



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 14-40-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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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 18, 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 and Union have established several ad hoc committees with respect to Gas Operations Departments. These joint efforts are designed to establish or update job descriptions, provide for new or improved training, establish new career opportunities for Gas Department employees, and will ensure that PG&E Gas employees set the standard for excellence in the industry.

The Gas Measurement and Corrosion Control (GM&CC) and the Gas System Maintenance and Technical Support/Gas Systems Operations (GSM&TS/GSO) ad hoc committees have met together and separately on several occasions to discuss changes to the Job Definitions and Lines of Progression for both departments.

After reviewing several different concepts the recommendation by both ad hoc committees is as follows:

Incorporate the existing GM&CC and GSM&TS/GSO departments into one newly created department titled, Gas Pipeline Operations & Maintenance – Transmission and Distribution (GPO&M-T&D). The Corrosion workgroup will be placed into the Title 200 Gas T&D Department.

Given the nature of this agreement and the major changes incorporated herein, the Company agrees that Title 206 shall not be utilized and the number of employees in the department shall not be reduced as a direct result of this agreement.

This Agreement cancels and supersedes the Gas Measurement and Corrosion Control (Letter Agreement No. 01-30) and the Gas System Maintenance & Technical Support and Gas System Operations (Letter Agreement 07-36) JDLOP agreements. It is not the intent of the parties to modify previous relevant precedent setting grievances or letter of agreements that may be applicable. Any other previous agreements with respect to Job Definitions and Lines of Progression for GM&CC and GSM&TS/GSO are also cancelled and superseded. By the reorganization of some classifications, it is not the intent of this Agreement to leave out any duties currently being performed that will continue to be performed. Any unintentional omissions will be discussed by the parties for inclusion in the proper classification.

NEW WAGE RATES

LEGACY CODE	SAP JOB CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE 2014
xxxx	51664844	Apprentice Station Operator	Start	\$ 36.15
			End 6 Mo	\$ 38.42
			End 1 year	\$ 41.79
xxxx	51664843	Station Operator	Single Rate	\$ 43.00
xxxx	51666202	Station Operator, Unassigned	Single Rate	\$ 43.00
2131	50210204	Senior Station Operator	Single Rate	\$ 46.63
2131	50210205	Senior Station Operator-Relief	See Exhibit X for relief premium	
1406	50010294	Transmission Mechanic	Single Rate	\$ 45.70
1414	50072958	Unassigned Transmission Mechanic		\$ 45.70
xxxx	51664842	Lead Transmission Mechanic	Single Rate	\$ 47.99
2434	50072607	Lead Gas Control Technician	Single Rate	\$ 50.81

NEW CLASSIFICATIONS PURSUANT TO LETTER AGREEMENTS 13-47 AND 13-67

LEGACY CODE	SAP JOB CODE	CLASSIFICATION	PROGRESSION	RATES EFFECTIVE 2014
TPCO				
2434	51527024	Lead Gas Control Technician - TPCO	Single Rate	\$ 50.81
2435	51530458	Gas Control Technician – TPCO	Single Rate	\$ 48.40
1351	51530457	Lead Mechanic Welder - TPCO	Single Rate	\$ 47.98
1406	51527201	Transmission Mechanic - TPCO	Single Rate	\$ 45.70
0935	51527202	Utility Worker – TPCO	Start	\$ 25.08
			End 6 Mo.	\$ 28.25
			End 1 Yr.	\$ 31.42
			End 18 Mo.	\$ 34.58
LNG/CNG OPERATIONS				
0501	51567004	LNG/CNG Technician	Single Rate	\$ 48.40
0502	51567005	Senior LNG/CNG Technician	Single Rate	\$ 50.81

Employees in the above TPCO and LNG/CNG classifications will be paid 5% in addition to the wage rates shown above, for performing associated duties and related travel throughout the PG&E system. The additional wages paid to these positions will be considered basic weekly pay.

PIO AND OBSOLETE CLASSIFICATIONS

Legacy Code	SAP Job Code	Classification Title	Notes
0825	50070745	Transmission Crew Leader	Deemed obsolete by this Agreement. No incumbents. Temporary upgrade classification.
1112	50010250	Machinist PIO	Deemed obsolete by this Agreement. No incumbents. PIO per LA R1-96-102.
1127	50010252	Unassigned Machinist – PIO	Deemed obsolete by this Agreement. No incumbents in Gas. Remove from Ex. X for new Gas Pipeline Operations & Maintenance – Transmission and Distribution (GPO&M-T&D). One incumbent – Emeryville Warehouse leave job code in Ex. X.
1241	50073150	Tech Compressor Mechanic – Measurement & Control	Deemed obsolete by this Agreement. No incumbents. LA R3-91-145.
1244	Eliminated in Ex. X already	Compressor Mechanic – Measurement & Control PIO	Deemed obsolete by this Agreement. No incumbents. PIO per LA 01-30 and LA R3-91-145.
1245	50010270	Corrosion Mechanic	Deemed obsolete by this Agreement for GSM&TS only. No incumbents in GSM&TS. PIO by LA R1-96-102 for Gas System Maintenance Department Only. Incumbents in Gas Maintenance and Corrosion Control will be transferred to Gas T&D. (Same legacy and SAP codes were used for both GSM&TS and GM&CC.)
1246	50070793	Lead Tech Compressor Mechanic	Deemed obsolete by this Agreement. No incumbents.
1249	50070794	Tech Compressor Mechanic	Deemed obsolete by this Agreement. No incumbents.
1251	50070795	Apprentice Tech Compressor Mechanic	Deemed obsolete by this Agreement. No incumbents.
1305	50072852	Apprentice Gas Control Mechanic PIO	Deemed obsolete by this Agreement. No incumbents. Reclassified per LA R4-94-66.
1365	50010288	M&C Mechanic	Designated as Present Incumbent Only (PIO) by this Agreement.
1366	50010289	UN M&C Mechanic	Designated as Present Incumbent Only (PIO) by this Agreement.
1368	50010290	Apprentice M&C Mechanic	Designated as Present Incumbent Only (PIO) by this Agreement.
1574	No Code in Ex. X	Lead Senior Gas Transmission Operator (Relief)	Deemed obsolete by this Agreement. No incumbents.
1577	50010309	Senior Gas Transmission Operator (Relief) PIO	Designated as Present Incumbent Only (PIO) per LA R1-96-102 and LA 07-36.
1702	No Code in Ex. X	Lead Senior Operator Mechanic (Relief)	Deemed obsolete by this Agreement. No incumbents.
1703	50073172	Lead Operator Mechanic II	Deemed obsolete by this Agreement. No incumbents.

Legacy Code	SAP Job Code	Classification Title	Notes
1704	50010328	Senior Operator-Mechanic (Relief) PIO	Designated as Present Incumbent Only (PIO) per LA R1-96-102
1705	50010329	Operator – Mechanic PIO	Designated as Present Incumbent Only (PIO) per LA 07-36
1706	50010330	Lead Operator Mechanic	Deemed obsolete by this Agreement. No incumbents. Temporary upgrade classification.
1707	50010331	Operator Mechanic II	Deemed obsolete by this Agreement. No incumbents.
1708	50010332	Operator – Mechanic I	If current incumbent elects not to go into the Transmission Mechanic classification, he will be PIO'd in this Operator-Mechanic I classification.
1709	50073171	Lead Operator Mechanic I	Deemed obsolete by this Agreement. No incumbents. Temporary upgrade classification.
2130	50210203	Operator	Incumbents who elect not to go into the new Station Operator or Transmission Mechanic classification will be PIO'd in this Operator classification.
2415	50010418	Gas Transmission Technician PIO	PIO per LA 07-36. Place incumbent into GCT-same wage rate and make obsolete.
2416	50010419	Lead Gas Transmission Technician	Deemed obsolete by this Agreement. No incumbents. Temporary upgrade classification.
2410	50010413	Gas Control Technician - Division	Migrate incumbents to Gas Control Technician 2435 (50010427). Obsolete class code.
2448	50010428	Gas Control Tech (M&C) PIO	Migrate incumbents to Gas Control Technician 2435 (50010427). Obsolete class code.
1245	50010270	Corrosion Mechanic PIO	All incumbent Corrosion Mechanics in GM&CC to be moved to Gas T&D.

PACIFIC GAS & ELECTRIC COMPANY

AND

IBEW, LOCAL UNION 1245, AFL-CIO

**GAS PIPELINE OPERATIONS & MAINTENANCE – TRANSMISSION
AND DISTRIBUTION (GPO&M-T&D)**

**JOB DEFINITIONS AND LINES OF PROGRESSION
EXHIBIT VI-C, SECTION 600.4**

September 2014

**Replaces Gas System Maintenance & Technical Support JDLOP dated
September 2007**

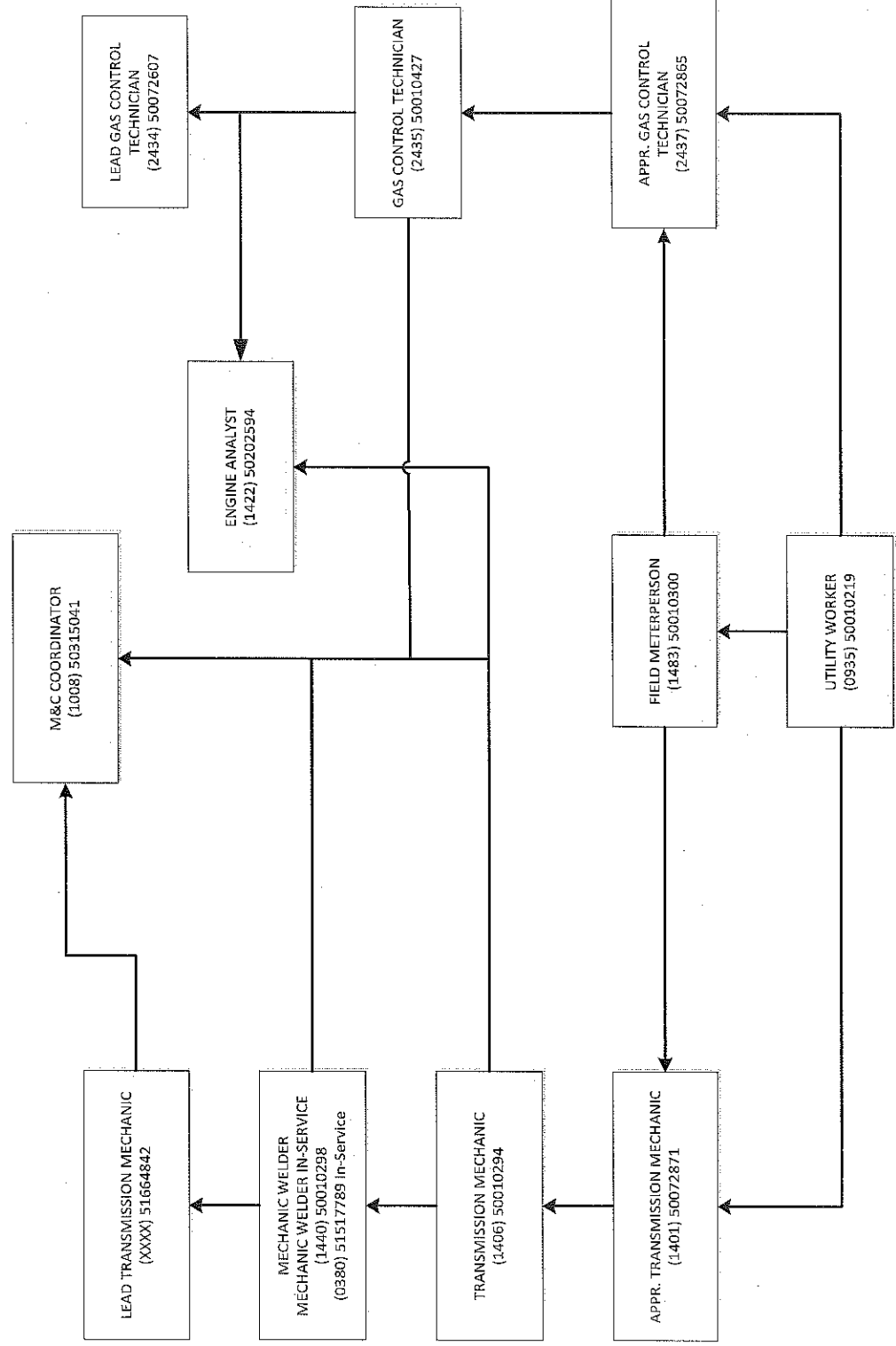
**Replaces Gas Measurement and Corrosion Control JDLOP dated
February 2001**

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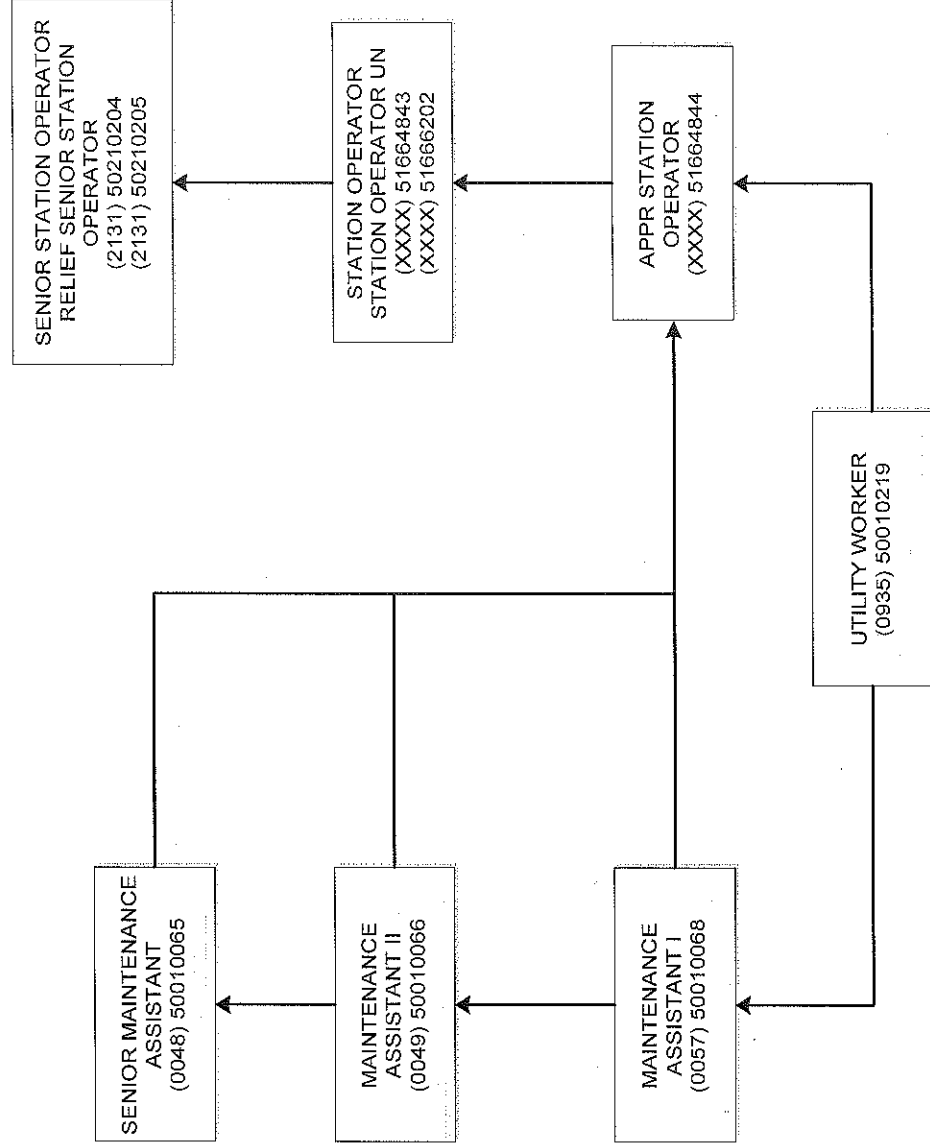
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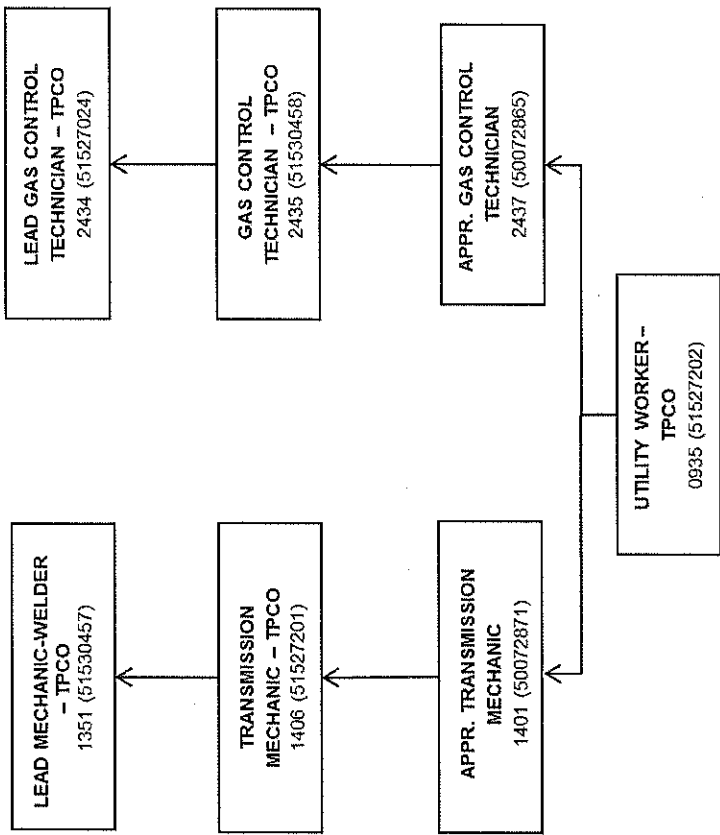
GAS PIPELINE OPERATIONS & MAINTENANCE – TRANSMISSION AND DISTRIBUTION (GPO&M-1) STATION



