



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 17-23-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

August 15, 2017

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 proposes to update the Physical and Clerical Agreements with language/changes from previously agreed-to letter agreements between the Company and Union and various clean up items as noted on the attached list. The intent of this update is to only include items previously agreed to in letter agreements between the Company and Union and to make corresponding updates which include obsolete sections and minor clean up items.

This update is not intended to make any additional changes to the provisions of the Physical and Clerical Agreements. Any omissions or errors identified by the parties shall be corrected.

Attached are two copies each of the Physical and Clerical Agreements with these changes/updates incorporated with one copy in the revision mode and one copy in the final version.

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: *Eric Erickson on behalf of*
Robert Joga
Senior Director

The Union is in agreement.

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

By: *Tom Dalzell*
Tom Dalzell
Business Manager

Aug 15th, 2017

IBEW PHYSICAL AGREEMENT UPDATES

	TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
1	Table of Contents	Exhibits	Edit item I from Educational Assistance to Tuition Refund Program	LA 17-02	2/16/17
2	Table of Contents	Exhibits	Add statement to XVII: Deleted (XVII Meter Reader Agreement)	LA 16-42	10/17/16
3	2.1	Various	Remove "technical clerks in Steam Generation" and anywhere "Steam Generation" is listed.	LA 16-55	
4	3 - Continuity of Service	3.5	<p>Add Utility Gas Service Rep to Section 3.5. Section 3.5 of the Physical Agreement is modified to one hour with respect to residency requirements for the position of the Utility Gas Service Representative.</p> <p>3.5 Consistent with the provisions of this Title which pertain to the continuity of service to the public, employees who fill job vacancies in the classifications of <u>Utility Gas Service Representative, Gas Service Representative, Lead Gas Service Representative</u> Serviceman or Troublemaker on and after July 1, 1974, may be required to reside within the community in which the Company headquarters to which they regularly report is located, unless for good cause such requirement is waived or varied by joint agreement of Union and Company as to any such individual appointment...</p> <p>For the purposes of this section, <u>a Lead Gas Service Representative, Gas Service Representative or Troublemaker</u> an employee will be considered to be residing in the "community" if his/her residence is located no more than 30 minutes automotive travel time, under ordinary travel conditions, from the employee's headquarters <u>and a Utility Gas Service Representative will be considered to be residing in the "community" if his/her residence is located no more than 60 minutes automotive travel time, under ordinary travel conditions, from the employee's headquarters.</u></p>	R1-14-17	4/24/14
5	100 - Application	100.1 - Provisions of Part I	<p>Update Gas System Maintenance & Technical Support/Gas System Operations department name to Gas, Pipeline Operations & Maintenance - T&D.</p> <p>Delete Steam Generation Department and "and technical clerks in Steam Generation."</p>	LA 14-40	9/9/14

TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
102 - Grievance Procedure and Various 6	Various	Replace "Human Resources Advisor" with "Labor Relations Representative" and add "Senior" to "Director" in various places throughout the Agreement. Add language: <u>Floating Holiday time will be posted to each regular full or part-time employee's account in January of each year, or upon the attainment of regular status.</u>	Clean up	
103 - Holidays 7	103.3 - Floating Holidays	(a) An Apprenticeship Committee consisting of three <u>four</u> representatives of Union and three <u>four</u> representatives of Company shall be established. <u>One of the members for the Union and one of the members for the Company will represent the General Construction Department.</u> The representatives appointed by Union shall be employees of Union or employees of Company. The representatives appointed by Company shall be employees of the Company, one of whom shall be designated as Chairman of the Apprenticeship Committee. Company will not assume payment of any expense or lost time incurred by Union representatives of the Apprenticeship Committee. <u>(b) The Apprenticeship Committee shall meet on the second Friday of each month unless such meeting is mutually cancelled.</u>	LA 07-44	9/26/07
109 - Apprenticeship Training 8	109.1	Change GSM&TS/GSO to GPOM Delete Steam Generation and "Steam and" Delete Accounting and Computer Operations	LA 81-11 LA 14-40 LA 16-55 LA 13-32	2/13/81 9/19/14 12/20/16
200 - Application 9	200.1	1. This shall include Gas and Electric T&D Crews and any other Department as agreed to in writing by the <u>local</u> Union Business <u>Representative</u> Manager and the Director of Labor-Relations <u>Labor Relations Representative.</u>	LA R2-88-21	3/23/88
202 - Hours 10	202.21 - Remote Reporting			

TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
11 205 - Job Bidding, Promotion and Transfer	<p>205.4 - Prebid Procedure 205.9 - Preference by Length of Service 205.15 Notification to Union of Bypass 205.17 - Appointment Due to Urgent Necessity 205.18 - Exchange of Headquarters 205.20 - Posting of Job Awards 305.7 - General Construction Prebid Procedure 305.9 - Posting of Job Awards 305.10 - Preference by Length of Service</p>	<p>Various updates to Job Bidding, Promotion and Transfer language</p>	<p>LA R1-14-27 LA 88-21 LA 81-95</p>	<p>10/24/14 3/23/88 11/18/81</p>
12 205 - Job Bidding, Promotion and Transfer 205.3 - Filling Temporary Vacancies	<p>Add language that is already included in Clerical Agreement and also applies to the Physical Agreement: (a) Whenever a vacancy occurs in any job classification, Company may temporarily fill it by assignment. In making temporary assignments to fill job vacancies, Company shall first consider employees in Relief classifications, and then, when practicable, consider the employees at the headquarters in which the job vacancy exists in the order of their preferential consideration under Section 205.7. The foregoing shall apply whether or not the vacancy is one which must be filled on a regular basis. <u>The following guidelines shall be applied in the application of Subsection 205.3(a) (1)</u> <u>i) to the senior qualified 205.7(a) bidder in the department and headquarters of the vacancy; and then</u> <u>(b) bidder in the department and headquarters.</u> <u>ii) to the senior qualified 205.7(a) bidder in the headquarters of the vacancy; and then (b) bidder in the headquarters of the vacancy;</u> <u>iii) to the senior qualified 205.7 (d) bidder in the department and headquarters of the vacancy;</u> <u>iv) to the senior qualified 205.7 (d) bidder in the headquarters of the vacancy;</u> <u>Note: If the vacancy is in a Division Department located at the same headquarters as a Department under the Region, Region 205.7(b) or (d) bidders fall into categories 2 and 4 and vice versa.</u></p>		<p>LA R2-89-81</p>	<p>6/22/89</p>

	TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
13	206 - Demotion and Layoff Procedure	206.9 - Accelerated Promotion	<p>For the purpose of enabling employees who have been <u>1)</u> demoted and/or transferred under the provisions of this Title, or to enable employees, or 2) <u>to enable employees</u> who have been on or are on Long-Term Disability status, <u>or 3) placed into a bargaining unit job in another line of progression or a different bargaining unit as the result of an Internal Job Search, or 4) returned to work from Long-Term Disability into a different bargaining unit,</u> to return to their former status...</p>	LA 11-06	3/5/11
14	206 - Demotion and Layoff Procedure	206.9 - Accelerated Promotion	<p>Add: <u>(d) An employee who is displaced, either from an apprenticeship or to another headquarters as an apprentice, pursuant to the provisions of Title 206, and who eventually becomes a Journeyman by completing the same apprenticeship, shall have Subsection 205.7(a) bidding rights to that Journeyman position at the headquarters from which the employee was displaced. These rights shall be in addition to Subsection 205.7(a) rights to the apprenticeship or lower classification at the headquarters from which the employee was displaced.</u></p>	LA 88-33	3/23/88

