



LETTER AGREEMENT NO. R2-13-29-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
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(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

December 23, 2013

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

CXL & Superseded by LA 19-30

Dear Mr. Dalzell:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for General Construction Line Department Line of Progression. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

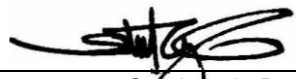
Changes appear in italics. Also, attached is a revision mode copy showing additions in italics and deletions lined out. The documents prompting the changes are listed on the last page of the JDLOP.

While the parties have completed a comprehensive review, due to the length of time since the last update there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

By: 
Tom Dalzell
Business Manager

January 13, 2014, 2013

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245

JOB DEFINITIONS AND LINES OF PROGRESSION

in the

GENERAL CONSTRUCTION

LINE DEPARTMENT

REVISED *December 2013*

REPLACES BOOK DATED *October 1993*

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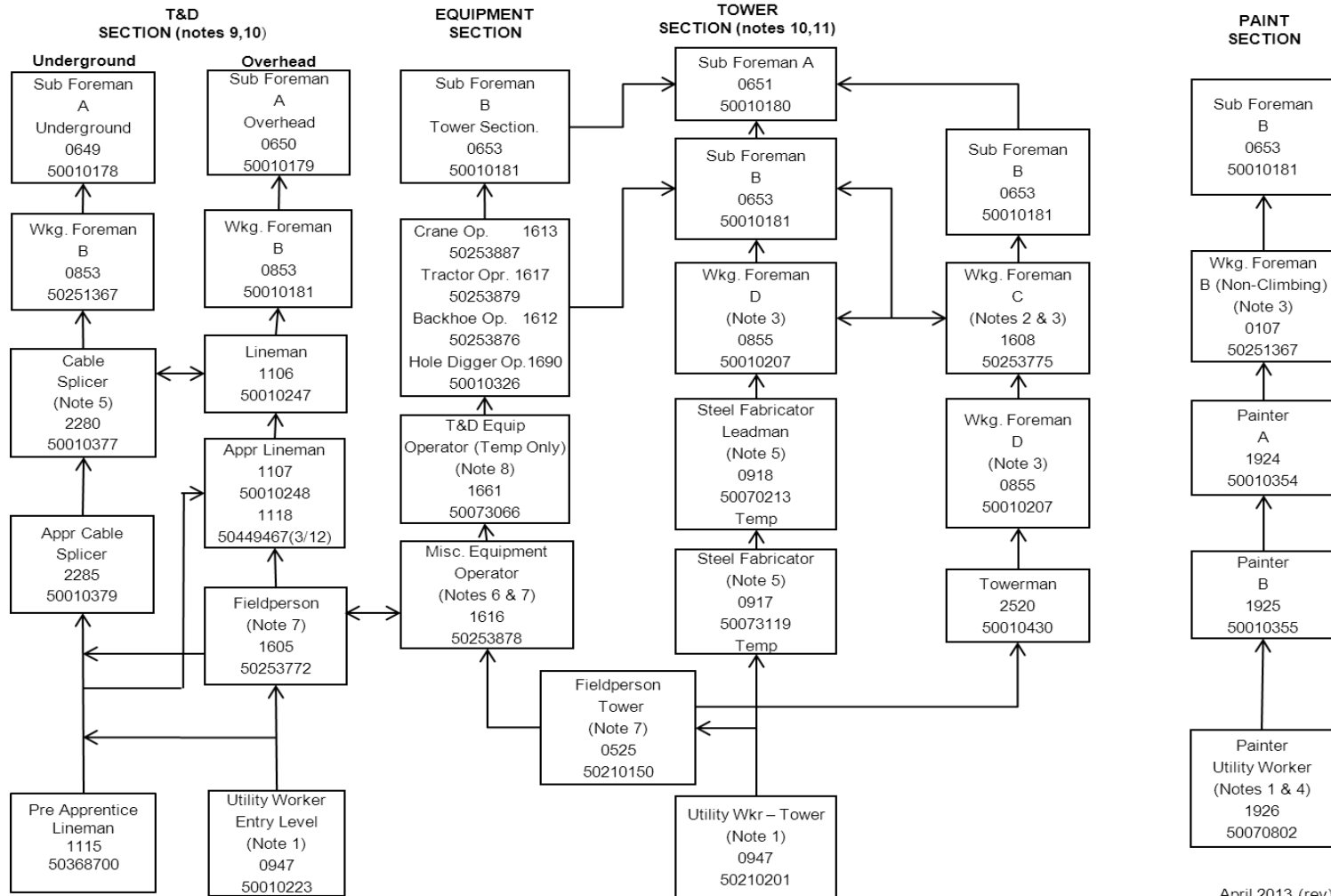
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LINE CONSTRUCTION



April 2013 (rev)

Pursuant to L/A 12-32 employees may be required to have or obtain a Class A driver's license

G.C. LINE CONSTRUCTION LOP FLOW CHART NOTES

1. All entry level *classifications* must pass Physical Test Battery.
2. Working Foreman C may be required to have a valid Blaster license.
3. Working Foreman D must have craft skill in work supervised except in Steel Fabrication Section.
4. Painter Utility Worker must be able to climb high structures.
5. Lineman may file temporary/permanent upgrade sheet to the Underground Section.
6. Must have a minimum of 6 months' experience in overhead line work before operating equipment in proximity to energized conductor/equipment.
7. Requires Class A Operator's License.
8. Classification to be used when operating the Condor.
9. Lineman may file temporary/permanent upgrade sheet to Underground Section.
10. *Temporary Classification when working from a Helicopter – LA 09-08.*
11. *Retention Agreement for the Tower section – LA 07-33.*

GENERAL CONSTRUCTION

LINE DEPARTMENT

JOB DEFINITIONS AND LINES OF PROGRESSION

WAGE DIFFERENTIALS G.C. – REGIONS

Effective January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Company and Union shall prepare a list of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications.

TECHNOLOGY

The following job definitions are intended to be inclusive of duties appropriately assigned to the classification. The parties recognize that technological advances may raise questions about appropriate duties to assign to a classification in the future.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

UTILITY WORKER

0947 (50010223)

An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. May be permitted to learn to climb on the job in training for advancement, but shall not do line work.

G.C.FIELDPERSON – Not Gas

1605 (50253772)

Employees in the Fieldperson classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

Operates the following equipment:

- Earthworm

- Gas/electric hoist up to 15 HP
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent; Tugger Air Hoist;
- Air compressor up to 1000 C.F.M.
- Riding roller, self-propelled
- Street Sweeper, self-propelled, small
- Snow Cat, such as Bombadier
- Two-axle truck of 12,000 lb. GVW or over
- Small tiller type tractor or similar hauling unit, 30 HP and under
- Industrial material handling truck or tractor including lift and towing; Pump tender
- Small trencher and other equipment 30 HP and under

Other equipment may be added to the above list by agreement between Company and Union.

G. C. Fieldperson may be required to perform the following duties:

- Performs metalman duties
- When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber
- When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone.)
- When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two-inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two-inch or larger, length including fitting(s) exceeds five feet, number of meters exceeds one, or a manifold is required, the Street Fitter classification shall be used.)

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate driver's license and/or endorsements.

Employees as of January 1, 1991 who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned to equipment requiring said licenses.

Employees as of January 1, 1991, in classifications higher than the Fieldperson who are subsequently affected by Title 306 will not be adversely impacted as a result of the Fieldperson licensing requirements.

Employees who enter the Fieldperson classification after the implementation date of January 1, 1991 will be required to possess the Class A California driver's license and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California driver's license and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Fieldperson on a regular basis, he/she will be accommodated as follows:

One unlicensed Fieldperson per 20 licensed Fieldperson In computing this ratio, all Fieldperson will be included (both those classified at the time of implementation and Fieldperson entering the classification after implementation).

MISCELLANEOUS EQUIPMENT OPERATOR – Not Gas

1616 (50253878)

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate driver's license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned the duties of the former Heavy Truck Driver, Line Driver or Special Driver classification.

Current employees as of January 1, 1991, in classifications higher than the Miscellaneous Equipment Operator who are subsequently affected by Title 306 will not be adversely impacted as a result of the MEO licensing requirements. Employees in classifications higher in the Line of Progression to the MEO may voluntarily elect to maintain a Class A driver's license, in which case all costs for obtaining and maintaining shall be paid by Company. An employee who progresses to a classification higher than MEO, in the event of a demotion pursuant to Title 306, shall be allowed up to 60 calendar days to obtain a Class A driver's license if such employee does not already possess such license.

