



LETTER AGREEMENT NO. R3-13-34-PGE



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 A. 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

January 9, 2014

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:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for Section 600.05, Exhibit VI-D, for the Division Garage Departments including Gas Transmission and Storage Department. 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.


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 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: 
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

January 30, 2014 ⁴

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

By: 
Tom Dalzell
Business Manager

**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION NO. 1245**

DIVISION GARAGE DEPARTMENTS

INCLUDING

GAS TRANSMISSION AND STORAGE DEPARTMENT

**JOB DEFINITIONS AND LINES OF PROGRESSION
Section 600.5, Exhibit VI-D**

REVISED J

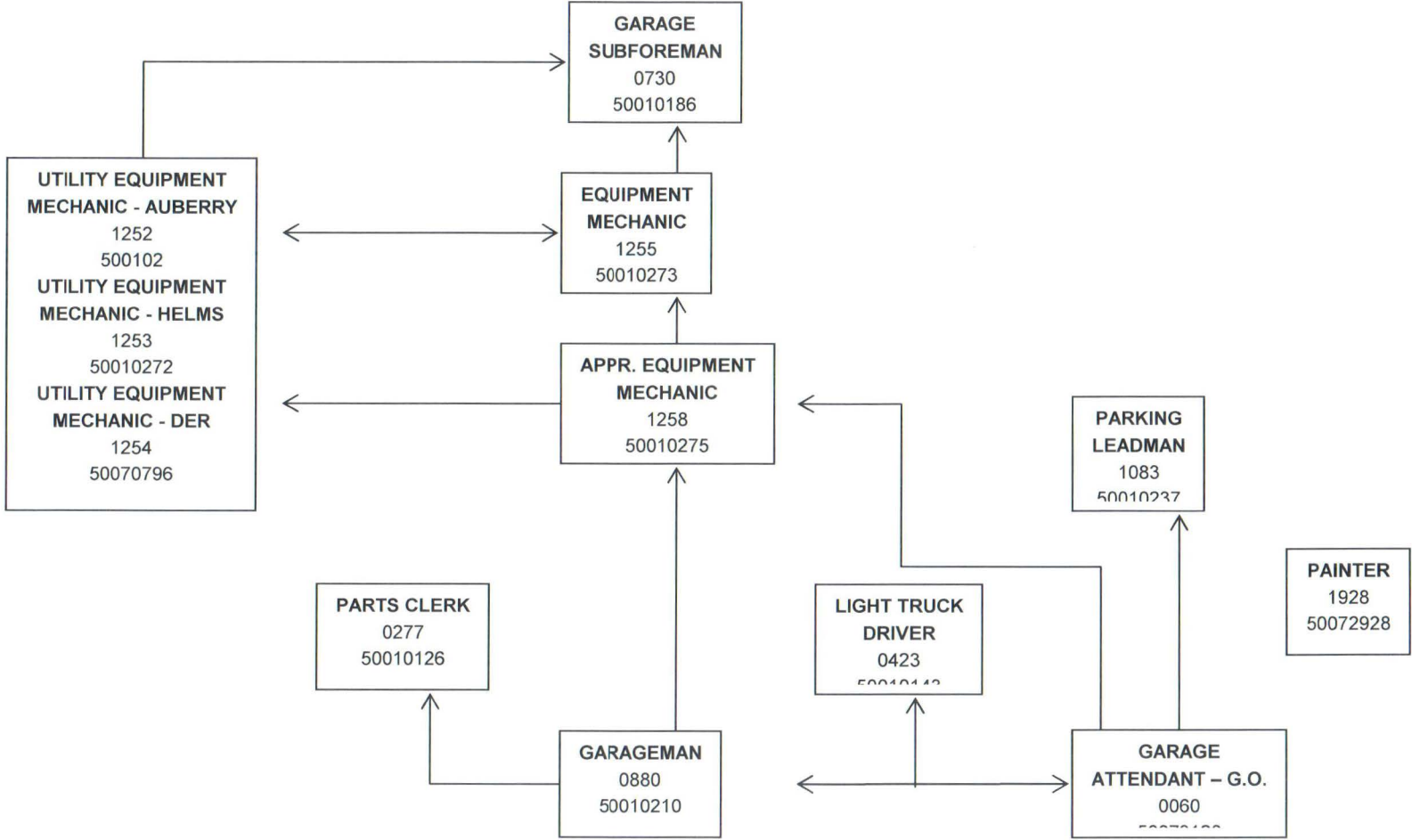
REPLACES BOOK DATED April, 1994

New language appears in Italics

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DIVISION GARAGE LINE OF PROGRESSION



