



LETTER AGREEMENT LA 21-40-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
BOB DEAN
BUSINESS MANAGER

August 18, 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 to explore utilizing employees, represented by IBEW Local 1245, to focus on inspections of contractor execution of work on company facilities and assets.

To that end, the Company and Union entered into Letter Agreement 20-50 which allowed the parties to participate in a pilot program to evaluate the utilization of employees to perform the role of Qualified Company Representative (QCR), which included clearing internal obstacles for contractors, safety oversight and completion of field safety observations, ensuring the quality of work performed and paperwork completion allowed for timely order closure, holding clearances and overseeing critical switching operations, and providing contractor guidance where needed.

Based on the success of the pilot program, the Company and Union agreed that efficiencies would be gained through the support of this work by development of a new classification specifically focused on inspections of contractor work.

This letter confirms the agreement reached by the parties during these discussions on the following items:

1. Classification

A Title 300, Lead Contractor Inspector-GC (SAP Code 52748619) classification will be created and incorporated into the Job Definitions and Line of Progression (JDLOP) for the General Construction Line Department (The JDLOP for the General Construction Line Department will be updated during the next revision of LA 19-30). Job qualifications and roles & responsibilities are attached as Attachment A.

2. 2021 Wage Rate

The Lead Contractor Inspector-GC base wage rate will be the same as the Title 300 Subforeman A (SAP Code 50010179) wage rate, which is currently \$71.67.

- Note: All new Lead Contractor Inspector-GC employees will enter at the starting base wage rate regardless of their previous wage rate.

In addition to the basic wage rate, Lead Contractor Inspector-GC employees will receive a five percent (5%) hourly wage premium. Employees must accumulate at least eighteen (18) months (3,120 straight time hours) in the Lead Contractor Inspector-GC classification before the 5% hourly wage premium will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for

Union-Represented Employees.

After a Lead Contractor Inspector-GC employee accumulates eighteen (18) months (3,120 straight time hours) in the Lead Contractor Inspector-GC classification, the employee's base wage rate will be converted to five percent (5%) above the Title 300 Subforeman A (SAP Code 50010179) wage rate in Exhibit X at that time, and the five percent (5%) hourly wage premium referenced above will immediately cease.

Example of 2021 Base Wage Rates:

- Start - \$71.67 [eligible for five percent (5%) non-pensionable hourly wage premium]
- 18 Months - \$75.24 [not eligible for five percent (5%) non-pensionable hourly wage premium]

General wage increases will apply moving forward,

3. Bay Area Hourly Wage Premium

For as long as Letter Agreement R1-19-17 is in effect, Lead Contractor Inspector-GC employees who are regularly headquartered in an LA R1-19-17 eligible headquarter will be eligible to receive a twenty-two percent (22%) hourly wage premium.

However, the 22% hourly wage premium for Lead Contractor Inspector-GC employees will not be included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

The only exception to the previous paragraph would be if a current LA R1-19-17 eligible employee (current defined as receiving the 22% hourly wage premium prior to July 1, 2021) is awarded and accepts a Lead Contractor Inspector-GC position in an eligible LA R1-19-17 headquarter. In this situation only, the Lead Contractor Inspector-GC employee must accumulate at least twenty-four (24) months (4,160 straight-time hours) of participation in the 22% premium program (under a classification covered by LA R1-19-17 and this agreement) before the 22% premium will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

A T300 regular headquarters is defined as follows:

- The current location where the employee was hired, placed, or bid in accordance with Section 305.7, or 305.5(c); and,
- Within the eligible locations of Attachment 1 of LA R1-19-17; and,
- Not provided the expense allowances pursuant to Section 301.4(a), Zone 3.

A transfer under the provisions of 301.1(a) or (b) or placement under 305.5(a) from a current non-eligible T300 location to an eligible T300 location will require 120 days worked at a location included in Attachment 1 of LA R1-19-17 to be eligible for the twenty-two percent (22%) hourly wage premium.

For as long as Letter Agreement R1-19-17 is in effect, if a Lead Contractor Inspector-GC employee accepts an eligible LA R1-19-17 classification in an eligible LA R1-19-17 headquarter, the employee would be eligible to receive equal credit, up to a maximum of twelve (12) months, for time in the Lead Contractor Inspector-GC position toward the twenty-four (24) month requirement to qualify for the 22% increase to be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

4. Provisional Period

- After three months as a Lead Contractor Inspector-GC, the Company will determine if a Lead Contract Inspector-GC is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job

coordination) needed to perform as an inspector. If a Lead Contract Inspector-GC is not able to develop the skills or aptitude needed to perform as an inspector, the Company has discretion to release the employee back to his/her previous classification. At any time during this three-month period, an employee may choose to return to his previous classification.

