



# LETTER AGREEMENT LA R2-26-03-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
300 LAKESIDE DRIVE  
OAKLAND, CA 94612  
650.832.8674

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
707.452.2700

MATTHEW LEVY  
SENIOR DIRECTOR

BOB DEAN  
BUSINESS MANAGER

February 19, 2026

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 recently conducted a Pilot Program to evaluate the use of Transmission Line employees to perform barehand work on transmission lines using new barehand training and procedures. Based on the success of the Pilot, the parties agree to create a new subject matter expert classification, Transmission Live Line Work Specialist (SAP Code 53588333). The new classification will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for the Division Electric Transmission and Distribution Department, which will be updated during the next revision of Letter Agreement 24-18-PGE.

The job description for the Transmission Live Line Work Specialist is provided in Attachment 1.

Additionally, the parties agree as follows:

1. The Transmission Live Line Work Specialist classification shall be a Title 200 classification effective at the beginning of the next pay period following the effective date of this agreement.
2. **2026 Wage Rate:** \$95.49

The parties agree that the \$95.49 hourly wage rate for the new classification is subject to adjustment upon ratification of the Collective Bargaining Agreement currently under negotiation.

3. **Work Schedule:** Transmission Live Line Work Specialists will be assigned to an alternative work schedule consisting of a four-day, ten-hour work week schedule (4/10). The terms of the alternative work schedule will be in accordance with Letter Agreement 93-96 and the 4/10 work schedule may be cancelled by either party by providing a 30-day written notice.
4. **Take Home Vehicles:** Transmission Live Line Work Specialists will be allowed to take a company vehicle home at the end of the workday, and they must comply with all guidelines and requirements outlined in Utility Standard TRAN-1017S (Take Home Vehicle Standard) and Utility Standard TRAN-1002S (Requirements for Driving a Company Vehicle). Use of company vehicles other than authorized company use or allowing unauthorized persons to drive or ride in company vehicles (except in emergency situations), is a violation of the PG&E Code of Conduct and Utility Standard TRAN-1002S.

5. **Bid Lock:** Any employee who is hired, assigned, placed or bids into the Transmission Live Line Work Specialist classification will be subject to a “bid lock” for two (2) years.
6. **Staffing:** The four (4) employees included in Attachment 2 will be placed into Transmission Live Line Work Specialist positions at the identified headquarters at the beginning of the next pay period following the effective date of this agreement. In addition, these four (4) employees will have the Bid Lock referenced in this agreement begin on the date identified in Attachment 2.
7. **Selection Process for Bidders:**
  - a. Qualified bidders to Transmission Live Line Work Specialist, vacancies must meet the Minimum Qualifications outlined in the job description. Company and Union will establish a committee to jointly develop a selection process for qualified bidders to Transmission Live Line Work Specialist. The selection process will include the following provisions:
  - b. A written exam to assess technical knowledge will be developed, with a pool of technical questions to draw from to protect the integrity of the testing process.
  - c. An oral interview panel to assess leadership abilities will be used as part of the selection process. Company and Union will select an equal number of participants on the interview panel. A pool of interview questions/scenarios will be developed to protect the integrity of the interview process.
  - d. The candidates’ scores on both the written exam and the interview will be standardized on a 100-pointscale and combined such that each is given equal weight in the overall score (50% based on interview,50% based on written test). The candidate with the highest score will be offered the position, except that if the two or more candidates with the highest scores are within ten (10) percentage points of each other, the position will be offered to the candidate with the greatest service. Candidates scoring below the established minimum qualifying score will not be considered. A candidate may only test once for each opportunity to fill a Transmission Live Line Work Specialist vacancy.
8. **Work Jurisdiction:** The parties agree that the Company may select the appropriate classification(s) and employees that will be assigned to oversee or perform barehand work on transmission lines. A minimum of two Transmission Live Line Work Specialists shall always be present onsite when barehand work procedures are being performed. Any modification to this requirement may only be made through consensus and a formal vote of the Barehand Working Committee, followed by final approval from the Barehand Oversight Committee. The parties further agree that the oversight of barehand work is also performed by various non-represented Company classifications, including management.
9. **Barehand Premium:** The classifications noted in the table below will be eligible to receive a ten percent (10%) barehand hourly wage premium only on the day(s) they perform barehand work on transmission lines. Employees must complete barehand training requirements noted below before they become eligible to perform barehand work on transmission lines and become eligible to receive the 10% barehand hourly wage premium.