Operates the following equipment:

- Dozer, smaller than D-4- or equivalent, with or without a side boom or equipment
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom
- Crane, swing, self-propelled, up to and including 5 ton
- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system
- Truck tractor operator coupled with one or more trailers
- Three-axle truck
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work; *(Must have a minimum of 6 months experience in overhead line work before operating equipment in proximity to energized conductor/equipment.)* Boom truck without a personnel bucket under 10 tons; *(Must have a minimum of 6 months experience in Substation work before operating equipment in a substation.)*
- Hydrauger;
- Gas/electric hoist over 15 H
- Motor Patrol, less than 115 HP, when not grading to stake or grade
- Trencher, Boom Type, such as Ditch Witch, or equivalent
- Concrete Pump
- Tensioners and Pullers (see separate listing of pulling and tensioning equipment)
- Large Snow Cats
- Drill, Liner, self-propelled air trac or equivalent
- Cross Country vehicles such as Dragon Wagon or equivalent
- Flume washer

Other equipment may be added to the above list by agreement between Company and Union.

TRACTOR OPERATOR – Not Gas
1617 (50253879)

Operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8
- Case, 850, 1150
- IH, TD-9, TD-15, TD-20, TD-25
- C., HD-6, HD-11, HD-16, HD-2;
- Drott over 5 ton to 18 ton
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20
- Loader, crawler mounted, 1-1/2 cubic yard and over
- Whirley, swing crane
- Motor patrol over 115 HP or when grading to stakes or grade
- Tractor, crawler side boom, 10 ton and over

Other equipment may be added to the above list by agreement between Company and Union.

APPRENTICE CABLE SPLICER – GC
2285 (50010379)

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.

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0525	50010162	Fieldperson , GC Line	1106	50010247	Lineman
0947	50010223	Utility Worker, GC Line	2280	50010375	Cable Splicer
			2286	50010380	Cable Splicer - UN
			0853	50010205	Working Foreman B
			0649	50010178	Subforeman A - UG

Note on Apprentice Cable Splicer

The training program for this apprenticeship is the same as that established for the Title 200 Apprentice Cable Splicer (2281) and is subject to the provisions of the GC Master Apprenticeship Agreement.

T&D EQUIPMENT OPERATOR – (Temporary Only)
1661 (50073066)

To be used for temporary upgrade only in order to compensate certain G.C. employees who drive the "CONDOR". In accordance with the 1991 bargaining, the wage rates will be 5% over the comparable Division classification of T & D Equipment Operator (1660).

HELICOPTER LINE WORKER – GC (Temporary use only)
1181 (50082473)

See Letter Agreements 03-31 (Pages 24-26) and R2-09-08 (Page 30)

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

A Helicopter Line Worker must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

HELICOPTER SUBFOREMAN – GC (Temporary use only)
1182 (50082474)

See Letter Agreements 03-31 (Pages 24-26) and R2-09-08 (Page 30)

An employee in charge of a crew and who performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

HELICOPTER TOWERMAN – GC (Temporary use only)
1184 (50109133)

See Letter Agreements 03-31 (Pages 24-26) and R2-09-08 (Page 30)

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and is transported to and from the structures by helicopter.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

PRE-APPRENTICE LINEMAN – GC
1115 (50368700)

1. Job Definition

An employee whose principal duties include learning pre-requisite skills and knowledge for becoming an Apprentice Lineman. Pre-Apprentice Linemen will be required to learn and prove competencies, both knowledge and skills associated with becoming an Apprentice Lineman.

The provisions of Section 106.5 are modified for newly hired Pre-Apprentices so that newly hired Title 200 and Title 300 Pre-Apprentices will be considered as probationary employees for 12 months (which may be extended under the existing provisions of Section 106.5) and during such probationary period they may be terminated for unsuitability without recourse to the grievance procedure. When a Pre-Apprentice has completed 6 months of service as defined in Subsection 106.5(b)(3), s/he will attain the status of a regular employee with

respect to benefits such as leave of absence, holidays, sick leave, vacation, and similar rights.

All Pre-Apprentices will be required to attend and successfully complete formal training and assessments in addition to achieving set On-The-Job training objectives. During the Pre-Apprenticeship Program, employees will attend and pass training courses, including but not limited to the following:

- *Basic Climbing*
- *Basic Electricity*
- *Protective Grounding Principles*
- *Basic Rigging and other physical skills requirements*
- *Attend Class "A" Driving School and obtain a Class "A" Driver's License (Must obtain Class "A" Driver's Permit by month 3 and License after month 6 and before the end of successful completion of the Pre-Apprentice Lineman program).*
- *Advanced Climbing*

In addition to obtaining and proving competency of the required knowledge and physical skills, Pre-Apprentice Linemen will be evaluated on their safety performance, attitude and behaviors associated with PG&E Values.

Upon successful completion of the 12 month Pre-Apprenticeship Program, Pre-Apprentice Linemen will become Apprentice Lineman.

2. Job Duties Section

Employee performs semi-skilled work while assisting a Journeyman or Apprentice. This work will 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: basic word processing and e-mail programs; also used for entry of on-the-job progress and for web based training*
- *Maintain tools and materials on truck in good order*
- *Operate associated mechanical equipment on the truck*
- *Drive all terrain vehicles*
- *Install work area protection*
- *Other appropriate duties as assigned*

Employees will learn and demonstrate through assessments and on-the-job evaluations the following knowledge and following tasks:

- *General Safety and Tailboard Briefing*
- *Knowledge and retention of the applicable Code of Safe Practices Rules*
- *Knowledge and use of Personal Protective Equipment*
- *Use hand and head signals*
- *Learn to climb wood poles and steel towers*
- *Use and maintenance of various hand tools and equipment*
- *Dig holes and trenches by hand*
- *Identify and work with electrical line equipment*
- *Obtain a Class "A" Driver's License*
- *Drive a Class "A", Regulated vehicle*
- *Basic electricity fundamentals*
- *Work with rope; splicing, knot tying, etc.*
- *Basic rigging skills and calculations*
- *Ability to comprehend complex sets of instructions and carry out tasks with minimal errors (verbal and written)*

This classification will be required to drive vehicles including those which require a Class A license after proper training.

3. *Position Entry Requirements*

Prior to entering the Pre-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)(Formally ACT test)*
- *Qualified on the Work Orientation Inventory*
- *Qualified on Company Administered Physical Assessment*
- *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.

Individuals will have one opportunity to enter into the Pre-Apprentice Lineman Classification. An employee who fails to successfully complete the Pre-Apprentice Lineman Program will not be allowed to go through the program a second time.

4. *Removal From Classification - Newly Hired Employees*

Employees newly hired into this classification will be probationary employees until they enter the Lineman Apprenticeship Program. Newly hired employees who drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship program will be released from the Company.

5. *Removal From Classification – Regular Status Employees*

Any T200 employees who bid into a T200 or T300 Pre-Apprenticeship classification from other classifications and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program during their first six months in the classification, will be released back to his/her previous classification and headquarters. T200 employees, who bid into the Pre-Apprenticeship classification and drop out of, fail to successfully pass a component of, or are released

from the Pre-Apprenticeship Program after six months in the classification, will be subject to Section 206.15 of the Physical Agreement.

Any T300 employees who bid into a T200 or T300 Pre-Apprenticeship classification from other classifications and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program during their first six months in the classification, will be released back to his/her previous classification. Employees, who bid into the Pre-Apprenticeship classification and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program after six months in the classification, may be released from the Company.

The decision to release employees from the Pre-Apprenticeship Program will be made by the Company with a recommendation from a local committee made up of one Union and one Company representative. This provision does not impact the union's right to grieve such regular status employee's removal.

Legacy Code	SAP Job Code	Next Lower Classifications
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Legacy Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
*1077	50010234	UG Construction Journeyman (Elec)
0990	50010226	Inspector (PIO)
*0998	50010227	Inspector, Compliance
*0999	50010228	Inspector, Compliance UG
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2281	50010377	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2290	50010381	Transmission Cableman
2520	50010430	Towerman (GC)
0960	50070767	Cableman's Utility Worker
1190	50010261	Street Light Maintenceman
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Opr.-Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman
1096	50010242	Electric T&D Assistant (PIO)*
1098	50010243	Night T&D Assistant
0947	50010223	Utility Worker - GC – Elec*

*T-300 Line Construction Utility Workers (0947/50010223) and T-200 T&D Assistants

(1096/50010242) will have wage retention when successfully bidding to the Pre-Apprentice Lineman position. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Lineman progression. Other employees who bid into this classification from a higher paid classification will come in at the bottom of the Pre-Apprentice Lineman rate.

7. Promotion from Pre-Apprentice Lineman to Apprentice Lineman

Upon successful completion of the 12 month Pre-Apprenticeship Program, Pre-Apprentice Linemen will progress to the Apprentice Lineman classification and will begin the formal program towards becoming a Journey Lineman.

8. An employee who enters into a T200 or T300 Pre-Apprentice Lineman position may not transfer during the probationary period between the T200 and T300 Pre-apprentice Lineman classifications; nor may they transfer to any other beginning classifications. Note: Except as provided in Section 5, above.

PAINTER A

1924 (50010354)

An employee who is proficient in Painter B duties. May direct the work of not more than three Painter B's and/or Painter Utility Workers.

