



LETTER AGREEMENT LA 21-28-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461
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
BOB DEAN
BUSINESS MANAGER

May 28, 2021

Mr. Bob Dean, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dean:

The Company and Union have been working collaboratively regarding Vegetation Management work in PG&E's service territory. As part of the continued partnership, the Company and Union have agreed to create a new classification, Vegetation Management Inspector ("VM Inspector" - SAP Code 52712468) and retitle the existing Vegetation Management Inspector classification (SAP Code 52435198) to Senior Vegetation Management Inspector ("Sr. VM Inspector"). This Letter Agreement cancels and supersedes LA R1-20-02.

The new classification will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for General Construction Line Department, Line of Progression, LA-19-30 and will be updated during the next revision of Letter Agreement 19-30 (Attachment 1).

The Job Descriptions for the VM Inspector and Sr. VM Inspector are provided in Attachment 2.

Additionally, the parties agree as follows:

1. The VM Inspector and Sr. VM Inspector classifications shall be GC - T-300

2. 2021 Wage Rate:

Vegetation Management Inspector

Start	\$35.17
End of 1 Yr	\$37.34

Senior Vegetation Management Inspector

Start	\$41.38
End 6 Mo	\$44.76

3. Initial Staffing

The Company will make best efforts to initially staff 150 employees into the new VM Inspector classification by May 31, 2022.

4. Incumbent VM Inspector Employees

All incumbent VM Inspectors will be reclassified to the Sr. VM Inspector classification and will maintain their existing wage rate. In addition, those VM Inspectors reclassified to Sr. VM Inspector will continue being accountable to meet all training requirements.

5. Basic Work Week - Section 302.2 of the CBA shall be modified to apply to the VM Inspector and Sr. VM Inspector classification as follows:

To enable a schedule with coverage that meets the objectives for this unique and newly created classification, the basic workweek shall be as assigned and may be based upon any one of the following:

- (a) Sunday through Thursday
- (b) Tuesday through Saturday
- (c) Monday through Friday

Following initial assignment to a basic work week, (a), (b), or (c) above, the Company may change an employee's basic work week schedule, not to exceed more than two (2) times per calendar year, to one of other available options [e.g. employee currently assigned to basic work week (a) Sunday through Thursday, may be changed to either (b) or (c)], upon thirty (30) days' notice to the employee.

6. BIDDING & TRANSFERS

Section 305.4 and 305.5 shall be modified to include the requirement that employees within a classification in the LOP for 'VM Inspector' or 'Sr. VM Inspector' seeking to utilize the Temporary/Permanent (T/P) upgrade process to possess all the required minimum qualifications, including successful completion of testing requirements, prior to the request for T/P Sheet being placed on file.

Section 305.7 shall be modified and/or clarified to provide that employees must meet all of the minimum qualifications, including successful completion of position minimum qualification testing requirements. Upon placing a bid on file, employees must have applicable test request(s) on file prior to a vacancy's control date to be considered an eligible bidder to VM Inspector and Sr. VM Inspector vacancies. Employees must successfully pass those minimum qualification tests prior to being offered the vacancy and successfully pass the Post Offer Physical Assessment prior to being released to a VM Inspector or Sr. VM Inspector vacancy.

The Sr. VM Inspector will have bidding and transfer rights to Appr Lineman (50449467), Appr Cable Splicer – GC (51754496), and Miscellaneous Equipment Operator – Not Gas (50253878); however, Utility Worker (50010223) will have priority consideration to such promotions/vacancies prior to Sr. VM Inspector.

A VM Inspector will auto-progress to Sr. VM Inspector once they meet the minimum requirements of the Sr. VM Inspector classification. The VM Inspector will not have the same bid rights as identified above for the Sr. VM Inspector classification.