- If, after the first three months of employment as a Lead Contractor Inspector-GC, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) necessary to perform as a Lead Contractor Inspector-GC, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform as a Lead Contractor Inspector-GC.
- If at any time during this three-month extension the Company determines such employee is unable to develop the skills or aptitude needed to perform as a Lead Contractor Inspector-GC, the Company has the discretion to release the employee back to his/her previous classification. An employee who has received this notification may at any time during this additional three-month period choose to return to his previous classification.

5. Emergency Work

Lead Contractor Inspectors may be required, at management's discretion, under current contractual provisions and after Title 200 resources have been exhausted, to work as a member of a PG&E crew if qualified.

6. Promotions/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 Collective Bargaining Agreement (CBA), for Line Construction.

7. Initial Staffing

The Company will make best efforts to initially staff ten (10) employees into these new classifications.

However, in recognition of the employees currently performing this work, the four employees listed in Attachment B will be placed into Lead Contractor Inspector-GC positions at their current headquarters at the beginning of the next pay period following the effective date of this agreement. In addition, these four employees will receive credit equal to the time worked during the Pilot Program in the temporary Lead Contractor Inspector-GC position towards the eighteen (18) month (3,120 straight time hours) requirement before the 5% hourly wage premium will be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees. The date that each of the four employees began to accrue credit towards the eighteen month requirement is included in Attachment B.

The Company will create positions and post them as new jobs in a promotion-demotion geographic area utilizing the process identified in Title 305 of the Physical Agreement.

8. 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.

This proposed agreement has been reviewed by Senior Assistant Business Manager Bob Gerstle and Assistant Business Manager Roberto Balistreri.

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: _____
Denise Floyd Manager for Matthew Levy
Senior Director

The Union is in agreement.

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



____ Aug 20, 2021 _____, 2021

By: _____
Bob Dean
Business Manager

Attachment A**Lead Contractor Inspector - GC**
(SAP Code 52748619)

Performs the role of Qualified Company Representative (QCR), which includes overseeing internal and external Contract Inspectors that are responsible for clearing internal obstacles for contractors, safety oversight and completion of field safety observations, ensuring the quality of work performed and paperwork completion allowed for timely order closure, holding clearances and overseeing critical switching operations, and providing contractor guidance where needed

Operational lead inspection roles include the following, but are not limited to:

- Coaching and mentoring Contract Crew Inspectors
- Safety oversight
- Perform field safety observations
- Ensure quality of work performed and all paperwork completed to allow for timely order closure
- Hold clearances
- Observes critical switching operations

May be responsible for directly observing contractor crews.

Perform constructability reviews for project managed work. Seek approval for redlined changes and field issues. Initiate paving restoration via z-paving process. Validate Labor, Material & Equipment (LM&E) and sign for verification.

Communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors. May be required to work in PG&E computer applications including but not limited to ILIS, GIS, Microsoft Word and Excel, and Outlook.

Must maintain a valid Class "C" California Driver's License.

Organize, problem solve Electric contractor assigned jobs with a high level of expertise. Keeps current on all standards, procedures and policies of the same. Possesses and utilizes knowledge of local codes and ordinances as applicable to deliver successfully coordinated jobs for execution by construction.

Participates in safety tailboards. Keeps current on safety issues. Utilizes safety best practices proactively in coordination prior to turning over to local headquarters.

Notes:**1. Roles and Responsibilities (not all inclusive):**

- Inspector shall notify contractor immediately if he/she witnesses an unsafe act which could compromise the safety of the public or contractor employees. Stop the job if necessary.
- Confirm adherence to job and project specific environment permits and regulations.
- Provide oversight to Contract Crews who perform maintenance, NB/WRO, major program and project work.
- Confirm contractor has valid USA ticket prior to digging.
- Confirm that the Redline drawings are complete and accurate.
- Review completed work and work-in-progress for GO 95 and GO 128 infractions.
- Ensure job packages are complete and accurate including: Foreman Copy, CCSC, Form 48, Ad-hoc maps.
- Review and confirm accuracy of Labor, Materials and Equipment sheets.
- Communicate with contractor on jobsite and understand roles and responsibilities from Client Communications document.
- Working local knowledge of governmental work requirements in franchise.