Promotion from Painter B to Painter A will be automatic after six months at the top rate of Painter B, contingent on the employee passing the agreed-to written tests, as outlined in the attachment. Progression to Painter A should not be delayed in the event Company is unable to provide the employee with all training in a timely manner.

PAINTER B

1925 (50010355)

An employee who, working as a member of a crew, uses cleaning tools (hand and mechanical) for surface preparation and who, prior to his completion of six months at this classification's top rate of pay, will be capable of applying the most commonly used protective and decorative coatings and performing acceptable removal and installation of insulation material. The employee will be given training in all of the following procedures so that he can achieve the forementioned capabilities:

- A. Surface Preparation
- B. Coating Application
- C. Insulation
- D. Planning and Basic Rigging
- E. Tools and Equipment
- F. Waste and Salvage Disposal Techniques

The employee will give given an opportunity to demonstrate his ability to perform the above Painter B duties on at least six of the following facilities:

- 1. Towers
- 2. Substation Structures
- 3. Substation Equipment
- 4. Electric Generation Plants
- 5. Gas Holders
- 6. Stacks
- 7. Automotive Equipment
- 8. Control Boards

9. Buildings

A Painter B may be assigned to work under the direction of a Painter A. A Painter B may be assigned to work alone, or with other Painter B's or Painter Utility Workers only, only after such Painter B has been instructed and trained in the duties or work procedures required, has performed such work under direct supervision, and is capable of performing such work safely.

PAINTER UTILITY WORKER

1926 (50070802)

An employee with no experience or knowledge of the trade, who assists in the duties of Painters "A" and "B".

1. *Cleaning and preparation for coating using hand tools and power tools.*
2. *Assists in the application and removal of insulation on turbines, boilers, steam lines, fuel oil tanks, etc.*
3. *Working on high structure up to 450 feet, such as gas holders, transmission towers and smoke stacks.*
4. *Working below ground in vaults, penstocks and in confined vessels.*
5. *Use of hand and power suspended staging. Carry, assemble and use tubular rolling scaffolding.*

**Painter Training Program
Line Construction Department
General Construction**

Purpose:

To allow employees in Painter B classifications to acquire the knowledge, skills and ability to progress to Painter A.

Academic Preparation:

- A. Each employee will be expected to successfully complete six lessons selected from the following textbook:

Painting and Decorating Craftsman's Manual and Textbook, Fifth Edition.
Prepared and published by Painting and Decorating Contractors of America
7223 Lee Highway
Falls Church, VA 22046

This textbook is to be purchased by the employee.

- B. Lessons based on the textbook cover the following topics:

1. Paint coatings
2. Natural vehicle binders
3. Synthetic resins and latexes
4. Basic coatings and finishes
5. Tools and equipment
6. Practical painting procedures

A seventh lesson, based on material prepared by the Company on the subject of insulation also will be required. An Asbestos Workers Handbook, which is optional, may also be purchased by the employee.

- C. An open book examination on each lesson must be successfully completed by the employee. Both textbook study time and examination time will be on the employee's own time.
- D. The employee may study and take examinations at his own pace and convenience at any time while he is a Painter B.
- E. Lesson examinations will be sent by the employee to the General Foreman for scoring. Scored examinations will not be returned to the employee; however, the employee will be advised of lesson results and areas, if any, in which further preparation is needed, and shall be allowed to examine his/her graded exam upon request. Scored examinations will be retained [in Line Construction headquarters in San Francisco] by the Department until an employee completes all lesson requirements.
- F. An employee failing the agreed-upon exam shall be allowed one retest. This retest shall be offered within 30 days of such employee's request to be retested.

Experience:

- A. Each employee in the Painter B classification will be provided field experience in the following areas:

1. Surface Preparation
2. Coating Application
3. Insulation
4. Planning and Basic Rigging
5. Tools and Equipment
6. Waste and Salvage Disposal Techniques

The employee will be given an opportunity to demonstrate his ability to perform the above Painter B duties on at least six of the following facilities:

1. Towers
2. Substation Structures
3. Substation Equipment
4. Electric Generation Plants
5. Gas Holders
6. Stacks
7. Automotive Equipment
8. Control Boards
9. Buildings

- B. An experience "check off" form will be maintained at Line Construction headquarters in San Francisco to assure that all employees receive exposure to at least 9 of the 11 experience areas prior to his completion of six months at the top of the Painter B classification.

SERVICES PERFORMED

<u>FACILITIES</u>	<u>PAINTING</u>	<u>COATING</u>	<u>INSULATION</u>	<u>BLAST CLEANING (Sand & Water)</u>
BUSINESS AND COMMERCIAL	Office buildings, Offices, Warehouses, Garages and Street Lights	Roof membranes, floors and walls including concrete sealers	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting or coating
ELECTRICAL: Distribution and Transmission	Control buildings Control boards, Substation structure, Tanks, Transformers, Towers and Poles	Roof membranes, Bushings, Radiators, Floor and Wall sealers, Pits Manholes and Fences	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting and coating
GAS: Distribution and Transmission	Control buildings, Holders, Compressor buildings, Control boards, Platforms, Pipelines and Tanks	Well head trees, Pipelines, Manholes, Pits, Tanks, Holders and Roof membranes	Roofs (foam) pipelines, Tanks, Valves, and Flanges - inc. Sheet metal jacket work	Where necessary to prepare substrate for painting and coating
GENERATION: Hydro Nuclear Steam Thermal	Buildings, Highrise structures, Stacks, Control boards, offices, Pipelines, Dam gates, Log booms Penstocks, Valve Chambers, Turbine housings, Tanks, Gate valves and signs	Flumes, Canals, Dams, Water screens, Water boxes, Holding basins Pipelines, Penstocks, Tanks, Tunnels, Log booms and Roof Membranes	Pipelines, Tanks, Roofs (foam), Turbine housings, and Log booms including Sheet metal jacket work	Flumes, Turbine rotors, Tunnels and Dams - also Where necessary to prepare substrate for painting and coating
RESIDENTIAL	Cottages, Storage sheds, Garages, Swimming pools and Street Lights	Roof membranes, Floors Decks and Swimming pools	Roof (foam)	Where necessary to prepare substrate for painting and coating
ROLLING STOCK	Pickups, Trucks, Trailers, Cranes & Misc. Equipt. Incl. – Minor body work	Frames, Roofs, Floors and Fiberglass repairs	Repairs only incl. Sheet metal work	Where necessary to prepare substrate for painting and coating

**LETTER AGREEMENT
R2-93-39-PGE**

January 14, 1994
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Driver's License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Clarification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirements for the Geysers Power Plant was discussed. No agreement was reached. If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

*By /s/ David J. Bergman
Director and Chief Negotiator*

The Union is in accord with the foregoing and attachments and it agrees thereto as of the date hereof.

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

May 1 , 1995

*By /s/ Jack McNally
Business Manager*

TITLE 300 POSITIONS

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0163	Carpenter A	C
0164	Carpenter B	C
0243	Senior Field Clerk ⁽¹⁾	C
0245	Routine Field Clerk ⁽¹⁾	C
0246	First Field Clerk ⁽¹⁾	C
0275	Partsman ⁽¹⁾	C
0276	Field Partsman	C
0405	Driller ⁽¹⁾	A
0434	Special Driver (SC)	A
0466	Electrician ⁽¹⁾	C
0474	Electrician ⁽¹⁾	C
0525	G.C. Fieldman	A
0580	Street Fitter ⁽¹⁾	C
0630	Labor Foreman	C
0644	Tech. Subforeman A ⁽¹⁾	C
0645	Tech. Subforeman B ⁽¹⁾	C
0650	Subforeman A	C
0653	Subforeman B	C
0776	Field Partsman	C
0844	Working Drilling Foreman	A
0850	Working Foreman A	C
0853	Working Foreman B	C
0854	Working Foreman C ⁽¹⁾	C
0885	Garageman Field	C
1006	Field Mechanical Inspector ⁽¹⁾	A
1007	Mechanical Inspector ⁽¹⁾	A
1085	Materials Leadman ⁽¹⁾	C
1210	Materialsman	C
1255	Equipment Mechanic ⁽¹⁾	A/C
1267	Lead Field Garage Mechanic ⁽¹⁾	A/C
1270	Field Garage Mechanic A ⁽¹⁾	A/C
1275	Field Garage Mechanic B ⁽¹⁾	A/C
1276	Field Garage Mechanic C	A
1301	Gas Mechanic ⁽¹⁾	C
1310	Hydro/Station Mechanic ⁽¹⁾	C
1337	Station Mechanic ⁽¹⁾	C
1345	Mechanic Lead ⁽¹⁾	A
1510	Gunite Nozzleman	C
1515	Backhoe Operator	C
1597	Crane Operator ⁽¹⁾	A
1646	Misc. Equipment Operator	A
1690	Hole Digger Operator ⁽¹⁾	A
1840	Tractor Operator ⁽¹⁾	A
1924	Painter A ⁽¹⁾	C
1925	Painter B ⁽¹⁾	C
2390	Communication Technician ⁽¹⁾	C
2392	Telecommunication Installer ⁽¹⁾	C
2400	Electrical Technician	C
2413	Gas Technician	C
2418	Instrument Technician	C
2520	Towerman	C
2617	Welder - Station ⁽¹⁾	B/C
2617	Welder - Gas ⁽¹⁾	B

(1) Depending upon local operating conditions.

