

LETTER AGREEMENT NO. 18-05-PGE



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

April 6, 2018

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:

Letter of Agreement 14-39, which established the GC Gas Line of Progression (LOP) for 'Inspection', noted the importance of a highly trained inspection workforce to perform gas transmission pipeline and distribution facility inspections. In recognition of this, the parties agreed to address updates to qualification and certification requirements as needed. This commitment similarly applies to two lead inspector classifications created by Letter of Agreement 18-04.

Company proposes to add American Petroleum Institute 1169 (hereafter API 1169) and NACE International Institute Coating Inspector Program Level 2 (hereafter NACE CIP 2) as requirements to the classifications within the GC Gas LOP for 'Inspection'.

The API 1169 and NACE CIP 2 certifications shall be required as noted for the classifications in the table below. Additionally, any classifications regardless of the LOP, must hold the appropriate certifications to perform inspections on transmission pipeline and distribution facilities.

Job Code	Classification	New Requirements
51664850	Utility Construction Inspector	API 1169
51665126	Construction Inspector	API 1169, NACE CIP 2
52111406	Lead Inspector	API 1169, NACE CIP 2
51665127	Pipeline Inspector – CWI	API 1169, NACE CIP 2
52111405	Lead Pipeline Inspector – CWI	API 1169, NACE CIP 2

Additional Requirements by Classification

Upon execution of this agreement, an hourly premium of three percent of the employee's straight-time rate (rounded to the nearest full cent per hour) shall be applied to wages for time worked as follows:

1. All incumbent employees listed in Attachment 1 (hereafter "incumbents"), who remain in the Line of Progression and who obtain and maintain the above listed qualifications as required by the classification.

- 2. All employees who are outside of the GC Gas LOP for 'Inspection' but are assigned to support the department full time and who obtain and maintain the above listed qualifications as required by the work performed.
- 3. All future employees within the GC Gas LOP for 'Inspection,' who remain in the Line of Progression and who obtain and maintain the above listed qualifications as required by the classification.

In the event that industry standard requirements are modified, the parties agree to meet to discuss transfer of the premium to the new requirements.

Initial Implementation Phase - API 1169

- 1. All incumbents will be provided the opportunity, at Company cost, up to two attempts to obtain the API 1169 certification.
 - a. Such attempts shall be made within six months from the date of the execution of this Agreement with reasonable flexibility allowed for first available API 1169 training and testing windows.
 - b. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
- Incumbents who do not successfully meet the new certification requirement are precluded from further progression within the LOP and from inspecting gas transmission pipeline until such time as requirements are met.

Initial Implementation Phase - NACE CIP 2

- 1. All incumbents will be provided the opportunity, at Company cost, up to two attempts to obtain the NACE CIP 2 certification.
 - a. These attempts shall be made within six months from the date of the execution of this Agreement with reasonable flexibility allowed for first available NACE CIP 2 training and testing windows.
 - b. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
- 2. Incumbents who do not successfully meet the new certification requirement are precluded from further progression within the LOP until such time as requirements are met.

Additional Staffing Notes

- Upon execution of this Agreement and pursuant to Section 305.5, an employee shall not be eligible for appointment to any classification within the GC Gas LOP for 'Inspection' via the Temporary/Permanent (T/P) Upgrade process unless he/she possesses the required qualifications prior to the request for T/P Sheets on file.
- 2. Upon execution of this Agreement and pursuant to Section 305.7, an employee shall not be eligible for award of a bid to any classification within the GC Gas LOP and shall be required to possess the required qualifications prior to control date of the vacancy.
- 3. In the event an employee other than an incumbent in the Gas GC Inspection LOP does not possess or maintain the required qualifications, the employee will be required to attempt to qualify or requalify (as applicable) during the first available opportunity for the missing qualification prior to being subject to the provisions of Title 306.

4. Issues that may arise from the implementation of this Agreement shall first be referred to the existing Oversight Committee established in Letter of Agreement 14-39 for resolution.

