



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 15-48-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401

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

November 2, 2015

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for Section 600.12, Exhibit VI-L, for Division Electric Operating and Clerical-Hydro. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected. Changes appear in italics.

While the parties have completed a comprehensive review, due to the length of time since the last update, there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

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

By: 
Tom Dalzell
Business Manager

November 18th, 2015

PACIFIC GAS AND ELECTRIC COMPANY

AND

I. B.E.W. LOCAL UNION 1245

**DIVISION ELECTRIC
OPERATING, *HYDRO OPERATING* AND CLERICAL-HYDRO**

JOB DEFINITIONS AND LINES OF PROGRESSION

**EXHIBIT VI-L AND SECTION 600.12
OF THE AGREEMENT**

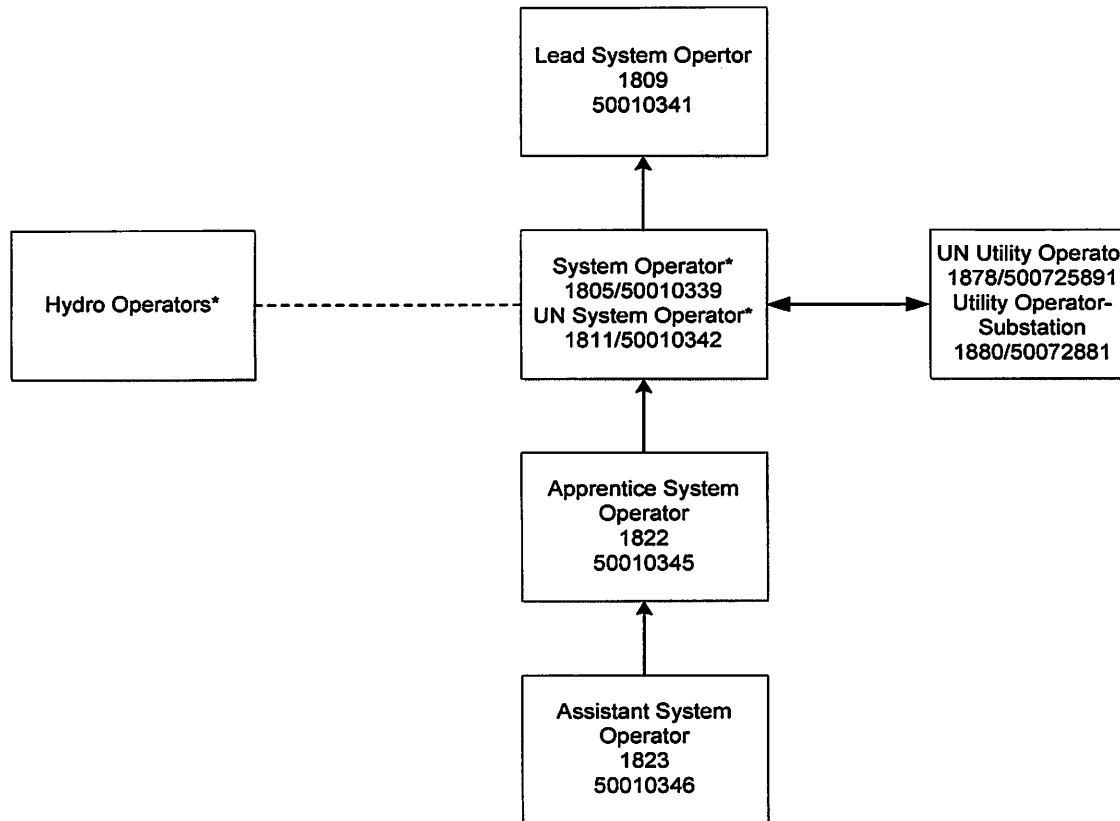
Updated *March 2015*
Replaces Book Dated *January 1996*
Changes made appear in *Italics*

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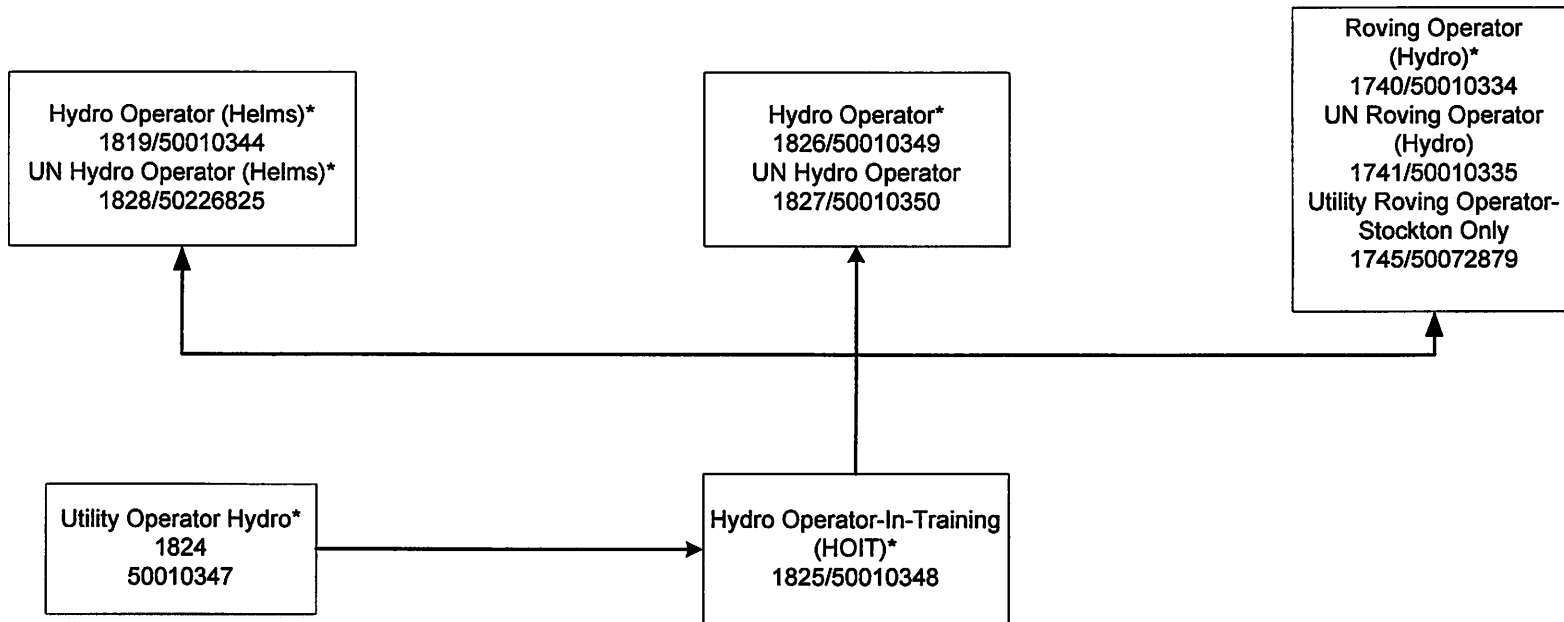
**ELECTRIC OPERATIONS
TRANSMISSION AND DISTRIBUTION**