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

JOB DEFINITIONS AND LINES OF PROGRESSION
 DIVISION GARAGE DEPARTMENTS
 Including Gas Transmission & Storage Department

GARAGE SUBFOREMAN
0730 (50010186)

An employee who is a working foreman. May be in charge of a garage or a shift where three or more employees, including him/herself, are employed, and where such employees are engaged in tool, equipment and automotive maintenance and repair; or may be designated to act as an assistant to a foreman in charge of a garage. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Equipment Mechanic and be familiar with Company's safety standards, accounting procedures and other rules and regulations.

Legacy Code	SAP Job Code	Next Lower Classifications
0857	50010208	Garage Working Foreman
1006	50010230	Field Mechanical Inspector
1007	50010231	Mechanical Inspector
1252	50010271	Utility Equipment Mechanic - Auberry
1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Unassigned Equipment Mechanic
1259	50010276	Equipment Mechanic - DCPD
1260	50010277	Equipment Mechanic - GC
1270	50010279	Field Garage Mechanic "A"
1608	50253775	Working Foreman C - Not Gas

Legacy Code	SAP Job Code	Same or Higher Classifications
0651	50010180	Subforeman A
0653	50010181	Subforeman B
0730	50010186	Garage Subforeman
0733	50010187	Garage Subforemen - DCPD
0105	50251365	Working Foreman A
0107	50251367	Working Foreman B

PARKING LEADMAN
(50 Main Street Garage)
1083 (50010237)

An employee who is in charge of a garage or a shift where two or three employees, including the Parking Leadman, are employed; interprets and administers Garage Department procedure, and both directs and performs duties relating to the Garage's related procedures; engages in general servicing on motor vehicles, including fuel and oil servicing, battery servicing, tire changing, minor adjustments, windshield and window washing, etc.; logs car assignments and records mileage of cars; cleans garage and oversees parking lot; and performs driving assignments as required. Parking Leadman shall have the personal qualifications of leadership and supervisory ability, and be familiar with Company's safety standards, accounting procedures and other rules and regulations.

Legacy Code	SAP Job Code	Next Lower Classifications
0060	50073128	Garage Attendant - General Office
0880	50010210	Garageman
0882	50073129	Garageman - GC (Hired 1/1/88 and after)

Legacy Code	SAP Job Code	Same or Higher Classifications
0730	50010186	Garage Subforeman
1083	50010237	Parking Leadman (50 Main Garage)
1252	50010271	Utility Equipment Mechanic - Auberry
1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Un Equipment Mechanic
1258	50010275	Apprentice Equipment Mechanic
1260	50010277	Equipment Mechanic - GC
1261	50010278	Apprentice Equipment Mechanic - GC
1345	50073173	Lead Mechanic

UTILITY EQUIPMENT MECHANIC - BALCH*

1252 (50010271)

UTILITY EQUIPMENT MECHANIC - HELMS*

(A Resident Employee)

1253 (50010272)

EQUIPMENT MECHANIC

1255 (50010273)

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his/her job. May be in charge of a garage or a shift where not more than two employees, including himself, are employed. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

*May also operate trucks, tractors, and other equipment as required.

UTILITY EQUIPMENT MECHANIC - DEPARTMENT OF ENGINEERING RESEARCH

1254 (50070796)

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his/her job. Background of apprenticeship and experience must be such as to qualify an *employee* to perform these duties with skill and efficiency.

Further, this classification in DER, as a primary function, will perform marine engineer (outboard gasoline and diesel inboard) maintenance and repair of all vessels. Required skills include welding, equipment fabrication, and vessel hull repair.

