title 200 Gas T&D Department, Exhibit VI, Section 600.1. Employees in Super Crew classifications will have the Line of Progression as defined in Attachment 2 and perform the same duties as their corresponding existing classifications listed in Letter of Agreement 14-35 but will be deployed as needed to do Super Crew work. The new classifications and 2015 wage rates are defined in Attachment 1. This agreement will be incorporated during the next revision to Letter of Agreement 14-35.

While deployed, these employees will be required to travel the territory performing all aspects of their classifications. Given the traveling requirements of these classifications, no employee shall be forced into these classifications, including forced temporary assignment or temporary upgrade.

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 following are the parameters of the Super Crew Program:

Physical Support

1. Classifications shall be filled under the normal provisions of Title 205 of the IBEW Physical Agreement.
2. External hires and employees accepting these positions are not eligible to bid or accept unrestricted positions outside of the Super Crew Program for one year unless the Company and Union mutually agree to waive this requirement.
3. Apprentice Fitter-Arc employees can be used to supplement the crew as needed for the purposes of training assignments consistent with LA 16-04. It is not intended that such assignments be made to avoid the use of a Journeyman Fitter - Arc employee.

Clerical Support

1. Classifications shall be filled under the normal provisions of Title 18 of the IBEW Clerical Agreement.
2. External hires and employees accepting these positions are not eligible to bid or accept unrestricted positions outside of the Super Crew Program for one year unless the Company and Union mutually agree to waive this requirement.

Travel

When travel is required, the provisions of Sections 202.22, 202.23 and 201 – Expenses shall apply. These sections of the Physical Agreement shall also apply to Operating Clerical employees covered under this Agreement.

Work Schedules

1. Work schedules and hours for all Super Crew classifications will be in accordance with Title 202 of the Physical Agreement and supplements thereto and the schedule change provision under section 2 as described below.
2. Super Crew Gas Compliance Representatives are required by job definition to operate new Gas Leak Survey technology such as Picarro and are subject to change of hours as follows:
 - a. Change of Hours – First Four Days:
 1. Company may schedule employees to work for periods of eight hours at other than their regular work hours when additional shifts are required.
 2. Company shall pay overtime compensation for all work performed outside of regular work hours for the first four workdays of any such situation. On the fifth workday, provided that such day falls on an employee's regularly scheduled workday, and thereafter for the duration of any such situation, Company shall pay the straight rate of pay for work performed on workdays during the hours of work established under this Section.
 3. If any such situation extends beyond eight workweeks, Company and Union agree to rotate the assignment of employees thereto, but in such event, the overtime compensation herein provided for will not be paid to any employee for more than the first four workday period worked outside of regular work hours.
 4. If an additional work period is established under this Section which would require an employee to work beyond 3:00 am, the employee on such work period shall be allowed to eat on Company time approximately four hours after the starting time of the work period.
 5. While deployed, Pre-arranged Overtime (POT) shall be distributed among Super Crew Gas Compliance Representative employees qualified to operate new Leak Survey Technology (i.e., Picarro) in the same work location as equally as is practicable. The Company will post accumulative POT or credited as worked for each person each month. All other applicable sections of 208.16 shall apply.

- b. Return to Regular Hours:

When an employee resumes the regular schedule of work hours after discontinuance of a change made as provided under this section, the employee shall be compensated at the straight rate of pay for work performed during such employee's regular work hours on the first such workday, provided that at least eight hours has elapsed between completion of work on the former shift and reporting for work on the employee's regular schedule of work hours. If not, such employee shall be entitled to a rest period of

eight consecutive hours following dismissal from work. However, the employee may nonetheless be required to report for work at any time during the first day of such change. The employee's rate of pay on such first workday shall be determined in accordance with the provisions of Section 208.11 as though the employee had qualified for a "rest period" under such Section.