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<p>206 - Demotion and Layoff Procedure</p> <p>206.15 - Demotion of Unit Employee</p>	<p>Add language.</p> <p>Entire Section Amended 4/15/16</p> <p>a) <u>An employee who is demoted... or (2) if no such vacancy occurs, the employee may be demoted to a vacancy in a lower classification in the <i>Demotion Unit</i> in which he/she is employed; or (3) if no such vacancy occurs, the employee may be demoted to a vacancy in a lower classification on a system-wide basis including all entry level vacancies, which the employee is qualified to fill. If this section is applied, an employee shall be demoted to a vacancy in the first successively lower classification which the employee is qualified to fill.</u></p> <p>b) <u>By written agreement between the Company and the Union, an employee may be placed into a vacancy created by the Company.</u></p> <p>c) <u>In the event an employee is demoted and is not placed in a vacancy as described in Section 206.15 (a) or (b) above, the Company shall provide the employee with a list of unrestricted IBEW represented vacancies within the Company system-wide that, if qualified, the employee shall be required to apply for. The employee shall also be required pursuant to Title 205 to submit bids and transfers to positions for which the employee is qualified. For the purposes of qualification under this Section, the employee will be allowed a reduced retest period for completing required testing, in accordance with the current Demotion and Layoff Employee Handbook (last revised March 9, 2009).</u></p> <p>d) <u>In the application of Section 206.15 (c), employees shall be provided 60 calendar days from the date the list of vacancies is provided to the employee to secure a position that he/she is qualified to fill. During this 60-day period, the employee shall continue to be paid the same base rate of pay in effect when the employee was given notice of demotion. Upon the employee's request to the Company during the 60-day period, he/she shall receive assistance from the Company human resources or recruitment representative(s) with any questions and concerns regarding the bid and/or job placement process. By mutual agreement, the Company and Union may extend the 60-day period.</u></p> <p>e) <u>In such cases where an employee does not secure a position as outlined in (a), (b), and (c) above, the employee may be administratively laid off and shall be provided rehiring rights pursuant to Section 206.13, however will not be eligible for severance under Exhibit XIV.</u></p> <p><u>If at any time an employee is offered a position under the provisions of this section in which he/she is qualified to fill and declines the offer, the employee will be deemed to have resigned from the Company. Exceptions may be granted by mutual agreement between the Company and the Union.</u></p>	<p>LA 16-13</p>	<p>4/14/16</p>	
<p>212 Emergency Duty</p>	<p>212.10 Service Employees</p>	<p>Replace "Human Resources Advisor" with "Labor Relations Representative."</p>	<p>Clean up</p>	

TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
17 306 Demotion and Layoff Procedure	306.9 Accelerated Promotion - Transfer	For the purpose of enabling employees who have been <u>1)</u> demoted and/or transferred under the provisions of this Title, or to enable employees, or <u>2) to enable employees</u> who have been on or are on Long-Term Disability status, <u>or 3) placed into a bargaining unit job in another line of progression or a different bargaining unit as the result of an Internal Job Search, or 4) returned to work from Long-Term Disability into a different bargaining unit,</u> to return to their former status... <u>(e) For the purpose of enabling regular status employees with two or more years of service who have been demoted or displaced due to medical reasons shall be extended preferential consideration, pursuant to the provisions of 306.9 to return to such former classification(s) and line of progression. Such preferential consideration shall only be to a classification held on other than a temporary basis.</u>	LA11-06	3/5/11
18 306 Demotion and Layoff Procedure	306.9 Accelerated Promotion - Transfer		LA 85-7	3/7/85
19 Exhibit I - Educational Assistance		Update language.	LA 17-02	2/16/17
20 Exhibit III - Shift Employees	Electric Department	Add Hydro System Operator. Change GSM&TS/GSO to GPOM. Add PIO to Operator Mechanic I. Add Senior Station Operator (2131) (50210204) Add Relief Senior Station Operator (2131) (50210205) Delete Operator Mechanic (50010329) Delete Operator Mechanic II (1707) (50010331) Delete Senior Operator Mechanic (PIO)	Clean up	
21 Exhibit III - Shift Employees	Gas Department	Add PIO to Division Operator	LA 14-40	9/19/14
22 Exhibit III - Shift Employees	Electric Department	Add PIO to Grid System Control Operator	LA R1-05-21	6/20/05
23 Exhibit III - Shift Employees	Gas Department	Add Senior Distribution Gas System Operator (Relief) (51836159) Add Apprentice Distribution Gas System Operator (50489164)	LA 15-55	12/18/15
24 Exhibit III - Shift Employees	Gas Department	Delete Compressor Engineer Delete Fireman Delete Plant Utility Worker Delete Shift Utility Worker Delete Watch Engineer	Clean up	

	TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
25	Exhibit III - Shift Employees	Nuclear Power Generation	Add PIO to Control Room Assistant Delete Shift CARP Helper	Clean up	
26	Exhibit III - Shift Employees	Nuclear Power Generation	Delete Steam Generation Delete Senior Control Operator	LA 16-55	12/20/16
27	Exhibit III - Shift Employees	Nuclear Power Generation	Delete Shift Utility Plant Clerk	LA 12-21	6/4/12
28	Exhibit IV - Service Employees	Electric Department	Delete Night Groundman Delete Patrolman	LA 97-18 LA R2-13-27	3/18/97
29	Exhibit IV - Service Employees	Gas Department	Add Lead Gas Service Representative (51645906) Add Utility Gas Service Representative (51645908) Delete Charperson Delete Service Operator	LA R1-14-17	4/24/14
30	Exhibit IV - Service Employees	Gas Department	Delete Steam Serviceman	Clean up	
31	Exhibit IV - Service Employees	Water Department	Delete	LA R1-05-22	6/20/05
32	Exhibit V - Classifications of Resident Employees	Water Department	Delete	LA R1-05-22	6/20/05
33	Exhibit VI - JDLOP	600.2 VI-A: Materials Distribution and Division Materials Department including Gas Transmission Storage	Delete reference to Gas Transmission and Storage	Clean up	
34	Exhibit VI - JDLOP	600.8 VI-G: Division Water	Delete	LA R1-05-22	6/20/05
35	Exhibit VI - JDLOP	600.3 VI-B: Steam Generation and Nuclear Power Generation	Delete Steam Generation from Nuclear Power Generation.	LA 16-55	12/20/16
36	Exhibit VI - JDLOP	600.4 VI-C: Gas System Maintenance & Technical Support/Gas System Operations	Change department name to: Gas Pipeline Operations & Maintenance T&D (GPO&M-T&D)	LA 14-40	9/19/14
37	Exhibit VI - JDLOP	600.7 VI-F: Customer Energy Efficiency Services	Delete	LA 16-42	10/17/16
38	Exhibit VI - JDLOP	600.1 VI-J: Accounting and Computer Operations	Delete	LA 13-32	8/20/13

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39	Exhibit VI - JDLOP		Moved Environmental Field Services to 600.16 VI-P as New Generation is 600.14, VI-N per LA R2-05-67.	Exh. XVIII LA R2-05-67	4/18/06
40	Exhibit VII - Beginner's Classifications		Add SAP codes to all classifications.	Clean up	
41	Exhibit VII - Beginner's Classifications		Delete Decoto Pipe Yard	LA 02-20	6/11/2002
42	Exhibit VII - Beginner's Classifications		Delete 1489 - Shop Meterperson Electric-Meter	LA R1-13-43	6/21/13
43	Exhibit VII - Beginner's Classifications		Add Shop Utility Worker 0610 (51530453)	LA R1-13-43	9/19/12
44	Exhibit VII - Beginner's Classifications		Add Utility Gas Service Representative (51645908)	LA R1-14-17	4/24/14
45	Exhibit VII - Beginner's Classifications		Add Electric Field Meterperson (PIO) 1491 (50070800) Delete Utility Worker 0924	LA R1-13-75	1/13/14
46	Exhibit VII - Beginner's Classifications		Update department to GPO&M-T&D for 0935 - Utility Worker	LA 14-40	9/19/14
47	Exhibit VII - Beginner's Classifications		Update department to GPO&M-T&D for 0057 (50010068) Maintenance Assistant I	LA 14-40	9/19/14
48	Exhibit VII - Beginner's Classifications		Add Electric Line Assistant Electric T&D 3356 (51863059)	LA 16-10	3/18/16
49	Exhibit VII - Beginner's Classifications		Add Sr. Routine Meter Person (PIO) (51922773)	LA 16-42	10/17/16
50	Exhibit VII - Beginner's Classifications		Add Routine Meter Person (PIO) (51922774)	LA 16-42	10/17/16

	TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
51	Exhibit VII - Beginner's Classifications		Delete Operator-In-Training 1554 Electric Operating	LA R1-05-21	6/20/05
52	Exhibit VII - Beginner's Classifications		Delete Plant Utility Worker 0937 Gas Measurement and Control	Job no longer exists	
53	Exhibit VII - Beginner's Classifications		Correct Pay Scale code for Telecommunication Utility Worker from 0925 to 0932. 0925 is Utility Worker - Electric Maintenance	Correction	
54	Exhibit VII - Beginner's Classifications	Utility Worker	Delete 0928 Utility Worker Nuclear Power Generation - Operating--job no longer exists	Job no longer exists	
55	Exhibit VII - Beginner's Classifications	Utility Worker	Delete 0940 Utility Worker - Steam Generation and Nuclear Power Generation - Mechanical Delete 0942 Utility Worker - Steam Generation and Nuclear Power Generation - Electrical - Traveling Delete 0943 Utility Worker - Steam Generation and Nuclear Power Generation - Electrical	LA 16-55	12/20/16
56	Exhibit VII - Beginner's Classifications	Utility Worker	Edit 0944 Utility Worker to Nuclear Power Generation - Technical Maintenance (delete Steam Generation) Edit 0946 to Nuclear Power Generation - Technical - Traveling (delete Steam Generation)	LA 16-55	12/20/16
57	Exhibit VII - Beginner's Classifications		Delete Auxiliary Operator (1650) Delete Deconner (2369)	LA 16-55	12/20/16
58	Exhibit VII - Beginner's Classifications	CIP Inspector	Change Department from Customer Energy Efficiency Services to Electric Meter	LA 16-42	10/17/16
59	Exhibit VII - Beginner's Classifications		Delete Gas Supply Coordinator (PIO) (1836) Delete Gas Transmission Operator (PIO) (1576)	LA 07-16	3/16/07
60	Exhibit VII - Beginner's Classifications		Delete Groundman (0910)	LA 97-18	3/18/97
61	Exhibit VII - Beginner's Classifications	Materials Handler	Delete 1213 Materials Distribution - Warehouse Operations-Utility Delete 2406 Telecommunications Installer	Clean up	

	TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
62	Exhibit VII - Beginner's Classifications		Delete Meter Reader 2785 Gas Service	LA 16-42	10/17/16
63	Exhibit VII - Beginner's Classifications		Delete Night Groundman 0913 Electric T&D Delete Routine Plant Clerk 0294 Nuclear Power Generation - Technical Maintenance Delete Utility Plant Clerk 0296 Delete Utility Plant Clerk Shift 0297	LA 97-18	3/18/97
64	Exhibit VII - Beginner's Classifications		Add 'PIO' to 1096 Electric T&D Assistant	LA 12-21	6/4/12
65	Exhibit VII - Beginner's Classifications			LA 10-50	12/30/10
66	Exhibit IX - Classifications Common to More Than One Department		Delete all references to Water and Steam Departments. Delete reference to 205.8 as it's been deleted.	LA R1-05-22 LA 16-55	6/20/2005 12/20/16
67	Exhibit IX - Classifications Common to More Than One Department		Replace Gas System Maintenance & Technical Support/Gas Systems Operations with Gas Pipeline Operations and Maintenance - T&D	LA 14-40	9/19/14
68	Exhibit XII Addendum to Title 206 and 306 Demotion and Layoff Procedure		Add "See Sections 206.16, 306.11 and/or 306.12 under the heading for clarification. Replace "Division/Department Human Resources Manager" with "Labor Relations Representative." Replace "Human Resources Department" with "Labor Relations Representative."	Clarification	
69	Exhibit XIII	Hardship Transfer Provisions		LA R1-91-99 (Ex. XIII)	2/3/92

TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
70 Exhibit XVI - Contracting	Departments for this Exhibit Title 200	Delete Water Delete Accounting & Computer Operations Delete Steam Operating Delete Steam Electrical Maintenance Delete Steam Mechanical Maintenance Delete Steam Technical Maintenance Delete Steam Clerical Delete Steam Firewatch Delete Gas M&C	LA 16-55	12/20/16
71 Exhibit XVI - Contracting	Electric T&D (200 and 300), Gs T&D (200 and 300) and Substation (Amended 9-11-09 by Letter of Agreement 09-41	Add note under item 7 of LA 09-41. 7. All construction work normally and historically performed by the bargaining unit will be performed by a contractor signatory to an agreement with IBEW Local 1245 covering the work in question. The Joint Labor Management committee overseeing this agreement may agree to contract work to a contractor who is signatory to a union other than IBEW Local 1245 or to a non-signatory contractor. This agreement does not apply to either the Gas System Maintenance/Gas System Operations Department (sometimes referred to as CGT) or Gas M&C; these departments remain subject to Exhibit XVI. Nothing in this agreement is intended to modify any current understanding of (A) work normally performed by Gas T&D or (B) work normally performed or not normally performed by employees in the covered departments. <u>Note: Gas System Maintenance/Gas System Operations Department and Gas Measurement & Control (sometimes referred to as Gas M&C) are now Gas Pipeline Operations and Maintenance - T&D.</u>	Clean up	
72 Exhibit XVI - Contracting	Departments for this Exhibit Title 200	Change GSM&TS/GSO to GPOM	LA 14-40	9/19/14
73 Exhibit XVII - Meter Reader Agreement	LA R1-00-40	Delete	LA 16-42	10/17/16
74 Exhibit XVIII - New Generation		Correct spelling on Lead Power "Plant" Technician from "Plan" to "Plant."	Ex. XVIII LA R2-05-67	4/18/06

