



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 15-07-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461

ROBERT JOGA
SENIOR 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

April 1, 2015

LA 19-15 Gives Clarification

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:

To recognize the efforts of Towerman and to create a career path for Towerman (50010430) to move into the Electric T&D Line of Progression, the Company proposes to amend the General Construction Line of Progression found in Section 600.13 Exhibit VI-M as follows.

Towerman Career Path to Lineman

Company proposes to modify the Line Construction Line of Progression to create a career path for Towermen to bid into Pre-Apprentice Lineman (PAL - 50368700). The Towerman line of progression will be included in the T&D section of GC Line Department of the Job Definitions and Lines of Progression.

Employees in the Towerman position, once at the top of the rate for their classification, will be released from the 5-year lock provided for in Letter of Agreement 07-33 to bid Title 300 General Construction PAL positions. The lock remains in place for all other positions.

Successful bidders into the PAL classification from Towerman will be compensated at the same rate as a 1 year GC Apprentice Lineman which is currently \$39.99/hour (subject to future General Wage Increases). Such employees shall remain at this wage rate step until completion of the PAL and 18 months of the apprenticeship at which point they will begin receiving subsequent GC Apprentice Lineman wage steps in accordance with the GC Master Apprenticeship Agreement.

In accordance with LA 05-17, GC Apprentice Linemen who complete the training program will be required to spend two years in the bidding area as a Lineman before their bids will be considered under the provision of Sections 205.7, 305.5 or 305.7 of the Agreement.

Towerman Compensation

The Towerman base wage rate will be increased by 0.5% effective upon execution of this letter of agreement by the parties. The new 2015 base wage rates will be:

Start	\$37.89
End 6 Mo	\$39.02

End 1 Yr	\$40.92
End 18 Mo	\$42.43
End 2 Yr	\$43.92

Modification to Line of Progression

The Company further proposes to update the Line Construction Line of Progression and to accurately reflect the use of the Working Foreman and Sub Foreman classifications:

T & D Section

- Under the T&D Section the Pre-Apprentice Lineman classification is now above the Utility Worker entry level classification in the Line of Progression instead of being considered equal.
- To reflect current practice, the Working Foreman B classifications have been removed from both the Underground and Overhead Lines of Progression. Incumbents in the Overhead and Underground Working Foreman B classifications (50210205 and 50251367) in the Line Construction Line of Progression will remain in the classification until they vacate it.
- Consistent with current practice, the Fieldperson GC- Not Gas (50253772) classification has been removed from the Overhead T&D Line Construction Line of Progression. This classification is currently being used in other departments and is not being eliminated.

Equipment Section

- Consistent with current practice, in the Equipment Section the Sub Foreman B classification (50010181) has been replaced with the Working Foreman B classification (50251367).

Tower Section

- The Tower Section now includes the Davis Fabrication Shop and Materials Facility.
- Consistent with current practice, Working Foreman D (50010207) and Sub Foreman B (50010181) are being removed from the Tower Section (Tower) Line of Progression.
- Consistent with current practice Sub Foreman A (50010180) is being removed from the Tower Section (Fabrication) Line of Progression.
- In the Tower Section (Tower) the Sub Foreman A (50010180) is now the classification above a Working Foreman C (50253775). The Sub Foreman B (50010181) classification is now at the top of the Tower Section (Fabrication) above a Working Foreman D (50010207).

Paint Section

- The Paint Section has been changed to Insulation and Coating Section.

The updated line of progression chart can be found in the Attachment of the letter of agreement.

Joint Committee

A joint Company-Union Committee will be established to evaluate Towerman qualifications and create a documented training program. This Committee will include up to two members selected by the Union and two members selected by the Company. This committee will also work to develop an evaluation tool to be used to evaluate Towermen who have bid into PAL to determine if acceleration through the PAL program is appropriate on a case-by-case basis. This tool shall be subject to approval by the Company and the Joint Apprenticeship Training Committee. The Committee shall also serve to address issues related to the implementation and administration of this Letter Agreement. Any disputes arising out of the administration of this Letter Agreement, may be referred to the Oversight Committee for review.

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: _____



Robert Joga
Senior Director and Chief Negotiator

The Union is in agreement.

