



# LETTER AGREEMENT NO. 22-03-PGE



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

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

BOB DEAN  
BUSINESS MANAGER

January 24, 2022

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 discussed alignment of next lower classifications to Apprentice Cable Splicer, Apprentice Lineman, and T&D Equipment Operator classifications. The parties agreed to amend Letter Agreement 19-03 – Job Definitions and Lines of Progression for the Division Electric Department Office and Transmission Distribution Department as contained in Attachment A. Changes appear in italics and strike-through.

This update has been reviewed by Roberto Balistreri, Assistant Business Manager.

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.

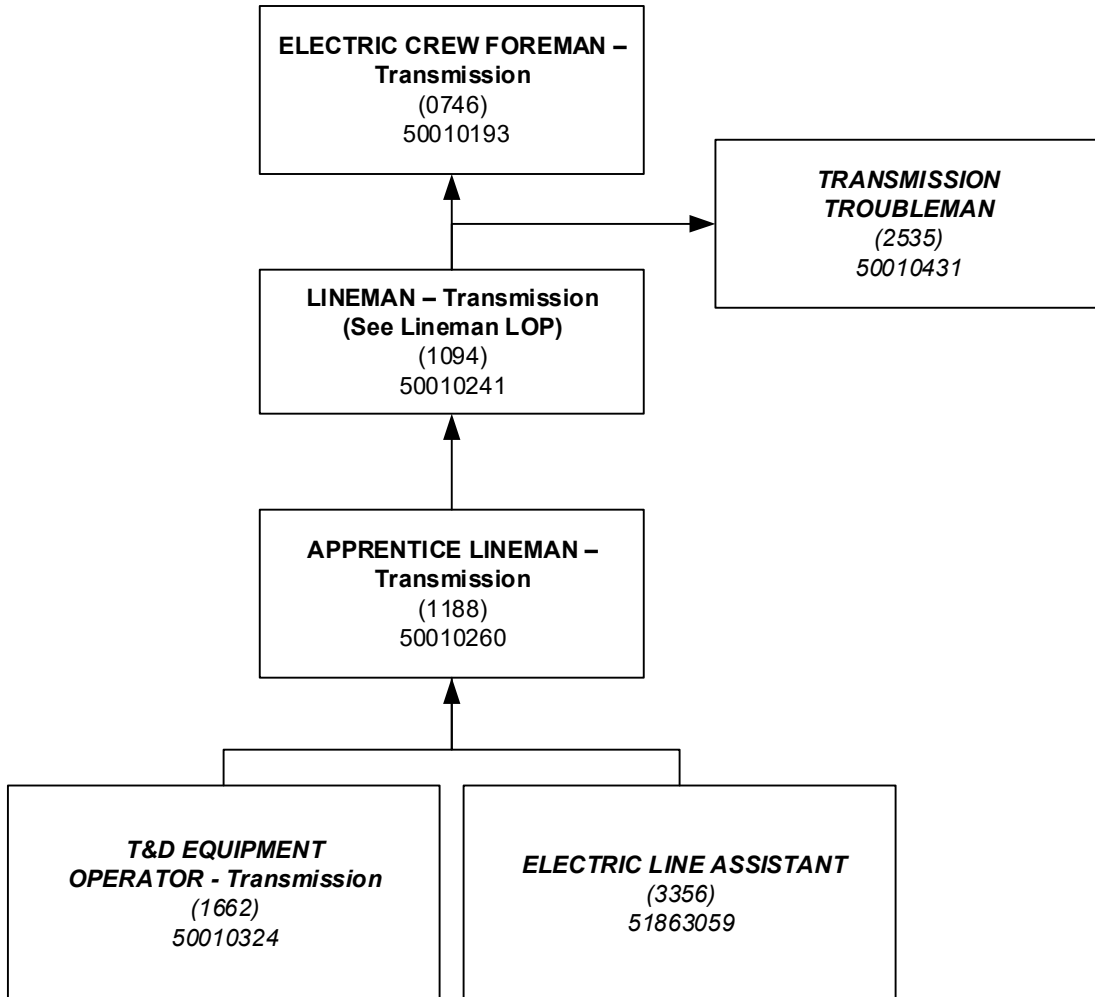
LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By:   
Bob Dean  
Business Manager

Jan 24, 2022 \_\_\_\_\_, 2022

# ATTACHMENT A

## ELECTRIC T&D – TRANSMISSION LINE OF PROGRESSION



For illustrative purposes only. See job descriptions for additional detail.

**APPRENTICE LINEMAN (On or After 3/1/12)**

**1117 (50449466)**

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman. In order to gain experience for advancement to Lineman, may work alone, or under indirect supervision on jobs for which an employee has been trained and instructed. He may be required to drive the truck and operate the associated equipment. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, may be required to work on live circuits of 600 volts or over.