LETTER AGREEMENT

R2-95-160-PGE

April 16, 1996

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As a result of many inquiries, the Rubber Glove and Barehanding Overview Committee finds a need to clarify the term "regular employee" as used in the rubber glove agreement regarding ground personnel.

The intent of this term, as negotiated by both parties, was to ensure that qualified employees were on the crew that was rubber gloving. However, the parties did not anticipate the development of "temporary employees" as was subsequently negotiated by the parties. The questions deals with temporary employees who do not have regular status, but meet all the qualifications for ground personnel as covered by the rubber glove agreement.

The Rubber Gloving and Barehanding Overview Committee met and discussed the issue and recommends to include temporary employees as qualified ground observers for crews performing rubber gloving tasks if such employees have:

(1) six months experience in Line Construction and Maintenance;

(2) been fully trained in First Aid Cardiopulmonary Resuscitation, Radio Procedures and Aerial Lift Operations including Upper Controls, Lower Controls, and Aerial Rescue Procedures.

Violations of this agreement will also result in the prohibition of rubber gloving being performed in the involved division for a period of twelve months.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

April 24, 1996

By: s/Jack McNally
Business Manager

LETTER AGREEMENT R1-96-50-PGE

June 19, 1996

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company has historically contracted the "hotwashing" of transmission line insulators in the Bay Area. The "hotwashing" work is performed from a helicopter.

Company proposes to offer the "hotwashing" work from the helicopter to Grid Maintenance and Construction Line Department employees, on a voluntary basis. Volunteers would be solicited from third step Apprentice Linemen and above and from the following locations: Meadow Lane, Moss Landing, and Belmont. Volunteers would receive appropriate training prior to commencement of this work. Absent any volunteers, this work would continue to be contracted.

Either party may cancel this agreement upon providing 30 days written notice to the other party.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman
Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

June 26, 1996

By: s/Jack McNally
Business Manager



LETTER AGREEMENT NO. R1-01-41-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

September 19, 2001

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes to cancel and supersede Letter Agreement 98-67, the training of Electric T&D Apprentice Linemen. The parties agreed that some Title 200 and Title 300 Apprentice Linemen have not had an opportunity to be exposed to certain tasks on their regular crews due to a lack of that type of work in their area. It was agreed that all training requirements specified in the Apprentice Lineman program must be completed prior to the achievement of journeyman Lineman status. To facilitate the completion of all training, the following is a modification to the guidelines agreed to in Letter Agreement 98-67. The Company proposes the following for making temporary training assignments for designated tasks with a specific duration for Apprentice Linemen in Electric T&D Departments. The intent of this agreement is to keep training assignments away from the apprentice's designated headquarters as short as practical consistent with training requirements.

1. The Company may assign Title 200 Apprentices to Title 300 Crews and Title 300 Apprentices to Title 200 Crews for training purposes. These assignments will not be made to avoid the payment of overtime to the regular crew members or to rectify staffing deficiencies.
2. Title 200 Apprentices assigned to Title 300 shall work within the Title 200 Section of the Agreement during the assignment, including Titles 201 (Expenses) and Title 203 (Inclement Weather Practice). Title 300 Apprentices assigned to a Title 200 Crew will continue to be paid at the Title 300 wage rate and will continue to fall under the Title 300 working conditions.
3. Training assignments of more than 50 miles will be made only if
 - The apprentice volunteers for the assignment or,
 - The training assignment (work) is not available or cannot reasonably be made available within 50 miles. Employees will assume the schedule of the crew at the temporary headquarters. The Company and Union will continue to monitor the mileage limitation and agree to meet and discuss it further should it impact operations. To facilitate a consistent and timely notification process, the attached form will be used.

4. *The specific training task and duration will be identified in writing and communicated to the Apprentice and Union Business Representative at least 48 hours prior to the assignment. The Joint Apprenticeship & Training Committee will also be notified of all assignments and will be responsible for monitoring and tracking these assignments.*
5. *During the training assignment, functional supervision of the apprentice will be assumed by the receiving supervisor.*
6. *Any dispute regarding these assignments will be subject to the grievance procedure (Title 102) with the option of expedited referral to the Joint Apprenticeship & Training Committee for a recommendation of settlement, after the timely filing of a grievance.*

Either party may cancel this agreement by providing the other party 30 days written notice.

If you are in accord with the foregoing and agree thereto, 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: S/Stephen A. Rayburn
Stephen A. Rayburn
Director & Chief Negotiator

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

September 24, 2001

By: S/Perry Zimmerman
Perry Zimmerman
Business Manager



UTILITY OPERATIONS

Notification of Apprentice Lineman Training Assignment(s)

IBEW Union Business Representative _____

Date: _____

The following Title 200 or Title 300 employees:

	Employee Name(s)	Step in Apprentice Program	Current Headquarters	Current Work Days/Hours
1	_____	_____	_____	_____
2	_____	_____	_____	_____
3	_____	_____	_____	_____
4	_____	_____	_____	_____
5	_____	_____	_____	_____

Sending Supervisor: _____ LAN ID: _____ Company Phone No. _____

PROPOSED

Will be assigned to Title 200 or Title 300 employees.

Temporary Headquarters _____

Work days/Work Hours _____

Receiving Supervisor: _____ LAN ID: _____ Company Phone No. _____

Training Assignment Start Date _____

Training Assignment End Date _____

Specific Training to be accomplished:

1. _____
2. _____
3. _____
4. _____
5. _____

Guidelines to be followed:

- Training to develop required technical skills/experience not available at work location.
- Training assignment restricted to 50 miles or less from work location unless work is not available or cannot reasonably be made available within 50 miles.
- Training assignments to be kept as short as practical, consistent with training requirements.
- Notify apprentice and Business Representative at least 48 hours prior to assignment start date.

Reference materials: [LOA R1-01-41](#)

IBEW Contract Sections 201, 203 and T300.

cc: **IBEW Business Representative**
 Joint Apprenticeship Training Committee/Industrial Relations



LETTER AGREEMENT NO. R1-03-31-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

October 29, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes, pursuant to Subsection 204.4(b) and Section 304.4 of the Physical Agreement, to replace Letter Agreements R1-96-50, R1-97-21 and R2-01-10 regarding the utilization of a helicopter when working on transmission lines. The joint Union-Company Bare Handling/Helicopter Subcommittee developed the work practice outlined in this letter agreement. Based on the success of the use of skid transfers on transmission lines and other transmission work performed on projects in South San Francisco, Pittsburg and the Livermore Valley, the Company proposes to expand the work performed by the various classifications and to increase the pay rate on a temporary basis when performing electric transmission work utilizing a helicopter.

The Company further proposes to allow any Title 200 or Title 300 Lineman, Electric Crew Foreman, Subforeman, Working Foreman, Transmission Troubleman, Apprentice Lineman or Towerman to perform helicopter line work procedures. A qualified helicopter line worker must have successfully completed the training class that provided specific training in the helicopter line worker procedures and has demonstrated proficiency in the use of the specific helicopter line worker activity in order to be qualified to perform this work.

The training shall be documented and a record of the training shall be placed in the employee's file and placed in the Training Database.

Any Lineman, Electric Crew Foreman, Transmission Troubleman, Subforeman, Working Foreman, Apprentice Lineman or Towerman using helicopter line worker procedures shall be given a temporary upgrade as follows for the full day and those eligible for the Rubber Glove premium will continue to receive the premium in addition to this upgrade:

- Title 300 Linemen will be temporarily upgraded to a rate 10% above the (1106) Lineman GC rate of pay and will be temporarily upgraded to (1181) Helicopter Line Worker – GC.
- Title 300 Subforemen or Working Foremen will be temporarily upgraded to (1182) Helicopter Subforeman – GC and will be paid 10% above (0650) Subforeman rate of pay.

- Any Apprentice Lineman who volunteers to use the helicopter line worker procedures must be in the 2nd step of the apprenticeship or above. When performing the work, the apprentice will be paid at a rate equal to 10% above the appropriate step rate. These apprentices must have successfully completed the training class that provided specific training in the Helicopter Line Worker procedures and demonstrated proficiency in the use of the specific helicopter line worker activity in order to volunteer to perform this work. The temporary class codes are as follows: (1183) Apprentice Lineman – GC Helicopter and (1187) Apprentice Lineman – Helicopter.
- Title 300 Towermen will be temporarily upgraded to (1184) Helicopter Towerman and will be paid 10% above the appropriate (2520) Towerman rate of pay.
- Title 200 Linemen and Transmission Troublemens will be temporarily upgraded to (1185) Helicopter Line Worker. The Helicopter Line Worker rate will be adjusted to 10% above the Title 200 (1100) Lineman rate of pay.
- Electric Crew Foremen will be upgraded to (1186) Helicopter Crew Foreman and will be paid 10% above the (0740) Electric Crew Foreman.