This agreement has been discussed with Senior Assistant Business Manager Anthony Brown and Assistant Business Manager Bryan Carroll.

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.

April 25th 2018

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

By: Tom Dalzell

Business Manager

ID	Name	Classification
302262	Abia, Anietang	Pipeline Inspector CWI
300218	Boutwell Jr., Charles	Pipeline Inspector CWI
301853	Conley, Stacy Mitchell	Pipeline Inspector CWI
300237	Craddock Jr., Dennis Stephen	Pipeline Inspector CWI
297831	Crane, Donald Ray	Pipeline Inspector CWI
298961	Hale, Perris Robertson	Pipeline Inspector CWI
299807	Mack, Thomas Craig	Pipeline Inspector CWI
276767	Manier, Steven Anthony	Pipeline Inspector CWI
300269	Montalvo, Robert M	Pipeline Inspector CWI
300235	Ortiz, Rigoberto	Pipeline Inspector CWI
112474	Ray, William	Pipeline Inspector CWI
301795	Riker, David Alan	Pipeline Inspector CWI
300248	Sutherland, Derrick	Pipetine Inspector CWI
300270	Wysocki, Mathieu Robert	Pipeline Inspector CWI
41591	Zahn, Jeffrey C	Pipeline Inspector CWI
299798	Zamora, Francisco Jabier	Pipeline Inspector CWI

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278345 Black, Joseph Larry Construction Ins 275263 Brainerd, Brian David Construction Ins 234661 Chavez, Anthony Construction Ins 119327 Cook, KeBy A Construction Ins 301794 Corralejo, JoseJordon Luis Construction Ins 219553 Gwell, Ryan Construction Ins 234601 Ellington, Brätin J Construction Ins 234602 Garcia, Jesus Clementie Construction Ins 201668 Fuller, Jacob Lynn Construction Ins 209552 Garland, Luke Daniel Construction Ins 299553 Gordis, Jesus Clementie Construction Ins 299554 Gorzales, Lauren Ashley Construction Ins 236851 Gross, Brandon Construction Ins 230254 Herron, Colby Lee Construction Ins 242156 Hillman, Dennis Construction Ins 279245 Hudgren, Brian Thomas Construction Ins 292676 Jackson, Warren Charles Construction Ins 293080 Leewen, Randy Jay Construction Ins <td>enories</td>	enories
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241029 Durca Kido Nicholae Construction In	
297248 Salo, Steven Peter Construction In	
241375 Santos, Martin R. Construction In	-
234711 Sparks, Thomas William Construction In	
220807 Spears, Ramen Macdonald Construction In	
293039 Sullivan, Kaše Elizabeth Construction In	_
299802 Wickers, Taylor Construction In	
278319 Zack, Anthony J Construction In	spector

ID	Name	Classification
	Bough, Todd R.	Utility Construction Inspector
	Cedano, Armando Jorge	Usity Construction Inspector
	Dandridge, Michael Gavin	Utily Construction Inspector
	Evans, Daniel Clayton	Utility Construction Inspector
	Flores, Mario Roberto	Usery Construction Inspector
	Gabriel, Paul	Utility Construction Inspector
	Hill, Wyats	Utility Construction Inspector
	Jacobson, Gordon John	Usily Construction Inspector
300229	Kinsella, Kevin Michael	Utility Construction Inspector
299727	Landi, Christopher	Utility Construction Inspector
308239	Lemmons, Austin	Usity Construction Inspector
237499	Long, Nicholas A	Usity Construction Inspector
233732	Lopp, Richard Bennet	Utility Construction Inspector
235067	Luna, Abraham Martinez	Utility Construction Inspector
301793	MacPherson, Matt Alan	Utility Construction inspector
280688	Mael, Nathnael	Utility Construction Inspector
283650	Olivares, Eva	Utility Construction Inspector
300227	Riley, Valentine	Utility Construction Inspector
300246	White, Aaron Jennings	Utility Construction Inspector
239015	Young, Christine	Utility Construction Inspector
116879	Zamboukos, Michael	Utility Construction Inspector