For illustrative purposes only. P/O classifications are not included in this chart. See Job descriptions and lines of progression for additional detail.

GAS PIPELINE OPERATIONS & MAINTENANCE – TRANSMISSION AND DISTRIBUTION (GPO&M-T&D)

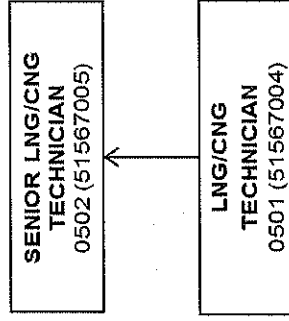
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For illustrative purposes only. See job descriptions and lines of progression for additional detail.

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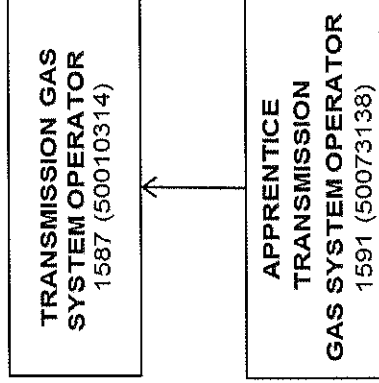
LNG/CNG OPERATIONS



For illustrative purposes only. See job descriptions and lines of progression for additional detail.

GAS PIPELINE OPERATIONS & MAINTENANCE – TRANSMISSION AND DISTRIBUTION (GPO&M-T&D)

TRANSMISSION GAS SYSTEM OPERATIONS



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

GAS PIPELINE OPERATIONS & MAINTENANCE – TRANSMISSION AND DISTRIBUTION (GPO&M-T&D)

MAINTENANCE

M&C COORDINATOR – GAS TRANSMISSION 1008 (50315041)

This employee will ensure that work packages including resources, material, equipment and any other preparation, is done in advance so work in the field can be performed when scheduled and updates the scheduler and supervisor about progress and delays. This employee must communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors as per roles and responsibilities of the M&C Coordinator outlined in the "Client Communications Doc." Will be required to work in PG&E computer applications including but not limited to SAP Work Management, PLM, Microsoft Word and Excel, and Outlook.

Responsible for attendance at regularly scheduled scheduling meetings. Responsible for attendance at monthly district planning meetings to provide status or update on outage information or other compliance information to help inform the scheduler if additional work needs to be integrated in schedule and assist in managing resources.

Must maintain a valid Class "C" California Driver's License and Operator Qualifications.

This position is covered under the DOT program and is subject to all provisions under the Company's DOT Drug and Alcohol Testing Program.

Organize, problem solve Gas *Pipeline Operations & Maintenance* – Transmission & Distribution (*GPO&M-T&D*) jobs with a high level of expertise. Keep current on all standards, procedures and policies of the same. Work with project management, local supervision, and GC supervision to facilitate successful completion of construction projects.

Participate in safety tailboards. Keep current on safety issues. Assist supervisor with management of work requests generated by the IBEW Safety Walk-around. Utilize safety best practices proactively in coordination prior to turning over to local headquarters.

Testing Requirements:

Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

Notes:

- 1) Employee who held a journeyman or higher classification will be "B" bidders back to their immediate former line of progression within the Bidding Unit. An example would be a former (1406) Transmission Mechanic would be a "B" bidder back to (1406) Transmission Mechanic and (1440/50010298) Mechanic Welder in the Bidding Unit if that was their immediate former line of progression and meet the qualifications. If they are bidding outside of the bidding unit they will be "C" bidders. Employees from General Construction will be treated as a Title 200 employee returning to General Construction, Subsection 305.7 (b) (3).
- 2) Employees in this classification will be considered as being in the same classification as it is applied in subsection 206.1 (d) of the Agreement when applying the provisions of Section 206.5. In other words, if an M&C Coordinator is being displaced and was formerly a Transmission Mechanic, that employee can be displaced into a Transmission Mechanic position.

- 3) Upon exhaustion of all confirmed priority A, B, and C bidders, as in accordance with the Agreement, Company shall retain right to identify and interview candidates possibly including those listed as D or E bidders, Return To Work or external candidates at Company discretion.

Roles and Responsibilities (not exclusive):

- Coordinate scheduled maintenance and construction work to be performed by crews.
- Review Gas work for permit requirements and notify appropriate departments.
- Must be familiar with the PLM program.
- Communicate with contractor on jobsite and understand roles and responsibilities.
- Communicate material needs, develop solutions for backorders with Remote Materials Leads and warehouse personnel.
- Initiate Contract Services through the established procurement process.
- Liaison duties between Job Owner / Customer / WRM / Engineering.
- Ensure job packages are complete when handing over to Frontline Supervisor.
- Provide digital pictures or sketches in packages as needed for clarity.
- Facilitate communication between scheduler and M&C regarding resource availability.
- Identify need for Vegetation Management and resolve as appropriate.
- Understand need and coordinate gas or electric work with other departments.
- Provide complete job information / alternative options for prudent OT decisions.

1. Qualifications - Required or to be fulfilled within the 6 month probationary period.

- a. Clear understanding of safety related issues that may occur on job site, in office and in vehicle for both self and others in order to help company meet its Zero OSHA, LWD, Training and Safety Incident goals.
- b. Class C License is required. (See LA 12-32).
- c. Ability to perform duties to work in a physical environment (required):
 - i. Qualified and able to open underground enclosures.
 - ii. Physically capable to walk around construction and maintenance sites, facility rights-of-ways or other operating areas of uneven ground.
 - iii. Ability to lift 25 lbs. at work sites.
 - iv. Physically capable to set no parking signs and other required worksite signage.
 - v. Ability to climb ladders to a height of 15 feet.
- d. Gas Construction Skills:
 - i. Basic understanding of USA (ref. Underground Service Alert) procedures.
 - ii. Basic understanding for non-electrical workers of Arc Flash Hazard standard. Knowledge/ability to recognize and work safely around exposed energized electrical equipment.
 - iii. Understand how to use a pipe locator to determine unidentified work area in the field.
 - iv. Understand and is able to reference gas standards.
 - v. Basic understanding and knowledge of appropriate pressure control equipment needed to perform work on gas transmission and distribution facilities.
 - vi. Basic understanding of necessary excavation dimensions, shoring requirements and equipment space requirements (ref. Excavation Safety Manual).
- e. Construction knowledge: Gas Transmission
 - i. Basic jobsite coordination skills.
 - ii. Good understanding of a job package.
 - iii. Ability to review drawings for accuracy and determine if job can be built.
 - iv. Ability to ensure project has identified proper labor resources.

- v. Ability to review materials list.
 - vi. Ability to understand appropriate work procedures to conduct work.
 - vii. Ability to identify work that can be performed safely pressurized.
 - viii. Ability to understand when worksite is construction ready.
 - ix. Ability to proactively communicate construction workable schedules.
 - x. Ability to identify when a clearance is required.
 - xi. Ability to help prepare and/or submit clearances.
- f. Technology Systems – activate and attain during six month probationary period.
- i. PipeLine Maintenance (PLM)
 - 1. Work Management – Work Requests (header and planning sections), Scheduling & Reports modules, and pop lists.
 - ii. SAP – GT Coordinator Profile
 - 1. Materials Management – ZMRSR transaction (materials status).
 - iii. General Computer skills-
 - 1. Ability to send e-mail and manage calendar in Microsoft Outlook.
 - 2. Ability to review and attach Microsoft Word documents to e-mail.
 - 3. Ability to review and attach Microsoft Excel documents to e-mail.
 - 4. Ability to use digital cameras, downloading and printing pictures.
 - iv. SAP – WRC Profile
 - 1. Work Management – Order Status Screen (ZORDER).
 - 2. Materials Management – Components Tab within a PM Order (coded materials\services), ZMRSR transaction (materials status).
 - 3. Schedule report – Monitor work schedules.
- g. Job Coordination Management
- i. Effective interpersonal skills to include:
 - 1. Communication skills
 - a. Ability to interact effectively with internal construction departments, project management, third-party contractors, permitting agencies, and customers.
 - b. Ability to effectively communicate in a timely manner with supervisor regarding jobs with issues that the M&C Coordinator cannot resolve.
 - c. Ability to effectively communicate with customers during preconstruction coordination efforts.
 - d. Ability to proactively and promptly escalate issues to the right individuals for timely resolution and adjustment to the schedule when necessary.
 - ii. Effective decision-making skills.
 - 1. Time Management Skills
 - a. Ability to simultaneously coordinate numerous jobs (Task Management).
 - b. Understand communicated prioritization of work.
 - c. Ability to coordinate deadlines for various overlapping job package requirements (i.e. USA, permits, etc.).
 - d. Ability to work and meet deadlines in a fast-paced/high pressure environment.
 - e. Resolve scheduling conflicts and recognize optimization opportunities.
 - iii. Ability to learn and understand local Code or Ordinance restrictions which may be applicable to a specific project in your assigned area.
 - iv. Actively engaged with local meetings with Construction and project management to understand future work and prompt for the submission of work requests into PLM.

- v. Ability to learn and understand facilities environmental issues and permit conditions including Title V, basic manifesting, habitat, etc.
- vi. Understand and utilize Gas Maintenance Roadmap as necessary.

Advancement

Recognizing the unique skills required for these positions, the Company and Union agree to the process below:

- When vacancies occur, qualified bidders will undergo skills assessment and be interviewed by the Company. Both the skills assessment and interview will be considered in determining a qualified bidder's abilities and qualifications for purposes of Section 205.14.
- In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified.
- In accordance with Subsection 205.14(a) of the Agreement, the Company may place applicants into vacancies based upon the candidates' abilities and personal qualifications (as determined by the Company).

Provisional Period

- After three months as an M&C Coordinator, the Company will determine if an M&C Coordinator is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) needed to perform as a coordinator. If not, the Company has discretion to release the employee back to his/her previous classification and headquarters. At any time during this three month period, an employee may choose to return to his/her previous classification and headquarters.
- If, after the first three months of employment as a M&C Coordinator, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) necessary to perform as a Coordinator, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform as a Coordinator.
- If at any time during this three month extension the Company determines such employee is unable to develop the skills or aptitude needed to perform as a M&C Coordinator, the Company has the discretion to release the employee back to his/her previous classification and headquarters. An employee who has received this notification may, at any time during this additional three month period, choose to return to his/her previous classification.

Performance Standards

- The Company and the Union have developed performance standards as outlined in LA 10-17-PGE and incorporated herein. Such performance standards will be applied to all M&C Coordinators and will be updated (via the Ad Hoc Committee) as needed.
- The Company has the discretion to evaluate the performance of M&C Coordinators at any time.

Emergency Work

M&C Coordinators may be utilized to perform emergency work in other classifications within their LOP if qualified.

**LEAD GAS CONTROL TECHNICIAN
2434 (50072607)**

The Lead Gas Control Technician will be responsible for all aspects of Transmission and Distribution Gas regulation, maintenance and control procedures, standards and documentation. Shall act as an assistant to the supervisor in charge. Such duties shall include but are not limited to work planning, writing and holding clearances, ensuring safety-related information is understood and communicated, reviewing documents for work performed for completeness and accuracy and that operator qualifications (OQ's) for self and classifications lower in line of progression are maintained. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft and skill qualifications of the journeyman Gas Control Technician, and a minimum of one year in the line of progression. The Lead Gas Control Technician shall be required to perform the full scope of duties of the Gas Control Technician in addition to being in charge of other employees lower in the lines of progression. As an assistant to the supervisor in charge, the Lead Gas Control Technician will be responsible for directing and scheduling the work of other employees, providing field training as required and evaluating formal training needs for members of his/her crew.

**GAS CONTROL TECHNICIAN
2435 (50010427)
UN GAS CONTROL TECHNICIAN
2436 (51664845)**

An employee who is a journeyman and without direct supervision is engaged in the technology associated with the installation, adjusting, testing, operation, maintenance and repair of mechanical, pneumatic, electrical and electronic gas measurement, instrumentation and control systems and all other equipment appurtenant to the operation of gas facilities. Employee must be able to work at elevated heights. Employee may be required to act in a lead capacity, supervising the work of other employees in lower classifications engaged in this work. Employee may be required to work as an assistant to a Gas Transmission Technician to gain experience in the installation, adjusting, testing, operation, maintenance and repair of telecommunication equipment. Employee's background of apprenticeship and experience shall be such that these duties are performed with skill and efficiency. May be able to install telephone instruments if trained and qualified. May be required to write and hold pipeline and station clearances. Based on operational needs may be required to operate, maintain and troubleshoot CNG and LNG injection equipment. Employee's background, training and experience must be such that these duties are performed with skill and efficiency.

May be required to perform all the duties of a Measurement and Control Mechanic (PIO) (1365/50010288).

**APPRENTICE GAS CONTROL TECHNICIAN
2437 (50072865)**

An employee who is engaged in performing a Gas Control Technician's work as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Gas Control Technician, employee may be required to work alone or under indirect supervision on jobs for which employee has been trained and instructed. In addition, may be required to perform any of the work for which s/he has been provided training for in the apprenticeship. The employee's educational and general qualifications must be such that employee is considered capable of attaining journeyman status.

