



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. 14-12-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4401

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 4, 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:

The Company proposes to modify the training program for the Title 200 Fieldperson classification by revising the training described in LA R1 81-70 which was established as a Fieldperson/Equipment Operator Training Program. The revised training program will go into effect on as soon as practicable.

The new Title 200 Fieldperson Training Program curriculum includes greater depth into topic-specific courses which will assure safety, competence, and compliance in the critical Gas Operations functions and support the duties required of a qualified Fieldperson. The new program replaces the outdated Primary, Secondary and Final courses replacing them with a 24-month program and optional coursework, as required by the Company, that provides the knowledge and skills to support the department's mission to become the safest, most reliable gas company in the U.S.

The new curriculum design described in the attached training curriculum document reflects an updated program which provides greater rigor and flexibility to ensure scheduling of the required courses and the successful completion of Operator Qualifications. These changes support the requirement of the Company to provide training in a timely manner. The new training curriculum has been reviewed and approved by the Joint Apprenticeship Training Committee (JATC). Future modifications to the Fieldperson Training program shall be reviewed and approved by the JATC.

The following describes the implementation and transition process for existing incumbent and future Fieldpersons.

Incumbent employees:

Incumbent employees in the Fieldperson or higher classifications may be assigned to attend refresher training and/or additional training as required by the Company.

Future Fieldpersons:

Employees entering the Fieldperson classification (or promoted to a higher classification in the LOP) after the date of this agreement will be expected to successfully complete the training program. Failure to complete the Fieldperson training program will be addressed on a case by case basis subject to review by the JATC.


This training has been developed and reviewed with the oversight of Senior Assistant Business Manager Joe Osterlund and selected subject matter experts.

Company or Union may cancel this agreement with 30 days written notice for any reason.

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

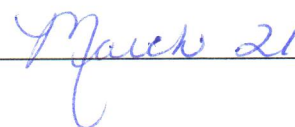
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in agreement.

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

 \_\_\_\_\_, 2014

By:   
Tom Dalzell  
Business Manager

### Fieldperson Training Program Suggested Sequence

<i>REQUIRED COURSES FOR DIVISION (Suggested Sequence)</i>	# of Days	OQ
<b>0-6 months</b>		
SAFE-0140WBT: Class IV Asbestos Awareness Training ( <i>Updated course avail March 2014</i> )	.25	N/A
SAFE-1290WBT: Ladder Safety	.25	N/A
EQIP-0007: Excavation Safety ( <i>Updated course avail March 2014</i> )	1	N/A
GAS-0306: Leak Investigation and Pinpointing	1.5	X
GAS-0160: Plastics System Training	5	X
GAS-9008WBT: Gas Emergency Response Plan ( <i>Avail March 2014</i> )	.25	N/A
<b>7-12 months</b>		
GAS-0792WBT: Gas Distribution Zones and Basic Map Reading	.25	N/A
SAFE-1201WBT: Confined Space Orientation ( <i>Avail April 2014</i> )	.5	N/A
GAS-0213: Non-Production Locate and Mark	1	X
GAS-0193: Mueller Tapping and Plugging	3	X
<b>13-18 months</b>		
GAS-0815: Corrosion Control Basics for Fieldpersons ( <i>Avail March 2014</i> )	1	N/A
EQIP-0128: Basic Rigging	1	Qualification
EQIP-0127: Hand Signals	1	Qualification
GAS-0735: Squeezing Steel Pipe, ¾ " -2" ( <i>Avail March 2014</i> )	1	X
GAS-0525: Assessing/Working in Hazardous Gaseous Environment	1	N/A
<b>19-24 months</b>		
GAS-0155: Hot Tanking for Gas Construction	1	N/A
GAS-0089: Valve Changer	1	X
GAS-0814: Redlining and As-Builts Workshop	1	N/A
GAS-0816: Meter Sets and Regulator Basics ( <i>Avail March 2014</i> )	1	N/A

<b>OPTIONAL COURSES</b>	<b>OQ</b>
EQIP-0013: Operate Backhoe / Loader	N/A
EQIP-0015: Side Boom Tractor Training	N/A
EQIP-0021: Track Mounted Excavator	N/A
EQIP-0022: Wheel Loader	N/A
EQIP-0032: Dump Truck Training	N/A
EQIP-0046: SnowCat Training	N/A
EQIP-0051: SkidSteer	N/A
EQIP-0053: Vacuum Trailer	N/A
EQIP-0060: Directional Drilling Vendor Proof of Training	N/A
EQIP-0062: Equipment Tie-Down Procedures	N/A
EQIP-0075: Vacuum Equipment/Excavation	N/A
EQIP-0120: Street Sweeper	N/A
ENVR-0200: Vault Dewatering	N/A
GAS-0311: Tapping with Coupon Retaining Punch	N/A
GAS-0207: Leak Survey	X
GAS-0729: Patrolling	X
GAS-0210: Locate and Mark	X
GAS-0095: Operating the Jameson Gas Line Tracker	X
GAS-0625 Working in Hazardous Gaseous Atmosphere	N/A
GAS-0734: Squeezing Steel Pipe, 2"-8"	X
GAS-0808: Pilot Relighting for Gas Crews	N/A