7. Promotion/Demotion Geographic Area ('Promo/Demo') – The Promo/Demo geographic area for this LOP shall be the same as the area set forth in Exhibit II, of the CBA, for Line Construction.**LINE CONSTRUCTION**

- 1) Humboldt, North Bay and San Francisco Divisions.
- 2) Shasta, De Sabla, Colgate, Drum and Sacramento.
- 3) San Joaquin and Stockton
- 4) San Jose and Coast Valleys
- 5) Paint Section: Humboldt, North Bay, San Francisco, Drum, Sacramento, Shasta, De Sabla, Stockton, Colgate, and East Bay
- 6) Paint Section: Coast Valleys, San Jose, and San Joaquin
- 7) East Bay
- 8) Tower Construction

8. CONTRACTING

The parties recognize that peak work is best accomplished with hiring hall employees or contracting. The Company will give preference to use of hiring hall resources if there are qualified and competent available resources. If hiring hall is not an available option, the Company will pursue the use of qualified and competent contractors that are signatory to IBEW 1245. The Company may contract work (1) when needed specialized skills or specialized equipment are not available (2) when peak workloads require a temporary increase in the Company's forces with subsequent lay-off of such additional forces; (3) for vegetation resource contracting (such as work normally performed by inspectors) to provide ongoing employment for contractors to facilitate availability for support needs. The Company agrees to use qualified and competent contractors that are signatory to IBEW 1245 no later than January 1, 2022.

9. DMV PULL

- A. All employees are required to have and maintain a Valid Class C Driver's License.
- B. All employees will be required to participate in the Company's DMV pull notice program to validate employee's valid California driver's license, when the job description requires it.

10. Training Requirements:

All VM Inspectors are required to complete the following training within the first year of employment:

- A. 911 Standby training
- B. Pre-Inspector Structure Learning Path (SLP)
- C. Additional training and/or testing Requirements as agreed upon by the Oversight Committee

All VM Inspectors must successfully complete the following training requirements, as well as all other Sr. VM Inspector minimum requirements, before they will be allowed to progress to Sr. VM Inspector, which includes but is not limited to the following:

- A. 911 Standby training
- B. Obtain Working knowledge of QA/QC
- C. Computer training
- D. OSHA 30-hour construction safety overview

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- i. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
 - ii. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required OSHA qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306
- E. Certified Tree Safety Professional (CTSP) or Certified Arborist (CA) from the International Society of Arborist with a Tree Risk Assessment Qualified (TRAQ) certificate.

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- i. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
 - ii. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required CTSP or CA qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.
- F. Additional training and/or testing Requirements as agreed upon by the Oversight Committee

Mr. Bob Dean

May 28, 2021
LA 21-28-PGE

11. Oversight Committee

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will review and attempt to resolve any issues that may arise regarding this Letter of Agreement.

Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the period of time the parties are working to resolve the issue, not to exceed the six (6) month period. Following the initial twelve (12) months, the Oversight Committee may meet thereafter as the parties jointly agree.