Helicopter line worker activities are to be performed by volunteers only, no employee can be forced to perform these work activities and the activities are limited to skid transfer and washing. Volunteers will be identified at the beginning of the workday from the crews assigned to do the work. All volunteers will be entitled to the temporary upgrade and the apprentices will be entitled to the premium.

Helicopter line workers that have performed this work on the Pittsburg project, the Livermore Valley project, and the insulator change-out project in South San Francisco, and any other project agreed to by the parties will receive a retro-active pay adjustment at the new agreed to rates, for the days that these employees performed these work methods on those projects.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: s/Stephen A. Rayburn
 Stephen A. Rayburn
 Director and Chief Negotiator

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

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

October 31, 2003

By: s/Perry Zimmerman
 Perry Zimmerman
 Business Manager

JOB DEFINITION

(Class Code 1185) HELICOPTER LINE WORKER (Temporary use only)

(Class Code 1181) HELICOPTER LINE WORKER – GC (Temporary use only)

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

A Helicopter Line Worker must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

(Class Code 1186) HELICOPTER CREW FOREMAN

(Class Code 1182) HELICOPTER SUBFOREMAN– GC (Temporary use only)

An employee in charge of a crew and who performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

(Class Code 1184) HELICOPTER TOWERMAN– GC (Temporary use only)

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and is transported to and from the structures by helicopter.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. R1-05-17-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

May 4, 2005

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

Dear Mr. Zimmerman:

In an effort to provide quality training, job opportunities, and a more stable workforce, the Company is proposing pursuant to Section 205.19 of the Agreement the following modification to job bidding, promotion, and transfers for the Electric T&D line of progression. This modification will enable the Company to open more journeyman positions in all areas and will stem the movement from the areas currently affected by high rates of vacancies.

After the effective date of this agreement, employees hired or bidding into the 1101 Apprentice Lineman classification 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. The Apprentice Linemen who complete the training program will also be required to spend two years in the bidding area as a Lineman before their bids will be considered under the provision of Sections 205.7, 305.5 or 305.7 of the Agreement.

After the effective date of this agreement, employees hired, bidding into, or promoted into the 1107 - Apprentice Lineman GC will not have their bids considered under the provisions of Sections 205.7, 305.5 or 305.7 of the Agreement until they have been out of the training program for two years.

The 1101 and 1107 Apprentice Lineman will not have an opportunity to exercise their move under item G of the Division Master Apprenticeship Agreement outside of their bidding area.

Employees hired or placed into the GC Apprentice Lineman position after the effective date of this agreement will have their per diem eligibility treated as if they were hired prior to January 1, 1988 under the provisions of Section 301.3 of the Agreement. Once these employees are no longer under the provisions of this agreement, these employee will be under the provisions of Section 301.3 of the Agreement based on their hire date.

In return, the Company will commit to filling an increased number of journeyman Electric T&D vacancies outside the Bay Area. The Company will provide the Union a list of positions filled in the Electric T&D line of progression on a quarterly basis to ensure that the Company continues its commitment to fill vacancies outside the Bay Area.

Either party may cancel this agreement by providing 60 days' written notice of cancellation.

If you are in accord with the foregoing, and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

*By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator*

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

May 7, 2005

*By: s/Perry Zimmerman
Perry Zimmerman
Business Manager*



**LETTER AGREEMENT
NO. 07-33-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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

August 9, 2007

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:

The Company has been experiencing a high level of turnover in the Title 300, General Construction, Line Department, Tower Section. The Company proposes in an effort to reduce turnover, improve safety and to stabilize the workforce to restrict employees who are hired into, bidding into under the provision of Section 305.7 or transferred under the provisions of Section 305.8 from moving out of this Tower Section for a five-year period. In other words, the employees will not have the ability to voluntarily leave the Tower Section for five years from the date they entered the Tower Section. Company also proposes to establish a system-wide promotion/demotion area for the Tower Section, Line Construction Area 8.

The Company further proposes to add two additional classifications into the line of progression and to update the line of progression to reflect the current structure. Those classifications are Fieldperson-Tower and Utility Worker-Tower with the same wage rate as wage structure as the current Fieldperson and Utility Worker. The current line of progression into the Tower Section for Fieldperson and Utility Worker will no longer be applicable. The Company further proposes to eliminate in the Tower Section (2620) Welder, (0630) Labor Foreman A, (0164) Carpenter B and the two Steel Fabrication classification, (0917) Steel Fabricator and (0918) Lead Steel Fabricator, will only be used on a temporary basis. Attached is a revised line of progression chart.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: S/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

December 7, 2007

By: S/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company**

**LETTER AGREEMENT
NO. R2-09-08-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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

September 9, 2009

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:

Letter Agreement R1-03-31 established temporary Title 200 and 300 classifications for use when employees were working on transmission lines and were working off of or being transported utilizing a helicopter. Letter Agreement R1-03-31 was specific to what classifications were to be used on a regular basis or when employees were to be upgraded. The Company is now proposing, pursuant to Sections 204.4 and 304.4, to expand the provisions of Letter Agreement R1-03-31 to allow other classifications to utilize the helicopter work procedure as long as they are properly trained for transmission or distribution work. Instead of creating new classifications, the Company is proposing to establish a 10% helicopter premium. This premium is paid for all hours worked that day if the helicopter work procedure is utilized. This premium is similar to what is currently being paid when employees are temporarily upgraded. This premium can be used for both Title 200 and Title 300 employees.

The premium does not apply to employees who are upgraded to classifications listed in Letter Agreement R1-03-31 nor does it apply to Electric Transmission classifications listed in Letter Agreement 05-16.

The Company will notify the Union when it plans on using employees in the manner described above.

This premium may not be immediately available due to programming delays tied to an upgrade of the SAP system. The premium will be available as soon as practicable after the letter agreement is signed and the SAP system is upgraded.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

By: s/Tom Dalzell

Tom Dalzell
Business Manager

September 11, 2009



LETTER AGREEMENT NO. 10-50-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,
BUSINESS MANAGER

December 29, 2010

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:

The Company and Union have discussed a new classification of Pre-Apprentice Lineman in the Title 200 and T300 Electric Departments.

The wage schedule for this classification will be:

	Pre-T-200 Apprentice Lineman 2011 Hourly Wage Rate	Pre-T-300 Apprentice Lineman 2011 Hourly Wage Rate
Start	\$23.12	\$24.99
6 months	\$27.04	\$27.37

T-300 Line Construction Utility Workers (PS 0947) and T-200 T&D Assistants (PS 1096) will have wage retention when successfully bidding to the Pre-Apprentice Lineman position. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Lineman progression. Other employees who bid into this classification from a higher paid classification will come in at the bottom of the Pre-Apprentice Lineman rate.

Incumbents in the T-200 T&D Assistant classification will be coded as Present Incumbent Only (PIO)¹.

Current employees in the Line Construction Utility Worker classification or Electric T&D Assistant classification will initially be given priority in bidding into this Pre-Apprenticeship classification. Note: Current Line Construction Utility Workers will initially be given priority to T300 Pre-Apprenticeship positions and current T&D Assistants will initially be given priority to T200 Pre-Apprenticeship positions.

After the signing of this Letter of Agreement, Line Construction Utility Workers will not be in the Line of Progression for the Apprenticeship Lineman classifications.

¹ This Letter of Agreement will not impact the "Night" T&D Assistant.

Associated with the establishment of this classification, the following items were also agreed to:

1. Job Definition

SAP Code 50368698 (PS 1114) Pre-Apprentice Lineman
SAP Code 50368700 (PS 1115) Pre-Apprentice Lineman- GC

An employee whose principal duties include learning pre-requisite skills and knowledge for becoming an Apprentice Lineman. Pre-Apprentice Linemen will be required to learn and prove competencies, both knowledge and skills associated with becoming an Apprentice Lineman.

The provisions of Section 106.5 are modified for newly hired Pre-Apprentices so that newly hired Title 200 and Title 300 Pre-Apprentices will be considered as probationary employees for 12 months (which may be extended under the existing provisions of Section 106.5) and during such probationary period they may be terminated for unsuitability without recourse to the grievance procedure. When a Pre-Apprentice has completed 6 months of service as defined in Subsection 106.5(b)(3), s/he will attain the status of a regular employee with respect to benefits such as leave of absence, holidays, sick leave, vacation, and similar rights.

All Pre-Apprentices will be required to attend and successfully complete formal training and assessments in addition to achieving set On-The-Job training objectives. During the Pre-Apprenticeship Program, employees will attend and pass training courses, including but not limited to the following:

- Basic Climbing
- Basic Electricity
- Protective Grounding Principles
- Basic Rigging and other physical skills requirements
- Attend Class "A" Driving School and obtain a Class "A" Driver's License (Must obtain Class "A" Driver's Permit by month 3 and License after month 6 and before the end of successful completion of the Pre-Apprentice Lineman program).
- Advanced Climbing

In addition to obtaining and proving competency of the required knowledge and physical skills, Pre-Apprentice Linemen will be evaluated on their safety performance, attitude and behaviors associated with PG&E Values.