For illustrative purposes only. Refer to job descriptions for additional detail.

*Current (in classification prior to 6/20/05) Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out. See LA R1-05-21

**ELECTRIC OPERATIONS
HYDRO**



For illustrative purposes only. Refer to job descriptions for additional detail.
*Current (in classification prior to 6/20/05) Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out. See LA R1-05-21

COOK AND HOUSEKEEPING

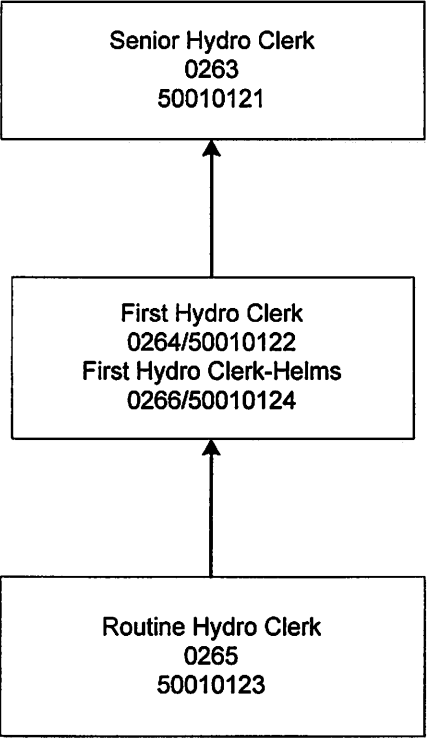
Cook
0355/50070763 (1-4)
0356/50010139 (5-9)
0357/50072989 (10-15)
0360/50083870 (15+)

Cook's Utility Worker
0964/50070769 (1-9)
0965/50070769 (10-15)
0966/50070770 (16+)

Housekeeper
0980/50010225 (1-9)
0983/50070771 (10-15)
0984/50070772 (16+)

For illustrative purposes only. Refer to job descriptions
for additional detail

CLERICAL



For illustrative purposes only. Refer to job descriptions for additional detail

ELECTRIC OPERATIONS
JOB DEFINITIONS AND LINES OF PROGRESSION

TRANSMISSION AND DISTRIBUTION

GRID SYSTEM CONTROL OPERATOR (PIO)
1803 (50010338)

Employees classified as Grid System Control Operator will Be considered for the purposes of Title 205 and 206 and Exhibit VI-L in the classification of System Operator.

DIVISION OPERATOR – SAN FRANCISCO (PIO)
1610 (50010319)

Employees classified as Division Operator – San Francisco, will be considered for the purposes of Titles 205 and 206 and Exhibit VI-L in the classification of System Operator.

LEAD SYSTEM OPERATOR
1809 (50010341)

An employee who is a lead in charge of a group engaged in electric control center operation of the electric system. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a journeyman system operator as may be appropriate and be familiar with Company compliance, safety standards, accounting procedures, and other applicable rules and procedures.

Major Areas of Responsibilities:

- *Coordinates the activities of other control center operators in executing the work requirements at the control center.*
- *As an assistant to the Operating Supervisor, serves as a single point of contact with other departments. Generally, this interaction will involve requests for work or outage-related situations.*
- *May be asked to perform duties of lower classifications in the line of progression.*
- *Control Center "Application for Work" process coordinator:*
 - *Receives and reviews all applications for work.*
 - *Provides final approval of schedules and work scope.*
 - *Distributes work to the planned desk and/or the switch writing desk.*

Notes:

1. *Company shall not be obligated to fill vacant shift¹*
2. *If shift isn't filled entirely, on-shift LSO can be utilized for less than full shift to assume specific shift-type responsibilities but not for the purpose of circumventing the relief protocol.*
3. *If Company elects to fill a full shift, the relief agreement is to be utilized and LSO could be used. The LSO would be last in priority order after all qualified employees in the Line of Progression have been exhausted.*
4. *Company would define start and end times for LSO Static work schedule (e.g., 12 noon to 9 p.m.)*
5. *Successful completion of the NERC certification exam is required for all Lead System Operators. See LA 14-52.*
6. *Following the initial 12-month implementation period of LA 14-52, NERC certification is a required qualification for bidders into the Lead System Operator classification in Electric Transmission.*

¹ Consistent with language in Clarification for Utilization of Relief Shift Employees

Legacy Code	SAP Job Code	Next Lower Classifications
1805	50010339	System Operator
1811	50010342	UN System Operator

Legacy Code	SAP Job Code	Same or Higher Classifications
1809	50010341	Lead System Operator
1826	50010349	Hydro Operator
1827	50010350	UN Hydro Operator

SYSTEM OPERATOR (Transmission and/or Distribution)

1805 (50010339)

UNASSIGNED SYSTEM OPERATOR

1811 (50010342)

A shift employee at a designated location who has displayed the initiative, ability operating knowledge and temperament to supervise and is responsible for the operation of an assigned jurisdiction and is engaged in and/or supervises the issuing of clearances, shifting of loads and the prompt restoration of service when trouble occurs within his/her jurisdictional area. May also be required to operate and control remote or local generating equipment. Makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for buildings and grounds and may be required to adjust relay and regulator settings. In addition, may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. Must have a complete knowledge of Company's service policies. Dispatches gas and electric operation tags to service employees in the field. May also be assigned responsibility for monitoring pressures and flows in the gas transmission and distribution lines in the territory assigned to him/her. Shall direct and train other operating employees, prepare code switching orders, and maintain operating diagrams.

