



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 13-81-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
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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

October 21, 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:

The Company and Union established a Joint Committee via the Joint Apprentice and Training Committee (JATC) to revise the current Apprentice Fitter training program and replace it with a newly created Apprentice Fitter-Arc training program. The Joint Committee is in agreement to transition the current Oxygen/Acetylene welding procedures to Arc Welding procedures as soon as practicable. While the committee continues to update and revise the apprentice training program and administrative guidelines, the parties have a mutual interest in a successful transition and training program for each incumbent Apprentice Fitter to become proficient at Arc welding procedures. Therefore, the Joint Committee recommends the following transition guidelines:

1. All incumbent Apprentice Fitters are identified in Attachment I of this agreement.
2. Incumbent Apprentice Fitters shall be provided arc welding equipment, appropriate field training and time to practice arc welding procedures.
3. Incumbent Apprentices Fitters shall be provided Arc Welding training during their next regularly scheduled formal training assignment in San Ramon.
4. Apprentices will no longer be required to pass the O/A weld qualification prior to entering the next formal training assignments
5. Upon successful completion of the Fitter-Arc apprenticeship program the incumbent Apprentice Fitters and future Apprentice Fitter-Arc employees will be placed into the Fitter-Arc position and wage rate.
6. During the transition to Fitter-Arc, incumbent Apprentice Fitters shall continue to receive scheduled wage step increases if applicable. The Company and Union will continue to discuss the impact of these changes on the Apprentice Fitter wage steps.
7. Attachment II describes the proposed transition to Fitter-Arc welding training program. The Joint Committee will continue to revise, update or modify the Arc Welding training program as necessary and refer any recommended changes for review and approval of the JATC.

If necessary, the incumbent Apprentice Fitters identified herein shall be provided additional field training, formal training and time to practice arc welding procedures and shall not be held to the current administrative guidelines of the Apprentice Fitter program. The Joint Committee established by this agreement to update and revise the Apprentice training program will also serve as a Joint Transition Oversight Committee and will retain jurisdiction

over all matters pertaining to this agreement. If a matter cannot be resolved by the joint committee the parties agree to refer the issue to the JATC for resolution. The Company shall provide regular updates to the joint committee and the JATC on the progress of each incumbent employee.

Gas T&D Fitters

1. Upon execution of this agreement, Journeyman Fitters who are Arc qualified shall be placed into the Fitter-Arc position and wage rate.
2. Journeyman Fitters who are not Arc qualified will be allowed to volunteer for Fitter-Arc training. For Fitters who volunteer to become Arc qualified the Committee will develop training and testing schedules as necessary. Formal training in San Ramon will be made available.
3. Upon execution of this agreement, Journeyman Fitters who volunteer within 45 days from the date of signature of this agreement for Fitter-Arc training shall be provided arc welding equipment, appropriate field training and time to practice arc welding procedures. The joint committee will oversee this process as noted above. Employees/volunteers who successfully complete the Arc Welding qualifications on the first attempt shall be placed into the Fitter-Arc position with the corresponding wage rate retroactive to the date of execution of this agreement.
4. A Fitter who volunteers and fails the first attempt to become Arc qualified may request additional training and a second attempt for Arc qualification. If the employee successfully completes the qualification on the second attempt he/she shall be placed into the Fitter-Arc position and wage rate effective on his/her Arc qualification date.
5. For employees who fail both attempts to become Arc qualified the Company shall not be required to provide further training. The employee may request Arc testing anytime in the future and if successful, shall be placed into the Fitter-Arc position and wage rate.
6. Fitters who are not interested in the Fitter-Arc position and do not volunteer within 45 days as noted above shall remain in the Fitter position and shall retain the ability to volunteer to become Arc qualified anytime in the future.
7. Gas T&D Fitter classification shall be designated as "Present Incumbent Only" (PIO) following the placement of the current Apprentice Fitter incumbents (date to be determined).

Consistent with LOP updates being completed, the parties will continue to work on updating the Title 200 Gas Transmission & Distribution Job Definitions and Lines of Progression and Reverse Lines of Progression including existing qualifications for entry and job performance requirements and any proposed modifications.

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

By: 