Upon successful completion of the 12 month Pre-Apprenticeship Program, Pre-Apprentice Linemen will become Apprentice Lineman.

2. Job Duties Section

Employee performs semi-skilled work while assisting a Journeyman or Apprentice. This work will 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: basic word processing and e-mail programs; also used for entry of on-the-job progress and for web based training
- Maintain tools and materials on truck in good order

- Operate associated mechanical equipment on the truck
- Drive all terrain vehicles
- Install work area protection
- Other appropriate duties as assigned

Employees will learn and demonstrate through assessments and on-the-job evaluations the following knowledge and following tasks:

- General Safety and Tailboard Briefing
- Knowledge and retention of the applicable Code of Safe Practices Rules
- Knowledge and use of Personal Protective Equipment
- Use hand and head signals
- Learn to climb wood poles and steel towers
- Use and maintenance of various hand tools and equipment
- Dig holes and trenches by hand
- Identify and work with electrical line equipment
- Obtain a Class "A" Driver's License
- Drive a Class "A", Regulated vehicle
- Basic electricity fundamentals
- Work with rope; splicing, knot tying, etc.
- Basic rigging skills and calculations
- Ability to comprehend complex sets of instructions and carry out tasks with minimal errors (verbal and written)

This classification will be required to drive vehicles including those which require a Class A license after proper training.

3. Position Entry Requirements

Prior to entering the Pre-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)(Formally ACT test)
- Qualified on the Work Orientation Inventory
- Qualified on Company Administered Physical Assessment
- 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.

Individuals will have one opportunity to enter into the Pre-Apprentice Lineman Classification. An employee who fails to successfully complete the Pre-Apprentice Lineman Program will not be allowed to go through the program a second time.

4. Removal From Classification - Newly Hired Employees

Employees newly hired into this classification will be probationary employees until they enter the Lineman Apprenticeship Program. Newly hired employees who drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship program will be released from the Company.

5. Removal From Classification – Regular Status Employees

Any T200 employees who bid into a T200 or T300 Pre-Apprenticeship classification from other classifications and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program during their first six months in the classification, will be released back to his/her previous

classification and headquarters. T200 employees, who bid into the Pre-Apprenticeship classification and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program after six months in the classification, will be subject to Section 206.15 of the Physical Agreement.

Any T300 employees who bid into a T200 or T300 Pre-Apprenticeship classification from other classifications and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program during their first six months in the classification, will be released back to his/her previous classification. Employees, who bid into the Pre-Apprenticeship classification and drop out of, fail to successfully pass a component of, or are released from the Pre-Apprenticeship Program after six months in the classification, may be released from the Company.

The decision to release employees from the Pre-Apprenticeship Program will be made by the Company with a recommendation from a local committee made up of one Union and one Company representative. This provision does not impact the union's right to grieve such regular status employee's removal.

6. Line of Progression

Next Lower Classifications

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0737 UG Construction Crew Foreman
0683 Night Cable Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
1077 UG Construction Journeyman- Electric
0990 Inspector
0998 Compliance Inspector
0999 UG Compliance Inspector
1099 Underground Lineman (G.C.) (Inc. Only)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2285 Apprentice Cable Splicer (GC)
2283 Night Cable Splicer
2290 Transmission Cableman
2520 Towerman (G.C.)
0960 Cableman's Utility Worker
1190 Street Light Maintenceman
1660 T&D Equipment Operator
1661 T&D Equipment Operator - GC
1662 T&D Equipment Operator (Trans.)
2010 Manhole Pumpman
2013 Night Manhole Pumpman
1096 T&D Assistant (Inc. Only)
1098 Night T&D Assistant
0947 Utility Worker- (G.C.)-Electric

7. Promotion from Pre-Apprentice Lineman to Apprentice Lineman

Upon successful completion of the 12 month Pre-Apprenticeship Program, Pre-Apprentice Linemen will progress to the Apprentice Lineman classification and will begin the formal program towards becoming a Journey Lineman.

8. The job duties of T&D Assistant and Line Construction Utility Worker will be incorporated in the job definition of the Pre-Apprentice Lineman. Incumbent regular employees currently holding the T&D Assistant may remain in the classification as a "Present Incumbent Only" (PIO) status. This provision does not apply to Hiring Hall employees.

9. *In 2011, the Pre-Apprentice Lineman shall be filled with a 1:1 ratio similar to or along the lines of Section 205.5 and 305.8 of the Agreement. If, after year 2011, the Company is unable to meet the hiring requirements set forth in Letter of Agreement 10-44, the parties agree to discuss continuing the 1:1 ratio.*
10. *In the application of 205.4 (h), the parties agree that in 2011, the Company need only to post the Pre-Apprentice New Classification in Headquarters for 14 calendar days as opposed to the current 18 days in the Physical Agreement.*
11. *An employee who enters into a T200 or T300 Pre-Apprentice Lineman position may not transfer during the probationary period between the T200 and T300 Pre-Apprentice Lineman classifications; nor may they transfer to any other beginning classifications. Note: Except as provided in Section 5, above.*
12. *As part of this Letter of Agreement, the parties will review all associated lines of progression and reverse lines of progression to make necessary modifications associated with the new classification of Pre-Apprentice Lineman.*
13. *This Letter of Agreement currently does not address the Transmission Lineman Apprenticeship. The parties agree to discuss, as needed, at a later date.*
14. *A two-person committee, with one representative each from the Union and the Company, will be established to address issues that arise as a result of the implementation of the new classification.*

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
 Stephen A. Rayburn
 Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

December 30, 2010

By: s/Tom Dalzell
 Tom Dalzell
 Business Manager



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 12-13-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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 12, 2012

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:

The Company and Union established a joint subcommittee of the Joint Apprenticeship and Training Committee (JATC) to review the Apprentice Lineman Training Program. The recommendations of the subcommittee were presented to the JATC for review, and received approval to proceed in recommending the revised Apprentice Lineman Training Program for Company and Union approval. The proposed changes are outlined below and are also contained in the attached Apprentice Lineman Administrative Procedures Manual.

This letter amends LA 02-26-PGE, R1-00-69-PGE, 03-11-PGE, and LA R1-01-41-PGE.

The attached revised program will replace the existing Apprentice Lineman Training Program. All Apprentice Lineman entering the Apprentice Lineman Training Program on or after March 1, 2012, will be subject to the provisions of the new program. Incumbent Apprentice Lineman in the current Apprentice Lineman Training Program will continue under the provisions of the Lineman 2000 Apprentice Lineman Training Program until completion of their apprenticeship.

In addition to the provisions outlined in the attached Apprentice Lineman Administrative Procedures Manual, the following changes are proposed to the program:

Modify Training Program

Increase the Apprentice Lineman Training Program from the current 42-month program (LA 02-26) to a 48-month program, in accordance with the attached. The purpose of increasing the program duration is to allow sufficient time for additional training and the attainment of experience to reinforce said training. L2000 Apprentice Line Worker training provided seven weeks of formal centralized training; under the new Apprentice Line Worker Training Program, Apprentices would receive between 24 and 32 weeks of formal centralized training.

Movement of Apprentices for Training

The Company and Union have expressed interest in reviewing the provisions of Letters of Agreement LA R1-01-41-PGE and LA 05-17-PGE, and agree to meet as soon as practicable on these interests. In the interim, the parties agree to modify LA R1-01-41-PGE as provided in the attached Administrative Procedures Manual concerning notification of training assignments only. The JATC will be notified of all temporary movement of apprentices for training assignments by way of monthly reports and will be responsible for monitoring and tracking

these assignments. No other provisions of LA R1-01-41-PGE are modified by this agreement or the Administrative Procedures Manual.

Wages: Each of the eight steps of the Apprentice Training Program has specific training requirements and a specific wage rate. The advancement to the next wage progression step is a promotion that must be earned, based on the requirements outlined in the attached Apprentice Lineman Administrative Procedures Manual.