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

May 28, 2021

By:  _____
Bob Dean
Business Manager

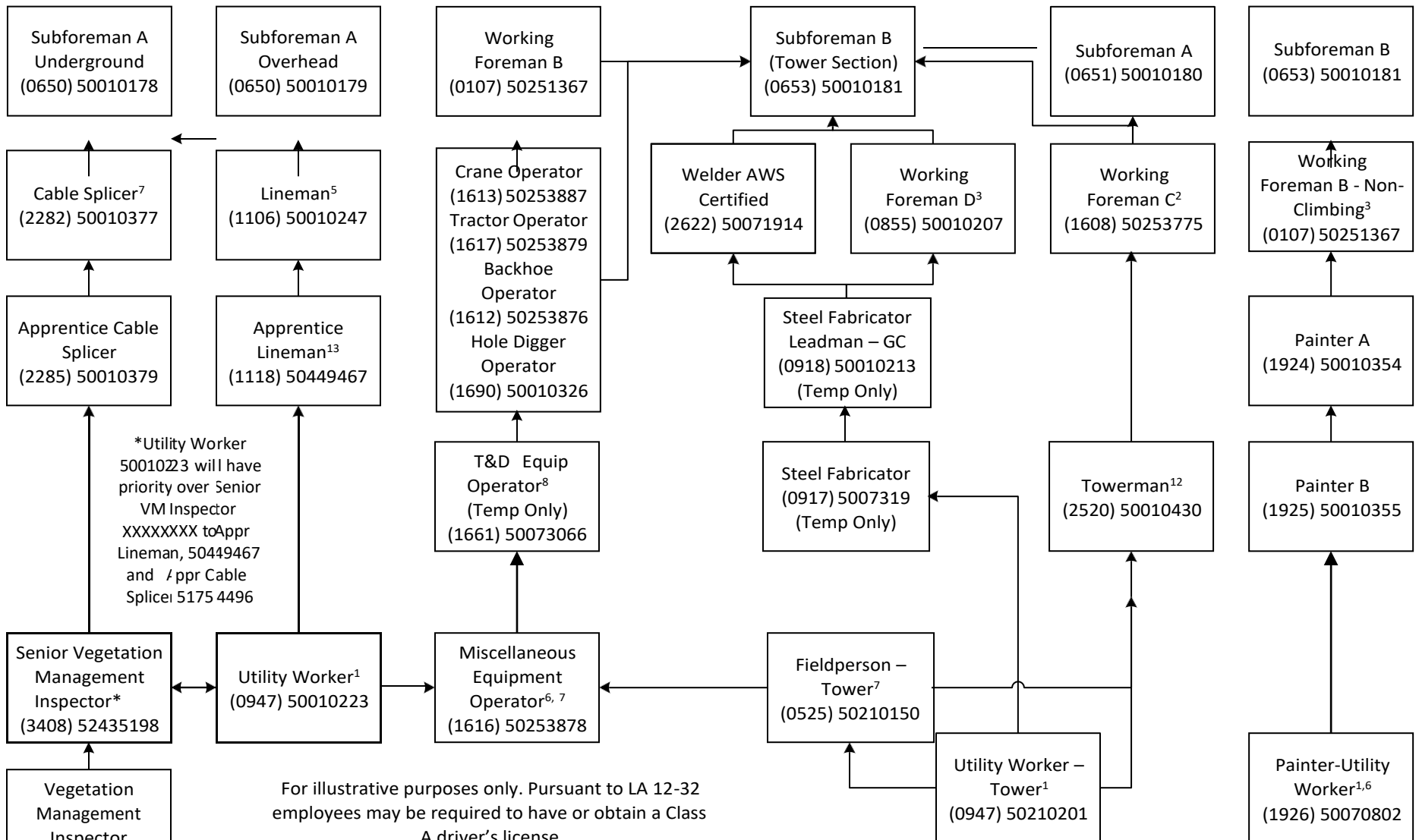
Line Construction

T&D Section^{5,10}

Equipment Section

Tower Section^{11,12}

Insulation and Coating (Paint) Section



Attachment 2**JOB DESCRIPTIONS****Vegetation Management Inspector (SAP code 52712468)**

Performs a variety of vegetation management duties under the leadership of a supervisor, job duties are outlined below:

Primary Duties:

- Patrolling: perform circuit patrols in accordance with the annual VM plan, VM patrol standards and processes. identifying required tree work along the existing PG&E rights-of- way; prescribing tree work to be performed; document inspection done.
- Notifying property owners/agencies when tree work will occur and obtaining any necessary authorizations from the property owners/agencies to perform the tree work.
- May do work verification inspections of locations for tree work completion
- Tree-Related Outages: May perform investigation and documentation of tree-related outages and attending outage meetings as requested.
- Tag Work: When assigned perform tracking, field checking, prescribing of work, and notifying of customers associated with non-routine locations. These locations may come from Electric Corrective (EC/LC) notifications, Gas OCW notifications, Customer Care & Billing (CC&B) Cases, or as assigned. Close out CC&B cases in the field after fielding the case
- Emergency Response: May support emergency response such as directed by OEC, or level one operations. Such as dispatching tree crews, field checking sites, first responder stand-by agreements.
- Primarily works independently as instructed by Supervisor
- Supports oversight of vegetation projects, including field operations such as tree assessment, tree trimming, and other work as required.
- Supports the compliance with vegetation management program scope, contract adherence, and PG&E standards and specifications over the entire PG&E service territory.
- Participates in Contractor safety and tailboard meetings to ensure crews follow Company and regulatory (e.g. OSHA) safety, standards and work procedures. Vegetation Management Inspectors are authorized and expected to suspend Contractor work when necessary.
- Acts as a customer relations representative on behalf of PG&E.
- On site supports the coordination between Contractors, Communities, Agencies, First Responders, and all other PG&E workgroups & stakeholders that may be involved in the successful completion of the vegetation project.
- Ensures compliance with all applicable regulations which may include, but are not limited to: Annual permits, Encroachment permits, Traffic Control Plans, railroad permits, Caltrans permits, and environmental protection measures as documented on Environmental Release to Construction.
- Proficient in electronic devices and documentation proficiency. As assigned, completes electronic and paper-based documentation and reporting.