Barehand Training Requirements:

- a. Must have completed the three (3) week Barehand Training class.
- b. Must be currently assigned to the Title 200 Transmission Line organization.
- c. Must be Human External Cargo (HEC) certified.
- d. Must have completed the following training courses:
  - i. ELEC-0227 – Structure Rescue
  - ii. TECH-0061 – Helicopter Load Harness Transfer De-Energized
  - iii. TECH-0062 – Helicopter Load Boatswain Chair De-Energized
  - iv. TECH-0002 – Helicopter Safety Training

The 10% barehand hourly wage premium 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.

Transmission Live Line Work Specialists are not eligible to receive the 10% barehand hourly wage premium.

Eligible Classifications:

Title	SAP Code
Electric Crew Leader – Transmission	50010193
Electric Crew Leader – Transmission – SF/PN/DA/SJ	52854421
Line Worker – Transmission	50010241
Line Worker – Transmission – SF/PN/DA/SJ	52854419
Unassigned Line Worker - Transmission	50072972
Transmission & Distribution Equipment Operator – Transmission^	50010324
Transmission Troubleshooter	50010431
Transmission Troubleshooter – SF/PN/DA/SJ	52854420
M&C Coordinator – Electric Transmission*	52489846
M&C Coordinator – Electric Transmission* – SF/PN/DA/SJ	52854509

Note

\*Must have the craft qualifications of a journey level Line Worker

^Only eligible for the barehand hourly wage premium while assisting employees performing barehand work on transmission lines, specifically through utilization of a “Bronto” truck.

This letter agreement cancels and supersedes Letter Agreement 25-13-PGE.

This proposal has been discussed with Senior Assistant Business Manager Bob Gerstle and Senior Assistant Business Manager Roberto Balistreri.

If you agree, please 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

Feb 19, 2026 \_\_\_\_\_, 2026

**Attachment 1**

**Transmission Live Line Work Specialist (53588333)**

An employee who is a Subject Matter Expert (SME) in barehand transmission work. The employee must have the personal qualifications of leadership and supervisory ability, the craft qualifications of and two years' experience as a journeyman Line Worker-Transmission, and be familiar with Company's construction and safety standards, General Orders 95 and 128, accounting procedures, and other applicable rules and procedures. Must be qualified to perform barehand work procedures. Shall support safe, consistent operations across the transmission system. May be required to have or obtain a Class A driver's license per Letter Agreement 12-32. The employee shall perform the following job duties which include, but are not limited to, the following:

- Oversee and facilitate barehand methods and procedures, material acquisition, and work requirements on transmission lines.
- Assist in implementation and development of current and new barehand standards and work procedures, including safety protocols.
- Assist in implementation and development of current and new hot stick standards and work procedures, including safety protocols.
- Oversee and maintain all tools, trailers, personal protective equipment (PPE), and other equipment associated with live line work methods.
- Participates with the Barehand Working committee and assist with the performance and implementation of initial/refresher training.
- Provides guidance on industry best practices.
- Assisting with training, skill development, and progression of apprentices in the transmission discipline.
- Providing guidance, mentorship, and technical support to new crew leaders to ensure safe, smooth transitions into their leadership roles.
- Participates in field incident reviews or investigations for the purpose of providing technical expertise and context.