	TITLE	SECTION/EXHIBIT	SUBJECT	LA/ REFERENCE DOCUMENT	LA DATE SIGNED
75	Supplement to Title 205 Bidding Units	Bidding Unit One - Area Three	Add Los Medanos	LA 14-40	9/19/14
76	Supplement to Title 205 Bidding Units	Bidding Unit Ten - Area Twenty	Add Holt (McDonald Island)	LA 14-40	9/19/14
77	Supplement to Title 205 Bidding Units	Bidding Unit Twelve - Area 25	Add Topock	LA 14-40	9/19/14
78	Supplement to Title 205 Bidding Units	Bidding Unit Sixteen	Delete	LA 14-40	9/19/14
79	Supplement to Title 205 - Bidding Units		Various deletions and additions to bidding units.	LA 01-69 LA14-40	12/20/01 9/19/14
80	Supplement to Title 206 Demotion Units	Demotion Unit One - Area Three	Add Los Medanos	LA 14-40	9/19/14
81	Supplement to Title 206 Demotion Units	Demotion Unit Five - Area Twenty	Add Holt (McDonald Island)	LA 14-40	9/19/14
82	Supplement to Title 206 Demotion Units	Demotion Unit Five - Area 22	Add Topock	LA 14-40	9/19/14
83	Supplement to Title 206 Demotion Units	Demotion Unit Eight	Delete	LA 14-40	9/19/14

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84 Critical Classification Supplement		<p>Add steps for Apprentice Lineman:</p> <p>3. (b) Employees in a critical apprenticeship status shall be paid the following percent adjustment above their basic weekly rate as provided for in Exhibit X:</p> <p>Start 3% End 6 months 4% End 1 year 5% End 18 months 6% End 24 months 7% End 30 months 8% <u>End 36 months 8%</u> <u>End 42 months 8%</u></p>	LA 12-13	3/26/12

IBEW CLERICAL AGREEMENT UPDATES

1	Table of Contents	Exhibits	LA 17-02	2/16/17
2	7 - Sick Leave	7.16 - Family Sick Leave	Should have been included in the TA updates but was left out.	
3	10 - Hours of Work	10.10 - Flexible Work Schedules	Clean up	
4	14 - Holidays	14.3 - Floating Holidays	LA 07-44	9/26/07
5	17 - Status	17-10 - List	Clean up	

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6	18.4 - Prebid Procedure 18.5 Filling Beginner's Classification 18.9 - Preference by Length of Service 18.14 - Notification to Union of Bypass 18.16 - Exchange of Headquarters 18.18 - Posting of Job Awards	Various updates to Job Bidding, Promotion and Transfer language Note: If the vacancy is in a Division Department located at the same headquarters as a Department under the Region, Region 18.8(b) or (d) bidders fall into categories- <i>iii</i> and iv and vice versa.	LA R1-14-27	10/24/14
7	18.3		to correct typo	
8	19 - Demotion and Layoff Procedure	For the purpose of enabling employees who have been <u>1</u> , demoted or transferred under the provisions of this Title, or to enable employees or 2) to enable employees who have been on or are on Long-Term Disability status, <u>or 3) placed into a bargaining unit job in another line of progression or a different bargaining unit as the result of an Internal Job Search, or 4) returned to work from Long-Term Disability into a different bargaining unit,</u> to return to their former status...	LA 11-06	3/5/11
9	Exhibit A - Clerical LOP	Update entire Exhibit	LA R2-13-39	1/13/14
10	Exhibit B - Educational Assistance	Update language	LA 17-02	2/16/17
11	Exhibit I Addendum to Title 19 Demotion and Layoff Procedure	Add "See Section 19.15," under the heading for clarification.	n/a	
12	Exhibit A	Remove references to meter reading, Meter Reader, Meter Reader and Utility Clerk and Credit Representative and Meter Reader.	LA 16-42	10/17/16