Legacy Code	SAP Job Code	Next Lower Classifications
1741	50010335	UN Roving Operator
1745	50072879	Utility Roving Operator-Stockton only
1822	50010345	Apprentice System Operator
1878	50072891	UN Utility Operator

Legacy Code	SAP Job Code	Same or Higher Classifications
1610	50010319	Division Operator (PIO)
1805	50010339	System Operator
1809	50010341	Lead System Operator
1811	50010342	UN System Operator

Notes:

1. Current (in classification prior to 06/20/05) Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out. (LA 05-21).
2. Successful completion of the NERC certification exam is required for all Transmission System Operators. See LA 14-52.
3. External new hires, employees hired into an Unrestricted (URA) System Operator vacancy in Electric Transmission, and employees hired as Provisional System Operators in accordance with LA 13-25-PGE, will be required to become NERC-certified within six months. See LA 14-52.
4. Qualified bidders from Distribution Operations to System Operator at the GCC will be required to become NERC-certified within six months of a conditional job award.
5. Qualified bidders from Hydro (Hydro Operators with 2005 grandfathered C bidding rights) will be required to become NERC certified within six months of reporting to the System Operator position in Electric Transmission.

RELIEF OPERATOR

A Relief Operator is a journeyman System Operator whose primary duties at one or more attended operating locations are to stand shifts as assigned, relieve other Operators and perform the duties of a Roving/Utility Operator. In addition, may be required to perform electrical, mechanical and building maintenance in substation/hydro plants and on related facilities.

APPRENTICE SYSTEM OPERATOR

1822 (50010345)

A shift employee who is engaged in performing an electric operator's work as an assistant to and under the direct supervision of a journeyman Operator. In the course of his/her training, will be required to prepare and perform switching programs, to operate equipment, to keep records, receive and dispatch calls by telephone and radio dealing with service to customers and certain switching operations. In addition, may be required to care for building and grounds. Educational and general qualifications must be such that he/she is considered capable of progressing to a journeyman Operator at any of the Company's transmission and distribution control centers. May be required to assist in maintenance duties at his/her assigned training locations.

Legacy Code	SAP Job Code	Next Lower Classifications
1823	50010346	Assistant System Operator

Legacy Code	SAP Job Code	Same or Higher Classifications
1822	50010345	Apprentice System Operator
1805	50010339	System Operator

ASSISTANT SYSTEM OPERATOR

1823 (50010346)

A shift employee who assists the System Operator and performs dispatch and communication duties. Must communicate verbally, electronically, and via pager with control center personnel, troublemen, crews, service operators, senior PG&E management, and other departments. Responds promptly to call-out procedures and emergency duties during major events or storms.

Major Area of Responsibilities:

- Handles the dispatch responsibilities utilizing the appropriate outage-related software programs.
- Handles assigned communication/notification responsibilities. Communication mediums include: face-to-face interactions, paging, updating software programs, radio and phone interactions.

Beginner's Classification

ELECTRIC OPERATIONS HYDRO

HYDRO OPERATOR (HELMS)

1819 (50010344)

HYDRO OPERATOR

1826 (50010349)

UNASSIGNED HYDRO OPERATOR

1827 (50010350)

UNASSIGNED HYDRO OPERATOR-HELMS

1828 (50226825)

A shift employee at a designated location who has displayed the initiative, ability operating knowledge and temperament to supervise and is responsible for the operation of an assigned jurisdiction and is engaged in and/or supervises the issuing of clearances, shifting of loads and the prompt restoration of service when trouble occurs within his/her jurisdictional area. May also be required to operate and control remote or local generating equipment. Makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for buildings and grounds and may be required to adjust relay and regulator settings. In addition, may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. Must have a complete knowledge of Company's service policies. Dispatches gas and electric operation tags to service employees in the field. May also be assigned responsibility for monitoring pressures

and flows in the gas transmission and distribution lines in the territory assigned to him/her. Shall direct and train other operating employees, prepare code switching orders, and maintain operating diagrams.

Legacy Code	SAP Job Code	Next Lower Classifications
1822	50010345	Apprentice System Operator
1825	50010348	Hydro Operator-in-Training

Legacy Code	SAP Job Code	Same or Higher Classifications
1610	50010319	Division Operator (PIO)
1740	50010334	Roving Operator (Hydro Plants)
1741	50010335	UN Roving Operator
1745	50072879	Utility Roving Operator-Stockton only
1805	50010339	System Operator
1809	50010341	Lead System Operator
1811	50010342	UN System Operator*
1819	50010344	Hydro Operator (Helms)*
1826	50010349	Hydro Operator*
1827	50010350	UN Hydro Operator*
1878	50072891	Utility Roving Operator-Stockton only
1880	50072881	Utility Operator
1610	50010319	Division Operator-San Francisco (PIO)

*Current (in classification prior to 06/20/05) Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out. (LA 05-21)

ROVING (OPERATOR - HYDRO PLANTS

1740 (50010334)

UNASSIGNED ROVING OPERATOR

1741 (50010335)

UTILITY ROVING OPERATOR - STOCKTON ONLY

1745 (50072879)

An employee who performs the duties of a System Operator at unattended Hydro plants and substations including the operation of any unattended powerhouse, water collection and delivery system or stream gauging station in the Area (Northern, Central, Southern). May also perform switching duties at attended locations. May be required to operate emergency diesel or gas generating units. Shall perform such duties as routine electrical, mechanical and building maintenance as assigned and for which an employee has been properly trained in hydro plants, substations, camps, water collection and delivery systems, stream gauges and on their related facilities; shall prepare code switching orders, maintain operating diagrams and prints and give switching instructions to troublemen and other employees. May be assigned to maintenance or water systems repair crews. May be required to fly in a helicopter to perform duties. May be required to be a resident employee upon agreement between the Company and the Union.

