



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 15-01-PGE

IBEW



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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

January 28, 2015

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 "Super Crew" process and the mutual interest in continued consideration of this process and *potential* future approach to work execution. The parties agreed to establish a formal pilot program for 2015 to further test the model and understand the implications of its application. The proposed 2015 pilot program includes the voluntary assignment of T200 Gas Compliance, M&C and Clerical resources into two regional teams that will travel the territory performing all aspects of compliance and repair associated with the proposed pilot.

"Super Crew" is a new approach to the end-to-end leak management process. It employs the use of advanced leak detection equipment followed by a defined work planning and preparation cycle. The process concludes with a rigorous bundled asset repair and replacement effort enabling a superior experience in all aspects of leak management: safety, quality, customer experience and performance. The process, end-to-end, enables the remediation of workable leaks, from detection to resolution, within thirty days and allows PG&E to make much more informed decisions around asset replacement.

Pursuant to this agreement a joint Company/Union committee was established and met to discuss this new approach to our end-to-end compliance survey and repair activities and to develop parameters for a 2015 pilot program. Further, as this approach to compliance survey and repair is emerging, and there is much to learn, the Company and Union agree to employ the use of this committee throughout the course of this pilot in the interest of program governance and to review results and resolve differences should they arise. The committee will develop a regular meeting schedule to ensure discussion and resolution of any issues that arise, and will provide program updates to executive leadership of both Gas Operations and IBEW 1245.

The following are the parameters of the 2015 Super Crew Pilot Program:

1. Staffing

As a pilot program, all assignments and positions of a regional Super Crew team are temporary and will be filled on a volunteer basis. Selection to a regional Super Crew team will first be awarded based on classification and seniority on a system wide basis. Upon review of the volunteer list, the Committee will determine the volunteer assignment to the North or South crew giving consideration to the employee's current headquarters. In the event there are insufficient volunteers from the classifications identified to be assigned to the Super Crew the committee may consider temporary upgrades to such classifications from Division Gas employees in the normal line of progression. The Oversight Committee will meet and discuss this option if necessary.

Upon completion of the system wide communication the Company will solicit volunteers as stated above and the joint committee will maintain the list of volunteers. In the event an employee who is assigned to the Super Crew is no longer available due to extended absence from work, bidding to a new position or any other reason, the initial volunteer list shall be utilized to replace the employee based on classification and seniority in the same manner as above prior to seeking volunteers from General Construction Gas employees.

In order to obtain the required volunteers, the committee will review and discuss options to support the release of volunteers in headquarters with limited resources. The parties recognize that resource requirements in support of this pilot will likely result in a need to temporarily backfill a number of vacated positions at local headquarters and agree that temporary assignments in support of the project may extend beyond normally agreed-to timeframes. Filling of these temporary vacancies at the local headquarters will be consistent with Sections 205.3 and 18.3.

In the event there are insufficient volunteers from the Division Gas T&D department employees the company will offer the opportunity for General Construction Gas employees to participate in the Super Crew Pilot Program. Should this situation arise the Oversight Committee will meet to discuss the appropriate classifications that would be eligible for the pilot, special assignment provisions (Section 301.9) and the development of a selection/communication plan and any other matters that may arise. The committee will also discuss other staffing issues that arise and review project status updates including post super crew workload in the affected headquarters.

2. Clerical Support

Volunteers from Gas Operations Operating Clerical will be solicited to fill the needed positions. If there are no volunteers for these temporary pilot assignments, the Company may utilize Hiring Hall T300 Routine Field Clerks.

If necessary, the parties agree to discuss any additional required expense issues for clerical volunteers under Section 15.10-Enabler clause. For this Super Crew pilot, such expenses shall be consistent with Title 201 of the Physical Agreement. Any exceptions to existing language in the Clerical Agreement will be applicable to this agreement only.