**Minimum Qualifications:**

To be qualified and eligible for this position, employees must meet the following minimum qualifications:

- a. Two (2) years of experience as a journeyman Line Worker-Transmission with PG&E
- b. Must possess and maintain an active California Class "C" Driver's License
- c. Must be qualified to perform barehand work procedures.
- d. Must be Human External Cargo (HEC) certified.
- e. Must have completed the following training courses:
  - i. ELEC-0227 – Structure Rescue
  - ii. TECH-0061 – Helicopter Load Harness Transfer De-Energized
  - iii. TECH-0062 – Helicopter Load Boatswain Chair De-Energized
  - iv. TECH-0002 – Helicopter Safety Training

**Notes:**

Travel: Due to the nature of the specialized services provided by this classification, each employee will be required to travel. Generally, these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journey Worker

Pay Scale Code	SAP Job Code	Same or Higher Classifications

1094	50010241	Line Worker - Transmission			
1093	50072972	Line Worker – UN – Trans			
1100	50010244	Line Worker			
1103	50010246	Line Worker - UN			
1106	50010247	Line Worker - GC			
2535	50010431	Transmission Troubleshooter			
2540	50010432	Troubleshooter			
2550	50072877	Utility Troubleshooter			
3573	51784667	Line Worker, Service			
3477	52854405	Line Worker - SF/PN/DA/SJ			
3481	52854409	UG Constr Journey Wkr - Elec-SF/PN/DA/SJ			
3483	52854411	Compliance Inspector - SF/PN/DA/SJ			
3484	52854412	Compliance Inspector UG - SF/PN/DA/SJ			
3499	52854508	M&C Coordinator – Electric - SF/PN/DA/SJ			
3951	52854416	Unassigned Line Worker – SF/PN/DA/SJ			
3497	52854503	Line Worker – GC – SF/PN/DA/SJ			
3948	52854420	Transmission Troubleshooter – SF/PN/DA/SJ			
3949	52854415	Troubleshooter – SF/PN/DA/SJ			
0140	50010091	Underground Troubleshooter- S.F. Division			
0650	50010179	GC Crew Lead A (GC Line)			
0653	50010181	GC Crew Lead B (GC Line)			
0683	50010184	Night Cable Crew Leader			
0737	50010188	UG Construction Crew Leader			
0740	50010191	Electric Crew Leader			
0746	50010193	Electric Crew Leader - Trans.			
0820	50010199	Cable Crew Leader			
0850	50010204	Working Leader A (GC Line)			
0853	50010205	Working Leader B (GC Line)			
2290	50010381	Transmission Underground Troubleshooter			
3312	51784961	Electric Crew Leader, Service			
3571	51574842	Distribution Line Technician			
3482	52854410	UG Constr Crew Leader - Elec-SF/PN/DA/SJ			
3492	52854422	Underground Troubleshooter - SF/PN/DA/SJ			
3494	52854504	GC Crew Leader A-Overhead - SF/PN/DA/SJ			
3946	52854425	Night Cable Crew Leader - SF/PN/DA/SJ			
3491	52854417	Electric Crew Leader - SF/PN/DA/SJ			
3493	52854421	Electric Crew Leader - Transmission SF/PN/DA/SJ			
3489	52854424	Cable Crew Leader - SF/PN/DA/SJ			

3488	52854414	Distribution Line Technician SF/PN/DA/SJ			
3464	52748619	Lead Contractor Inspector - GC			
3496	52854501	Lead Contractor Inspector- GC-SF/PN/DA/SJ			

**NOTE:** All classifications identified above as “next lower” must meet the minimum qualifications specified in Letter Agreement R2-26-03-PGE to be eligible for consideration for vacancies in the Transmission Live Line Work Specialist classification.

**Attachment 2**

	<u>Name</u>	<u>Headquarter Location</u>	<u>Bid Lock Effective Date</u>
1.	Travis Doyle	Victor Service Center 9575 E. Victor Rd. Lodi, CA	June 1, 2025
2.	Jared Merkle	Red Bluff Service Center 23400 E. Sunriver Dr. Red Bluff, CA	June 1, 2025
3.	KC Nancolas	Pismo Service Service Center 800 Price Canyon Rd. Pismo Beach, CA	June 1, 2025
4.	Mark Stacy	Midway Service Center 3551 Pegasus Rd. Bakersfield, CA	The beginning of the next pay period following the effective date of this agreement