Legacy Code	SAP Job Code	Next Lower Classifications
1258	50010275	Apprentice Equipment Mechanic
1261	50010278	Apprentice Equipment Mechanic - GC

Legacy Code	SAP Job Code	Same or Higher Classifications
0651	50010180	Subforeman A
0653	50010181	Subforeman B
0730	50010186	Garage Subforeman
0733	50010187	Garage Subforemen - DCPD
0105	50251365	Working Foreman A-non-climbing
0107	50251367	Working Foreman B-non-climbing
0857	50010208	Garage Working Foreman
1006	50010230	Field Mechanical Inspector
1007	50010231	Mechanical Inspector
1252	50010271	Utility Equipment Mechanic - Auberry
1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Un Equipment Mechanic
1259	50010276	Equipment Mechanic - DCPD
1261	50010278	Apprentice Equipment Mechanic - GC
1260	50010277	Equipment Mechanic - GC
1270	50010279	Field Garage Mechanic "A"
1608	50253775	Working Foreman C - Not Gas

Note: Classifications 1252, 1253 and 1254, for the purposes of Titles 205 and 206, will be considered the same as Equipment Mechanic (1255), General Services Department.

APPRENTICE EQUIPMENT MECHANIC
1258 (50010275)

An employee who performs Equipment Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Equipment Mechanic, an employee may work alone, or under indirect supervision, on jobs for which he/she has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman, status.

Legacy Code	SAP Job Code	Next Lower Classifications
0060	50073128	Garage Attendant - G.O.
0423	50010143	Light Truck Driver - Garage
0880	50010210	Garageman

Legacy Code	SAP Job Code	Same or Higher Classifications
1258	50010275	Apprentice Equipment Mechanic
1275	50010280	Field Garage Mechanic "B"

0882	50073129	Garageman - GC (Hired 1/1/88 and after)
1083	50010237	Parking Leadman (50 Main Garage)

GARAGE ATTENDANT
(GENERAL OFFICE)
0060 (50073128)

An employee who is engaged in general servicing of motor vehicles, including fuel and oil servicing, battery servicing, tire changing, minor adjustments, windshield and window washing, etc.; logs car assignments and records mileage of cars; cleans garage and oversees parking lot; performs driving assignments as required.

Note: For bidding purposes, Garage Attendant in the General Office shall be considered as a San Francisco Division Job. For bidding to the job in the Garage Department Line of Progression, an employee classified as Garage Attendant shall be considered as a Garageman.

Legacy Code	SAP Job Code	Next Lower Classifications
0880	50010210	Garageman
0882	50073129	Garageman - GC (Hired 1/1/88 and after)

Legacy Code	SAP Job Code	Same or Higher Classifications
0060	50073128	Garage Attendant - G.O.
0730	50010186	Garage Subforeman
0733	50010187	Garage Subforeman - DCPP
1083	50010237	Parking Leadman (50 Main Garage)
1252	50010271	Utility Equipment Mechanic - Auberry
1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Un Equipment Mechanic
1258	50010275	Apprentice Equipment Mechanic
1259	50010276	Equipment Mechanic - DCPP
1260	50010277	Equipment Mechanic - GC
1261	50010278	Apprentice Equipment Mechanic - GC
1345	50073173	Lead Mechanic

GARAGEMAN
0880 (50010210)

An employee who acts as a helper for a journeyman or, under indirect supervision, does all types of tool, equipment and automotive service work, including dispensing fuel, checking and dispensing oil, greasing, washing, cleaning, polishing, changing and repairing tires, preventive maintenance inspections which do not require adjustments or repairs, battery servicing and any necessary janitorial work, air tool preventive maintenance (including disassembly), replacing and refinishing handles of tools, sanding and refinishing pike poles and ladders.

BEGINNERS CLASSIFICATION

Note: LA 92-5 considered 1083 Parking Leadman (50 Main St. Garage) as Same or Higher classification to the Garageman.