2. Position Entry Requirements and Minimum Qualifications

- a. Candidates shall possess or be qualified on all the following requirements:
 - o Journey-Level Qualified Electrical Worker – 2 years of Journey Lineman experience required
 - o Qualified on Post Offer Physical Assessment (POPA) – (External Hiring Only)
 - o Physically capable to walk around construction sites of uneven ground
 - o Ability to lift 25 lbs. at work sites
 - o Ability to look upward or downward for reasonable periods of time
 - o Possess a High School Diploma or General Education Diploma
- b. Must maintain a valid a Class “C” California Driver’s License
- c. Ability to perform duties to work in a physical environment (required)
- d. Electric Construction Skills:
 - i. Understands Basic Electricity
 - ii. Understands Transformer connections
 - iii. Understands and is able to reference Electric Overhead standards
 - iv. Understands and is able to reference Electric Underground standards
 - v. Understands electric service standards (Green Book)
 - vi. Understands and is able to reference OH / UG Construction methods\procedures (OM&C Manual)
 - vii. Understands Planned Shutdown notification process
 - viii. Understands Clearance application process
 - ix. Understands Arc Flash Hazard standard
 - x. Knowledge / ability to recognize and work safely around exposed energized electrical equipment
 - xi. Basic understanding of and ability to execute USA (Underground Service Alert) procedures
 - xii. Understanding Gas / UG Electric / Joint Trench Construction & Maintenance methods & Procedures
- e. Electric Construction Knowledge:
 - i. Basic jobsite coordination skills
 - ii. Good understanding of a job package
 - iii. Ability to review drawings for accuracy and determine if job can be built
 - iv. Ability to ensure project has identified proper labor resource
 - v. Ability to review materials list
 - vi. Ability to understand appropriate work procedures to conduct work
 - vii. Ability to identify work that could be safely performed energized.
 - viii. Ability to conduct Raptor Outage Investigation
 - ix. Ability to understand when worksite is construction ready
 - x. Qualified to prepare accurate and timely primary clearance requests which have the least impact to our customers
 - xi. Ability to determine when secondary shutdowns are required for job.
 - xii. Ability to proactively communicate construction workable schedules
- f. Technology Systems:
 - i. General Computer skills:
 - 1) Ability to send email and manage calendar in Microsoft Outlook
 - 2) Ability to review and attach Microsoft Word documents to email
 - 3) Ability to review and attach Microsoft Excel documents to email
 - 4) Ability to use digital cameras, downloading and printing pictures
 - ii. ILIS and GIS:

- 1) Ability to navigate to retrieve information (i.e. transformer coordinates, source side devices, meter numbers, etc.)

Job Coordination Management:

- i. Effective interpersonal skills to include
 - 1) Communication skills
 - i. Ability to interact effectively with internal construction departments, third-party contractors, permitting agencies, and customers.
 - ii. Ability to effectively communicate in a timely manner with supervisor regarding jobs with issues that the Lead Contractor Inspector cannot resolve.
 - iii. Ability to effectively communicate with customers during preconstruction coordination efforts.
 - iv. Ability to proactively and promptly escalate issues to the right individuals for timely resolution and adjustment to the schedule when necessary.
 - 2) Effective decision-making skills.
- g. Ability to learn and understand local Code or Ordinance restrictions which may be applicable to a specific project in your assigned area
- h. Clear understanding of safety related issues that may occur on job site, in office and in vehicle for both self and others in order to help company meet its Zero OSHA, LWD, Training and Safety Incident goals

Attachment B

Current Employees Placed into Lead Contractor Inspector-GC position:

	<u>Name</u>	<u>Personnel Number</u>	<u>Pilot Program Participation Effective Date</u>	<u>Headquarter Location</u>
1.	Jeffrey Campodonico	52981	12/01/2020	Placerville Service Center 4636 Missouri Flat Rd.
2.	Rick Bertel	79354	11/09/2020	Antioch Service Center 2111 Hillcrest Ave.
3.	Rayshawn Neely	224236	11/09/2020	Fresno Service Center 2151 S Orange Ave.
4.	Anthony Reano	65684	11/23/2020	Jackson Service Center 12626 Jackson Gate Rd.