



# LETTER AGREEMENT NO. 19-28-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
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WALNUT CREEK, CA 94598  
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MATTHEW LEVY  
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

September 26, 2019

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:

Pursuant to joint discussions regarding journeyman Electrician qualifications and mutual interest in a safe, well-trained, and qualified workforce, the parties agree to the following changes and clarifications:

1. Employees and candidates must be qualified journeyman Electricians to be considered for all Electrician classifications [e.g., Electrician (50010149), GC Electrician (50010152), Materials Electrician (50010151), DCPD Electrician (50073082), etc.]. Designation as a qualified journeyman Electrician requires (1) successful completion of a PG&E Electrician apprenticeship or an IBEW/JATC-sanctioned Electrician apprenticeship (e.g., Inside Wireman), or (2) presently working for PG&E as a qualified journeyman in an Electrician classification.

A. Incumbent qualified journeyman Electrician bidders that are (1) inside the line of progression bidding into a different department, or (2) outside of a line of progression. If assigned to journeyman Electrician classifications in accordance with Section 205.7 and 305.7 of the Physical Labor Agreement, *may* be subject to a Company assessment and *may* be placed as a journeyman Electrician or as a "Break-in" journeyman Electrician. Break-in placements will be subject to Joint Apprenticeship Training Committee ("JATC")-approved training plans. Break-in placed employees shall be assigned the journeyman Electrician wage rate of the classification to which they are assigned. Employees in a Break-in status must complete the Break-in training plan prior to being eligible to bid other Electrician positions. Failure to successfully complete the Break-in training plan may subject an employee to removal pursuant to 206.15 or 306.

The process for assessment and determination of Break-in placements shall be as follows:

- i. Qualified employee with a prebid on file that receives offer from Centralized Job Bidding Team (CJBT)
- ii. Employee accepts or declines.
- iii. If accepted, employee assigned the bid by CJBT.
- iv. Employee provided a report date.
- v. If and after employee reports, he/she may be assessed at Company discretion.
- vi. Based on assessment, Company determines whether or not a Break-in placement and training plan is needed.
- vii. If it is determined that Break-in training is required, a training plan, not to exceed twelve (12) months, is developed and subject to JATC approval.

B. Candidates assigned to journeyman Electrician classifications as a result of an Unrestricted Appointment ("URA") will be subject to a Company assessment and placement as a provisional Electrician. Such provisional placements will be subject to JATC-approved training plans. The Company retains sole discretion to determine the URA candidates to be hired into the classifications. Such provisionally placed

candidates shall be assigned at the journeyman Electrician wage rate of the classification to which they are assigned. Employees in a "provisional" status must complete the provisional period and training plan prior to being eligible bidders to future Electrician positions. Failure to meet the conditions of a provisional training plan which has been provided to the employee per the plan, may result in demotion (or termination, if applicable) under the provisions of Section 206.15 or Title 306 of the Physical Labor Agreement, whichever is applicable.

- 2. The Electric Locator classification was created in 2016 (Letter of Agreement (LA) R1-16-28). Only qualified "journeymen Electricians" should have been assigned to Electric Locator positions. The parties will establish a joint committee comprised of four (4) members designated by the Company and four (4) members designated by the Union, to jointly review incumbent Electric Locator "journeymen Electrician" qualifications. Following conclusion of the joint review, the parties will meet and discuss the appropriate next steps of the incumbent Electric Locators who have not previously held an Electrician classification at PG&E. Additionally, the 2016 Electric Locator agreement will be updated to clarify the "journeyman Electrician" qualification and bid rights consistent with this Agreement.

Pending the incumbent review described above, only Electric Locators who previously held an Electrician classification at PG&E will be eligible to bid Electrician vacancies. These locators have been identified and are listed on Attachment 1 of this Agreement. Should any of the Electric Locators listed on Attachment 1 bid into an Electrician position, they may be required to complete a Break-in training plan as described in 1.A. of this Agreement

- 3. The above changes and clarifications will be incorporated in the next update(s) of the Job Description and Line of Progression Letters of Agreement, applicable to electrician classifications (LA R1-13-76, LA R2-13-37, LA-16-55, and LA-18-20).
- 4. The Company agrees to assign the Grievant (Grievance No. 25057) to the position of Electrician (SAP 50010149), headquartered at Pismo Beach Materials Facility in accordance with Section 1 and 1.a of this Agreement. The parties agree this assignment is without precedent or prejudice and is non-referable by either party. The Union accepts as final resolution and settles Grievance No. 25057.

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 AND ELECTRIC COMPANY

By:   
 Matthew Levy  
 Director

The Union is in agreement.

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

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September 26th, 2019

By:   
 Tom Dalzell  
 Business Manager

**List of Incumbent Electric Locators who have previously held Electrician classifications:**

	<b>NAME</b>	<b>EMPLOYEE NUMBER</b>
<b>1.</b>	Richard Maxwell	112393
<b>2.</b>	Mark Te'o	225499
<b>3.</b>	Hector Erazo	226988
<b>4.</b>	Chris Fong	232715