MEASUREMENT AND CONTROL MECHANIC (PIO)**1365 (50010288)****UNASSIGNED MEASUREMENT AND CONTROL MECHANIC (PIO)****1366 (50010289)**

An employee who is a journeyman and who is engaged in the installation, operation, and maintenance of all types of gas measurement, control and treating equipment in gas collection, transmission, storage and distribution systems, such as meters and regulators used for purchase, sale, and operation purposes, all types of pneumatic controllers and their associated control valves, pneumatic transducers and computers, and all types of telemetering equipment (excluding microwave circuits) where the basic circuitry does not include transistors. May be required to measure the output of electronic transducers (not including calibration adjustments) in connection with his/her regular work at a station. To gain experience for advancement to Gas Control Technician, may be required to work under supervision on basic circuitry having transistors and performs calibration adjustments on electric transducers for which an employee has been trained and instructed. May be required to operate and maintain a propane-air plant. Calculates BTU and specific gravity of gas mixtures and size orifice plates including ratio controllers and adjusts equipment for required BTU and gravity control. Performs pressure control operations during shutdowns for repair or tie-in of distribution mains and transmission lines. May be required to weld, if qualified. May work alone or with the assistance of one other employee. May also work with a third employee without upgrade in a lower classification where the third person is necessary for guarding manhole or vault openings or for flagging traffic. During pressure control operations, may provide functional assistance or guidance to crews involved. Background of apprenticeship and experience must be such as to qualify an employee to perform his/her duties with skill and efficiency. Must possess valid Class C driver's license. May be required to write and hold *maintenance* clearances. Based on operational needs, may be required to operate, maintain and troubleshoot CNG and LNG injection equipment.

Note: Measurement and Control Mechanics (PIO) who are awarded a bid to Apprentice Gas Control Technician will maintain their wage rate and subsequent general wage increases.

APPRENTICE MEASUREMENT AND CONTROL MECHANIC (PIO)**1368 (50010290)**

An employee who is engaged in performing a Measurement and Control Mechanic's work as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Measurement and Control Mechanic, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. In addition, may be required to work alone, performing the duties of a Field Meterperson. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. *Must possess valid Class C Driver's license (LA 93-39).*

MECHANIC-WELDER**1440 (50010298)****MECHANIC WELDER IN-SERVICE****0380 (51517789)**

A journeyman engaged in oxy-acetylene and arc welding who is capable of performing any welding operation required by the *Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D)*. In addition, performs the work of a Transmission Mechanic. May be required to act as a lead person directing the work of three employees in classifications engaged in this work. Background training

and experience shall be such that an employee performs these duties with skill and efficiency.

LEAD TRANSMISSION MECHANIC
XXXX (51664842)

The Lead Transmission Mechanic will be responsible for all aspects of Gas Compressor Station and Gas Transmission facilities, maintenance and control procedures, standards and documentation. Shall act as an assistant to the supervisor in charge. Such duties shall include but are not limited to, lead duties associated with overhauls on engines, compressors and station auxiliary equipment, ensuring safety-related information is understood and communicated, reviewing documents for work performed for completeness and accuracy and that operator qualifications (OQ's) for self and classifications lower in line of progression are maintained. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft and skill qualifications of the journeyman Transmission Mechanic, and a minimum of one year in the line of progression. The Lead Transmission Mechanic shall be required to perform the full scope of duties of the Transmission Mechanic in addition to being in charge of other employees lower in the lines of progression. As an assistant to the supervisor in charge, the Lead Transmission Mechanic will be responsible for directing and scheduling the work of other employees, providing field training as required and evaluating formal training needs for members of his/her crew.

TRANSMISSION MECHANIC
1406 (50010294)

A journeyman who, without direct supervision, installs, operates, tests, adjusts, repairs and maintains natural gas compressor station and gas transmission facilities including, but not limited to, servicing, calibrating and testing of gas measurement and regulation pneumatic and hydraulic control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench, hand and machine shop tools such as valve facers, drill presses, grinders, lathes, mills and is capable of doing shop and routine welding. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. *May be required to work at elevated heights.* In addition, may be required to perform any of the work for which s/he has been provided training for in the apprenticeship. Background training and experience shall be such that an employee performs these duties with skill and efficiency. *May be required to write and hold pipeline and station clearances.* May be required to perform Environmental Monitor duties as normal job duties.

Note: Transmission Mechanics who are awarded a bid to Apprentice Gas Control Technician will maintain their wage rate and subsequent general wage increases.

APPRENTICE TRANSMISSION MECHANIC
1401 (50072871)

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

ENGINE ANALYST
1422 (50202594)

An employee who without direct supervision conducts technical analytical examinations of compressors, engines, generators, and appurtenant compressor station facilities as part of the Condition Based Maintenance program. These duties include: analyze units, measure exhaust emissions, monitor vibration

on natural gas compressors and appurtenant station facilities, take oil samples, and conduct bore scope inspections. Employee also installs, operates tests, adjusts, repairs and maintains natural gas compressors and appurtenant station facilities including, but not limited to, servicing, calibrating and testing of pneumatic, electronic, hydraulic and electrical control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. The employee is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges, and timers. Assists in training and instructing other employees. In addition, will be required to perform the duties for which s/he has been trained. May be required to work as a lead directing the work of other employees.

The Engine Analyst must complete the 30-month training to be deemed fully qualified for this position. Failure to qualify within the 30-month period will result in removal from the classification.

**FIELD METERPERSON
1483 (50010300)**

An employee who is engaged in the routine inspection and operation of gas distribution, collection, transmission, and storage facilities involving gas measurement, control and treating equipment. Performs duties such as periodic routine inspection of meters; flow, temperature and pressure recorders; relief valves, regulators; odorizers; dehydrators; compressors and associated equipment. These duties include such work as changing charts, blowing drips, cleaning traps, gathering and running gas samples, patrolling lines, lubricating valves, assisting in pressure control operations; performing such duties as operating valves, locating lines, assisting in corrosion control activities by performing duties such as taking pipe to soil potentials, lighting and making routine adjustments to pilots and burners of dehydrators, heaters and, in emergencies or shutdowns, equipment of customers served from farm taps including reading such customers' meters and adjusting pressure. May be required to assist an employee in a higher classification. Shall drive a truck as required. *Class C License is required and may be required to possess a Class A license. (See LA 12-32).*

TRANSMISSION PIPELINE CLEARANCES OPERATIONS

LEAD GAS CONTROL TECHNICIAN - TPCO 2434 (51527024)

In addition to the duties noted below the Lead Gas Control Technician will be responsible for all aspects of Transmission Project Clearance Operations as assigned by the supervisor in charge. Such duties shall include but are not limited to work planning, writing and holding clearances, ensuring safety-related information is understood and communicated, reviewing documents for work performed for completeness and accuracy and that operator qualifications (OQ's) for self and classifications lower in line of progression are maintained. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft and skill qualifications, and a minimum of one year in the line of progression.

Performs all the duties in the base classification of Gas Control Technician (2435/51530458).

GAS CONTROL TECHNICIAN – TPCO 2435 (51530458)

An employee, who without direct supervision installs, checks, adjusts, and operates all gas supervisory and remote control equipment including pneumatic and electronic controls, computers, and their associated equipment. May be required to act as a lead, supervising the work of other employees in lower classifications engaged in this work. May be required to write and hold pipeline, station, and transmission line clearances. Based on operational needs may be required to operate maintain and troubleshoot CNG and LNG injection equipment. Background of training, education and experience must be such as to qualify an employee to perform the job duties with skill and efficiency. Class C License is required. (See LA 12-32).

May be required to perform all the duties of a Measurement and Control Mechanic (PIO) (1365/50010288).

LEAD MECHANIC-WELDER – TPCO 1351 (51530457)

The Lead Mechanic-Welder will be responsible for all aspects of Transmission Project Clearance Operations as assigned by the supervisor in charge. Such duties shall include but are not limited to work planning, writing and holding clearances, ensuring safety-related information is understood and communicated, reviewing documents for work performed for completeness and accuracy and that operator qualifications (OQ's) for self and classifications lower in line of progression are maintained. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft and skill qualifications, and a minimum of one year in the line of progression.

Performs all the duties in the base classification of Mechanic-Welder (1440/50010298).

TRANSMISSION MECHANIC – TPCO 1406 (51527201)

In addition to the duties noted below, the Transmission Mechanic-TPCO will work as part of a crew and at the direction of the Lead Gas Control Technician or Lead Mechanic-Welder on Transmission Project Clearance Operations as assigned by the supervisor in charge.

A journeyman who, without direct supervision, installs, operates, tests, adjusts, repairs and maintains natural gas compressor station and gas transmission facilities including, but not limited to, servicing, calibrating and testing of gas measurement and regulation pneumatic and hydraulic control systems and

devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench, hand and machine shop tools such as valve facers, drill presses, grinders, lathes, mills and is capable of doing shop and routine welding. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. *May be required to work at elevated heights. May be required to write and hold pipeline and station clearances in association with the job duties of a Transmission Mechanic.* In addition, may be required to perform any of the work for which s/he has been provided training for in the apprenticeship. Background training and experience shall be such that an employee performs these duties with skill and efficiency. May be required to perform Environmental Monitor duties as normal job duties.

Note: Transmission Mechanics who are awarded a bid to Apprentice Gas Control Technician will maintain their wage rate and subsequent general wage increases.

UTILITY WORKER – TPCO 0935 (51527202)

An employee whose main duties consist of semi-skilled work, such as Utility Worker for journeyman or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision. Operates light duty trucks and associated trailers. *Class C License is required and may be required to possess a Class A license. (See LA 12-32).*

BEGINNER'S CLASSIFICATION

BIDDING RESTRICTIONS for TPCO CLASSIFICATIONS

Employees bidding or individuals awarded an unrestricted vacancy into the above classifications, with the exception of the Utility Worker GSM/TPCO, will be required to remain in the above TPCO position for two years. This does not preclude the employee from bidding to a TPCO classification in another location or a different TPCO classification. A job award to another location or different classification does not change the original two-year commitment date.

LNG/CNG OPERATIONS

SENIOR LNG/CNG TECHNICIAN 0502 (51567005)

Qualified in both LNG Operations and Major Compressor Rebuilds.

The Company may offer employees within the LNG/CNG Technician classification the opportunity to become a Senior LNG/CNG Technician which requires the employee to be qualified to perform **both** LNG Operations and Major Compressor Rebuilds. The Company will fill the Senior LNG/CNG Technician vacancies pursuant to the normal provisions of Title 205. Incumbent employees identified in this agreement are considered eligible for the Senior LNG/CNG Technician position upon execution of this agreement. The Company may limit such opportunities based on operational needs.

To be eligible for the Senior LNG/CNG Technician position future employees must successfully complete the applicable training programs followed by two years' experience as a LNG/CNG Technician. To ensure that future employees are eligible for this position the parties agree to establish training programs within one year from the date of signature of Letter Agreement R2-13-67. The training programs shall be designed to provide an employee with sufficient understanding of the fundamentals of LNG Operations and CNG Compressor Operations.

Notes:

1. Traveling Requirements

Due to the nature of the specialized services provided by the classifications described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

2. Work Schedules

Work schedules and hours will be in accordance with Title 202 of the Physical Agreement. The Company will meet with the Union and discuss operational needs affecting any proposed changes to work schedules.

3. Overtime

For CNG operations and pre-arranged overtime the normal provisions of Title 208 will apply. For CNG operations and emergency overtime the practice has been for the Title 300 employees to rotate weekly emergency duty assignments to respond to matters related to CNG stations throughout the service territory. This arrangement will continue until each employee is trained and qualified for emergency duty. When an employee is qualified for emergency duty the parties will meet to determine the process for adding the employee into the rotation. When all employees are qualified the parties will meet to determine the nature of the rotation based on the needs of the employees and the Company. For example: A north/south rotation or system-wide rotation.

Pursuant to Section 212.12 the parties agree that the employees will be on a weekly rotating call-out schedule to respond to CNG emergency duty. The employees shall be available to respond at all hours during their assigned schedule. The parties agree to continue discussions on establishing the rotating sequence of call-out and other related requirements.

Employees assigned a weekly rotating schedule may exchange CNG emergency duties with prior approval of the supervisor in charge.

LNG/CNG TECHNICIAN
0501 (51567004)

An employee, who without direct supervision, performs the installation, operation and maintenance of Liquefied Natural Gas (LNG) and Compressed Natural Gas (CNG) portable and station equipment. Portable LNG/CNG equipment provides natural gas to customers during extreme cold weather events, planned outages and emergency situations. LNG/CNG equipment stores, controls, transports and dispenses high pressure natural gas and/or vaporized cryogenic natural gas. The employee shall safely install, operate, maintain, repair and troubleshoot independently LNG/CNG equipment. May be required to act as a lead, directing the work of other employees in the same and/or lower classifications engaged in work pertaining to all aspects of LNG/CNG operations, equipment and stations. This work is comprised of but not limited to include regulation (including spring loaded, pilot loaded and controller operated), valves (including manual, automated operated and controlled operated), Meters (including orifice, insertion, mass flow, turbine and rotary) Relief and Odorization systems and Pneumatic controls.

Based on operational needs (and without direct supervision) may be required to perform all types of work related to the base classification of Gas Control Technician, M&C Mechanic, General Construction Gas Technician, depending on the background, skills and training of the employee. Background of training, education and experience must be such as to qualify an employee to perform the job duties with skill and efficiency.

This classification will be required to travel as assigned by the Company to perform LNG/CNG operations.

All employees in the LNG/CNG Technician classification will be required to perform LNG assistant duties, CNG operator duties, partial compressor rebuilds and other associated work.

Future employees bidding into the classification of the LNG/CNG Technician will be required to successfully complete the approved training program and to become qualified in either the LNG Operator duties or Major Compressor Rebuilds. Company will determine which skill the employee must qualify for based on operational needs. The employee shall be qualified in all aspects of LNG/CNG safety procedures, equipment, tools and standards.

Class C License is required. (See LA 12-32).

Notes:

1. Traveling Requirements

Due to the nature of the specialized services provided by the classifications described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

2. Work Schedules

Work schedules and hours will be in accordance with Title 202 of the Physical Agreement. The Company will meet with the Union and discuss operational needs affecting any proposed changes to work schedules.

3. Overtime

For CNG operations and pre-arranged overtime the normal provisions of Title 208 will apply. For LNG operations and emergency overtime the practice has been for the Title 300 employees to rotate weekly emergency duty assignments to respond to matters related to CNG stations throughout the service territory. This arrangement will continue until each employee is trained and qualified for emergency duty. When an employee is qualified for emergency duty the parties will meet to determine the

process for adding the employee into the rotation. When all employees are qualified the parties will meet to determine the nature of the rotation based on the needs of the employees and the Company. For example: A north/south rotation or system-wide rotation.

Pursuant to Section 212.12 the parties agree that the employees will be on a weekly rotating call-out schedule to respond to CNG emergency duty. The employees shall be available to respond at all hours during their assigned schedule. The parties agree to continue discussions on establishing the rotating sequence of call-out and other related requirements.

Employees assigned a weekly rotating schedule may exchange CNG emergency duties with prior approval of the supervisor in charge.

TRANSMISSION GAS SYSTEMS OPERATIONS

TRANSMISSION GAS SYSTEM OPERATOR 1587 (50010314)

A shift employee who is responsible for the operation of transmission and distribution systems and facilities. The operator provides this service to divisions, power plants, major industries, the Gas System Maintenance & Technical Support Department (including underground storage facilities) and other gas utilization facilities. The Operator ensures safety, security and continuity of service by monitoring gas supplies, equipment performance, and pipeline/facility conditions and by performing appropriate operations, adjustments, or recommendations for PG&E supervision or for System Gas Control. The Operator is responsible for all station routing changes using SCADA and manual and automatic valves in conjunction with pneumatic and electronically controlled computer based control systems and compressors.