The wages are as follows:

SAP Code 50449466 PS Code xxxx T200 Apprentice Lineman (On or after 3/1/2012)

Start	32.21
End 6 mo	33.18
End 1 Yr	34.17
End 18 Mo	35.20
End 2 Yr	36.25
End 30	37.34
End 3 Yr	38.46
End 42 Mo	39.61

SAP Code 50449467 PS Code xxxx T300 Apprentice Lineman – GC (On or after 3/1/2012)

Start	33.82
End 6 mo	34.83
End 1 Yr	35.88
End 18 Mo	36.96
End 2 Yr	38.06
End 30	39.21
End 3 Yr	40.38
End 42 Mo	41.59

SAP Code 50449468 PS Code xxxx T300 Apprentice Lineman – GC Helicopter (Temp Use Only)
(On or after 3/1/2012)

Start	38.21
End 6 mo	39.36
End 1 Yr	40.54
End 18 Mo	41.75
End 2 Yr	43.01
End 30	44.30
End 3 Yr	45.62
End 42 Mo	46.99

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: S/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

3/26, 2012

By: S/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-32-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

January 11, 2013

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:

This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. *For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.*
2. *Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.*
3. *Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.*
4. *In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.*
5. *Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.*

6. *There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.*
7. *Current and future Pre-Apprentice Lineman will be required to maintain the CDL upon progression.*
8. *Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.*
9. *For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.*
10. *Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.*
11. *Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.*
12. *Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.*
13. *Company shall pay all cost associated with obtaining and maintaining the CDL.*
14. *The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.*
15. *The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.*

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

*By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator*

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

January 17, 2013

*By: s/Tom Dalzell
Tom Dalzell
Business Manager*

Attachment A

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010376	Apprentice Cable Splicer	2281
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481
Title 200	50010168	Apprentice Fitter	0561
Title 200	50010245	Apprentice Lineman	1101
Title 200	50010260	Apprentice Lineman Transmission	1188
Title 200	50010375	Cable Splicer	2280
Title 200	50010317	Crane Operator	1594
Title 200	50010191	Electric Crew Foreman	0740
Title 200	50010193	Electric Crew Foreman - Transmission	0746
Title 200	50010194	Electric Maintenance Crew Leader	0750
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
Title 200	50010149	Electrician - Electric & Hydro	0467
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
Title 200	50010161	Fieldperson	0524
Title 200	50010167	Fitter	0560
Title 200	50010169	Fitter – Arc	0562
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
Title 200	50010175	Gas Crew Leader Non-Welding	0641
Title 200	50010174	Gas Crew Leader Welding	0640
Title 200	50010283	Gas Mechanic	1300
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
Title 200	50010244	Lineman	1100
Title 200	50010241	Lineman - Transmission	1094
Title 200	50010298	Mechanic – Welder - CGT	1440
Title 200	50010378	Night Cable Splicer	2283
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
Title 200	50010380	Unassigned Cable Splicer	2286
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484
Title 200	50010170	Unassigned Fitter	0563
Title 200	50010246	Unassigned Lineman	1103
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

*Per L/A 07-56 Working Foreman 0845 shall have a class A license

CDL List T200 & T300 Utilized for Company Convenience

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535

Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608



LETTER AGREEMENT NO. 13-54-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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

June 27, 2013

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:

In accordance with #5 of Letter Agreement 12-32, the parties have discussed and agreed to add the classifications listed below as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate effective 11/1/12, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32. The CDLA hourly wage rate will be extended to these classifications under the same conditions detailed in Letter Agreement 12-32.

IBEW T200	50449466	Apprentice Lineman (After 3/1/2012)
IBEW T200	50010381	Transmission Cableman
IBEW T300	50449467	Apprentice Lineman - GC (After 3/1/2012)
IBEW T300	50497923	Welder-GC Gas (In-Service Welding)
IBEW T300	50010203	Drilling Working Foreman C
IBEW T300	51517786	Working Foreman A – Gas (In-Service Welding)
IBEW T300	51517784	Working Foreman B – Gas (In-Service Welding)
IBEW T300	51517789	Mechanic – Welder (In-Service Welding)

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 & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

July 15, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 13-58-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310
STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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

July 23, 2013

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:

In accordance with #5 of Letter Agreement 12-32, the parties have discussed and agreed to add the classification listed below as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32. The CDLA hourly wage rate will be extended to this classification effective the 1st of the month following the signing of this agreement, under the same eligibility criteria as provided in Letter Agreement 12-32.

IBEW T300 50010430 Towerman

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 & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

 August 5 , 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

LETTER AGREEMENT

NO. 93-69-PGE

October 8, 1993

Pacific Gas & Electric Co.
201 Mission Street, Fifteenth Floor
San Francisco, CA 94105

Attention: Mr. David Bergman
Director & Chief Negotiator

Gentlemen:

Pursuant to the provisions of Titles 305 and 306 and the understandings reached at the conclusion of negotiations for the Labor Agreement dated January 1, 1991, and the Union and Company Subcommittees' subsequent discussions, we are submitting the following proposal relative to the Lines of Progression in the General Construction Line Department as they pertain to Titles 305 and 306.

The proposed Lines of Progression are set forth on the attached General Construction Line Department Lines of Progression chart. Other letter agreements, Labor Agreement Clarifications and grievance settlements clarifying the Lines of Progression are also attached. Certain of these letter agreements and clarifications have been modified to reflect other changes that took place subsequent to the signing of the original document. Such changes are identified in each document by **bracketing [] deletions and boldfacing additions**. Each document is incorporated herein as though set forth in full. These Lines of Progression will be effective on execution of this letter agreement.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Union.

Yours truly,

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

By: s/Jack McNally
Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

October 15, 1993

By: s/David J. Bergman
David Bergman
Director & Chief Negotiator

Attachment: a/s

RS:lm

Retained for Historical Purposes

GENERAL CONSTRUCTION

CLASSIFICATION CONSOLIDATION

AND LINES OF PROGRESSION

Duties of Consolidated Classifications

Adoption of this agreement will result in the elimination of several existing classifications and the consolidation of the duties of these classifications into a few newly established classifications. The parties understand and agree that the duties to be performed by the new classifications established by this agreement are limited to those duties formerly assigned to the classifications being eliminated/consolidated into a single classification and any new or additional duties specifically provided for in this agreement. For example, -the consolidated **Utility Worker** [Helper] classification may perform the duties formerly appropriately assigned to the Engineers Aid (field duties), Second Faller, Groundman, Steel Assembly Groundman, Jackhammerman, Laborer, Material Man, Pipewrapper Hand Small, and Hand Large.

Wage Consideration

On the effective date of this agreement, incumbent employees shall be reclassified in accordance with the attached exhibits. If an incumbent is receiving a wage rate which is more than the top of the new consolidated classification, such employee shall not have his wage rate reduced but shall continue to receive his current wage rate and future general wage increases until such time as the employee permanently leaves the classification to which he has been reclassified.

Incumbent employees who are below the top step of their current classification shall continue to receive progressive wage increases and general wage increases in accordance with the wage schedule of their current or new classification, whichever is higher until they permanently vacate the classification to which they have been reclassified.

New hires or incumbent employees promoted to or demoted to the consolidated classifications on or after the effective date of the agreement shall be paid in accordance with the new wage schedules established by this agreement.

Bidding Rights to Region Classifications

A task force will be established to revise Title 600, Exhibit VI to incorporate, as appropriate, the classifications being established in this agreement, in such a way as to not reduce the current bidding rights of incumbent or future General Construction employees. If such revisions are incomplete as of the effective date of this agreement, the parties shall agree to an interim procedure which does not reduce the current bidding rights of incumbent or future General Construction employees.

Wage Differentials G.C.-Regions

On January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Company and Union shall prepare a list -of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications. The **Utility Worker** [Helper] shall be considered comparable to the Region (0930) **Utility Worker** [Helper]; the new classification of G. C. Field**person**[man] shall be considered comparable to the Region (0524) Field**person**[man]; and the new classification of Miscellaneous Equipment Operator shall be considered comparable to a combination of the Region (0465) Heavy Truck Driver and the Region (1645) Equipment Operator.

Working Foreman B and Subforeman A - Station/Substation/Hydro Department

In the Station/Substation/Hydro Department, the parties agree to add Subforeman A and Working Foreman B classifications in the welding line of progression and Hydro line of progression, subject to the restrictions and limitations noted on the Station/Substation/ Hydro Line of Progression Chart.

Technology

Attached is a list of new classifications, equipment, and job definitions. This list is intended to be inclusive of current duties appropriately assigned to the new, consolidated classification. The parties recognize that technological advances may raise questions about appropriate duties to assign to a classification in the future.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

0947 - UTILITY WORKER [HELPER]

Will replace the following classifications:

- 0050 Engineer's Aid
- 0523 Second Faller
- 0910 Groundman
- 0915 Steel Assembly Groundman
- 1040 Jackhammerman
- 1080 Laborer
- 1205 Material Man
- 1970 Pipewrapper, Hand Large
- 1975 Pipewrapper, Hand Small

Utility Worker [Helper]: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. **Utility Workers** [Helpers] assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. A **Utility Worker** [Helper] in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

Pursuant to Section 306.10, Company agrees not to demote incumbent Pipewrappers, Art Atondo and Donald Cook, for reasons other than lack of work.

Office duties formerly assigned to the Engineer's Aid classification shall be reassigned to the appropriate field clerical classification.