(Class C License required per LA-93-39.)

Hours of Work

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Roving Operator may be required to work a schedule of ten consecutive workdays with four consecutive days off. Under such provisions the parties are also in accord that Roving Operators may be assigned to a shift schedule due to irregular water conditions which may arise. Roving Operators may be required to relieve an absent shift employee under the provisions of Section "D" of the Relief Shift Agreement.

Legacy Code	SAP Job Code	Next Lower Classifications
0070	50073114	Station Attendant(1)
1878	50072891	Unassigned Utility Operator
1880	50072881	Utility Operator

Legacy Code	SAP Job Code	Same or Higher Classifications
1610	50010319	Division Operator (PIO)
1740	50010334	Roving Operator
1741	50010335	Roving Operator-Unassigned
1745	50072879	Utility Roving Operator
1805	50010339	System Operator
1811	50010342	Unassigned System Operator*
1819	50010344	Hydro Operator-Helms*
1826	50010349	Hydro Operator*
1827	50010350	Unassigned Hydro Operator*
1878	50072891	Utility Operator-Unassigned
1880	50072881	Utility Operator
1610	50010319	Division Operator – San Francisco (PIO)

*Current (in classification prior to 06/20/05) Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out. (LA 05-21)

- (1) Applies only to an employee in a Station Attendant classification or a dual classification containing the Station Attendant classification who has satisfied all requirements of the Operator Training Program.

UTILITY OPERATOR - HYDRO **1824 (50010347)**

An employee who cleans, patrols, maintains, makes minor repairs to and is responsible for the flow and level of water in canals, flumes, gates, tunnels, siphons, penstocks, gauging stations, canal alarms, spill channels, trash rakes, fish ladders, fish screens, dams, reservoirs and their related facilities and equipment. Inspects and operates such facilities as assigned. The employee shall maintain and install measuring devices and regulate diversions to customers. Shall perform such duties as routine electrical, mechanical and building maintenance as assigned and for which an employee has been properly trained in hydro plants, substations, camps, water collection and delivery systems, stream gauges and on their related facilities. Performs routine tests on automatic equipment, keeps records, and cares for buildings and grounds. May be required to receive and dispatch calls by telephone or radio dealing with service to customers. The employee is required to fly in a helicopter to perform the duties of the position. If required, must possess a Class A Commercial Driver's License. May also be required to operate and provide routine maintenance for water treatment systems (such as chlorination systems) and may be required to pass a Treatment Plant Operators' test for State certification to operate such water treatment systems. Residency may also be required. May also be required to operate and provide routine maintenance for weather stations. May be assigned to maintenance crews.

Hours of Work:

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Utility Operator – Hydro may be required to work a schedule of ten consecutive workdays with four consecutive days off. Under such provisions the parties are also in accord that a UOH may be assigned to a shift schedule due to irregular water conditions which may arise.

May be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday.

Beginner's Classification

UNASSIGNED UTILITY OPERATOR**1878 (50072891)****UTILITY OPERATOR****1880 (50072881)**

An employee who performs the duties of a System Operator at unattended substation plants. Will inspect equipment for proper operation, perform switching and routine tests on automatic equipment, adjust relay and regulator settings, performs the cleaning duties, takes readings and keeps records in unattended substations. In addition, may be required to perform routine maintenance work of a preventive or cleaning nature within any such substation and/or power plant, prepare code switching orders, maintain operating diagrams and give switching instructions to Troublemens and other employees.

Hours of Work

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Utility Operator's hours of work may be regularly scheduled at any time between the hours of 6:00 a.m. and 6:00 p.m. There shall be no more than a one-hour break in the work period. Utility Operators may be required to relieve an absent shift employee under the provisions of Section "D" of the Relief Shift Agreement.

Legacy Code	SAP Job Code	Next Lower Classifications
0070	50073114	Station Attendant ⁽¹⁾
1822	50010345	Apprentice System Operator

Legacy Code	SAP Job Code	Same or Higher Classifications
1610	50010319	Division Operator (PIO)
1740	50010334	Roving Operator (Hydro Plants)
1741	50010335	UN Roving Operator
1745	50072879	Utility Roving Operator
1805	50010339	System Operator
1809	50010341	Lead System Operator
1811	50010342	UN System Operator
1878	50072891	UN Utility Operator
1880	50072881	Utility Operator
1610	50010319	Division Operator-San Francisco (PIO)

- (1) Applies only to an employee in a Station Attendant classification or a dual classification containing the Station Attendant classification who has satisfied all requirements of the Operator Training Program.

STATION ATTENDANT**0070 (50073114)**

A resident employee who resides at, and is in charge of, a hydro plant and performs all of the functions of a System Operator in the plant, and a Ditch Patrolman or Lake Tender on the related water systems. May be required to operate diesel power generator plants.

Legacy Code	SAP Job Code	Next Lower Classifications
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Legacy Code	SAP Job Code	Same or Higher Classifications
0070	50073114	Station Attendant
1740	50010334	Roving Operator (Hydro Plants)
1741	50010335	Roving Operator-Unassigned
1745	50072879	Utility Roving Operator-Stockton Only
1805	50010339	System Operator
1811	50010342	Unassigned System Operator
1819	50010344	Hydro Operator-Helms

1878	50072891	Utility Operator-Unassigned
1880	50072881	Utility Operator

**Progression of Station Attendants
to Journeyman Electric Operator Positions**

1. Provisions Applicable to Employees Assigned to Station Attendant Classification On March 25, 1975.
 - a. A Station Attendant who has been a journeyman Electric Operator, has passed the ACT test and requests to attend the advanced operating school shall be scheduled to attend the next available class as operating conditions permit. Upon successfully passing the appropriate operating school and the 30-month progression test, such Station Attendant shall be qualified to bid on journeyman Operator positions pursuant to provisions of Titles 205 and 206 of the Physical Agreement.
 - b. A Station Attendant who has not been in a journeyman Electric Operating classification shall, upon request, be sent to the Operator Training Program schools including Basic Electricity School. Such an Operator must first demonstrate the ability to successfully complete these schools by passing the ACT test prior to attendance. Upon satisfactorily completing each of these schools including the 30-month progression test, the Station Attendants shall be considered for appointment to the Roving Operator classification only. If such employee is appointed to a Roving Operator position and subsequently wishes to bid to other journeyman Electric Operating classifications, such employee shall have to satisfy all other requirements of the Operator Training Program prior to receiving consideration for bidding to a journeyman Electric Operator classification.
2. Provisions Applicable to Employees Assigned to Station Attendant Classification After March 25, 1975.