Specific Duties

Compiles and generates reports using computer equipment and software. Updates various logs as required by PG&E standard practices to maintain CPUC compliance. Monitors maintenance activities involving gas routing based on new/non-routine and standard/routine job clearances. Takes appropriate action in emergency situations, including emergency personnel "callouts." Manages all base radio communications, telephone and PC logging activities and takes appropriate action when necessary. Monitors and processes data pertaining to gas operations such as, but not limited to, gas quality and SCADA. Assists in operator training for new and existing operators. May perform work at remote locations to monitor and operate gas facilities.

APPRENTICE TRANSMISSION GAS SYSTEM OPERATOR 1591 (50073138)

A shift employee who is engaged in performing Transmission Gas System Operator work as an assistant to, and under the direct supervision of a Transmission Gas System Operator. Training will consist of a formalized training program that will include SCADA training, computer training, and on-the-job training at the assigned headquarters. Oral and written examinations will be administered to monitor performance in the Apprentice Transmission Gas System Operator program. During this formal training period, the Apprentice will be required to learn and successfully demonstrate that each duty of the Transmission Gas System Operator position can be performed.

Applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

STATION OPERATIONS

STATION OPERATOR CLASSIFICATIONS FOR MANNED FACILITIES

Note: All Operators may be assigned to perform maintenance or other work for which they are qualified during clearances, shutdowns and emergencies.

SENIOR STATION OPERATOR 2131 (50210204)

A shift employee who, without direct supervision, is responsible for the underground storage facilities and Compressor Station facilities. Shall have the qualifications of an Operator, and direct and supervise the work of the Operator. Shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operations and maintenance duties, assists in training and instructing other employees in proper operating techniques. A regular Senior or upgraded Senior will be on shift at all times where normal operation requires more than one Operator per shift.

RELIEF SENIOR STATION OPERATOR 2131 (50210205)

Will be required to perform all duties listed *below* for a *Station Operator*. In addition, will fill a Relief designation as outlined in Titles 202, 205 and 208 - Utilization of Relief Shift Employees.

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Relief *Senior Station Operator* may be required to assume the hours of work of a non-shift employee provided that 1) an employee is notified of the change from shift to non-shift hours by 5:00 p.m., or an employee's quitting time, whichever is later, on the day before such change is made, and 2) an employee is assigned to work with a maintenance crew, or 3) an employee is assigned to work with a non-shift employee at a location other than an employee's headquarters.

STATION OPERATOR XXXX (51664843) STATION OPERATOR, UNASSIGNED XXXX (51666202)

A shift or straight day employee who is responsible for operating, maintaining, and servicing of all underground storage facilities, Compressor Station facilities, transmission lines and appurtenant facilities with or without supervision.

Operating and service duties include: monitoring, taking reads from various meter and gauges, starting and stopping equipment. Shall have thorough knowledge of operating principles, equipment and operating procedures, safety rules and general operating orders. Shall be able to operate all facilities in automatic, semi-automatic and manual modes. The Station Operator is responsible for all station routing changes using SCADA and manual and automatic valves in conjunction with pneumatic, electronic, and computer-based control systems and compressors. Assists in training and instructing other employees in proper operating techniques

Maintenance duties include: routine repair; greasing valves, cleaning separators, changing filters, repairing leaks, and providing assistance as needed. Assist in performing, testing and operating equipment. In addition, will be required to perform station security, cleaning, painting and housekeeping duties, and assist with material handling. Performs paperwork, as needed in the facility.

Specific Duties: Compiles and generates reports using computer equipment and software. Updates various logs as required by PG&E standard practices. Clearances: writes, reviews, and facilitates approval through Gas System Operations (GSO) of all clearances at the facility. Takes appropriate action in emergency situations, including emergency personnel "callouts." Manages all base radio communications, telephone and PC logging activities and takes appropriate action when necessary. Monitors and processes data pertaining to gas operations such as, but not limited to, gas quality and SCADA. Assists in Station Operator training for new and existing Station Operators. May perform work at remote locations to monitor and operate gas facilities.

APPRENTICE STATION OPERATOR XXXX (51664844)

An employee who is engaged in performing Station Operator work as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Station Operator, employee may be required to work alone or under indirect supervision on jobs for which employee has been trained and instructed. In addition, may be required to perform any of the work for which s/he has been provided training for in the apprenticeship. The employee's educational and general qualifications must be such that employee is considered capable of attaining journeyman status.

Upon successful completion of the apprenticeship, Apprentice Station Operators will automatically progress to the Unassigned Station Operator classification and will be required to remain in the Station Operator line of progression for an additional three years. This does not preclude the employee from bidding to a Senior Station Operator, Relief Senior Station Operator or a Station Operator classification at a different headquarters.

Applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

OPERATOR (PIO) 2130 (50210203)

A shift or straight day employee who is responsible for operating, maintaining, and servicing of all underground storage facilities, Compressor Station facilities, transmission lines and appurtenant facilities with or without supervision.

Operating and service duties include: monitoring, taking reads from various meter and gauges, starting and stopping equipment. Shall have thorough knowledge of operating principles, equipment and operating procedures, safety rules and general operating orders. Shall be able to operate all facilities in automatic, semi-automatic and manual modes. The operator is responsible for all station routing changes using SCADA and manual and automatic valves in conjunction with pneumatic, electronic, and computer-based control systems and compressors. Assists in training and instructing other employees in proper operating techniques

Maintenance duties include: routine repair; greasing valves, cleaning separators, changing filters, repairing leaks, and providing assistance as needed. Assist in performing, testing and operating equipment. In addition, will be required to perform station security, cleaning, painting and housekeeping duties, and assist with material handling. Performs paperwork, as needed in the facility.

Specific Duties: Compiles and generates reports using computer equipment and software. Updates various logs as required by PG&E standard practices. Clearances: writes, reviews, and facilitates approval through Gas System Operations (GSO) of all clearances at the facility. Takes appropriate action in

emergency situations, including emergency personnel "callouts." Manages all base radio communications, telephone and PC logging activities and takes appropriate action when necessary. Monitors and processes data pertaining to gas operations such as, but not limited to, gas quality and SCADA. Assists in operator training for new and existing operators. May perform work at remote locations to monitor and operate gas facilities.

SENIOR MAINTENANCE ASSISTANT 0048 (50010065)

A classification which may be required to supervise up to three employees, including themselves. This employee will be responsible for providing clerical support for the hazardous waste monitoring program. (Note: The intent of this agreement is not to replace the Environmental Monitor *provisions* with a Senior Maintenance Assistant.) This position will also be responsible for the duties performed by a Maintenance Assistant II classification, which include the following clerical duties:

- budget monitoring *using current systems*;
- computer applications *using current systems*;
- coordinating contracts;
- permits and vendor contacts;
- general typing, answering phones, and maintaining office files;
- compiling manuals, making meeting arrangements, ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- bill processing *using current systems*.

In addition to the foregoing, will be responsible for the following materials functions such as shipping, receiving, dispersal, salvage, processing materials requisitions, forklift operation and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and, in addition, functions as 0935/50010219 Utility Worker as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance; vehicle cleaning; fire extinguisher maintenance; weed abatement; first aid kit and eye wash inventory; tool operation; and mail delivery.

Next Lower Classifications

0049 50010066 Maintenance Assistant
II

Same or Higher Classifications

0048 50010065 Sr. Maintenance
Assistant

Note: For an employee to hold this classification, he/she must have held the top rate of the Maintenance Assistant II classification for 6 months and have successfully passed the *training and test requirements in the current HAZWOPER training*.

MAINTENANCE ASSISTANT II 0049 (50010066)

An employee who, without direct supervision, performs the following clerical duties:

- budget monitoring *using current systems*;
- computer applications using current systems;
- coordinating contracts, permits and vendor contacts;
- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;

- bill processing *using current systems*.

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935/50010219 Utility Worker as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Next Lower Classifications

0057 50010068 Maintenance Assistant I

Same or Higher Classifications

0048 50010065 Sr. Maintenance Assistant
0049 50010066 Maintenance Assistant II

Note For an employee to hold this classification, he/she must have held the Maintenance Assistant I classification rate for 18 months or held the top pay step for 6 months. Will automatically progress to next higher classification (Senior Maintenance Assistant) after six months at top rate of classification and successful completion of appropriate training program.

MAINTENANCE ASSISTANT I 0057 (50010068)

An employee who, without direct supervision, performs the following clerical duties:

- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- computer applications *using current systems*;
- bill processing *using current systems*.

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935/50010219 Utility Worker as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Beginner's Classification.

Will automatically progress to Maintenance Assistant II classification after six months at top rate of classification.

Pre-employment Requirements:

- Clerical Pre-employment Test
- Physical Pre-employment Test
- 25 w.p.m. Typing Test

UTILITY WORKER
0935 (50010219)

An employee whose main duties consist of semi-skilled work, such as Utility Worker for journeyman or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision.

Beginner's classification.

ENVIRONMENTAL MONITOR PROCEDURES

This contains the description, responsibilities, qualification requirements and testing procedures associated with Environmental Monitor within *Gas Pipeline Operations & Maintenance – Gas Transmission & Distribution (GPO&M-T&D)* and supersedes Letter Agreement 08-29. The Environmental Monitor duties will be performed by the Transmission Mechanic classification as a part of their normal job duties.

If there are no Transmission Mechanics available in the District, the process for filling an Environmental Monitor vacancy will be as follows:

- Company will determine a need for Environmental Monitors.
- Notification will be posted and Letters of Intent (LOI) solicited in August.
- These Letters of Intent must be submitted by September 30 and will be current for one year. Letters of Intent must be submitted between January 1 and September 30 for the following year.
- The parties will conduct a joint review of the LOI's submitted.
- The Environmental Monitor premium will be awarded to the most senior qualified employee on November 1.
- Transition to qualified employee will begin December 1st of the current year, with the assignment beginning on January 1st of the following year.
- Vacancies during the year will be filled by appointment of the most senior qualified employee with a current LOI on file.
- Letters of Intent on file will be reviewed annually on November 1. This allows enough time for employees to transition by December 1st, with the Environmental Monitor assignment beginning January 1st of the following year.

The employees have to hold a base classification within *Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D)* to be eligible to be an Environmental Monitor within their department. Utility Workers, Maintenance Assistant I, Maintenance Assistant II, and employees holding apprentice classifications within the department are not eligible to hold the *Environmental Monitor* position. If the most senior employee with a Letter of Intent on file does not have the required HAZWOPER training, the Company will provide this training to the employee. Once awarded the Environmental Monitor premium, the employee has up to six months to get the HAZWOPER training. However, it is the employee's responsibility to follow up with their supervisor to obtain this training.

Filling Temporary Vacancies:

When there is a need to fill a temporary Environmental Monitor assignment for more than one week, Company will announce this vacancy. The temporary vacancy will be awarded to the most senior qualified employee with a Letter of Intent on file. If no Letters of Intent are on file, Company will solicit volunteers. A temporary vacancy is defined as: extended vacation, sick leave (more than one week), Leave of Absence, rotational assignments. The temporary appointment will have specific start and end dates. Rotational assignments or leaves of absence are excluded from participation. Temporary vacancies of one week or less will be covered by the Senior Maintenance Assistant classification.

Note: if an employee were medically precluded from performing this work, they would be temporarily removed from the position and not entitled to Environmental Monitor compensation. Once the employee returns from light duty, they would assume their prior position. (Per February 1996 Labor Management Resume). Employees on light duty/restricted duty who can still perform the duties will continue to hold the position.

Premiums:

Environmental Monitor pay is based on the number of weeks the employee held the Environmental Monitor position. Lump sums are paid annually and are usually included in a December paycheck. Those employees working as Environmental Monitors will receive the equivalent \$75 per week (paid annually) if there are no Notices of Violations during the year in the district. If there are one or more violations in the district directly attributable to the responsibilities of the employee receiving the Environmental Monitor premium, the employee's annual premium will be reduced by 25% for each week (paid annually).

Environmental Monitor**Description:**

The Environmental Monitor will be utilized to perform duties associated with environmental compliance within *Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D)*. The Environmental Monitor will work with local supervision assigned Environmental Field Specialist to maintain the environmental integrity of the *service territory*.

The employee will continue to maintain the skills associated with and perform the duties of their base classification.

Responsibilities:

The Environmental Monitor premium includes* managing hazardous materials and hazardous wastes at specific PG&E facilities including, but not limited to: identification, packaging, labeling, storing, manifesting, and transportation of environmentally sensitive materials and substances, spill response situations and assessment, emergency response situations and assessment, and first responder responsibilities. This position provides supplemental guidance to field employees on environmental issues, coordinates and manifests the periodic *service territory* "milk-run," and acts as the primary inspector for weekly and monthly environmental station inspections at un-manned district facilities when the Environmental Monitor is in the *service territory*. In addition, the Environmental Monitor premium includes assisting the Environmental Field Specialist with agency inspections as well as assisting the Maintenance Assistant with environmental recordkeeping.

*Note: All *Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D)* field employees receive training in Hazardous Materials and Waste General Awareness (ENVR-0100). This course provides awareness-level training to employees who routinely handle hazardous materials and generate hazardous wastes as required by job classification. Training includes hazardous materials characterization and hazardous waste management, including: identification, packaging, labeling, storing, manifesting, transportation, and first responder awareness.

When the Environmental Monitor is unavailable due to vacation, sick or on special assignment any other *Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D)* employee who has successfully completed Hazardous Materials and Waste General Awareness (ENVR-0100) may perform the weekly or monthly inspections and/or all other responsibilities associated with Hazardous Materials and Waste General Awareness.

Qualification Requirements:

The employee must hold a base classification within the *Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D)* line of progression. Employee must be respirator trained, properly fit tested, and certified. Employee must possess an understanding of and applies knowledge in the following areas: Hazardous Waste Management, chemical and physical properties of hazardous materials, Uniform Fire Code, DOT transportation requirements, hazardous waste sampling, and proper use of personal protective equipment, facility environmental plans, storage tank requirements, environmental training records, respirator maintenance and fit testing.

Successful completion of an approved HAZWOPER training class.* Successful completion of an annual 8-hour HAZWOPER refresher-training course as applicable to maintain competency.

*Note: An employee who has been awarded the Environmental Monitor premium may be required to attend additional training sessions and show proficiencies in the following areas to maintain the Environmental Monitor premium.

Chemical Hazards and Regulatory Definitions, Hazardous Waste Sampling Protocol, Hazardous Waste Identification, Packaging and Labeling, Hazardous Waste Inspection, Hazardous Waste Manifesting, Land Disposal Restrictions, Hazardous Waste Storage, Hazardous Waste Accumulation, Hazardous Waste Transportation, Hazardous Waste Consolidation, Hazardous Waste Minimization, Hazardous Waste Manual, Incidental Release Response, Contingency Plan Implementation, Environmental Regulatory Record Keeping, Hazardous Material Communication Standard, *Safety Data Sheets* (SDS), Physical Properties and Behavior of Chemicals, Hazardous Material Container Labeling, AB 2185 (Hazardous Material Inventories), Response to Releases, Decontamination Procedures, Emergency Plan and Procedures, Personal Protective Equipment, Hazardous Material Transportation, HM-126f, Inspections, Monitoring, Record keeping Requirements, Plans and Manuals, Site Specific Knowledge of Hazardous Materials Business Plan, Site Specific Knowledge of Spill Prevention Control and Countermeasure Plan, PG&E Hazardous Waste Manual, Gas Supply Environmental Guidance Manual, *Site Specific Knowledge of Air Quality and/or Water Permits*, *Air Quality Portable and Mobile Equipment Requirements*, *Air Quality Coating and Solvent Requirements*.

Refer to Letter Agreements 12-32 and 13-54 as applicable.