Tom Dalzell
Business Manager

October 25, 2013

Apprentice Fitter List

Last Name	First Name	Most Recent Hire Date	Job Name
Hidalgo	Christopher	09/14/1989	Apprentice Fitter
Wilkerson	Raymee	04/22/2002	Apprentice Fitter
Pruett	David	04/07/2003	Apprentice Fitter
Witte	Rick	04/14/2003	Apprentice Fitter
Davis	George	05/09/2003	Apprentice Fitter
McLemore	Kevin	07/07/2003	Apprentice Fitter
Tadena	James	12/01/2003	Apprentice Fitter
Saunders	Rick	07/12/2005	Apprentice Fitter
Showaker	Zachary	09/27/2005	Apprentice Fitter
Cottonham	Jesse	01/30/2006	Apprentice Fitter
Brasier	Cameron	02/28/2011	Apprentice Fitter
Balich	Victoria	09/25/2007	Apprentice Fitter
Wisdom	Josh	03/07/2011	Apprentice Fitter
Zuniga	Johny	12/01/2008	Apprentice Fitter
Kieman	Craig	02/28/2011	Apprentice Fitter
Bernard	Glen	02/28/2011	Apprentice Fitter
Wright	Javon	03/19/2012	Apprentice Fitter
Laws	Christopher	11/04/1991	Apprentice Fitter
Gonzales	Jose	02/12/1986	Apprentice Fitter
Deforge III	Robert	12/15/1997	Apprentice Fitter
Vasquez II	Richard	03/11/2002	Apprentice Fitter
Kefu	Siaosi	06/12/2002	Apprentice Fitter
Barry Jr.	James	07/29/2003	Apprentice Fitter
Thude	Omar	10/09/2003	Apprentice Fitter
Zapien	Juan	11/26/2003	Apprentice Fitter
Schmidt	Johann	07/13/2005	Apprentice Fitter
Rodriguez	Mitchel	12/01/2008	Apprentice Fitter
Au	David	09/17/2007	Apprentice Fitter
Kechriotis	Christopher	01/29/2007	Apprentice Fitter
Hunt	Michael	10/29/2007	Apprentice Fitter
Ibarra Sr.	Alberto	03/19/2007	Apprentice Fitter
Ringer	Brandon	05/07/2007	Apprentice Fitter
Herrera Jr.	Ruben	08/06/2007	Apprentice Fitter
Ortiz	Jose	08/06/2007	Apprentice Fitter
Caldera	Guillermo	06/30/2008	Apprentice Fitter
Vasquez	Cesar	10/20/2008	Apprentice Fitter
Mejia	Jose	03/07/2011	Apprentice Fitter
Moreno	Mario	09/29/2011	Apprentice Fitter
Charette	Mark	06/11/2012	Apprentice Fitter

Vosburg	Brian	07/23/1984	Apprentice Fitter
Cheatwood Jr.	John	12/24/2001	Apprentice Fitter
Adames	Alex	08/13/2001	Apprentice Fitter
Tafoya	Eugene	10/01/2001	Apprentice Fitter
Rodin	Mark	04/01/2005	Apprentice Fitter
Fisicaro	Paul	03/09/2009	Apprentice Fitter
Cabral	Roy	11/13/2006	Apprentice Fitter
Blancas	Javier	01/22/2007	Apprentice Fitter
Patty Jr.	Ronald	04/16/2007	Apprentice Fitter
Thompson	Steven	05/14/2007	Apprentice Fitter
Moreno	Frank	04/09/2009	Apprentice Fitter
Shepherd	Mike	12/19/2011	Apprentice Fitter
Purvis	Richard	12/24/2003	Apprentice Fitter
O'Callaghan	Casey	07/10/2000	Apprentice Fitter
Romero Jr.	Daniel	07/16/2001	Apprentice Fitter
Bartlett	Neil	03/04/2002	Apprentice Fitter
Erickson	Richard	11/28/2001	Apprentice Fitter
Gallagher	Terry	12/08/2003	Apprentice Fitter
Strickell	Robert	12/30/2003	Apprentice Fitter
Mazariegos	Daniel	09/07/2004	Apprentice Fitter
Rogers	Nick	01/18/2005	Apprentice Fitter
Easton	Joseph	06/28/2005	Apprentice Fitter
Bartee	Jeremy	01/09/2006	Apprentice Fitter

Any current Apprentice Fitter inadvertently omitted from this list will be included.

**Apprentice Fitter Program
Transition O/A to Arc for current Apprentices**

Proposed Training Adjustments:

	Current Training		Adjusted Training
PRIMARY <ul style="list-style-type: none"> N/A 	1 wk.	→	1 wk.
SECONDARY <ul style="list-style-type: none"> Focus on Intro to Arc Welding and 6" test assembly, no O/A 3 weeks (1 week added) 3rd week not consecutive 3rd week required to be completed within 90 days of Secondary Test out: Low stress pipe weld test (6"/60 psig) <ul style="list-style-type: none"> Pass = Provided Weld Performance Form and qualification to weld on system (re-qualified every 6 months) Fail = Retest during Final course and enrollment in Enhanced Pipeline Welding course 	2 wk.	→	3 wk.
FINAL <ul style="list-style-type: none"> Focus on Arc Add Live line welding Provide additional practice 3 weeks (1 week added) Test out: low stress pipe weld test (6"/60 psig) <ul style="list-style-type: none"> Pass = Provided Weld Performance Form and receive qualification to weld on system (re-qualified every 6 months) Fail = Enrollment in Enhanced Pipeline Welding course and retest within 45 days 	2 wk.	→	3 wk.
TOTAL PROGRAM WEEKS (Adjusted)	5 wk.	→	7 wk.

LOB Support Needed:

- Apprentice Coordinators/ Full-time support
- Machines needed for all yards (Inverter)

Considerations:

- Apprentices that do not pass Low Stress Pipe Weld Test (6"/60 psig) after Secondary will not be able to weld on the system until qualification passed after Final.