PARTS CLERK
0277 (50010126)

An employee with a thorough knowledge of automotive parts and stores procedures, who performs without direct supervision, duties which include the purchasing, storing, issuing and requisitioning of automotive parts and tools. May also be required to perform clerical work and assist in the administrative work of the Foreman's or General Foreman's office.

Note: May provide support of either Title 200 or Title 300 employees..

Legacy Code	SAP Job Code	Next Lower Classifications
0880	50010210	Garageman
0882	50073129	Garageman - GC (Hired 1/1/88 and after)
1210	50010262	Materials Handler - Hired before 2009
1212	50010264	Materials Handler - GC
1214	50251335	Materials Handler - Hired After 12/31/08
2662	50010450	Operating Clerk
2664	50010452	Operating Clerk-Steno - (PIO)
2667	50010454	Operating Clerk-Typist

Legacy Code	SAP Job Code	Same or Higher Classifications
0275	50010125	Partsman
0276	50073125	Field Partsman
0277	50010126	Parts Clerk
0730	50010186	Garage Subforeman
1084	50010238	Parts Leadman
1252	50010271	Utility Equipment Mechanic - Auberry
1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Un Equipment Mechanic
1258	50010275	Apprentice Equipment Mechanic
1261	50010278	Apprentice Equipment Mechanic - GC
2646	50010443	Senior Operating Clerk-Typist II
2655	50010447	Senior Operating Clerk-Typist I
2723	50010467	Senior Operating Clerk II
2789	50010477	Senior Operating Clerk I
2801	50073091	Senior Operating Clerk I-II

PAINTER
1928 (50072928)

An employee who is engaged in painting automotive equipment or other types of painting. May be required to perform routine automotive maintenance work.

Legacy Code	SAP Job Code	Next Lower Classifications
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Legacy Code	SAP Job Code	Same or Higher Classifications
0730	50010186	Garage Subforeman
1252	50010271	Utility Equipment Mechanic - Auberry
1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Un Equipment Mechanic
1258	50010275	Apprentice Equipment Mechanic
1608	50253775	Working Foreman C - Not Gas
1928	50072928	Painter - Garage

Note: Letter Agreement 87-35 established the 0880 Garageman classification as next lower to the 1928 Painter for purposes of layoff and demotion due to lack of work.

LIGHT TRUCK DRIVER
0423 (50010143)

An employee who drives a station wagon or pickup truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which he/she is assigned.

Legacy Code	SAP Job Code	Next Lower Classifications
0060	50073128	Garage Attendant - G.O.
0880	50010210	Garageman
0882	50073129	Garageman - GC (Hired 1/1/88 and after)

Legacy Code	SAP Job Code	Same or Higher Classifications
0277	50010126	Parts Clerk
0405	50010140	Driller
0416	50073024	Truck Driver - Materials
0417	50073051	Truck Driver - Electric
0418	50073023	Truck Driver - Water
0422	50010142	Light Truck Driver - Materials
0423	50010143	Light Truck Driver - Garage
0424	50073019	Truck Driver Light - Electric
0425	50073014	Truck Driver Light - Water
0426	50073016	Truck Driver Light - Steam
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver
0525	50010162	Fieldperson-GC-Gas*
0730	50010186	Garage Subforeman
1252	50010271	Utility Equipment Mechanic - Auberry

1253	50010272	Utility Equipment Mechanic - Helms
1254	50070796	Utility Equipment Mechanic - DER
1255	50010273	Equipment Mechanic
1256	50010274	Un Equipment Mechanic
1258	50010275	Apprentice Equipment Mechanic
1260	50010277	<i>Equipment Mechanic - GC</i>
1261	50010278	<i>Apprentice Equipment Mechanic - GC</i>
1646	50010321	Miscellaneous Equipment Operator - Gas**
1928	50072928	Painter - Garage

* Applicable to employees who held the classification of 0415 Truck Driver (G.C.) on 12/31/90.

** Applicable to employees who held the classification of 0461 Heavy Truck Driver (G. C.) on 12/31,'90.

For bidding purposes, a Light Truck Driver shall also be considered as being in the bottom classification in the Line or Progression from which *an employee* came.