LETTER AGREEMENT

No. 92-28-PGE

(Only Applicable in Circumstances related to Gas Pipeline Operations & Maintenance – Transmission & Distribution (GPO&M-T&D))

March 3, 1992

Mr. Jack McNally
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

Pursuant to Letter of Agreement No. 90-113-PGE Paragraph K, the Company is exercising its option to apply identical provisions to the Pipe Line Operations organization.

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

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit 1) that may be applied on a headquarters-by-headquarters basis to all Pipe Line Operations 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 modify 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.

- 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. Should it become necessary to fill the vacancy under the provisions of Section 205.7 (i.e., no volunteer at headquarters), the Company will use the prebid list for the base classification.

Once the number of position 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. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the 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. 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 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 212 of the Agreement, but limited to those instances where such license

is required and then only to #* final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

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

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

By: /s/RONALD L. BAILEY
Manager - Industrial Relations

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

June 1, 1992

By: /s/JACK McNALLY
Business Manager

EXHIBIT I

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 operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

See Utility Standard: TD-4008S for details of the Gas Operator Qualification Plan



LETTER AGREEMENT NO. 01-15-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 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

April 5, 2001

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

Dear Mr. McNally:

Enclosed is the Gas Operator Qualification Plan which outlines the Company's responsibilities and procedures to ensure that it has a qualified workforce and that its operations comply with relevant Federal Pipeline Safety Regulations. The Company proposes to adopt this Plan to meet its legal obligations.

It is not the Company's intent to use this program as a disciplinary tool or as a tool to disqualify employees. The Plan is to ensure compliance with Federal Regulation. Employees will be provided the necessary training to be qualified.

Company further proposes that an Overview Committee consisting of three members appointed by the Union and three members appointed by the Company shall be established to review the Plan revisions as needed.

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

April 16, 2001

By: s/Jack McNally
Jack McNally
Business Manager



LETTER AGREEMENT NO. R1-00-48-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

JACK McNALLY, BUSINESS MANAGER

October 23, 2000

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

Dear Mr. McNally:

The Company and Union have discussed the impact of the new Cal-OSHA Respiratory Protection Program (Section 5144 of Title 8). These regulatory requirements became effective on May 22, 1999. This letter confirms the agreement reached regarding the implementation of these requirements within California Gas Transmission (CGT).

Identification of Respirator Users – Emergency Responders

While all employees in certain classifications must be clean shaven and wear respirators when assigned certain tasks that are part of their normal job duties (e.g. Title 300 Painters), only a limited number of employees in other classifications need to be clean shaven and prepared to wear respirators in order to respond to emergency situations (e.g., blowing gas).

Attached is a list of crews within California Gas Transmission (CGT) by classification and headquarters. Company proposes that forty percent (40%) of but no more than six employees at a headquarters (excluding Maintenance Assistant I, Maintenance Assistant II, Sr. Maintenance Assistant, and Utility Leadperson Topock [PIO]) will be identified as emergency responders and will be required to be clean-shaven at all times.

The Company will solicit volunteers to serve as emergency responders. If there are an insufficient number of volunteers in a headquarters, the Company will appoint employees in that headquarters as immediate responders using reverse seniority.

The Company will not limit the number of employees volunteering to serve as emergency responders. All employees qualified as emergency responders in identified classifications will be fitted for respirators and available for emergency response.

R1-00-48-PGE

Emergency Overtime

Employees qualified as emergency responders will be the first called out during emergency overtime situations when a respirator may be required (e.g. blowing gas).

Job Bidding

The Company will consider the status of volunteers to serve as emergency responders before filling positions through Title 205 - Job Bidding and Transfer System.

In the event there are insufficient volunteers in the headquarters and classification, the job will be filled with the senior bidder who volunteers to serve as an emergency responder and remain clean-shaven.

Temporary Assignments

The Company will consider the status of volunteers to serve as emergency responders before filling temporary vacancies through Section 205.3.

If there are insufficient volunteers to meet the minimum established number of emergency responders in the classification and headquarters, temporary assignments will be offered to the senior qualified bidder in the headquarters who agrees to remain clean-shaven. If there are no volunteers from among bidders in the headquarters, the Company will upgrade the junior qualified bidder within the headquarters.

Accommodation

In the event an employee is in a classification that requires that they wear a respirator as part of their normal job duties or if they are involuntarily designated as an emergency responder and they cannot medically be qualified to wear a respirator, the Company and Union will discuss accommodation on a case-by-case basis.

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

January 30, 2001

By: s/Jack McNally
Jack McNally
Business Manager

CGT Crew Summary

Location	Oper Mech	Oper Mech 1	Oper Mech 2	Sr. OM	Tran Mech	Trans Mech 1	Trans Mech 2	Gas Control Tech	Gas Trans Tech	Mech Welder	GTO	Sr GTO	Comp Mech	Corr Mech	Machinist	M&C Mech	Utility Wrkr	Total
Bakersfield		1						1										2
Brentwood	1				1													2
Burney					3			2	5	2								12
Hinkley					7			5	2	1	2	6			1			24
Hollister			1		2			1										4
Kettleman	1				3	2		6	4	2		5					1	24
Los Medanos	5				3			4	2	1								15
McDonald Island	2	2		5	4			7	2	1								23
Meridian								7								2		9
Milpitas			2					3										5
Rio Vista								7		1	1		1	1		2		12
Topock					7	1		1	1		2	4						16
Tracy			1		3	1		5	2	1								13
Wahut Creek						1									2			3
Willows			1		5		1	1	2	1								11
Total																		175



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-12-26-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

June 21, 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:

This letter agreement cancels and supersedes Letter Agreement 12-05-PGE to correct SAP code for Gas Transmission M&C Coordinator position to 50315041, which continued beyond the pilot as outlined in L/A 10-17. The incorrect SAP code was used in both letter agreements 10-17-PGE and 12-05-PGE.

The Company proposes to continue the Gas Transmission M&C Coordinator classification beyond the pilot as outlined in Letter Agreement No. 10-17-PGE: **50315041 - Gas Transmission Maintenance and Construction ("GTM&C") Coordinator**. Line of progression, job qualifications, and roles & responsibilities are attached as Exhibit 1.

Advancement

Recognizing the unique skills required for these positions, the Company and Union agree to the process below.

- When vacancies occur, qualified bidders will undergo skills assessment and be interviewed by the Company. Both the skills assessment and interview will be considered in determining a qualified bidder's abilities and qualifications for purposes of Section 205.14.
- In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified.
- In accordance with Subsection 205.14(a) of the Agreement, the Company may place applicants into vacancies based upon the candidates' abilities and personal qualifications (as determined by the Company).

Provisional Period

- After three months as a GTM&C Coordinator, the Company will determine if a GTM&C Coordinator is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) needed to perform as a coordinator. If not, the Company has discretion to release the employee back to his/her previous classification and headquarters. At any time during this three month period, an employee may choose to return to his/her previous classification and headquarters.
- If, after the first three months of employment as a GTM&C Coordinator, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) necessary to perform as a Coordinator, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform as a Coordinator.
- If at any time during this three month extension the Company determines such employee is unable to develop the skills or aptitude needed to perform as a GTM&C Coordinator, the Company has the discretion to release the employee back to his/her previous classification and headquarters. An employee who has received this notification may, at any time during this additional three month period, choose to return to his/her previous classification.

Performance Standards

- The Company and the Union have developed performance standards as outlined in LA 10-17-PGE and incorporated herein. Such performance standards will be applied to all GTM&C Coordinators and will be updated (via the Ad Hoc Committee) as needed.
- The Company has the discretion to evaluate the performance of GTM&C Coordinators at any time.

Emergency Work

GTM&C Coordinators may be utilized to perform emergency work in other classifications within their LOP if qualified.

Rate of Pay

	<u>Initial</u>	<u>One Year</u>
GTM&C Coordinator	\$45.16/hr	\$47.34/hr

Incumbents

- The Company will evaluate the performance of current GTM&C Coordinators (Pilot). Coordinators who are currently performing satisfactorily will have the option of remaining in the GTM&C Coordinator position going forward.
- The Company will assess incumbents who are not performing satisfactorily and determine if more training is needed.
- If it is determined that the incumbent needs more training, the Company shall develop a training program that the incumbent shall follow as a condition of employment as a GTM&C Coordinator. If they fail to complete or unsatisfactorily pass the training program, they will be subject to Section 206.12 or Section 206.15 of the Physical Agreement.
- If it is determined the employee will not perform satisfactorily even with training (formal or informal), such employee will be subject to Section 206.12 or Section 206.15 of the Physical Agreement.
- The Union maintains its right to grieve any adverse employment action. Any employment action grieved pursuant to this Letter of Agreement will be fast-tracked and determined by a committee made up of one IBEW staff and one PG&E Labor Relations staff.

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

July 26, 2012

By: s/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-31-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
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LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

July 27, 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:

Based on the federal control room management mandate to implement fatigue mitigation methods in the gas control room operations, Company and Union agree to amend the overtime and rest period provisions and procedures applying to Gas System Operations effective August 1, 2012 as noted below.

1. Pursuant to Subsection 202.16(b) of the Physical Agreement and in accordance with Letter Agreement 93-98-PGE, the regular hours of work established for Gas System Operators, Reliefs and Operators-In-Training consists of a 12-hour rotating shift.
2. The procedure for filling shifts and assigning overtime in the Gas Control Department is implemented in accordance with Titles 208 and 212, and in compliance with CFR 49 Part 192.631, Hours of Service rules as follows:
 - a. Personnel should not work more than five (5) 12 hour shifts in a row.
 - b. Personnel should have a minimum of 35 hours off between sets of scheduled or unscheduled shifts.
 - c. Personnel should have minimum off-duty time to achieve 8 hours continuous sleep, plus commute time, plus 1 hour personal time.
 - d. Personnel should not work more than 65 hours in a sliding 7 day period. However, 35-hours off may be used as a "reset" within any sliding 7 day period if and only if it follows a sequence of two or more day shifts. *For example, the 12-hour DDDONNN sequence is acceptable even though it appears to violate the 65-hour HOS guideline (6 days x 12 HOS per day = 72 HOS in 7 days). The day off in this sequence begins in the evening and extends 48 hours to the beginning of the next night shift, providing the opportunity for two nights of sleep.*
 - e. Personnel should not work more than the daily limit of 14 hours. Otherwise the hours worked should be limited to no more than two 14 hour shifts or one 18 hour shift in a sliding 5 day period.
3. In the event a deviation from the Hours of Service rules is necessary due to personnel shortages, abnormal and/or emergency operating conditions, the employee taking the overtime assignment must document his/her ability to perform his/her roles and responsibilities safely as required by CRM 192.631.
4. Availability:

A Relief Operator or GSO who is scheduled to be off on vacation will not be scheduled for overtime for the period between the end of the his/her last regular day of work preceding the vacation and the start of his/her first regular day of work following the vacation unless s/he expressly indicates his/her availability

during such period. Supervisor or designee will note the availability by marking "A" on the schedule and the employee will then be placed at the bottom of the overtime list(s) during such period by order of least total overtime hours worked and credited.

A Relief Operator or GSO is unavailable to fill a shift if s/he called in sick on his/her previous scheduled shift unless s/he has communicated to the Senior Transmission Coordinator or another Supervising authority that s/he has fully recovered from illness. In such cases, the employee will be noted on the schedule with an "A" and placed at the bottom of the overtime list(s) during such period by order of least overtime hours worked and credited.

Check the Control Room GSO schedule. If the day is "X"ed out, the Employee is not available. A scanned schedule will be emailed to employees each Thursday and updated when changes to availability are made. Employees are responsible for verifying that their availability is accurately reflected on the latest schedule before starting a vacation period. Any changes to availability must be sent to the supervisor or designee in writing for approval. Only the supervisor or supervisor's designee should designate "X" or "A" days on the schedule.

5. Procedure to Fill a Shift - When there is a need to fill a vacant shift, the following sequence should be followed in accordance with the Hours of Service criteria: 1) Available Relief, 2) POT list, 3) EOT list (employees marked "A" goes to bottom of lists). If there are no volunteers and a deviation from the Hours of Service criteria must be made, offer the deviation in the following sequence: 1) Available Relief, 2) POT list, 3) EOT list (employees marked "A" go to bottom of lists). Employees will not be credited with overtime that is declined when such assignment is a deviation from the Hours of Service criteria.
 - a. Check the Control Room schedule for the remaining number of GSO's and Relief Operators that are scheduled for the called in shift(s).
 - b. If it is determined that there is adequate coverage, then the Senior should also note the absence in red on the Control Room schedule and nothing more needs to be done. If it is necessary to fill the shift, the Relief Operators availability should be checked first.
 - c. If a Relief Operator is covering for a GSO who is on vacation, training or on extended leaves, he is considered in the GSO line of progression, not a Relief Operator, when a call out for overtime is needed.
 - d. In accordance with 208.20 and the Relief Clarification, a Relief Operator can be moved in the schedule to fill a vacant shift and it would be considered a normal work day, unless the employee is prevented from having 12 hours off. The communication to the Relief Operator should be done promptly to provide the Relief with as much time as possible to adjust to any change in schedule.
 - e. If there are Relief Operators not covering for a GSO who is on vacation, training, or extended leave, and they have fulfilled their weekly allotment of hours they should be called first in the order of the least amount of overtime hours.
 - f. If it is not possible to utilize any of the Relief Operators to fill the vacant shift in a timely manner then proceed to the GSO's POT list to fill the shift. Overtime will be offered to employees with an "A" designation only after the offer is made to others on the list.
 - g. If the shift cannot be filled with the POT list, then utilize the EOT list until the shift is filled. Overtime will be offered to employees with an "A" designation only after the offer is made to others on the list.
 - h. The Senior, Transmission Coordinator or supervisor will offer overtime in accordance with these procedures. Once a GSO has accepted the shift, the sequence of events and final OT assignments should be e-mailed to the supervisor.

6. Call Out and Response:

In accordance with 212.3, in the event employees are called out for emergency overtime and refuse or cannot be reached, they will nevertheless be credited on the appropriate list with equivalent overtime in the same amount as received by those who did the work. Company is only required to make an attempt to contact by telephone an employee during an emergency period and such employee will be charged only one refusal. "An attempt" includes redialing a telephone number once when a busy signal or no answer results from the first attempt. In the event an answering machine, voicemail, or some other person answers the call, Company will leave a message advising of the overtime opportunity. Company will continue to offer the overtime in accordance with the appropriate sequence until it is accepted. An employee who has received a message about the overtime opportunity may call back and accept the assignment if it is still available.

7. Due to the implementation of CFR 49 Part 192.631 Section (d), overtime may be assigned out of sequential order without the payment of bypass if such assignment would violate the Hours of Service rules or any legal mandate.
8. Shift trades are permitted upon approval by the Gas System Supervisor with a follow-up e-mail provided the request meets Hours of Service criteria, and does not result in the payment of overtime.
9. If an employee is prevented from working his/her regularly scheduled work hours due to compliance with the hours of service criteria, employee shall be entitled to the rest period provisions in accordance with Section 208.11 of the IBEW-Physical agreement.

The parties agree to revisit this agreement after six months. Either the Company or the Union reserves the right to cancel this agreement by giving thirty 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 & 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

August 1, 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
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.

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 - DCP	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



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 13-38-PGE

IBEW



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

May 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:

This Letter Agreement confirms discussions between the parties to extend the provisions of Letter Agreement 12-35 regarding the 3% premium for In-Service welding to the following classifications.