Employees who enter the Station Attendant classification after March 25, 1975 shall be given the opportunity on a voluntary basis to attend the Basic Electricity School and the Basic Operating School. Such employees must pass the ACT test prior to attendance at these schools. If such Station Attendant transfers to an OIT classification, shall not be required to attend these schools again. Successful completion of these schools along with any other pertinent factors shall be taken into consideration in placing such a Station Attendant into a wage step of an Operator Training Program classification.

**UTILITY WORKER – ELECTRIC OPERATING
0926 (50072843)**

An employee who performs various types of semi-skilled work such as record keeping, cleaning buildings, equipment and grounds. Assists the electric operators as required.

Beginner's Classification.

**HYDRO OPERATOR-IN-TRAINING (HOIT)
1825 (50010348)**

A shift employee who is engaged in performing an electric operator's work as an assistant to and under the direct supervision of a journeyman Operator. In the course of his/her training, will be required to prepare and perform switching programs, to operate equipment, to keep records, receive and dispatch calls by telephone and radio dealing with service to customers and certain switching operations. In addition, may be required to care for buildings and grounds. Educational and general qualifications must be such that he/she is considered capable of progressing to a journeyman *Hydro* Operator. May be required to assist in maintenance duties at his/her assigned training locations. (See *Letter Agreements R1-02-12, R1-05-21, R1-05-22 and 12-48*)

(Class C License may be required per LA-93-39.)

Beginner's Classification.

Note 1: A transfer application from an (0926) Utility Worker or an employee in the Operator-in-Training Program to the Operator-in-Training classification will be given priority 1 status under the job bidding system and filled under the provisions of subsection 205.5(b) of the Physical Agreement. Under other circumstances, the Operator-in-Training classification will be considered a beginner's classification.

Hours of Work and Workdays

The regular hours of work and the workdays of an Operator-in-Training will be scheduled to comply with the accepted work schedules at any location on his/her training curriculum to which an employee is assigned. Changes to such schedule are subject to the provisions of the clarification of "Title 202 - Hours" dated March 11, 1965, as amended July 30, 1965. When an Operator-in-Training is assigned to work with a Utility Operator, Roving Operator, Relief System Operator or maintenance crew, he/she will normally be assigned to work the same schedule of work hours and workdays as the Utility Operator, Roving Operator, Relief System Operator or maintenance crew in the headquarters to which an employee is assigned. An Operator-in-Training must work a minimum of three months of continuous revolving shifts.

COOK AND HOUSEKEEPING

COOK (average less than 5 people)

0355 (50070763)

COOK (5-10 people)

0356 (50010139)

COOK (10-15 people)

0357 (50072989)

COOK (average more than 15 people)

0360 (50083870)

An employee who prepares, cooks, and serves meals in a boardinghouse; maintains supplies and keeps records.

(Class C License may be required per LA 93-39.)

COOK'S UTILITY WORKER (less than 10 people)

0964 (50070768)

COOK'S UTILITY WORKER (10-15 people)

0965 (50070769)

COOK'S UTILITY WORKER (more than 15 people)

0966 (50070770)

An employee who assists in the kitchen and dining room of a boardinghouse; may also be required to do housework.

Beginner's Classification.

HOUSEKEEPER (less than 10 people)

0980 (50010225)

HOUSEKEEPER (10-15 people)

0983 (50070771)

HOUSEKEEPER (more than 15 people)

0984 (50070772)

An employee who does the housework in a boardinghouse or dormitory, may be required to assist in the kitchen and dining room.

Beginner's Classification.

ELECTRIC OPERATIONS
CLERICAL- HYDRO

SENIOR HYDRO CLERK

0263 (50010121)

An employee who has the qualifications of a First Hydro Clerk, performs clerical work and assists in the administrative work of the Hydro Supervisor's office and is the lead clerk in directing the work of other Hydro Clerks. When qualified, may be required to drive light Company vehicles.

<i>Legacy Code</i>	<i>SAP Job Code</i>	<i>Next Lower Classifications</i>
0264	50010122	First Hydro Clerk
2723	50010467	Senior Operating Clerk II
2646	50010443	Senior Operating Clerk-Typist II
0266	50010124	First Hydro Clerk - Helms

<i>Legacy Code</i>	<i>SAP Job Code</i>	<i>Same or Higher Classifications</i>
0243	50010113	Senior Field Clerk - G.C.
0263	50010121	Senior Hydro Clerk
0310	50073103	Senior Shop Clerk - G.C.

FIRST HYDRO CLERK

0264 (50010122)

FIRST HYDRO CLERK – HELMS

0266 (50010124)

(See LA 84-69, page 24 and Note on Helms Classifications, page 10.)

An employee, under general supervision, whose background and experience are such that the employee has a comprehensive knowledge of the operation and procedures of the Hydro Department and is engaged in performing clerical work and assisting in the administrative work of the Hydro Supervisor's office. This work encompasses such duties as coordinating various functions to facilitate completion of jobs, including associated clerical duties in the field, assigning jobs to crews, ordering materials, preparing reports, processing time cards, work orders and GMs for the crews or for accounting purposes and maintaining office files and records. May supervise details of boardinghouse operations. Must have the clerical and typing skills required of a Routine Hydro Clerk and may be required to take dictation. When qualified, may be required to drive light Company vehicles.