0947 - Utility Worker [Helper]
(as of 1/1/90)

Wage Rate
(as of 1/1/91)

Start:	\$475.70	493.55
6 Mos:	520.75	540.30
1 Yr.:	565.70	586.95
18 Mo:	610.65	633.55
2 Yrs:	636.85	660.75

0525 - G.C.FIELDPERSON [MAN]

Will replace the following classifications:

- 0165 Carpenter C
- 0415 Truck Driver
- 0520 Faller
- 1450 Metalman
- 1573 Compressor Operator B
- 1643 Miscellaneous Equipment Operator B
- 1644 Miscellaneous Equipment Operator C
- 1980 Powderman

Employees in the Field**person**[man] classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

GC Field**person**[man] wage rate (Classification Code 0525)

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$643.80	667.95
6 Mo.:	650.60	675.00
1 Yr.:	669.55	694.70
18 Mo.:	690.30	716.20
2 Yr.:	699.80	726.05

GC FIELD**PERSON**[MAN] - Operates the following equipment:

- Earthworm;
- Gas/electric hoist up to 15 HP;
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws;
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper;
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent; Tugger Air Hoist;
- Air compressor up to 1000 C.F.M.;
- Riding roller, self-propelled;
- Street Sweeper, self-propelled, small; Small
- Snow Cat, such as Bombadier;
- Two-axle truck of 12,000 lb. GVW or over;
- Small tiller type tractor or similar hauling unit, 30 HP and under;
- Industrial material handling truck or tractor including lift and towing; Pump tender;
- Small trencher and other equipment 30 HP and under

Other equipment may be added to the above list by agreement between Company and Union.

G. C. Field**person**[man] may be required to perform the following duties:

- Performs metalman duties
- When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber;
- When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone.)

- When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two-inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two-inch or larger, length including fitting(s) exceeds five feet, number of meters exceeds one, or a manifold is required, the Street Fitter classification shall be used.)

Class A California drivers license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California drivers license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California drivers license, such employee shall not be assigned to equipment requiring said licenses.

Current employees as of January 1, 1991, in classifications higher than the Field**person**[man] who are subsequently affected by Title 306 will not be adversely impacted as a result of the Field**person**[man] licensing requirements.

Employees who enter the Field**person**[man] classification after the implementation date of January 1, 1991 will be required to possess the Class A California drivers license and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California drivers license and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Field**person**[man] on a regular basis, he/she will be accommodated as follows:

One unlicensed Field**person**[man] per 20 licensed **Fieldperson**[man]. In computing this ratio, all Field**person**[man] will be included (both those classified at the time of implementation and Field**person**[man] entering the classification after implementation).

1646 - MISCELLANEOUS EQUIPMENT OPERATOR

Will replace the following classifications:

- 0435 Special Driver
- 0457 Line Truck Driver
- 0461 Heavy Truck Driver
- 1640 Miscellaneous Equipment Operator A
- 1844 Tractor Operator C
- 1570 Compressor Operator A

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned the duties of the former Heavy Truck Driver, Line Driver or Special Driver classification.

Current employees as of January 1, 1991, in classifications higher than the Miscellaneous Equipment Operator who are subsequently affected by Title 306 will not be adversely impacted as a result of the MEO licensing requirements. Employees in classifications higher in the Line of Progression to the MEO may voluntarily elect to maintain a Class A driver's license, in which case all costs for obtaining and maintaining shall be paid by Company. An employee who progresses to a classification higher than MEO, in the event of a demotion pursuant to Title 306, shall be allowed up to 60 calendar days to obtain a Class A driver's license if such employee does not already possess such license.

Miscellaneous Equipment Operator - Wage Rate

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$723.80	750.95
6 Mo.:	742.35	770.20

MISCELLANEOUS EQUIPMENT OPERATOR (Classification Code 1646)

Operates the following equipment:

- Dozer, smaller than D-4- or equivalent, with or without a side boom or equipment;
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton;
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom;
- Crane, swing, self-propelled, up to and including 5 ton;
- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system;
- Truck tractor operator coupled with one or more trailers;
- Three-axle truck;
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work;*
- Boom truck without a personnel bucket under 10 tons;**
- Hydrauger;

* See Line Department Lines of Progression Chart, Note 7

** See Station/Hydro Department Lines of Progression Chart, Note 8

- Gas/electric hoist over 15 HP;
- Motor Patrol, less than 115 HP, when not grading to stake or grade;
- Trencher, Boom Type, such as Ditch Witch, or equivalent;
- Concrete Pump;
- Tensioners and Pullers (see separate listing of pulling and tensioning equipment);
- Large Snow Cats;
- Drill, Liner, self-propelled air trac or equivalent;
- Cross Country vehicles such as Dragon Wagon or equivalent;
- Flume washer.

Other equipment may be added to the above list by agreement between Company and Union.

[Tractor Operator B]
[Tractor Operator A]

1840 - TRACTOR OPERATOR

Eliminate the present Tractor Operator B and Tractor Operator A classification title, establish a new Tractor Operator classification title utilizing existing Tractor Operator A classification code of (1840)

All employees currently classified as Tractor Operator B and Tractor Operator A shall be assigned to the Tractor Operator classification and wage rate.

Tractor Operator - operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8;
- Case, 850, 1150;
- IH, TD-9, TD-15, TD-20, TD-25;;
- C., HD-6, HD-11, HD-16, HD-21;
- Drott over 5 ton to 18 ton,
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20;
- Loader, crawler mounted, 1-1/2 cubic yard and over;
- Whirley, swing crane;
- Motor patrol over 115 HP or when grading to stakes or grade;
- Tractor, crawler side boom, 10 ton and over.

Other equipment may be added to the above list by agreement between Company and Union.

EXHIBIT I

Delete the following classifications due to obsolescence:

- | | |
|-----------------------|---------------------------------|
| Service Center | 0856 - Working Foreman "C" |
| Field Classifications | 0050 - Engineer's Aid |
| | 0165 - Carpenter C |
| | 0415 - Truck Driver |
| | 0435 - Special Truck Driver |
| | 0457 - Line Truck Driver |
| | 0461 - Heavy Truck Driver |
| | 0520 - Faller |
| | 0523 - Second Faller |
| | 0910 - Groundman |
| | 0915 - Steel Assembly Groundman |
| | 0947 - Utility Worker [Helper] |
| | 1040 - Jackhammerman |
| | 1080 - Laborer |
| | 1205 - Material Man |
| | 1450- Metalman |
| | 1570 - Compressor Operator A |
| | 1573 - Compressor Operator B |
| | 1640 - MEOA |
| | 1643 - MEOB |
| | 1644 - MEOC |
| | 1843 - Tractor Operator B |
| | 1844 - Tractor Operator C |
| | 1970 - Pipe Wrapper, Hand Large |
| | 1975 - Pipe Wrapper, Hand Small |
| | 1980 - Powderman |

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

LA	Subject	Page(s)
LA R1-81-122 12/14/81	<i>Added Painter Helper, Painter B and Painter A job definitions. Deleted the letter agreement.</i>	11-12
LA 91-68 3/29/91	<i>Added T&D Equipment Operator job definition.</i>	9
LA 93-39 5/1/95	<i>Added letter agreement regarding driver's license requirement.</i>	16-18
LA 93-69 10/15/93	<i>Added letter agreement for historical purposes regarding GC classification consolidation. Deleted this information from the beginning of the JDLOP.</i>	45-51
LA 95-160 4/24/96	<i>Added letter agreement clarifying the term "regular employee" as used in the rubber glove agreement.</i>	19
LA 96-50 6/26/96	<i>Added letter agreement regarding "hotwashing" work.</i>	20
LA 97-24 3/10/97	<i>Revised Paint Section line of progression to add Working Foreman B and eliminate Working Foreman C.</i>	1
LA 01-23 8/8/01	<i>Added Apprentice Cable Splicer job definition and add to line of progression.</i>	1, 6
LA 01-41 9/24/01	<i>Added letter agreement Apprentice Lineman Training Guidelines.</i>	21-23
LA R1-03-31 10/31/03	<i>Added job definitions Helicopter Line Worker, Helicopter Subforeman and Helicopter Towerman. Added letter agreement regarding helicopter work.</i>	24-26
LA 05-17	<i>Added letter agreement regarding Apprentice Lineman Bidding Guidelines.</i>	27-28
LA 07-33 12/7/07	<i>Added letter agreement regarding Tower Section and five-year bid/transfer restriction.</i>	29
LA R2-09-08 9/11/09	<i>Added letter agreement regarding helicopter work to expand provisions of LA R1-03-31.</i>	30
LA 10-50 12/30/10	<i>Added letter agreement regarding Pre-Apprentice Lineman classification.</i>	31-35
LA 12-13 3/26/12	<i>Apprentice Lineman Training Modifications/Movement of Apprentices.</i>	36-37

LA	Subject	Page(s)
<i>LA 12-32 1/17/13</i>	<i>Added letter agreement regarding Commercial Driver's License Addendum.</i>	<i>38-42</i>
<i>LA 13-54 7/15/13</i>	<i>Added letter agreement adding classifications eligible for CDLA per LA 12-32.</i>	<i>43</i>
<i>LA 13-58 8/5/13</i>	<i>Added letter agreement adding classification eligible for CDLA per LA 12-32.</i>	<i>44</i>