



LETTER AGREEMENT NO. 20-14-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
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

March 24, 2020

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:

As a result of joint discussions with respect to the performance of transmission line technician job duties and the Electrical Technician Line of Progression (LOP), the Company proposes the following:

Wages

The Company will provide a ten-percent (10%) wage increase for the Apprentice Electrical Technician (50010406) and Apprentice Electrical Technician – GC (50010396), Electrical Technician (50010405), Electrical Technician – Helms (50010407) and Electrical Technician - GC (50010395).

LA R1-15-47, established a 5% wage premium for Lead Electrical Technicians (LET) assigned to Hydro Department. In order to provide parity for LETs between Hydro and Substation departments, the Company will provide a fifteen-percent (15%) wage increase to the current base wage rates provided for in Exhibit X for the [Lead Electrical Technician (50010196), Lead Electrical Technician – Helms (50232070) and Lead Electrical Technician – GC (51758207)]. The new wage rate will apply to LETs assigned to both Substation and Hydro departments. Accordingly, R1-15-47 will be updated to reflect the cancelation of such wage premium including cancelation of the associated R&R for temporary upgrades.

The aforementioned wage increases will be programmed and applied as soon as administratively possible and become effective March 29, 2020. If the new wage rate is not available by March 29, 2020, the pay will be retroactive to that date. The intent of the wage increases is in recognition of all provisions and changes in this agreement.

The following table represents the wage rates increased as described above:

Classification	2020 Wage Rates Current Exhibit X (Prior to increase described above)	2020 Wage Rates (inclusive of increase set forth above)		
Apprentice Electrical Technician (50010406)	Start	\$50.49	Start	\$55.54
	End 6 Mo	\$51.96	End 6 Mo	\$57.16
	End 1 Yr	\$52.75	End 1 Yr	\$58.03
	End 18 Mo	\$54.19	End 18 Mo	\$59.61
	End 2 Yr	\$56.42	End 2 Yr	\$62.06
Apprentice Electrical Technician – GC (50010396)	Start	\$53.44	Start	\$58.32
	End 6 Mo	\$54.19	End 6 Mo	\$60.01
	End 1 Yr	\$55.38	End 1 Yr	\$60.93
	End 18 Mo	\$56.97	End 18 Mo	\$62.59
	End 2 Yr	\$59.25	End 2 Yr	\$65.17

Electrical Technician (50010405)	\$62.12	\$68.33
Electrical Technician - GC (50010395)	\$65.22	\$71.75
Electrical Technician – Helms (50010407)	Start \$65.22 End 12 Mo \$66.77	Start \$71.75 End 12 Mo \$73.46
Lead Electrical Technician (50010196)	\$65.22	\$75.00
Lead Electrical Technician – Helms (50232070)	Start \$68.48 End 12 Mo \$70.12	Start \$78.75 End 12 Mo \$80.63
Lead Electrical Technician – GC (51758207)	\$68.48	\$78.75

Employees shall not have the above stated 10% increase (Apprentice and Journey levels) and/or 15% increase (Lead level) included prospectively in “Basic Weekly Pay” for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan, Part III (the Cash Balance Pension) of the Retirement Plan, and 401k contributions until after the twenty-four (24) month of these increased wage rates are effective. Accordingly, the aforementioned increase to the wage rates shall not be included for the above retirement calculations and/or contributions until after March 29, 2022.

Job Descriptions

The Electrical Technician LOP Job Descriptions shall be updated to include the performance of Transmission Line Technician job duties pursuant to the updated Job Descriptions in Attachment 1 of this agreement. Changes and updates to the job descriptions will be incorporated in the next update(s) of the Job Description and Line of Progression Letters of Agreement, LA R1-13-76 and LA-18-20.

Bidding & Transfers

Following the execution date of this Agreement, employees hired or bidding into all Electrical Technician Classifications (includes all those listed above under “Wages” heading above) in the Division Electric Maintenance Department (R1-13-76) and General Construction Station, Substation and Hydro (LA-18-20) Lines of Progression, will not have their bids considered under the provisions of Title 205 or 305 outside of bids to other Electrical Technician classifications (Journey or Lead) for a period of thirty-six (36) months.

As of the implementation date of this Agreement, incumbents in an Electrical Technician classification (all levels listed under the “Wages” heading above) will have a thirty (30) calendar day period to exercise the option of maintaining their current wages and bidding rights, or voluntarily relinquishing their bidding rights in exchange for the wage increases as provided for in this agreement. Incumbent employees who accept the new increased wage rates, will remain in an Electrical Technician classification (Apprentice, Journey, or Lead) for thirty-six (36) months before being allowed to bid or transfer to any other position outside of an Electrical Technician classification (Apprentice, Journey, or Lead).

Journeyman Electrician Wage Placement for New Hires

In recognition of the strong electrical background desired for candidates entering the classification of Apprentice Electrical Technician, the company may at its discretion, place a new hire who possesses the qualifications of a journeyman electrician (see LA-19-28 for “journeyman electrician” minimum qualification requirements), into an Apprentice Electrical Technician position at either the beginning level wage rate or at a wage step not to exceed the end of 24 months wage rate and, such employee will not have subsequent bids on Electrical Technician vacancies considered under Section 205 or 305 until the employee has accrued 30 months' classification seniority as an Apprentice Electrical Technician. In addition, such employees will not be considered for automatic progression to

Mr. Tom Dalzell

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Unassigned Electrical Technician under the provisions of the Master Apprenticeship Agreement until the employee has accrued 30 months' classification seniority as an Apprentice Electrical Technician. The aforementioned company discretion of wage placement is applicable only to wage placement. Consideration for advance placement within an apprenticeship training plan shall continue to follow the regular process; including approval of the Joint Apprentice Training Committee (JATC).

Transmission Line Job Duties

The parties agree prospectively the transmission line tech duties, as provided in Attachment 1, will be primarily performed by the Electrical Technician Lines of Progression. Distribution Line Technicians may continue to be assigned transmission line tech duties during a transitional period pursuant to LA-20-16.

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
Senior Director

The Union is in agreement.

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



By: _____
Tom Dalzell
Business Manager

March 25th, 2020