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

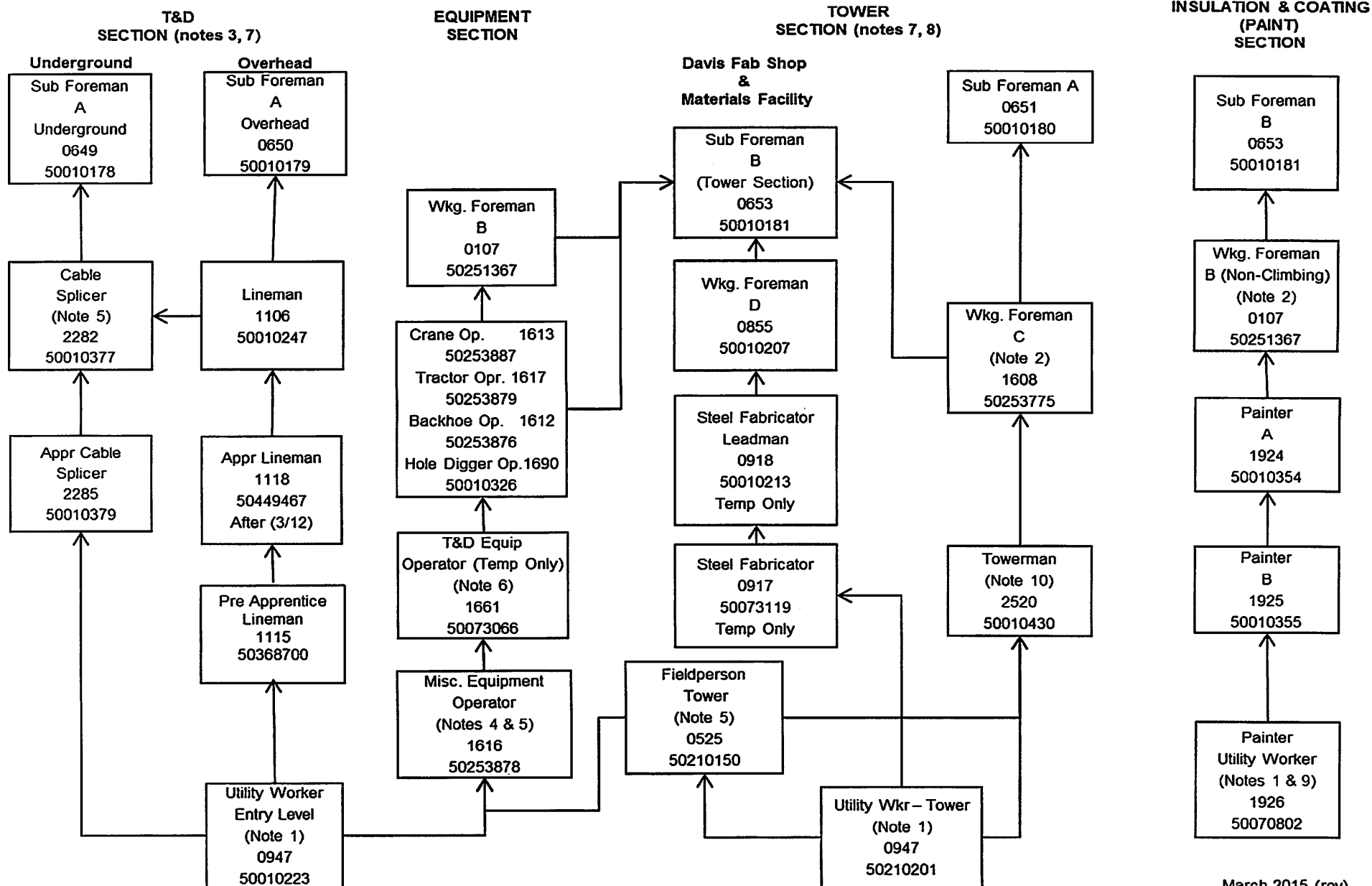
April 17, 2015

By: _____



Tom Dalzell
Business Manager

LINE CONSTRUCTION



March 2015 (rev)

Notes:

1. All entry levels must pass Physical Test Battery.
2. Working Foreman must have craft skill in work supervised except in Steel Fabrication Section.
3. Lineman may file temporary/permanent upgrade sheet to the Underground Section.
4. Must have a minimum of 6 months' experience in overhead line work before operating equipment in proximity to energized conductor/equipment.
5. Requires Class A Operator's License.
6. Classification to be used when operating the Condor/Bronto (L/A 91-68).
7. Temporary Classification when working from a Helicopter (LA 09-08).
8. Retention Agreement for the Tower section (LA 07-33).
9. Painter Utility Worker must be able to climb high structures.
10. Towerman is a qualified bidder to Pre Appr. Line Worker (LA 15-07).

LETTER AGREEMENT TRANSMITTAL

DATE: April 3, 2015

ATTENTION: Tom Dalzell, Business Manager

Dear Mr. Dalzell:

Attached is a proposed Letter Agreement which will not be implemented until Company and Union have reached agreement on this matter.

L/A #: 15-07-PGE

Subject: Electric Towerman Lines of Progression

PG&E Negotiator: Matt Levy – 925-974-4404

IBEW Business Rep: Bob Dean

Robert Joga

Robert Joga
Sr. Director and Chief Negotiator