Deployment of Super Crew

1. The Company will notify Super Crew employees prior to deployment and prior to the end date of the deployment.
2. The use of Picarro leak detection technology and the Division Gas T&D Super Crew will create overtime opportunities for the extension of the workday when assigned to a headquarters and/or service territory. The parties agree that such overtime is anticipated.
3. Anticipated pre-arranged overtime is charged as POT hours.
4. When deployed, these classifications will be excluded from emergency call out opportunities in their regular headquarters and will be eligible for both POT and extended day opportunities within the deployment location for the purposes of leak survey, asset repair and/or replacement.
5. The Company will track and post accumulated Super Crew pre-arranged overtime hours for each individual headquarters/service territory, including the total pre-arranged overtime accumulated on a year to date basis, to ensure equal distribution for Super Crew employees and accurate accounting of pre-arranged overtime hours.
6. Super Crew and local Division Gas T&D leadership will normalize overtime opportunities within the service territory of the assigned headquarters to ensure a fair and equitable distribution of overtime for local resources during the duration of the deployment.
7. For the administrative purposes of this normalization process, the Company will post a local list at the headquarters during the deployment.
8. Employees who sign the list are eligible to work extension of workday hours whenever Super Crew employees are working extension of workday hours.
9. Employees who do not sign the list or decline hours shall be charged such hours to ensure accurate records.
10. For emergency or pre-arranged overtime outside the Super Crew process, the normal overtime procedures (or EOT) at the headquarters shall be followed.

End of Deployment of Super Crew

1. Upon the end of deployment Super Crew, employees will be returned to their regular headquarters and the following provisions shall apply:
 - a. Super Crew classifications and their corresponding non-Super Crew classifications will be considered the same classification and the normal provisions of Title 208 and Title 212 shall apply.
 - b. Consistent with PRC 1118, Super Crew deployment shall be considered a Temporary Headquarters assignment and the employee who temporarily reports to a headquarters other than his/her regular headquarters shall have pre-arranged overtime worked or credited posted as hours assigned in his/her base classification at their regular headquarters. Super Crew pre-arranged overtime hours are not considered for equal distribution of overtime and is an imbalance that is justified.
 - c. Consistent with 212.6, Super Crew employees returning to their regular headquarters will initially be credited with the mean accumulated emergency overtime hours for their base classification and

headquarters. In other words, the employee would "go to the middle of the list" on the assumption that overtime had been equitably distributed at his/her previous headquarters.

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.

Commercial Driver's License Addendum Implementation

In accordance with #5 of Letter of Agreement 12-32, the parties have discussed and agreed to add this classification 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 of Agreement 12-32. All other provisions of Letter of Agreement 12-32 shall apply to these classifications.

Wages – Attachment 1

Wage rates for Super Crew classifications shall be 5% above the corresponding classifications and shall be eligible for all other wage benefits such as pension, savings fund plan, etc. Employees must have accumulated at least twelve (12) months (2,080 straight-time hours) in any Super Crew classification in order for the 5% increase to be included for pension calculation purposes.

The parties agree that the bargaining unit shall not be reduced and Title 206, Title 306 and Title 19 shall not be utilized as a direct result of this Agreement.

Except as noted herein, all other provisions of the Physical and Clerical collective bargaining agreements and supplements thereto shall apply.

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.