Refer to Letter Agreements 90-113 and 12-32

- COPY-

LA R1-90-228-PGE

November 26, 1990

Pacific Gas and Electric Co.
215 Market St. Room 916
San Francisco, CA 94106

Attention: Mr. Richard Bradford
Manager of Industrial Relations

Gentlemen:

On June 29, 1990, the Company and Union entered in Letter Agreement No. 90-113-PGE to address issues associated with changes in the State of California's regulations relating to commercial driving licenses and special driving certificates. The Union proposes to apply the provisions of Letter Agreement No. 90-113-PGE to Garage Department employees in the Distribution Business Unit with the following modifications:

1. During initial staffing, the Commercial Driving License Addendum (CDLA) will be offered to all Apprentice Equipment Mechanics, Equipment Mechanics and Garage Subforeman on a voluntary basis.
2. The CDLA designation may be applied to the Department's other classifications, on a voluntary basis, at management's discretion.

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 very truly,

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

By: /s/ Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

12/3/90

By /s/ Richard B. Bradford
Manager of Industrial Relations

LETTER AGREEMENT 90-113-PGE

June 13, 1990

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:

The enactment of the California Commercial Motor Vehicle Safety Program has significantly changed the application of required commercial driving licenses and special driving certificates in California. Many PG&E vehicles previously did not require the operator to have a commercial license. These same vehicles now carry such a requirement. Further, employees that have traditionally been asked to operate these vehicles are in classifications that are not required to possess commercial licenses.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 of the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit I) that may be applied on a headquarters-by-headquarters basis to all Distribution Business Unit non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications – they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department.

At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to identify the number of commercial driver's licenses to be established at a headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

For example, at an Electric T&D headquarters, there are 12 line trucks, two bucket trucks and one insulator washing rig that all require a commercial driver's license to operate. This Electric department headquarters must have 19 positions that require a commercial driver's license.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Any

remaining unfilled vacancy shall be filled in accordance with the normal provisions of Title 205. A separate prebid code number shall be established for those positions requiring the CDLA; e.g., Electric Crew Foreman/CDLA, Fitter/CDLA, Appr. Electrician/CDLA, etc.

Once the number of positions requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification, Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner: Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, Company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.

- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

For example, an electric crew consisting of three climbers is needed in an EOT situation. Several Electric Crew Foremen and Linemen are signed up on the 212 list. Company shall call the ECF and Lineman who have the least accumulated hours without regard to the possession of a commercial driver's license. If either the ECF or Lineman possesses a commercial driver's license, then the next Lineman in order on the 212 list will be called without regard to driver's license status. However, if neither the ECF nor first Lineman called possesses a commercial driver's license, the availability of a commercial driver's license shall be considered when calling out the third crew member.

- K) This agreement shall apply to the employees of the Distribution Business Unit and to any other department of Company that in the future proposes to apply compensation for possession and utilization of a commercial driver's license to classifications not required by Job Definition to possess a commercial driver's license. Application of this agreement to another business unit will be immediate upon notification of Company's Manager of Industrial Relations to Union's Business Manager.

If you are in accord with the foregoing and attachment 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 Richard B. Bradley
Manager of Industrial Relations

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

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

June 29, 1990

By Jack McHenry
Business Manager

nj

COMMERCIAL DRIVER'S LICENSE ADDENDUM

In addition to the other specific duties of present classification held, the following work is performed:

Drives a truck transporting personnel, supplies and equipment as well as operates all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