MINIMUM QUALIFICATIONS:

- High School diploma or GED
- Required to maintain a Class C driver's license
- Physical Ability and must pass Post Offer Physical Assessment (POPA)
- For all employees, qualification on employment tests as determined by the Company, which may include the, Physical Test Battery, Industrial Skills Test, or other new tests deemed appropriate by the oversight committee.

Additional Requirements:

- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

Desired:

- 1 year of related field-based experience (e.g. tree work, forestry, landscaping/gardening)
- 2-year degree OR higher education (BA/BS) in a related field
- Certified Arborist or Utility Specialist
- American Society of Consulting Arborist Registered, 4 years' experience in forestry, or arboriculture industry
- Completion of the PG&E Power Pathway program
- Military Service with honorable discharge

All VM Inspectors are required to complete the following training within the first year of employment:

- 911 Standby training
- Pre-Inspector Structure Learning Path (SLP)

Senior Vegetation Management Inspector (SAP code 52435198)

Performs direct oversight of Vegetation Management work conducted on Electric Distribution or Transmission systems. Responsibilities include overseeing field safety, work quality, customer relations, public safety, permit compliance, and Contractor performance. Job duties are outlined below:

- Liaison to the Contractors to resolve obstacles to the completion of the work in a safe, cost effective, efficient, timely, and productive manner, such as managing time and expenses (T&E) in the field, in order to minimize rework and drive quality.
- Maintains personnel stay focused on the assigned job and the appropriate equipment is used. May approve scheduling and scope changes in the field with PG&E management and Contractors as required.
- Encourages public, contractor, and employee safety on site at all times by promoting positive leadership, positive safety culture, good catches, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed. Performs and documents Safety Observations and Good Catches.
- May audit work performed by VM Inspectors to ensure compliance with applicable standards.
- May assist with the training and onboarding of VM Inspectors.

MINIMUM QUALIFICATIONS:

- High School diploma or GED
- Required to maintain a Class C driver's license
- Proficient in English. Proficiency in Spanish is desired
- Employment tests/assessments as determined by the company, which may include the following:
 - Physical Test Battery
 - Industrial Skills Test
 - Vegetation Management safety & technical knowledge and competency assessment
 - Post-Offer Physical Assessment (POPA)
 - or other new tests deemed appropriate by the oversight committee.
- Must meet one of the experience requirements below:
 - Five (5) years of experience as a tree crew climber/tree crew foreman with at least two (2) years of line clearance certification **OR**
 - Five (5) years of experience as a Vegetation Management Inspector and Certified Arborist **OR**
 - Five (5) years of experience as a Registered Professional Forester **OR**
 - Five (5) years of experience as a Utility Inspector or higher classification with at least one (1) year of vegetation management experience **OR**
 - Four (4) years of Military Service with honorable discharge and at least one (1) year additional year of vegetation management inspection experience

Additional Requirements:

- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

Must Successfully Complete all Training in order to progress into Sr VM Inspector or if hired directly into a Sr VM Inspector position must Successfully Complete all Training:

- OSHA 30-hour construction safety overview (Must be completed within six months of start date)
- Certified Tree Safety Professional (CTSP) or Certified Arborist (CA) from the International Society of Arborist with a Tree Risk Assessment Qualified (TRAQ) certificate. (Must be completed within six months of test eligibility)
- 911 Standby training (Must be completed within one month of start date)
- Working knowledge of QA/QC (Must be completed within one month of start date)
- Computer training (e.g. completion of forms, uploading of documents, accessing GIS) (Must completed within one month of start date)