Title 300 Working Foreman B-Gas In-Service Welding (Legacy Code 0379, SAP Code 51517784)
Title 300 Working Foreman A-Gas In-Service Welding (Legacy Code 0378, SAP Code 51517786)
Title 200 Mechanic-Welders In-Service Welding (Legacy Code 0380, SAP Code 5157789)

Current Title 300 Working Foremen A & B who previously held the position of journeyman welder and Title 200 Mechanic-Welders that volunteer and become qualified for In-Service welding procedures will receive a 3.0% wage increase over the base wage rate. The commitment will be for one year. In the event an existing Title 300 Working Foreman or Title 200 Mechanic-Welder is no longer qualified or is no longer interested in performing In-Service welding after one year, such employee shall return to their base wage.

This agreement will become effective as soon as administratively possible. Either party may cancel this agreement after one year by giving the other party 30 days' 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 & 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 29, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-13-47-PGE

IBEW



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

TOM DALZELL,
BUSINESS MANAGER

August 12, 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 Clearance Interim Negotiations Committee which recently met to discuss Transmission Pipeline work with respect to increased project work load and associated clearances. Given the large volume of Transmission pipeline work now and into the future, the Company proposes pursuant to Subsection 204.4 (b) to establish new classifications within Title 200 Gas System Maintenance & Technical Support/Gas System Operations, Exhibit VI-C Section 600.4. The positions will be geographically dispersed to cover the Northern, Central and Southern areas with headquarters in Rio Vista, Tracy, Brentwood and Bakersfield. The new classifications will be posted as soon as administratively possible in accordance with Subsection 205.4(h).

The classifications to be established will be designated as Lead Gas Control Technician-TPCO (Transmission Project Clearance Operations), Gas Control Technician – TPCO, Lead Mechanic-Welder - TPCO, Transmission Mechanic - TPCO and Utility Worker-GSM/TPCO. The Lead classifications, will also lead other classifications when within the District areas, i.e., Gas Control Technician-TPCO classification will have responsibility for leading other Technicians when in a District area. The new classifications and wage rates are detailed in Attachment 1. The classifications included in this agreement are covered under the DOT program and are subject to all provisions under the Company's DOT Drug and Alcohol Testing Program.

The Company has an interest in filling Utility Workers-GSM/TPCO as soon as possible, therefore agrees to fill four Utility Workers with internal transfers with the understanding that the next four will be filled as unrestricted appointment (URA) at Company's option. After these initial vacancies are filled the usual practice under Section 205.5 shall prevail.

In addition to the above, this agreement provides for the following:

1. Traveling Requirements

Due to the nature of the specialized services provided by the classifications described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply. The parties agree to meet on an as needed basis to resolve any disputes that may arise from this agreement.

2. Work Schedules

Work schedules and hours will be in accordance with Title 202 of the Physical Agreement. The Company will meet with the Union and discuss operational needs affecting any proposed changes to work schedules.

3. Bidding Restrictions

Employees bidding into the above classifications, with the exception of the Utility Worker GSM/TPCO, after the effective date of this agreement will be required to remain in the above TPCO position for two years. This does not preclude the employee from bidding to a TPCO classification in another location or a different TPCO classification. A job award to another location or different classification does not change the original two-year commitment date.

4. Overtime

Due to the nature of the specialized services provided by the TPCO classifications the parties agree that whenever the workgroup provides services within a division/service territory the Company will continue to utilize additional local resources from Gas Measurement & Corrosion Control (GM&CC) and Gas System Maintenance/Gas System Operations on both a straight time and overtime basis. In the event overtime is worked by the TPCO employees in a division/service territory, the Company will post a sign-up list to ensure that the qualified Gas M&CC and Gas System Maintenance/Gas System Operations employees in the division/service territory are offered overtime.

5. SAP Implementation

This agreement includes job codes that have been established and are ready for use. Upon execution of this agreement, the department may proceed in initiating the process to begin filling those vacancies.

6. JDLOP Update

The parties will continue work on updating the Job Definitions and Lines of Progression and Reverse Lines of Progression and include these changes as well as updates to clarify prior modifications in the next update to the Gas System Maintenance & Technical Support/Gas System Operations, Exhibit VI-C Section 600.4.

7. A joint Company and Union committee will continue to discuss existing qualifications for entry and job performance requirements and any proposed modifications.

The parties will continue joint collaboration via interim negotiations to update Job Definitions and Lines of Progression (JDLOP) for GSM/GSO and other departments within Gas Operations. These joint efforts are designed to establish or update job descriptions, provide for new or improved training, establish new career opportunities for our Gas employees and will ensure that PG&E Gas employees will set the standard for excellence in the industry. The Company and Union recognize that future changes in organizational alignments with respect to Gas Operations work will require continued negotiations and agree to meet and confer should any issues arise from this agreement.

Mr. Tom Dalzell

- 3 -

August 12, 2013
L/A R1-13-47-PGE

Consistent with existing contractual requirements, the parties agree to meet and confer as soon as possible should operational changes occur that will have an effect on these new classifications.

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 15, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

**Gas System Maintenance & Technical Support/Gas System Operations, Exhibit VI-C Section 600.4
Transmission Project Clearance Operations (TPCO)**

<u>New Classification</u>	<u>2013 Wage Rate</u>
2434 (51527024) Lead Gas Control Technician - TPCO	\$ 49.45
1351 (51530457) Lead Mechanic-Welder - TPCO	\$ 46.70
2435 (51530458) Gas Control Technician – TPCO	\$ 47.10
1406 (51527201) Transmission Mechanic - TPCO	\$ 42.75
0935 (51527202) Utility Worker-GSM/TPCO	\$ 24.41 - Start 27.49 - End 6 mos. 30.58 - End 1 Yr. 33.65 - End 18 mos.

Employees in the above TPCO classifications will be paid 5%, in addition to the wage rates shown above, for performing associated TPCO duties and related travel throughout the PG&E system. The additional wages paid to these positions will be considered basic weekly pay.



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 13-54-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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(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

*Mechanic Welder (In-Service) should be listed as Title 200 instead of Title 300 as noted above



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R2-13-67-PGE

IBEW



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

September 24, 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 met to discuss PG&E Gas Operations and interest in making changes to the various lines of progression to build a sustainable organization to meet current and future operational needs. The parties agreed to establish several Line of Progression committees with charters identifying objectives and parameters for discussions and to make recommendations on changes to Company and Union leadership. Pursuant to this agreement a joint Company/Union committee was established and met to discuss new classifications in Liquefied Natural Gas/Compressed Natural Gas (LNG/CNG) Operations and developed recommendations for consideration by Company and Union leadership.

The Committee discussed the CNG station work currently and historically performed by five General Construction Gas Technicians and classifications higher in the line of progression. Such work includes CNG station maintenance, assisting with portable LNG/CNG work, troubleshooting and repair work, and major and partial rebuild and inspections on a system wide basis. The Committee also discussed the portable LNG/CNG work currently and historically performed by Division Gas Control Technicians from the Roseville and Marysville headquarters and the resulting development of technical and critical work procedures, training requirements and safety procedures over the past several years.

After a thorough review by the joint committee the Company proposes the establishment of two new LNG/CNG Operations classifications within the Title 200 Gas Measurement and Corrosion Control Department, Exhibit VI, Section No. 600.1, detailed in the attachment. These classifications will be added pursuant to Subsection 204.4 (b) and posted as soon as administratively possible in accordance with Subsection 205.4(h). The classifications included in this agreement are covered under the Department of Transportation (DOT) program and are subject to all provisions under the Company's DOT Drug and Alcohol Testing Program.

The following will apply to the implementation of this agreement:

1. Training

The parties will establish a joint Company/Union committee to develop the training program subject to review and approval of the Joint Apprenticeship Training Committee (JATC). Incumbent employees identified herein shall be required to successfully complete required training where applicable. Future employees bidding into the position will be required to successfully complete all required training. The joint committee as established

by this agreement will provide standards and guidelines for review and approval to the JATC.

2. SAP Implementation

This agreement includes Job Codes that have been established and are ready for use. Upon execution of this agreement, the department may proceed in initiating the process to begin filling these vacancies. Incumbent Title 200 employees as identified in this agreement who accept and report to the new LNG/CNG Technician classification as described herein shall receive a wage adjustment for all hours worked in the amount of 5% retroactive to January 1, 2012. Incumbent Title 300 employees who accept and report to the new LNG/CNG Technician classification shall maintain their Title 300 wage rate and any wage adjustments in the future (GWI, etc.) until the employee is no longer in the classification.

2013 Wage Rates for New Classifications

51567004 (0501) LNG/CNG Technician \$47.10

51567005 (0502) Senior LNG/CNG Technician \$49.45

Employees in the above LNG/CNG classifications, excluding the current incumbent T300 employees as identified in this agreement, will be paid 5%, in addition to the wage rates shown above, for performing associated duties and related travel throughout the PG&E system. The additional wages paid to these positions will be considered basic weekly pay.

3. JDLOP Update

The parties are currently in the process of updating Job Definitions and Lines of Progressions and these changes will be included in the next update to the Title 200 Gas Measurement and Corrosion Control, Section 600.1, Exhibit VI of the Physical Agreement.

4. Lines of Progression and Reverse Lines of Progression

Consistent with LOP updates being completed the parties will continue to work on updating the Title 200 Gas Measurement & Corrosion Control Job Definitions and Lines of Progression and Reverse Lines of Progression.

5. A joint Company and Union committee will continue to discuss existing qualifications for entry and job performance requirements and any proposed modifications.
6. The parties agree to meet on an as needed basis to resolve any disputes that may arise from this agreement.

Transition and Placement of Incumbent Employees

The following employees will be offered the new LNG/CNG Technician classification in the new department titled LNG/CNG Operations as established by this agreement. Incumbent Title 200 employees who accept the position will report to either Marysville/Yuba City or Roseville as identified below. Incumbent Title 300 employees who accept the position will report to a headquarters within a reasonable commute to their current residence as identified below.

Title 200 - Division Employees

<u>Employee</u>	<u>Classification</u>	<u>Headquarters</u>
Logan Bartolome	Gas Control Technician – Division	Marysville/Yuba City
Eugene Havlik	Gas Control Technician – Division	Roseville
James Loer	Gas Control Technician – Division	Roseville
Grant Rubino	Gas Control Technician - Division	Marysville/Yuba City
Eloy Saldivar	Gas Control Technician – Division	Marysville/Yuba City
Jacob Scott	Gas Control Technician – Division	Roseville
Chuck Warner	Gas Control Technician – Division	Roseville

Title 300 - GC Employees

<u>Employee</u>	<u>Classification</u>	<u>Newly Assigned Headquarters</u>	<u>Residence</u>
Alex Petrut	Gas Technician	Hayward	Roseville, CA
Jerry Bunker	Gas Technician	Fresno	Fresno, CA
Dale Robertson	PIO Gas Technician	Manteca	Modesto, CA
Schyler Donohue	Gas Technician	Cupertino	Ben Lomond, CA
Chris Russell	Gas Technician	Richmond	San Anselmo, CA

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

September 26, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

**LNG/CNG OPERATIONS – GAS MEASUREMENT AND CORROSION CONTROL
ATTACHMENT 1**

51567005 (0502) Senior LNG/CNG Technician

Qualified in both LNG Operations and Major Compressor Rebuilds.

The Company may offer employees within the LNG/CNG Technician classification the opportunity to become a Senior LNG/CNG Technician which requires the employee to be qualified to perform **both** LNG Operations and Major Compressor Rebuilds. The Company will fill the Senior LNG/CNG Technician vacancies pursuant to the normal provisions of Title 205. Incumbent employees identified in this agreement are considered eligible for the Senior LNG/CNG Technician position upon execution of this agreement. The Company may limit such opportunities based on operational needs.

To be eligible for the Senior LNG/CNG Technician position future employees must successfully complete the applicable training programs followed by two years' experience as a LNG/CNG Technician. To ensure that future employees are eligible for this position the parties agree to establish training programs within one year from the date of signature of this agreement. The training programs shall be designed to provide an employee with sufficient understanding of the fundamentals of LNG Operations and CNG Compressor Operations.

Notes:

1 Traveling Requirements

Due to the nature of the specialized services provided by the classifications described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

2. Work Schedules

Work schedules and hours will be in accordance with Title 202 of the Physical Agreement. The Company will meet with the Union and discuss operational needs affecting any proposed changes to work schedules.

3. Overtime

For CNG operations and pre-arranged overtime the normal provisions of Title 208 will apply. For CNG operations and emergency overtime the practice has been for the Title 300 employees to rotate weekly emergency duty assignments to respond to matters related to CNG stations throughout the service territory. This arrangement will continue until each employee is trained and qualified for emergency duty. When an employee is qualified for emergency duty the parties will meet to determine the process for adding the employee into the rotation. When all employees are qualified the parties will meet to determine the nature of the rotation based on the needs of the employees and the Company. For example: A north/south rotation or system-wide rotation.

Pursuant to Section 212.12 the parties agree that the employees will be on a weekly rotating call-out schedule to respond to CNG emergency duty. The employees shall be available to respond at all hours during their assigned schedule. The parties agree to continue discussions on establishing the rotating sequence of call-out and other related requirements.

Employees assigned a weekly rotating schedule may exchange CNG emergency duties with prior approval of the supervisor in charge.

Line of Progression:

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0501	51567004	LNG/CNG Technician*	0502	51567005	Senior LNG/CNG Technician

*To be considered qualified, must have completed the applicable training program followed by two years' experience as a LNG/CNG Technician.

51567004 (0501) LNG/CNG Technician

An employee, who without direct supervision, performs the installation, operation and maintenance of Liquefied Natural Gas (LNG) and Compressed Natural Gas (CNG) portable and station equipment. Portable LNG/CNG equipment provides natural gas to customers during extreme cold weather events, planned outages and emergency situations. LNG/CNG equipment stores, controls, transports and dispenses high pressure natural gas and/or vaporized cryogenic natural gas. The employee shall safely install, operate, maintain, repair and troubleshoot independently LNG/CNG equipment. May be required to act as a lead, directing the work of other employees in the same and/or lower classifications engaged in work pertaining to all aspects of LNG/CNG operations, equipment and stations. This work is comprised of but not limited to include regulation (including spring loaded, pilot loaded and controller operated), valves (including manual, automated operated and controlled operated), Meters (including orifice, insertion, mass flow, turbine and rotary) Relief and Odorization systems and Pneumatic controls.

Based on operational needs (and without direct supervision) may be required to perform all types of work related to the base classification of Gas Control Technician, M&C Mechanic, General Construction Gas Technician, depending on the background, skills and training of the employee. Background of training, education and experience must be such as to qualify an employee to perform the job duties with skill and efficiency.

This classification will be required to travel as assigned by the Company to perform LNG/CNG operations.

All employees in the LNG/CNG Technician classification will be required to perform LNG assistant duties, CNG operator duties, partial compressor rebuilds and other associated work.

Future employees bidding into the classification of the LNG/CNG Technician will be required to successfully complete the approved training program and to become qualified in either the LNG Operator duties or Major Compressor Rebuilds. Company will determine which skill the employee must qualify for based on operational needs. The employee shall be qualified in all aspects of LNG/CNG safety procedures, equipment, tools and standards.

Must possess valid Class C driver's license.

Notes:

1. Traveling Requirements

Due to the nature of the specialized services provided by the classifications described herein, each employee will be required to travel. The Company shall make every effort to rotate such assignments as equally as practicable among qualified employees. Generally these assignments are those which require travel with an overnight stay and where the provisions of Title 201 will apply.

2. Work Schedules

Work schedules and hours will be in accordance with Title 202 of the Physical Agreement. The Company will

meet with the Union and discuss operational needs affecting any proposed changes to work schedules.