Legacy Code	SAP Job Code	Next Lower Classifications
*0265	50010123	Routine Hydro Clerk
2655	50010447	Senior Operating Clerk-Typist I
2789	50010477	Senior Operating Clerk I
2662	50010450	Operating Clerk
2664	50010452	Operating Clerk-Steno - (PIO)
2667	50010454	Operating Clerk-Typist
2801	50073091	Senior Operating Clerk I-II
2802	50073094	Senior Operating Clerk-Typist I-II

Legacy Code	SAP Job Code	Same or Higher Classifications
0243	50010113	Senior Field Clerk - G.C.
0246	50010115	First Field Clerk - G.C.
0263	50010121	Senior Hydro Clerk
0264	50010122	First Hydro Clerk
0310	50073103	Senior Shop Clerk - G.C.
0313	50010134	First Shop Clerk - G.C.
2723	50010467	Senior Operating Clerk II
2646	50010443	Senior Operating Clerk-Typist II
0266	50010124	First Hydro Clerk - Helms

ROUTINE HYDRO CLERK **0265 (50010123)**

An employee who performs routine clerical work requiring a basic knowledge of established Hydro Department office procedures and elementary accounting principles; may operate PBX board. Must be able to type with reasonable speed and accuracy (35 words per minute); may be required to learn shorthand prior to promotion to First Hydro Clerk. When qualified, may be required to drive light Company vehicles.

Beginner's Classification.

***Note on Helms Classifications:** (See LA 84-69, page 24.)

Helms classifications will be required to reside at Company residences adjacent to Helms, and for the first two years in the job, pay the established Company-housing rent. Furthermore, Helms classifications may be required to travel in a helicopter. Company will maintain the conditions of employment regarding Company-owned housing, emergency transportation and educational facilities, as has been previously discussed and agreed upon in Union's letter of August 10, 1981, and Company's response thereto dated August 14, 1981. Company will continue to advise the successful bidders to Helms of the remoteness of the plant location. It was further agreed that the Labor Agreement Clarification of Titles 202, 205 and 208, Utilization of Relief Shift Employees, will be utilized as it relates to the System Operators. However, Company will continue to utilize the existing Helms classifications in the same manner that was provided for in Letter Agreement 80-72-PGE.

NOTES

Standard Operating Shifts

"Standard operating shifts" shall commence at 11:00 p.m., 7:00 a.m., 10:00 a.m. and 3:00 p.m. The shift commencing at 11:00 p.m. shall be considered as the beginning of the workday. Shifts other than "standard operating shifts" may be established under the provisions of Section 202.16 of the Agreement.

Hours of Work - Relief Employees*

- A. Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that Relief Operator may be required to assume the hours of work of a non-shift employee provided that:
1. He/she is notified of the change from shift to non-shift hours by 5:00 p.m. or his/her quitting time, whichever is later, on the day before such change is made, and
 2. He/she is assigned to work with a maintenance crew, or
 3. He/she is assigned to work with a non-shift employee at a location other than his/her headquarters.
- B. Employees assigned relief classifications may be regularly scheduled to work either the 7-3 or the 10-6 "standard operating shift" when such employees are not providing relief. The foregoing applies only in locations where two or more Relief Operators are assigned.

Replacing an Absent Employee: 10-6 Shift*

1. Call in the shift employee who is on his/her non-workday in the same classification in which the relief is required.
2. Split the vacant eight-hour watch by calling in the employee scheduled to work the following (2nd) watch five hours early and extending the work period of the employee on the day (1st) watch for three hours.
3. Call back 3rd shift employee to work from 10-3, and extend the work period of the employee on day (1st) watch for three hours.

***In addition, see Labor Agreement Clarification - Titles 202 and 208, "Relief Shift Employees."**

Demotion Procedure

The procedure as outlined in Section 206.1 shall apply when operating employees are to be displaced due to the permanent shutdown or conversion to automatic operation of a hydro plant or substation.

Accelerated Promotion Procedure

An employee who, under the provisions of Title 206 of the *Physical Labor Agreement*, transfers at a reduced wage rate within the same classification shall be considered as having been demoted within the meaning of Section 206.9 of this Agreement.

Temporary Upgrade to Position of Absent Relief System Operator

In selected cases where a valid need exists, the Company may temporarily upgrade a qualified employee to fill the position of an absent Relief System Operator which will be otherwise vacant for an extended period of time.

- A. For the purpose of this Agreement, absent Relief System Operators may be temporarily replaced if their absence was created by one of the following circumstances.
1. Temporarily assigned outside of the bargaining unit, e.g., to Line or Staff Supervisor, Assistant System Dispatcher, or System Operator School Instructor (not less than one month).
 2. Long-term illness, short of being placed on long-term disability (1 - 6 months).
 3. Industrial injury (not less than one month).
 4. Leave of absence Union business (not to exceed six months). Leave of absence for urgent and substantial reasons other than Union business (not to exceed one year).

- B. A temporary assignment to Relief System Operator will not be made where it would result in a reduction of the established non-relief System Operator complement at the headquarters or require a change in the established schedule; or for periods of less than a complete watch rotation cycle, but in no event for less than 28 days.

Any such assignment shall be made in accordance with the applicable provisions of the current Physical Labor Agreement, the clarifications titled "Utilization of Relief Shift Employees, Titles 202, 205 and 208"; "Titles 202 and 208, Hours of Relief Shift Employees"; and Exhibit VI-L, Section 600.12 "Job Definitions and Lines of Progression, Division Electric Operating Substation and Hydro."

Agreements to implement temporary replacement of a Relief System Operator may be executed at the Division level between the Union Business Representative and the *Sr. Labor Relations Specialist or Labor Relations Manager*. A fully executed copy of such Local Agreement shall be forwarded to the *Director of Labor Agreements, Labor Relations* and the Business Manager of Local Union No. 1245, IBEW. In the event there is disagreement locally, the disagreeing party must show cause, in writing, as to why the proposal was rejected. The proposal, including the reason for rejection, will then be submitted to *the Labor Relations Department* to be executed only upon agreement between the *Director of Labor Relations* and the Business Manager of Local Union No. 1245, International Brotherhood of Electrical Workers.