For Clerical employees who volunteer for this assignment the provisions of Title 10 and Title 12 shall apply. The Company shall equalize overtime for clerical employees in the same manner as noted in section 5 of this agreement.

3. Travel

Employees who volunteer for this temporary pilot shall retain their current headquarters status and when required to travel the following provisions shall apply.

Due to the nature of the Super Crew process, and the joint interest in exploring this model, Title 200 employees who volunteer for this assignment will be required to travel and, when travel is required, the provisions of Sections 202.22, 202.23 and 201 – Expenses shall apply.

Section 202.23 in part, requires supervisor approval when an employee reports directly to a temporary headquarters from the employee's home. For the purposes of this agreement, an employee may elect to report directly to a temporary headquarters from the employee's home without supervisor approval if such commute does not exceed one hour.

4. 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.

Existing 2015 vacation schedules for employee volunteers that join Super Crew will be honored.

5. Overtime

Due to the nature of this work, and intent of this pilot program, some overtime is expected to occur for the Super Crew volunteers. Employees who volunteer for this assignment and are assigned to Super Crew will be excluded from emergency call out opportunities in their regular headquarters and will be eligible for both POT and extended day opportunities within the deployment location for the purposes of asset repair and/or replacement.

Additionally, Super Crew leadership will normalize overtime opportunities within the service territory of the assigned headquarters to ensure a fair and equitable distribution of overtime for local resources during the duration of the deployment.

For emergency call out, the local 212 list shall be utilized and exhausted prior to the utilization of Super Crew employees.

6. Training

There are no incremental or specialty training needs associated with this pilot program. Title 200 employees (or Title 300 employees) who participate in this program will be required to complete all training requirements of their classification within the prescribed time periods.

7. Wages

Wages for the classifications supporting the pilot will be based on the 2015 Physical and Clerical wage schedules and will include a 5% adjustment for all hours worked in connection with the traveling requirements. As this agreement is a pilot project the 5% travel premium pay is not covered compensation for purposes of calculating benefits under Part II (the Final Pay Pension) or Part III (the Cash Balance Pension) or the Retirement Savings Plan.

8. Draft Pilot Staffing Requirements

The following reflects the projected 2015 Super Crew pilot staffing requirements which may be adjusted as determined by the Company.

Compliance Personnel:

<u>Classification</u>	<u>Core Function</u>	<u>Qty-North</u>	<u>Qty-South</u>	<u>Total Staffing</u>
Compliance Rep	Leak Survey	20	20	40
Sr. Comp. Rep	Leak Survey	1	1	2
Compliance Rep	Locate & Mark	2	2	4
	Totals:	23	23	46

M&C Personnel:

<u>Classification</u>	<u>Core Function</u>	<u>Qty-North</u>	<u>Qty-South</u>	<u>Total Staffing</u>
Work & Resource Coordinator	Site prep	2	2	4
Gas Crew Leader-ARC	Repair	5	4	9
Gas Crew Leader Gas Crew Leader Welding Gas Crew Lead -Non Welding	Repair	6	5	11
Gas Mechanic	Repair	1	1	2
Fitter-ARC; Apprentice Fitter-ARC	Repair	6	5	11
Sr. and Gas T&D Equipment Operator	Repair	6	5	11
Fieldperson	Repair	5	5	10
	Totals:	31	27	58

Clerical:

<u>Classification</u>	<u>Core Function</u>	<u>Qty-North</u>	<u>Qty-South</u>	<u>Total Staffing</u>
Operating Clerk	Clerical duties	2	2	4
	Totals:	2	2	4

Upon reaching agreement on this pilot, the Company and Union will begin joint communication at headquarters throughout the service territory on this project to initiate the solicitation process for the needed volunteers.

The parties agree that the bargaining unit shall not be reduced and Title 206, Title 306 and Title 19 shall not be utilized as a direct result of this Agreement.

Except as noted herein all other provisions of the Physical and Clerical collective bargaining agreements and supplements thereto shall apply.

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

 , 2015