Apprentice Linemen will not have their bids considered under the provisions of Section 205.7 outside of their bidding area until they have completed the training program. Apprentice Linemen who complete the training program will be required to spend two years in the bidding area as a Lineman before their bids will be considered under the provisions of Sections 205.7 or 305.5. See LA 05-17.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

***Position Entry Requirements***

*Prior to entering the Apprentice Lineman position, candidates shall possess, or be qualified on the following requirements:*

- *Qualified on the Physical Test Battery (PTB) and Industrial Skills test (IST)*
- *Qualified on the Work Orientation Inventory (WOI)*
- *Qualified on the Post Offer Physical Assessment (POPA)*
- *Qualified on the Assessment for Lineworker Progression (ALP)*
- *Possess a Class "C" Driver's License*
- *Possess a High School Diploma or General Education Diploma (GED)*

*Pre-employment entry requirements are subject to change by agreement between the Company and IBEW.*

**Wage Protection Note**

Successful bidders from a GC Line Miscellaneous Equipment Operator (Not Gas) 50253878 (1616) into the Title 200 Apprentice Lineman or the Title 300 GC Apprentice Lineman position will be compensated at the one-year wage step. Such employees will remain at this wage rate step until completion of 18 months in the Apprenticeship at which point they will begin receiving subsequent wage steps in accordance with the applicable Master Apprenticeship Agreement.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
3356	51863059	<i>Electric Line Assistant</i>
<del>4098</del>	<del>50010243</del>	<del>Night T&amp;D Assistant</del>
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker
<del>4096</del>	<del>50010242</del>	<del>Electric T&amp;D Assistant (PIO)</del>
1190	50010261	Street Light Mtcemn.
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator – GC

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0990	50010226	Inspector - (PIO)
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.

1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

0127	50251115	Apprentice Lineman - Service
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
<b>1639</b>	<b>51754495</b>	<b>Apprentice Cable Splicer (Hired after 1/1/15)</b>
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
<b>1641</b>	<b>51754496</b>	<b>Apprentice Cable Splicer-GC (Hired after 1/1/15)</b>
2290	50010381	Transmission Cableman

**APPRENTICE LINEMAN – TRANSMISSION**  
**1188 (50010260)**

See Letter Agreement 10-50, pages 104-110.

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman assigned to the Transmission Department. In order to gain experience for advancement to Lineman, may work alone, or under indirect supervision on jobs for which an employee has been trained and instructed. S/he may be required to drive the truck and operate the associated equipment as assigned. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, may be required to work on live circuits of 600 volts or over. Maybe assigned to work with distribution crew or general construction in order to complete the necessary training to become a journeyman lineman. In order to progress to the journeyman classification the employee must successfully complete the barehand training and be barehand certified.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

See Notes on Transmission Crews under Electric Crew Foreman – Transmission.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker
<del>4096</del>	<del>50010242</del>	<del>Electric T&amp;D Assistant (PIO)</del>
1190	50010261	Street Light Mtcemn.
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman - S.F. Division
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0990	50010226	Inspector - (PIO)
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN

<b>3356</b>	<b>51863059</b>	<b><i>Electric Line Assistant</i></b>
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<b>1639</b>	<b>51754495</b>	Apprentice Cable Splicer <b>(Hired after 1/1/15)</b>
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
<b>1641</b>	<b>51754496</b>	Apprentice Cable Splicer-GC <b>(Hired after 1/1/15)</b>
2290	50010381	Transmission Cableman
2520	50010430	Towerman (GC)

**T&D EQUIPMENT OPERATOR**

**1660 (50010323)**

**NIGHT T&D EQUIPMENT OPERATOR – SAN FRANCISCO DIVISION**

**1663 (50010325)**

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, and other equipment. Will be required to drive trucks. Must possess Class A Driver's License and the appropriate endorsements.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
<b>3356</b>	<b>51863059</b>	<b><i>Electric Line Assistant</i></b>

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman – Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN – Trans.
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney

1616	50253878	Misc. Equipment Operator - Not Gas
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC Line
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
1690	50010326	Hole Digger Operator - GC
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
<b>1639</b>	<b>51754495</b>	Apprentice Cable Splicer ( <b>Hired after 1/1/15</b> )
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
<b>1641</b>	<b>51754496</b>	Appr. Cable Splicer - GC ( <b>Hired after 1/1/15</b> )
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.