Promotion and Demotion Units (LA R1-05-21 and R1-05-22)	
Promotion Unit	Demotion Unit
<p>BIDDING UNIT 20 AREA 29</p> <p>Humboldt North Valley Auburn Vaca-Dixon Round Mountain Table Mountain Fulton Russian River Ignacio</p> <p>AREA 30</p> <p>Golden Gate San Mateo Pittsburg Newark Tesla Diablo East Bay Mission</p> <p>Area 31</p> <p>DeAnza Edenvale Moss Landing Metcalf Diablo Canyon Central Coast San Luis Obispo</p> <p>Area 32</p> <p>Fresno Operating Center Los Banos Stockton Yosemite Fresno Kern Midway</p>	<p>DEMOTION UNIT 13 AREA 37</p> <p>Humboldt North Valley Auburn Vaca-Dixon Round Mountain Table Mountain Fulton Russian River Ignacio</p> <p>AREA 38</p> <p>Golden Gate San Mateo Pittsburg Newark Tesla Diablo East Bay Mission</p> <p>Area 39</p> <p>DeAnza Edenvale Moss Landing Metcalf Diablo Canyon Central Coast San Luis Obispo</p> <p>Area 40</p> <p>Fresno Operating Center Los Banos Stockton Yosemite Fresno Kern Midway</p>

Training Guidelines for Hydro Operator-in-Training (HOIT) refer to LA 02-12-PGE.
Training Guidelines for Apprentice System Operator refer to LA 06-27-PGE, JATC Approved Administrative Procedures Manual
Training Guidelines for Apprentice Transmission System Operator refer to LA R1-14-29-PGE

-COPY-

LA-84-69-PGE

August 22, 1984

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Jack K. McNally, Business Manager

Gentlemen:

This is a revision of our Letter Agreement dated June 1, 1984 to incorporate additional information.

In an effort to meet current manpower needs at Helms Pumped Storage Facility, and in an attempt to uniformly apply the provisions to currently existing resident employees at the Helms Powerhouse, Company proposes to establish the following general conditions of employment for all employees working at the Helms Project.

Under this proposal, such agreement would serve as a "generic" agreement whose general terms and conditions would apply to all physical bargaining unit employees employed at the Helms facility. Accordingly, the following will detail the requirements associated with employment at the Helms Project.

All employees assigned to the Helms Pumped Storage Project shall be paid the established Helms Powerhouse premium rate of 5 percent above each step of the respective classification's basic wage rate for the first year and 7.5 percent above the basic wage rate of such classification after one year in the classification at Helms. Accordingly, such individuals employed at the Helms facility shall be considered as resident employees. Such employees shall be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. Furthermore, such employees may be assigned to a shift schedule in accordance with the provisions of Section 202.17 of the Physical Agreement due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, such employees at the Helms Project may be required to work a schedule of ten consecutive workdays with four consecutive days off. Helms' classifications will also be required to reside at Company residences adjacent to Helms for the first two years in the job and pay the established Company-housing rent. They will also be required to ride in a helicopter. Furthermore, the terms and conditions set forth in Company's letter to Union dated August 14, 1981 shall be in effect for all individuals employed at the Helms Powerhouse Project as follows:

1. Company-Owned Housing (Helms)

The established rent is currently \$50 per month and is subject to change by bargaining between the parties. The residences will be equipped with telephones, and the current plans are to provide PT&T restricted one plus dialing lines for each residence. The residence will be equipped to receive TV broadcasts.

2. Emergency Transportation

Company will make every effort to provide the employees and their families with emergency transportation via helicopter. If winter weather conditions prohibit the use of helicopters, alternate transportation will be provided which will include emergency transportation and medical supplies. Weather permitting, there will be regularly scheduled trips to Helms throughout the year.

3. Additional Classifications (Helms)

It is anticipated that intermittent employees will be needed in the classifications of Cook, Cook's Helper, and Housekeeper. It is intended that the members of employees' families will be considered for these classifications if they so desire and if they have the necessary qualifications.

4. Helms Project Rate

When it is necessary to utilize electric and hydro operating classifications at Helms, the appropriate rate of pay will be the highest System Operator rate established for the Hydro Generation Department.

During the course of further discussions on October 26, 1983, Company communicated that, due to the nature of this situation at the Helms Project, it was unable to specify the duration of the proposed operator positions. It was further discussed and agreed that at such time as the Helms Project may not require operating personnel due to the projected full functioning of the automated systems which were designed for this facility, the parties shall meet, prior to any displacements, to discuss the procedure through which such displacements may be implemented. Company will continue to utilize the existing Helms classifications in the same manner that was provided for in Letter Agreement 80-72-PGE dated July 28, 1981.

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 Company.

Yours very truly,
PACIFIC GAS AND ELECTRIC COMPANY

By /s/ I. Wayland Bonbright
Manager of Industrial Relations

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

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

September 20 , 1984

By /s/ Jack McNally
Business Manager

- COPY-

LA R2-93-39-PGE

January 14, 1994

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

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Drivers License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. 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 a significant change in local operating conditions which prevent the accommodation.

2. 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.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Classification

Those employees in apprentice classifications for which the journeyman is required to have driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

January 14, 1994

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirement for the Geysers Power plant was discussed. No agreement was reached.

