



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 14-48-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

December 1, 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:

In accordance with the 2008 General Negotiations Settlement Agreement dated October 31, 2008, which established a Senior Telecommunications Technician classification, the Company and Union established a joint committee to discuss the Senior Telecommunication Technician job definition, testing requirements and lines of progression.

The parties met on several occasions and agreed that due to the complexity and ever changing technology the previous concept of the Senior Telecommunications Technician should be expanded to include distinct disciplines depending on location and operational needs. Such disciplines (categories of expertise) may include Voice, Transport, SCADA and Protection. This list is not all inclusive, and other disciplines may be agreed to in the future.

The Telecommunication Crew Leader shall be adjusted as described below no later than October 1, 2014.

Per the 2008 Table Agreement, the Telecommunications Crew Lead classification rate will be increased to 5% above the Sr. Telecommunications Technician rate of pay.

50010410	2407	Telecommunications Crew Leader			
		<i>Per L/A 12-66</i>	<i>Effective</i>	<i>1/1/2014</i>	<i>10/1/14</i>
			<i>Single Rate</i>	\$ 52.90	\$ 53.35

Oversight Committee

Upon execution of this agreement the parties will establish a joint oversight committee to review appropriate disciplines with respect to staffing of the Senior Telecommunications Technician vacancies. The committee will also be charged with resolving any matters that may arise from this agreement and the development of additional training and/or testing requirements subject to review and approval of the Joint Apprenticeship Training Committee (JATC).

Training and Entry Test Requirements

The parties agree to jointly develop a Senior Telecommunications Technician entrance exam for each discipline and a Senior Telecommunications Technician training plan that will be presented and approved by the JATC.

During these discussions the joint committee has been developing an entry test for the Voice discipline and the parties expect to utilize Voice when filling the first Senior Telecommunication Technician vacancy. The committee continues to discuss various methods to verify each entry test is appropriate and objective.

To be a qualified bidder to the Senior Telecommunications Technician, an employee must obtain a passing score on the Senior Telecommunications Technician entrance exam. The successful bidder to a Senior Telecommunications Technician position will be required to complete each training module for the discipline assigned with a qualifying score.

Filling Senior Telecommunications Technician positions

The filling of the Senior Telecommunications Technician positions will occur through a phased-in implementation approach. The Committee recommends the initial staffing of one Senior Telecommunication Technician at the San Ramon Bishop Ranch headquarters with the discipline designation of Voice.

Upon final review and approval of the entry test and training program the Company will post the vacancy pursuant to Title 205 and employees who are interested in the position will be provided information and sample testing. The committee recommends that the top 7 senior bidders to the Senior Telecommunication Technician vacancy be provided the opportunity to take the entry test.

The joint committee will continue to develop disciplines for future positions based on location and operational needs. When posting future positions the Company and Union committee will note the discipline to be utilized at the headquarters and vacancies will be filled in the same manner as above.

Senior Telecommunication Technician

50251337 0251

An employee who is regularly assigned to work in telecommunications maintenance and/or installation without direct telecommunications supervision. The employee shall have the personal qualifications of high leadership abilities, competent written and verbal communication skills, and expert level of the craft qualifications of a Telecommunications Technician. This includes, but is not limited to, the ability to troubleshoot discrepancies on any circuit including complex and high level multiplex circuits.

The Senior Telecommunications Technician shall also understand, identify and be able to correctly resolve or set the different level settings for Voice, data, SCADA, telecom transmission and protection type circuits applicable to the discipline assigned. The Senior Telecommunications Technician shall have a clear understanding of office services and shall be able to add new users to both the phone and data networks and update records as required.

The Senior Telecommunications Technician shall have intermediate knowledge and understanding of Power Line Carriers, Direct Transfer Trip and other protection schemes. The Senior Telecommunications Technician shall have a solid understanding and the ability to correctly use test equipment to check data transfer on SCADA and other data transport systems. The Senior Technician will be responsible for monitoring the health of the assigned discipline and working closely with 3rd tier specialist to monitor and respond to problems system wide. Additionally, given on-going advances in new technologies, the Senior Telecommunications Technician shall be required to gain those advanced level knowledge based skills when needed.

To be a qualified bidder to the Senior Telecommunications Technician, an employee must obtain a passing score on the Senior Telecommunications Technician entrance exam. The successful bidder to a Senior Telecommunications Technician position will be required to complete each training module for the discipline assigned with a qualifying score.

The pay rate for the Senior Telecommunications Technician has already been established and is included in Exhibit X of the Physical Agreement. 2014 Wage Rate - \$50.81

SENIOR TELECOMMUNICATIONS TECHNICIAN
0251 (50251337)

Legacy Code	SAP Job Code	Next Lower Classifications
2409	50010412	Telecommunications Technician
2393	50010401	Unassigned Telecommunications Technician
2389	50010412	Telecommunications Tech – Helms
2414	50010417	Telecommunications Tech – DCPD
2427	50072960	Unassigned Telecommunications Technician – DCPD
2390	50010398	Communications Technician - GC

Legacy Code	SAP Job Code	Same or Higher Classifications
0251	50251337	Senior Telecommunications Technician
2407	50010410	Telecommunications Crew Leader
1606	50253773	Technical Crew Leader A – GC*
0752	50010196	Elec. Technician Crew Leader*

* Must be a qualified Telecommunications Technician.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

By: _____

Tom Dalzell
Business Manager

December 8, 2014