3. Overtime

For CNG operations and pre-arranged overtime the normal provisions of Title 208 will apply. For CNG operations and emergency overtime the practice has been for the Title 300 employees to rotate weekly emergency duty assignments to respond to matters related to CNG stations throughout the service territory. This arrangement will continue until each employee is trained and qualified for emergency duty. When an employee is qualified for emergency duty the parties will meet to determine the process for adding the employee into the rotation. When all employees are qualified the parties will meet to determine the nature of the rotation based on the needs of the employees and the Company. For example: A north/south rotation or system-wide rotation.

Pursuant to Section 212.12 the parties agree that the employees will be on a weekly rotating call-out schedule to respond to CNG emergency duty. The employees shall be available to respond at all hours during their assigned schedule. The parties agree to continue discussions on establishing the rotating sequence of call-out and other related requirements.

Employees assigned a weekly rotating schedule may exchange CNG emergency duties with prior approval of the supervisor in charge.

Line of Progression:

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
1306 (1304)	50073132	Gas Control Mechanic M&C & (Un.)*	0501	51567004	LNG/CNG Technician
1365 (1366)	50010288	Measurement & Control Mechanic & (Un.)	0502	51567005	Sr. LNG/CNG Technician
			0644	50010176	Technical Crew Leader A (G.C. Gas)
			0645	50010177	Technical Crew Leader B (G.C. Gas)
			2405	50010409	Gas Technician (G.C.) (PIO)**
			2410	50010413	Gas Control Technician
			2413	50010416	Gas Technician (G.C.)

*Former M&C Mechanics, Appr. M&C Mechanics and Technical Compressor Mechanics (Rio Vista only) who, in accordance with LA 91-145, were transferred from DBU (*now Utility Operations*) to GSO (*now Gas System Maintenance & Technical Support*) and given the option to retain rights to the M&C Line of Progression in *Utility Operations*.

2013 Wage Rates for New Classifications

51567004 (0501) LNG/CNG Technician \$47.10

51567005 (0502) Senior LNG/CNG Technician \$49.45

Employees in the above LNG/CNG classifications, excluding the current incumbent T300 employees as identified in this agreement, will be paid 5%, in addition to the wage rates shown above, for performing associated duties and related travel throughout the PG&E system. The additional wages paid to these positions will be considered basic weekly pay.

**LINE OF PROGRESSION FOR PURPOSES OF TITLE 205
GAS PIPELINE OPERATIONS & MAINTENANCE – TRANSMISSION & DISTRIBUTION
(GPO&M-T&D)**

LEAD GAS CONTROL TECHNICIAN

2434 (50072607)

Legacy Code	SAP Job Code	Next Lower Classifications
2435	50010427	Gas Control Technician
2436	51664845	Gas Control Technician - UN
2435	51530458	Gas Control Technician - TPCO***
0501	51567004	LNG/CNG Technician
0502	51567005	Senior LNG/CNG Technician
1008	50315041	M&C Coordinator [1]

Legacy Code	SAP Job Code	Same or Higher Classifications
2434	50072607	Lead Gas Control Technician
2434	51527024	Lead Gas Control Technician - TPCO***

[1] Must have previously held the Gas Control Technician classification.

***Bidding rights may be restricted. See LA 14-40 and LA 13-47.

M&C COORDINATOR - GAS TRANSMISSION

1008 (50315041)

Legacy Code	SAP Job Code	Next Lower Classifications
2434	50072607	Lead Gas Control Technician
2434	51527024	Lead Gas Control Technician - TPCO***
1406	50010294	Transmission Mechanic
1440	50010298	Mechanic - Welder
2405	50010409	Gas Technician PIO GC
2413	50010416	Gas Technician GC
2435	50010427	Gas Control Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
1008	50315041	M&C Coordinator

***Bidding rights may be restricted. See LA 14-40 and LA 13-47.

GAS CONTROL TECHNICIAN

2435 (50010427)

Legacy Code	SAP Job Code	Next Lower Classifications
2437	50072865	Apprentice Gas Control Technician [3]
1365	50010288	M&C Mechanic (PIO) [2]
1406	50010294	Transmission Mechanic [2]
1406	51527201	Transmission Mechanic - TPCO [2]***
1414	50072958	Transmission Mechanic UN [2]
1365	50010288	M&C Mechanic (PIO) [2]
1366	50010289	M&C Mechanic UN (PIO) [2]

Legacy Code	SAP Job Code	Same or Higher Classifications
2434	50072607	Lead Gas Control Technician
2434	51527024	Lead Gas Control Technician - TPCO***
2435	50010427	Gas Control Technician
2436	51664845	Gas Control Technician - UN
2435	51530458	Gas Control Technician TPCO***
0501	51567004	LNG/CNG Technician
0502	51567005	Senior LNG/CNG Technician
0645	50010177	Tech Subforeman B - GC Gas
2413	50010416	Gas Technician - GC Gas
1008	50315041	M&C Coordinator [1]

[1] Must have previously held the Gas Control Technician classification.

[2] Will be placed in accordance with Item No. 7d of Letter Agreement 14-40.

[3] Apprentice Gas Control Technician under the current guidelines may be a qualified bidder if at top step and have met the standards of achievement of the Apprenticeship.

***Bidding rights may be restricted. See LA 14-40 and LA 13-47.

APPRENTICE GAS CONTROL TECHNICIAN 2437 (50072865)

Legacy Code	SAP Job Code	Next Lower Classifications
0048	50010065	Senior Maintenance Assistant
0524	50010161	Fieldperson
0526	50070741	Night Fieldperson - SF Only
0935	50010219	Utility Worker
0935	51527202	Utility Worker - TPCO
1483	50010300	Field Meterperson
1368	50010290	Apprentice M&C Mechanic (PIO) [2]
1375	50010291	Meter/Regulator Mechanic
1390	50316166	Plant Mechanic
2420	50010421	Plant Technician
1376	50010292	Senior Meter/Regulator Mechanic
0055	50010067	Plant Assistant

Legacy Code	SAP Job Code	Same or Higher Classifications
1406	50010294	Transmission Mechanic [1]
1406	51527201	Transmission Mechanic - TPCO [1]***
1414	50072958	Transmission Mechanic UN [1]
2437	50072865	Apprentice Gas Control Technician
2412	50010415	Apprentice Gas Technician - GC
XXXX	51664843	Station Operator***
XXXX	51666202	Station Operator UN
2131	50210204	Senior Station Operator***
2131	50210205	Senior Station Operator-Relief***
1365	50010288	M&C Mechanic (PIO) [1]
1366	50010289	M&C Mechanic UN (PIO) [1]

[1] Wage protection in accordance with Item No. 7g of LA 14-40.

[2] See Item No. 7c of Letter Agreement 14-40.

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

MECHANIC-WELDER 1440 (50010298)

Legacy Code	SAP Job Code	Next Lower Classifications
1406	50010294	Transmission Mechanic [1]
1414	50072958	Transmission Mechanic UN [1]
1406	51527201	Transmission Mechanic - TPCO [1]***

Legacy Code	SAP Job Code	Same or Higher Classifications
1440	50010298	Mechanic - Welder
0380	51517789	Mechanic - Welder - In-Service
1351	51530457	Lead Mechanic - Welder - TPCO***

[1] Must be Arc qualified (Over 60 PSI).

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

LEAD TRANSMISSION MECHANIC

XXXX 51664842

Legacy Code	SAP Job Code	Next Lower Classifications
1406	50010294	Transmission Mechanic
1414	50072958	Transmission Mechanic UN
1406	51527201	Transmission Mechanic - TPCO***
1422	50202594	Engine Analyst
1440	50010298	Mechanic - Welder
0380	51517789	Mechanic - Welder - In-Service

Legacy Code	SAP Job Code	Same or Higher Classifications
XXXX	51664842	Lead Transmission Mechanic
1351	51530457	Lead Mechanic - Welder - TPCO***

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

TRANSMISSION MECHANIC

1406 (1414 - UN) (50010294/50072958)

Legacy Code	SAP Job Code	Next Lower Classifications
1401	50072871	Apprentice Transmission Mechanic

Legacy Code	SAP Job Code	Same or Higher Classifications
1406	50010294	Transmission Mechanic
1414	50072958	Transmission Mechanic UN
1422	50202594	Engine Analyst
1440	50010298	Mechanic - Welder
0380	51517789	Mechanic - Welder - In-Service
1351	51530457	Lead Mechanic - Welder - TPCO***

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

APPRENTICE TRANSMISSION MECHANIC

1401 (50072871)

Legacy Code	SAP Job Code	Next Lower Classifications
0935	50010219	Utility Worker
0935	51527202	Utility Worker - TPCO
0048	50010065	Senior Maintenance Assistant
1483	50010300	Field Meterperson

Legacy Code	SAP Job Code	Same or Higher Classifications
1401	50072871	Apprentice Transmission Mechanic
XXXX	51664843	Station Operator***
XXXX	51666202	Station Operator UN
2131	50210204	Senior Station Operator***
2131	50210205	Senior Station Operator-Relief***

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

ENGINE ANALYST

1422 (50202594)

Legacy Code	SAP Job Code	Next Lower Classifications
1406	50010294	Transmission Mechanic
1414	50072958	Transmission Mechanic UN
1406	51527201	Transmission Mechanic - TPCO***

Legacy Code	SAP Job Code	Same or Higher Classifications
1422	50202594	Engine Analyst
1008	50315041	M&C Coordinator [1]
2434	50072607	Lead Gas Control Technician
2434	51527024	Lead Gas Control Technician - TPCO***

2435	50010427	Gas Control Technician
2436	51664845	Gas Control Technician UN
2435	51530458	Gas Control Technician - TPCO***

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

[1] Must have previously held the Gas Control Technician or Transmission Mechanic classification.

FIELD METERPERSON

1483 (50010300)

Legacy Code	SAP Job Code	Next Lower Classifications
0935	50010219	Utility Worker
0935	51527202	Utility Worker - TPCO
0055	50010067	Plant Assistant

Legacy Code	SAP Job Code	Same or Higher Classifications
1483	50010300	Field Meterperson
1376	50010292	Senior Meter/Regular Mechanic
1375	50010291	Meter/Regulator Mechanic
1390	50316166	Plant Mechanic
2420	50010421	Plant Technician

SENIOR MAINTENANCE ASSISTANT

0048 (50010065)

Legacy Code	SAP Job Code	Next Lower Classifications
0049	50010066	Maintenance Assistant II

Legacy Code	SAP Job Code	Same or Higher Classifications
0048	50010065	Senior Maintenance Assistant

MAINTENANCE ASSISTANT II

0049 (50010066)

Legacy Code	SAP Job Code	Next Lower Classifications
0057	50010068	Maintenance Assistant I

Legacy Code	SAP Job Code	Same or Higher Classifications
0048	50010065	Senior Maintenance Assistant
0049	50010066	Maintenance Assistant II

LEAD GAS CONTROL TECHNICIAN - TPCO

2434 (51527024)

Legacy Code	SAP Job Code	Next Lower Classifications
2435	50010427	Gas Control Technician
2436	51664845	Gas Control Technician UN
2435	51530458	Gas Control Technician - TPCO***
0501	51567004	LNG/CNG Technician
0502	51567005	Senior LNG/CNG Technician

Legacy Code	SAP Job Code	Same or Higher Classifications
2434	51527024	Lead Gas Control Technician - TPCO***
2434	50072607	Lead Gas Control Technician
0644	50010176	Technical Crew Leader A - GC Gas
0645	50010177	Technical Crew Leader B - GC Gas

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

GAS CONTROL TECHNICIAN - TPCO

2435 (51530458)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
2437	50072865	Apprentice Gas Control Technician	2434	51527024	Lead Gas Control Technician - TPCO***
			2434	50072607	Lead Gas Control Technician
			2435	50010427	Gas Control Technician
			2436	51664845	Gas Control Technician - UN
			2435	51530458	Gas Control Technician TPCO***
			0502	51567005	Senior LNG/CNG Technician
			0501	51567004	LNG/CNG Technician
			0644	50010176	Tech Subforeman A - GC Gas
			0645	50010177	Tech Subforeman B - GC Gas
			2413	50010416	Gas Technician - GC Gas
			1008	50315041	M&C Coordinator [1]

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

LEAD MECHANIC WELDER - TPCO

1351 (51530457)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
1406	51527201	Transmission Mechanic* - TPCO***	1351	51530457	Lead Mechanic Welder - TPCO***
1406	50010294	Transmission Mechanic*			
1440	50010298	Mechanic-Welder			

*Must be Arc Qualified (Over 60 PSI)

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

TRANSMISSION MECHANIC - TPCO

1406 (51527201)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
1401	50072871	Apprentice Transmission Mechanic	1406	51527201	Transmission Mechanic - TPCO***
			1406	50010294	Transmission Mechanic
			1414	50072958	Transmission Mechanic UN
			1422	50202594	Engine Analyst
			1440	50010298	Mechanic - Welder
			0380	51517789	Mechanic - Welder - In-Service
			1351	51530457	Lead Mechanic - Welder - TPCO***

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

SENIOR LNG/CNG TECHNICIAN

0502 (51567005)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
0501	51567004	LNG/CNG Technician [1] [2]	0502	51567005	Sr. LNG/CNG Technician

[1] To be considered qualified, must have completed the applicable training program followed by two years' experience as a LNG/CNG Technician

[2] Incumbent LNG/CNG Technicians placed into the position pursuant to LA R2-13-47 are considered qualified.

LNG/CNG TECHNICIAN

0501 (51567004)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
			0501	51567004	LNG/CNG Technician
			0502	51567005	Senior LNG/CNG Technician
			0644	50010176	Technical Crew Leader A - GC Gas
			0645	50010177	Technical Crew Leader B - GC Gas
			2434	51527024	Lead Gas Control Technician - TPCO***
			2434	50072607	Lead Gas Control Technician
			1008	50315041	M&C Coordinator [1]
			2435	50010427	Gas Control Technician
			2413	50010416	Gas Technician - GC Gas
			2435	50010427	Gas Control Technician
			2436	51664845	Gas Control Technician - UN
			2435	51530458	Gas Control Technician - TPCO***

[1] Must have previously held the Gas Control Technician classification.

[2] See Item No. 7c of Letter Agreement 14-40.

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

TRANSMISSION GAS SYSTEM OPERATOR

1587 (50010314)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
1591	50073138	Apprentice Transmission Gas System Operator	1587	50010314	Transmission Gas System Operator

APPRENTICE TRANSMISSION GAS SYSTEM OPERATOR

1591 (50073138)

Legacy Code	SAP Job Code	Next Lower Classifications	Legacy Code	SAP Job Code	Same or Higher Classifications
			1591	50073138	Apprentice Transmission Gas System Operator
			2131	50210204	Senior Station Operator [1]***
			2131	50210205	Senior Station Operator-Relief [1]***
			XXXX	51664843	Station Operator [1]***
			XXXX	51666202	Station Operator UN

[1] Will be paid at the top step of Apprentice Transmission Gas System Operator until successful completion of the training program.