\*Letter Agreement 10-15

**T&D EQUIPMENT OPERATOR – TRANSMISSION**  
**1662 (50010324)**

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, condor and other equipment. Will be required to drive trucks. Must possess Class A Driver's License and the appropriate endorsements.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
<b>1096</b>	<b>50010242</b>	<b>Electric T&amp;D Assistant (PIO)</b>
<b>1098</b>	<b>50010243</b>	<b>Night T&amp;D Assistant</b>
<b>3356</b>	<b>51863059</b>	<b>Electric Line Assistant</b>

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Frmn
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	Electric Crew Foreman, Service

0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator – Elec.
1077	50010234	UG Construction Journeyman
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1616	50253878	Misc. Equipment Operator - Not Gas
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC Line
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
1690	50010326	Hole Digger Operator - GC
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
<b>1639</b>	<b>51754495</b>	Apprentice Cable Splicer <b>(Hired after 1/1/15)</b>
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
<b>1641</b>	<b>51754496</b>	Apprentice Cable Splicer - GC <b>(Hired after 1/1/15)</b>
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.

\*Letter Agreement 10-15

**APPRENTICE CABLE SPLICER**  
**2281 (50010376)**

An employee who is engaged in performing Cable Splicer's work as an assistant to or under the general direction of a journeyman. On jobs for which an employee has been trained and instructed, and only for purposes of gaining experience and proficiency for advancement to Cable Splicer, may work alone when under the indirect supervision of an employee who has attained journeyman status. May also be required to work

alone on repetitive routine jobs not involving cable splicing, such as tagging, mapping, electrolysis surveys, flame-proofing, replacing tanks and adjusting pressure on nitrogen pressure systems. Drives a truck as assigned. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

*Eligibility for Apprenticeship through job bidding:*

*Possess a Class A Driver's License, or permit (exceptions by parties' agreement, see LA 12-32)*

*Qualify on the Apprentice Cable Splicer Progression (ACSP) assessment*

*Pass Physical Test Battery and Industrial Skills Test or new tests by Company and Union agreement.*

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker*
1096	50010242	Electric T&D Assistant** (PIO)
1098	50010243	Night Electric T&D Asst.**
1190	50010261	Street Light Maintenceman
1605	50253772	Fieldperson - GC-Not Gas
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
0947	50010223	Utility Worker - GC - Elec.
2010	50073161	Manhole Pumpman
<b>3356</b>	<b>51863059</b>	<b><del>Electric Line Assistant</del></b>
2013	50072921	Night Manhole Pumpman

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0649	50010178	U/G Subforeman A - GC
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0845	50010202	Working Foreman
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
***1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
<b>1639</b>	<b>51754495</b>	<b>Apprentice Cable Splicer (Hired after 1/1/15)</b>
<b>1641</b>	<b>51754496</b>	<b>Apprentice Cable Splicer - GC (Hired after 1/1/15)</b>
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman



\*A Cableman's Utility Worker who is the successful bidder on an Apprentice Cable Splicer vacancy shall be credited as an Apprentice Cable Splicer up to a maximum of six months.

\*\*Employees in the Electric T&D Assistant (**PIO**) (50010242) **and Night T&D Assistant (50010243)** classifications will have wage retention when successfully bidding to Apprentice Cable Splicer. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Cable Splicer progression.

***After "B" and "C" bidders are exhausted, Night T&D Assistant (50010243) with 6 months in Line of Progression will be considered before proceeding to "D" bidders.***

\*\*\*Letter Agreement 10-15

### **ELECTRIC T&D ASSISTANT (PIO)** **1096 (50010242)**

An employee who performs semi-skilled work while assisting a journeyman or Apprentice **Cable Splicer**. This work may include the use of hand and portable power tools not requiring precision and while under direction. This employee under direction assists in overhead and underground line construction and maintenance and other miscellaneous semi-skilled work. This employee may be required to perform the following duties: field clerical duties for various crews, drive a truck and maneuver it at the job site as required in connection with the maintenance, construction and operation of overhead and underground electrical facilities, assist with ground work, use a computer, maintain tools and material on the truck in good order, operate associated mechanical equipment on the truck, and drive all-terrain vehicles.

Employees in the Electric T&D Assistant classification will have wage retention when successfully bidding to Apprentice Cable Splicer. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Cable Splicer progression.

### **BEGINNER'S CLASSIFICATION**

### **NIGHT ELECTRIC T&D ASSISTANT** **1098 (50010243)**

A service employee who has the full qualifications of and performs work of an Electric T&D Assistant.

#### **ENTRY REQUIREMENTS:**

- Physical Pre-employment Test Battery (PTB)
- Industrial Skills Test (IST)
- Company Administered Physical Assessment (Post-offer Physical Assessment for Lineman LOP "PPA")
- Class A Driver's License – must obtain within six months from entry into the classification.  
An extension may be granted upon agreement with the local Business Representative and the Labor Relations Specialist.

LA 12-06 established Night Electric T&D Assistant as a non-climbing classification and eliminated the climbing school requirement.