



**Pacific Gas and
Electric Company**

LETTER AGREEMENT LA 25-13-PGE

IBEW



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

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

MATTHEW LEVY
SENIOR DIRECTOR

BOB DEAN
BUSINESS MANAGER

May 28, 2025

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

Dear Mr. Dean:

From 1990 to 2019 PG&E employees with specialized training performed barehand work on transmission lines. Because barehand work is performed on energized circuits, it was an efficient way to provide uninterrupted service to the grid while making needed maintenance or repair work. In November 2023, the Company eliminated barehand work. After the Company conducted an evaluation of industry best practices and procedures for barehanding work on transmission lines, including a third party safety review and meeting with the Union, the Company plans to institute a pilot to evaluate implementing those barehanding practices and procedures on transmission lines.

The Company and Union agreed to participate in a Pilot Program to temporarily utilize specific Transmission Line employees to perform barehanding work on transmission lines instituting new dedicated Subject Matter Experts and using new barehanding training and procedures. This letter confirms the agreement reached by the parties on the following items:

1. The Barehanding Pilot Program will begin on June 1, 2025, and will conclude on December 31, 2025. The Pilot Program may be extended by written mutual agreement.
2. To be qualified and eligible for this Pilot Program, employees volunteering to participate must meet the following minimum qualifications:
 - a. Must have been previously barehand certified by the Company
 - b. Must be currently assigned to the Title 200 Transmission Line organization
 - c. Must be Human External Cargo (HEC) certified
 - d. Must have completed the following training courses:
 - i. ELEC-0227 – Structure Rescue
 - ii. TECH-0061 – Helicopter Load Harness Transfer De-Energized
 - iii. TECH-0062 – Helicopter Load Boatswain Chair De-Energized
 - iv. TECH-0002 – Helicopter Safety Training

3. The Pilot Program may include up to 25 Transmission Line employee volunteers selected by the Company. In addition, the parties agree that the Company may select the appropriate classification(s) and employee(s) that will be assigned to oversee or perform barehanding work on transmission lines.
4. The parties agree that the oversight of barehanding work is also performed by various non-represented Company classifications, including management.
5. The Company and Union have identified four (4) employees, included in Attachment A, who will temporarily serve as Subject Matter Experts (SMEs) for barehanding work on transmission lines. Barehanding SMEs will temporarily perform the following job duties which include, but are not limited to, the following:
 - a. Oversee and facilitate barehanding procedures, material acquisition and work requirements on transmission lines.
 - b. Assist in implementation and development of current and new barehand standards and procedures, including safety protocols.
 - c. Oversee and maintain all tools, trailers, personal protective equipment (PPE) and other equipment associated with live line work methods.
 - d. Participate in the Barehanding Working committee and assist with the performance and implementation of initial/refreshers training.

Barehanding SMEs will remain in their base classifications but will be paid a temporary hourly wage rate of \$91.56. Barehanding SME's will not be eligible for any hourly wage or shift premium currently being received for their classification based on their assignment and/or current headquarters (e.g., LA 22-06, LA 23-36, Title 110 - Premium Pay, etc.).

Barehanding SMEs will be temporarily assigned to an alternative work schedule consisting of a four-day, ten-hour work week schedule (4/10). The terms of the alternative work schedule will be in accordance with Letter Agreement 93-96 and the 4/10 work schedule may be cancelled by either party by providing a 30-day written notice.

During the course of the Pilot, Barehanding SMEs will be allowed to temporarily take a company vehicle home at the end of the workday, and they must comply with all guidelines and requirements outlined in Utility Standard TRAN-1017S (Take Home Vehicle Standard) and Utility Standard TRAN-1002S (Requirements for Driving a Company Vehicle). Use of company vehicles other than authorized company use or allowing unauthorized persons to drive or ride in company vehicles (except in emergency situations), is a violation of the PG&E Code of Conduct and Utility Standard TRAN-1002S.

6. Pursuant to Section 204.4 of the Physical Agreement, the specific classifications noted below and the barehanding SMEs noted above, will be eligible to receive a temporary ten percent (10%) barehanding hourly wage premium only on the day(s) they perform barehanding work on transmission lines.

The temporary 10% barehanding hourly wage premium is not included in the "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Pacific Gas and Electric Company Retirement Plan, Covered Compensation under Part III of the Pacific Gas and Electric Company Retirement Plan, and Covered Compensation under the Retirement Savings Plan for Union-Represented Employees.

7. An employee must complete barehanding training requirements before they become eligible to perform barehanding work on transmission lines and become eligible to receive the temporary 10% hourly wage premium.

8. Eligible Classifications:

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

Note

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

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

9. Oversight Committee

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement within forty-five (45) days. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure. Subsection 102.3(a)(2) timelines will be waived for the forty-five (45) day period.

Either the Company or the Union reserve the right to cancel this agreement by giving the other thirty (30) days' written notice.

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

If you agree, please indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

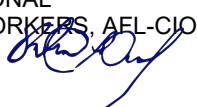
By: 
Matthew Levy
Senior Director

The Union is in agreement.

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

May 28, 2025

_____, 2025

By: 
Bob Dean
Business Manager

Attachment A

	<u>Name</u>	<u>Headquarter Location</u>
1.	Travis Doyle	Jackson Service Center – 12626 Jackson Gate Rd.
2.	Jared Merkle	Red Bluff Service Center – 23400 E. Sunriver Dr.
3.	KC Nancolas	San Luis Obispo Service Center – 4325 S. Higuera Strret
4.	Matt Taylor	Bakersfield Service Center – 3551 Pegasus Drive