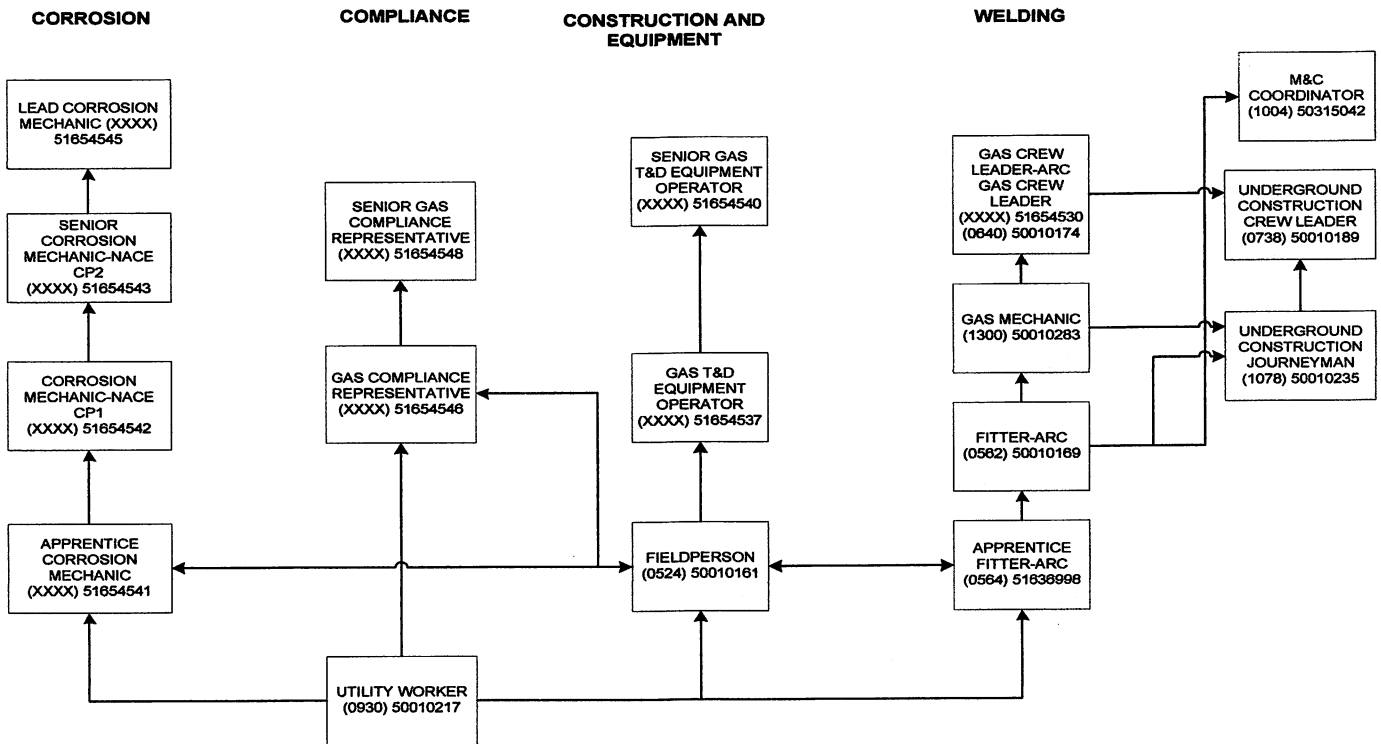
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

NOVEMBER 1, 2016

By: 
Tom Dalzell
Business Manager

Classification Title	Step	2015 Rate	2015 & 5%
Super Crew Maintenance & Construction Coordinator - Gas	Start	\$50.23	\$52.74
	End 1 Yr	\$52.76	\$55.40
Super Crew Gas Crew Leader – Arc		\$51.47	\$54.04
Super Crew Gas Crew Leader	Start	\$49.15	\$51.61
	End 1 Yr	\$50.34	\$52.86
Super Crew Gas Crew Foreman		\$49.15	\$51.61
Super Crew Gas Mechanic		\$50.34	\$52.86
Super Crew Fitter-Arc		\$48.00	\$50.40
Super Crew Fitter		\$46.96	\$49.31
Super Crew Senior Gas T&D Equipment Operator		\$45.45	\$47.72
Super Crew Gas T&D Equipment Operator		\$43.28	\$45.44
Super Crew Fieldperson	Start	\$36.58	\$38.41
	End 6 Mo	\$36.97	\$38.82
	End 1 Yr	\$38.06	\$39.96
	End 18 Mo	\$39.22	\$41.18
	End 2 Yr	\$39.76	\$41.75
Super Crew Senior Gas Compliance Representative		\$43.84	\$46.03
Super Crew Gas Compliance Representative	Start	\$36.58	\$38.41
	End 6 Mo	\$36.97	\$38.82
	End 1 Yr	\$38.06	\$39.96
	End 18 Mo	\$39.22	\$41.18
	End 2 Yr	\$41.76	\$43.85
Super Crew Utility Worker	Start	\$25.77	\$27.06
	End 6 Mo	\$29.03	\$30.48
	End 1 Yr	\$32.27	\$33.88
	End 18 Mo	\$35.53	\$37.31

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.