***Bidding rights may be restricted. See LA 14-40, Station Operation JDLOP.

MANNED FACILITIES
SENIOR STATION OPERATOR
2131 (50210204)

Legacy Code	SAP Job Code	Next Lower Classifications
XXXX	51664843	Station Operator
XXXX	51666202	Station Operator UN

Legacy Code	SAP Job Code	Same or Higher Classifications
2131	50210204	Senior Station Operator
2131	50210205	Senior Station Operator-Relief

SENIOR STATION OPERATOR (RELIEF)
2131 (50210205)

Legacy Code	SAP Job Code	Next Lower Classifications
XXXX	51664843	Station Operator
XXXX	51666202	Station Operator UN

Legacy Code	SAP Job Code	Same or Higher Classifications
2131	50210204	Senior Station Operator
2131	50210205	Senior Station Operator-Relief

STATION OPERATOR
STATION OPERATOR UN
xxxx (51664843) XXXX (51666202)

Legacy Code	SAP Job Code	Next Lower Classifications
XXXX	51664844	Apprentice Station Operator

Legacy Code	SAP Job Code	Same or Higher Classifications
2131	50210204	Senior Station Operator
2131	50210205	Senior Station Operator-Relief
XXXX	51664843	Station Operator
XXXX	51666202	Station Operator UN

APPRENTICE STATION OPERATOR
XXXX (51664844)

Legacy Code	SAP Job Code	Next Lower Classifications
0935	50010219	Utility Worker
0935	51527202	Utility Worker - TPCO
0057	50010068	Maintenance Assistant I
0049	50010066	Maintenance Assistant II
0048	50010065	Senior Maintenance Assistant
1483	50010300	Field Meterperson

Legacy Code	SAP Job Code	Same or Higher Classifications
XXXX	51664844	Apprentice Station Operator
1406	50010294	Transmission Mechanic [1]
2435	50010427	Gas Control Technician [1]
2436	51664845	Gas Control Technician - UN [1]
2435	51530458	Gas Control Technician TPCO*** [1]

***Bidding rights may be restricted. See LA 14-40, TPCO JDLOP and LA 13-47.

[1] See Note 1 under Newly Established Apprentice Station Operator Classification in LA 14-40.

The new and remaining classifications for the newly established Gas Pipeline Operations & Maintenance – Transmission and Distribution (GPO&M-T&D) are detailed in the new Job Definitions and Lines of Progression for Gas Pipeline Operations & Maintenance – Transmission and Distribution (GPO&M-T&D) (Attachment 3).

The classifications included in this Agreement are covered by the Department of Transportation requirements as outlined in applicable letters of agreement and all provisions that apply under the Pipeline Safety Program including pre-duty drug testing.

In addition to the above, this Agreement provides for the following:

1. Oversight Committee

Upon execution of this Agreement, the parties will establish a joint committee to address any training, transitional or jurisdictional issues, including Letter Agreement R1-96-18. The Committee may also review local letter agreements that may conflict with the intent of this Agreement. The joint committee as established by this agreement will review and/or establish entry exams, training programs and apprenticeship training programs. In addition, the Committee will be charged with resolving any other matters that may arise as a result of this Agreement.

2. Training

The Company and Union will jointly develop an entrance test for the Apprentice Gas Control Technician, Apprentice Station Operator and Apprentice Transmission Mechanic classifications which will be subject to review and approval by the Joint Apprenticeship Training Committee (JATC). All entry exams, training and apprenticeship training programs will be jointly developed and subject to review and approval of the JATC.

3. SAP Implementation

Upon execution of this Agreement or as soon as administratively possible, the Department will proceed in initiating the process to begin filling these vacancies.

4. Commercial Driver's License Addendum

The Company will make adjustments to wage rates for newly created positions as needed consistent with Letter Agreements 12-32 and 13-54.

5. New Classifications

The Committee proposes pursuant to Subsection 204.4(b) – New Classifications and Wage Rates to establish the following new classifications within Title 200 in Gas Pipeline Operations & Maintenance – Transmission and Distribution (GPO&M-T&D), Exhibit VI, Section 600.4. New classifications will be filled in accordance with Subsection 205.4(h), New Job at a Headquarters.

- Lead Gas Control Technician (2434/50072607)
- Lead Transmission Mechanic (xxxx/51664842)
- Apprentice Station Operator (xxxx/51664844)
- **Station** Operator (xxxx/51664843)
- **Station** Operator, Unassigned (xxxx/51666202)
- Senior **Station** Operator (2131/50210204)*
- Senior **Station** Operator-Relief (2131/50210205)*

*modify job title to add "Station"

6. Filling New Lead Gas Control Technician/Lead Transmission Mechanic Vacancies

- The Company may fill as many Lead positions as desired.
- The Company will initially fill 30 Lead Gas Control Technician positions within the newly created department under the normal provisions of Title 205 – Job Bidding, Promotion and Transfer. The Oversight Committee will make recommendations to the Company with respect to the appropriate headquarters for these positions and jointly develop recommendations for a Lead assessment exam with appropriate training guidelines subject to review and approval of the JATC.
- The Company will initially fill three Lead Transmission Mechanic positions under the normal provisions of Title 205 – Job Bidding, Promotion and Transfer.

After the initial staffing of these positions, the Company will determine the number of positions required based on operational needs.

7. Transitional Provisions for M&C Mechanics (PIO) and Transmission Mechanics

- a. The M&C Mechanic (1365/50010288) and Unassigned M&C Mechanic (1366/50010289) positions will be designated as "Present Incumbent Only" (PIO).
- b. Upon execution of this Agreement, M&C Mechanics (PIO) and Transmission Mechanics, will be placed as "next lower" to Gas Control Technician classification and "same or higher" to Apprentice Gas Control Technician classification.
- c. Apprentice M&C Mechanics (PIO) and Apprentice Transmission Mechanics who are at the top wage rate in their respective apprenticeship programs and who have successfully met the standards of achievement of such program are eligible to bid journeyman/apprentice classifications.
- d. When filling a vacancy in the Gas Control Technician classification, the Company will utilize the normal provisions of Title 205. In the event an M&C Mechanic (PIO) or Transmission Mechanic is awarded the vacancy, the employee will be placed into the Gas Control Technician classification and wage rate and the employee will be deemed to be a provisional placement. The Company will develop an appropriate training plan for employees covered under this section subject to review and approval of the JATC.
- e. The provisional training plan will normally be 12 months with a six-month extension if necessary. The provisions of Subsection 205.13(c) will apply to the provisional positions. The Company will provide periodic updates to the JATC as necessary.
- f. If an employee is unable to successfully complete the Gas Control Technician provisional training plan, such employee shall be returned to the M&C Mechanic (PIO) or Transmission Mechanic position at his/her current headquarters. The provisions of "f" only apply to incumbent M&C Mechanics (PIO), Apprentice M&C Mechanics (PIO), incumbent Transmission Mechanics and incumbent Apprentice Transmission Mechanics as of the date of execution of this Agreement.
- g. When filling a vacancy in the Apprentice Gas Control Technician classification, the Company will utilize the normal provisions of Title 205. In the event an M&C Mechanic (PIO) or Transmission Mechanic is awarded the vacancy, such employee will maintain their current wage and subsequent general wage increase until completion of the Apprenticeship training program.

8. Transitional Provisions for Apprentice M&C Mechanics (PIO)

- a. The Apprentice M&C Mechanic (1368/50010290) position will be designated as "Present Incumbent Only" (PIO).
- b. Upon successful completion of the Apprentice M&C Mechanic (PIO) program, the Apprentice will be placed into the Unassigned M&C Mechanic (PIO) position and the provisions noted above will apply.

9. Provisions for Field Meterperson

Field Meterpersons shall have Subsection 205.7 (b) or (c) – Sequence of Consideration bidding rights for Apprentice Corrosion Mechanic vacancies.

10. Station Operations

(Formerly known as "Operator Classifications for Manned Facilities")

The Operator classifications will have their titles changed to Senior Station Operator, Relief Senior Station Operator and Station Operator for the Manned Facilities. In addition, the parties have agreed to establish an Apprentice Station Operator classification. This Agreement establishes new wage rates and job codes with provisions to limit bidding rights for covered classifications identified herein. This includes individuals awarded an unrestricted vacancy into the Apprentice Station Operator classification or higher in the Station Operation progression.

Transitional provisions for incumbent Operator Classifications for Manned Facilities

All current incumbents in the various Operator classifications who do not accept the new Station Operator classifications will remain in their current Operator classification and wage rate. Such classifications, if not already designated as PIO by previous agreements, will be designated as PIO per this agreement.

The parties recognize that previous letter agreements with respect to various Operator classifications may have resulted in special letter agreement wage rates. It is not the intent of this agreement to adversely impact any employee with respect to current wage rates and general wage increases. This applies to any employee regardless of their decision to accept the new classification or remain in their PIO status.

Station Operators

The new Station Operator classification will be established with a higher wage rate. Incumbent Operators (2130) will be offered the opportunity to transition to the Station Operator classification with the newly established wage rates and make a three-year commitment to remain in the Operations progression.

The three-year commitment does not preclude an employee within the Operations progression from bidding to a Senior Station Operator, Relief Senior Station Operator or Station Operator classification. A job award to another location within any of the classifications noted above will not change the original three-year commitment date.

Senior Station Operators

Senior Gas Transmission Operators (PIO – 1577, three incumbents) will be offered the opportunity to transition to the Senior Station Operator classification. (Note: These employees will not be required to make a three-year commitment to remain in the classification).

Senior Operator-Mechanics (PIO – 1704, three incumbents) will have the opportunity to transition to the Senior Station Operator classification and new wage rate. Incumbent Senior Operator-Mechanics (PIO – 1704) will be offered the opportunity to transition to the Senior Station Operator classification and wage rate and make a three-year commitment to remain in that classification.

The three-year commitment does not preclude an employee within the Operations progression from bidding to a Senior Station Operator, Relief Senior Station Operator or Station Operator classification. A job award to another location within any of the classifications noted above will not change the original three-year commitment date.

Senior Station Operator - Relief

All Relief positions shall be designated as Senior Station Operators-Relief. Upon execution of this agreement the Company will repost the Relief positions pursuant to the Labor Agreement Clarification of Titles 202, 205 and 208: "Utilization of Relief Shift Employees." Relief positions will not be available to any classification designated as PIO. Relief positions shall not be counted for the purposes of filling regular Senior Operator vacancies or temporary upgrades to Senior Operator vacancies.

Transition of Operator-Mechanics

Operator-Mechanics (PIO – 1705, seven incumbents) and Operator Mechanic I (PIO – 1708, one incumbent) will transition to the new Station Operator classification and new wage rates on a voluntary basis with the three-year commitment as noted above, with the exception of one position in Hinkley and one position in Kettleman.

The three-year commitment does not preclude an employee within the Operations progression from bidding to a Senior Station Operator, Relief Senior Station Operator or Station Operator classification. A job award to another location within any of the classifications noted above will not change the original three-year commitment date.

Hinkley

The Company will open one Transmission Mechanic vacancy in Hinkley. Incumbent Operator-Mechanics at Hinkley who do not accept the new Station Operator classification will be offered the Transmission Mechanic position. An employee who accepts the Transmission Mechanic position will be placed into the Transmission Mechanic classification and wage rate as a journeyman. The Company will develop a training program subject to review and approval of the JATC. In the event employees decline the Transmission Mechanic vacancy such employees will remain in the Operator – Mechanic (PIO) position.

Kettleman

The Company will open one Transmission Mechanic vacancy in Kettleman. The one incumbent Operator-Mechanic I (PIO) employee will be offered the Transmission Mechanic position. If the employee accepts the Transmission Mechanic position, he will be placed into the Transmission Mechanic classification and wage rate as a journeyman. The Company will develop a training program subject to review and approval of the JATC. In the event the employee declines the Transmission Mechanic vacancy he shall remain in his Operator-Mechanic I (PIO) position.

Newly Established Apprentice Station Operator Classification

The subcommittee established previously under the oversight of the JATC proposes an 18-month Apprentice Station Operator Training program. To ensure the length of the program meets the needs of the Apprentices, the subcommittee and JATC retains oversight of the program and may make recommended changes if necessary.

Upon successful completion of the apprenticeship, Apprentice Station Operators will automatically progress to the Unassigned Station Operator classification and will be required to remain in the Station Operator line of progression for an additional three years. This does not preclude the employee from bidding to a Senior Station Operator, Relief Senior Station Operator or a Station Operator classification at a different headquarters. A job award to another location within any of the classifications noted above will not change the original three-year commitment date.

All candidates for an Apprentice Station Operator position must meet the following entry requirements: Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees which may include the Physical Test Battery, Industrial Skills Test, Console Operator Basic Requirements Assessment (COBRA), or new tests deemed appropriate.

Note 1: Gas Control Technicians and Transmission Mechanics who are the successful bidders to the Apprentice Station Operator classification shall be placed at the top wage step of the Apprenticeship until successful completion of the training program.

Filling Apprentice Transmission Gas System Operator vacancies

The Senior Station Operator, Senior Station Operator-Relief and Station Operator will be considered "Same or Higher" to the Apprentice Transmission Gas System Operator. If an employee is the successful qualified bidder to the classification, the employee shall be paid at the top step of Apprentice Transmission Gas System Operator until successful completion of the training program.

11. Incumbent Gas Control Technicians (2448) (M&C) (PIO) and the incumbent Gas Transmission Technician (PIO) (2415) will be reclassified to the Gas Control Technician position (2435).
12. The Gas Transmission M&C Coordinator will become part of the Gas Pipeline Operations & Maintenance – Transmission and Distribution (GPO&M-T&D) Job Definitions and Lines of Progression as included in Attachment 3.
13. The Corrosion Mechanic (1245) - Measurement and Corrosion Control will be designated PIO. These employees will be moved over to the Title 200 Gas T&D line of progression.

14. Bidding Unit and Demotion Units

- Bidding Unit Sixteen and Demotion Unit Eight are deleted.
- Bidding Units One through Thirteen shall be utilized for the purposes of Title 205 – Job Bidding, Promotion and Transfer.
- Headquarters that were included in Bidding Unit Sixteen that are not identified in Bidding Units One through Thirteen will be added as follows:
 - Los Medanos – Bidding Unit One, Area Three
 - Holt (McDonald Island) – Bidding Unit Ten, Area Twenty
 - Topock – Bidding Unit Twelve, Area Twenty-Five
- Demotion Units One through Six shall be utilized for the purposes of Title 206 – Demotion and Lay Off Procedure.
- Headquarters that were included in Demotion Unit Eight that are not identified in Demotion Units One through Fourteen will be added as follows:
 - Los Medanos – Demotion Unit One, Area Three
 - Holt (McDonald Island) – Demotion Unit Five, Area Twenty
 - Topock – Demotion Unit Five, Area Twenty-Two

15. The Committee proposes the cancellation and/or removal of the following Letter Agreements from the JDLOP:

- 95-80 – CDL Requirement for Job Bidding – System-wide Agreement (remove)
- 02-04 – Travel Agreement – Cancel and utilize Title 201
- 03-31 – Training Program for Gas System Operator-in-Training – Cancelled and Superseded by LA 12-28
- 08-29 – Environmental Monitor Premium – Modified by this Agreement

16. PIO and Obsolete Classifications

All classifications that are designated as PIO become obsolete when all incumbents have left the classification. Once obsolete, the classification shall be removed from Exhibit X, all related JDLOP agreements and all related Exhibits. See Attachment 2.

17. Title 205 and Reverse Lines of Progression

The parties recognize that changes made herein will result in modifications to Title 205 – Job Bidding, Promotion and Transfer as they pertain to the new departmental structure and newly created classifications. It is not the intent of either party to adversely impact reverse lines of progression for the affected employees covered under this agreement. The Company and Union will update reverse lines of progression consistent with the intent of this Agreement.

18. New Wage Rates

See Attachment 1.

19. Exhibits

The parties agree to update Exhibit III, Exhibit IV, Exhibit VI, Exhibit VII, Exhibit VIII, Exhibit IX, Exhibit X, Supplements to Title 205 and Title 206 consistent with this Agreement

The Company and Union recognize that future changes in organizational alignments with respect to Gas Operations work that may impact IBEW-represented employees may require continued negotiations and agree to meet and confer should any issues arise from this agreement.

The Company and Union will conduct joint communication meetings to review this agreement with the affected employees.

This Agreement has been discussed with Senior Assistant Business Manager Joe Osterlund.

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

Mr. Tom Dalzell

- 8 -

September 18, 2014
L/A 14-40-PGE

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