**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*

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242	Building Mechanic ⁽¹⁾	C
0665	Building Subforeman ⁽¹⁾	C
2290	Cableman-Trans - San Francisco	C
0960	Cableman's Utility Worker	C
1245	Corrosion Mechanic	C
2400	Electrical Technician	C
0469	Electrician ⁽¹⁾	C
1645	Equipment Operator ⁽²⁾	A
0458	Field Clerk - Electric T&D	A
1483	Field Meterman - Gas	C
0060	Garage Attendant	C
2410	Gas Control Technician	C
1650	Heavy Equipment Operator	A
0463	Heavy Truck Driver-E	A
0465	Heavy Truck Driver-G	A
0990	Inspector-Electric T/D	C
0433	Leadman Driver	A
0424	Light Truck Driver - Electric Maintenance	C
0423	Light Truck Driver - Garage	C
0422	Light Truck Driver - Materials	C
1365	M&C Mechanic	C
2010	Manhole Pumpman	C
1215	Materials Facility Man	C
1085	Materials Leadman ⁽¹⁾	C
1210	Materialsman	C
1235	Mechanic, Lead Building ⁽¹⁾	C
2013	Night Manhole Pumpman	C
1943	Patrolman-E	C
2353	Power Surveyor	C
1756	Relief Service Operator	C
2230	Reserve Gas Serviceman	C
1740	Roving Operator	C
1480	Senior Meterman	C
1405	Service Mechanic	C
2210	Serviceman	C
1490	Service Meterman-E	C
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician ⁽¹⁾	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver - Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

1. Depending upon local operating conditions.
2. Division practice will dictate license requirement; i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.

LETTER AGREEMENT R1-97-30-PGE

April 4, 1997

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 Fleet 94-53 committee agreed to establish a number of new apprentice positions. Concerns raised were how to ensure quality training, how to ensure consistent training and how to minimize hardship on employees. The committee agreed to centralize the control of the training and to revise and update the current training program as well as to have the same program for both Title 200 and 300 employees. In order to minimize the impact on employees it was agreed to establish apprentice positions geographically and to have the instructors travel to the various job sites. These geographical locations had garages large enough to provide a wide variety of work and a complement of journeyman to support the apprentice's training. Special assignment will be used to move apprentices to perform work assignments that unique to a specific garage.

Company proposes to minimize the hardship on the Title 300 apprentices, pursuant to Section 304.4 of the Agreement, to establish an Apprentice Equipment Mechanic in the Field for Title 300. This classification will be the same as the Apprentice Equipment Mechanic that currently exists for Service Centers including class code, line of progression and pay. This proposal eliminates the need to train the apprentices in Davis just to transfer them to the field upon completion of their program. This transfer in some cases results in household moves.

An employee placed into one of these positions will be treated the same as a Service Center employee and will not be subject to transfers. Any assignment away from the headquarters will be governed under the provisions of Section 301.14. Currently the headquarters identified are Oakland, Richmond and Madera (Gregg Sub), however, other headquarters may be added by Agreement between the parties.

The Company further proposes, pursuant to Section 206.12 of the Agreement, that assignments made under the provisions of Subsection J5 of the Master Apprenticeship Agreement be modified. The modification would allow for an assignment to be up to 55 road miles from an apprentice's training headquarters and the employee can cross divisional boundaries for placement. Employees required to move to a headquarters beyond 30 road miles from their current residence will be eligible for a one time moving allowance of \$ 2800. The \$ 2800 will be paid in accordance with the provisions of Section 206.8 of the Agreement. The effective date of this modification will be January 1, 1997. There is no proposal to change the normal application of Section 205.7 of the Agreement.

Either party may cancel this agreement by providing 30 day written notice. If this agreement is canceled, apprentices in the program at the time of cancellation will continue under the terms of this agreement until they complete their training.

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 16, 1997

By: s/Jack McNally
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
MAIL CODE N2Z
PO 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

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.*

Mr. Tom Dalzell

- 3 -

January 11, 2013
L/A 12-32-PGE

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

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

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCP	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

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

LA	Subject	Page(s)
LA 07-10	<i>Added note under Parts Clerk: May provide support of either Title 200 or Title 300 employees</i>	6
LA 90-113 6/29/90	<i>Added Letter Agreement 90-113 regarding CDL</i>	10
LA 93-39 5/1/95	<i>Added Letter Agreement 93-39 regarding driver's license requirement.</i>	14
LA R1-97-30 4/16/97	<i>Added Letter Agreement R1-97-30 regarding establishing an Apprentice Equipment Mechanic in the Field for Title 300.</i>	17
LA 12-32 1/17/13	<i>New CDLA provisions. Added Letter Agreement. Deleted LA R1-90-228</i>	18