If you are in accord with the foregoing and attachments 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/ David J. Bergman
Director & Chief Negotiator

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

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

May 1, 1995

By: /s/ Jack McNally
Business Manager

TITLE 300 POSITIONS

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0163	Carpenter A	C
0164	Carpenter B	C
0243	Senior Field Clerk (1)	C
0245	Routine Field Clerk (I)	C
0246	First Field Clerk (1)	C
0275	Partsman (1)	C
0276	Field Partsman	C
0405	Driller (1)	A
0434	Special Driver (SC)	A
0466	Electrician (1)	C
0474	Electrician (1)	C
0525	G.C. Fieldman	A
0580	Street Fitter (1)	C
0630	Labor Foreman	C
0644	Tech. Subforeman A (1)	C
0645	Tech. Subforeman B (1)	C
0650	Subforeman A	C
0653	Subforeman B	C
0776	Field Partsman	C
0844	Working Drilling Foreman	A
0850	Working Foreman A	C
0853	Working Foreman B	C
0854	Working Foreman C (1)	C
0885	Garageman Field	C
1006	Field Mechanical Inspector (1)	A
1007	Mechanical Inspector (1)	A
1085	Materials Leadman (1)	C
1210	Materialsman	C
1255	Equipment Mechanic (1)	A/C
1267	Lead Field Garage Mechanic (1)	A/C
1270	Field Garage Mechanic A (1)	A/C
1275	Field Garage Mechanic B (1)	A/C

Contd.

(1) Depending upon local operating conditions.

(Contn.)

TITLE 300 POSITIONS

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1276	Field Garage Mechanic C	A
1301	Gas Mechanic (1)	C
1310	Hydro/Station Mechanic (1)	C
1337	Station Mechanic (1)	C
1345	Mechanic Lead (1)	A
1510	Gunitite Nozzleman	C
1515	Backhoe Operator	C
1597	Crane Operator (1)	A
1646	Misc. Equipment Operator	A
1690	Hole Digger Operator (1)	A
1840	Tractor Operator (1)	A
1924	Painter A (1)	C
1925	Painter B (1)	C
2390	Communication Technician (1)	C
2392	Telecommunication Installer (1).....	C
2400	Electrical Technician	C
2413	Gas Technician	C
2418	Instrument Technician	C
2520	Towerman	C
2617	Welder - Station (1)	B/C
2617	Welder - Gas (1)	B

(1) Depending upon local operating conditions.

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242	Building Mechanic ()	C
0665	Building Foreman (1)	C
2290	Cableman-Trans - San Francisco	C
0960	Cableman's Utility Worker	C
1245	Corrosion Mechanic	C
2400	Electrical Technician	C
0469	Electrician (1)	C
1645	Equipment Operator (2)	A
0458	Field Clerk - Electric T&D	A
1483	Field Meterman - Gas	C
0060	Garage Attendant	C
2410	Gas Control Technician	C
1650	Heavy Equipment Operator	A
0463	Heavy Truck Driver - E	A
0465	Heavy Truck Driver - G	A
0990	Inspector - Electric T&D	C
0433	Leadman Driver	A
0424	Light Truck Driver - Electric Maintenance....	C
0423	Light Truck Driver - Garage	C
0422	Light Truck Driver - Materials	C
1365	M&C Mechanic	C
2010	Manhole Pumpman	C
1215	Materials Facility Man	C
1085	Materials Leadman (1)	C
1210	Materialsman	C
1235	Mechanic Lead Building (1)	C
2013	Night Manhole Pumpman	C
1943	Patrolman - E	C
2353	Power Surveyor	C

(Contd.)

-
- (1) Depending upon local operating conditions.
- (2) Division practice will dictate license requirement; i.e., if backhoes are transported by vehicle to the job site, a Class A License will be required.

(Contn.)

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1756	Relief Service Operator	C
2230	Reserve Gas Serviceman	C
1740	Roving Operator	C
1480	Senior Meterman	C
1405	Service Mechanic	C
2210	Serviceman	C
1490	Service Mechanic - E	C
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm. Technician (1)	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver - Materials	C
0417	Truck Driver - E (Electric Maintenance	C
2500	Voltage Tester	C

(1) Depending upon local operating conditions.

CES - CLERICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
2760	Credit Representative	C
2770	Credit Rep/Meter Reader	C
2773	Mail Clerk Driver	C
2785	Meter Reader	C
2783	Senior Meter Reader	C

ELECTRIC SUPPLY
STEAM GENERATION

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0150	Launch Captain - Coast Valley	C
0426	Light Truck Driver - Steam	C

ELECTRIC SUPPLY
HYDRO GENERATION

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1552	Assistant Operator	C
1037	Asst. Meteorological Instrument	C
0355	Cook (1)	C
0356	Cook (1)	C
0357	Cook (1)	C
0360	Cook (1)	C
0751	Electrical Mtc Crew Foreman - Helms...	C
0752	Electrical Technician Crew Foreman....	C
1140	Electrical Machinist	C
1139	Electrical Machinist - Helms	C
2400	Electrical Technician	C
2402	Electrical Technician - Helms	C
0467	Electrician - Electric	C
0459	Electrician - Helms	C
0424	Light Truck Driver - Electric	C
1036	Meteorological Instrumentman	C
1554	Operator In Training (1)	C
1740	Roving Operator	C
2407	Telecommunications Crew Foreman (1)....	C
2389	Telecommunications Tech - Helms	C
2409	Telecommunications Technician (I)	C
0418	Truck Driver - Water	C
1252	Utility Equipment Mechanic	C
1253	Utility Equipment Mechanic - Helms	C
1745	Utility Roving Operator	C
1905	Water Treatment Plant Operator (1)	C

(1) Depending upon local operating conditions.

GAS SUPPLY

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1244	Comp Mechanic (Rio Vista)	C
1245	Corrosion Mechanic	C
1482	Field Meterman 1)	C
1307	Gas Control Mechanic	C
1309	Gas Control Mechanic - C	C
1306	Gas Control Mechanic - M&C	C
2410	Gas Control Technician	C
2415	Gas Transmission Technician	C
2423	Gas Transmission Technician - C	C
1246	Lead Tech Comp Mechanic	C
1350	Line Mechanic	C
1365	M&C Mechanic	C
0057	Maintenance Assistant	C
0058	Maintenance Assistant - C	C
1160	Maintenance Man (1)	C
1440	Mechanic Welder (1)	C
1441	Mechanic Welder - C	C
1706	Operator Mechanic (1)	C
1470	Orifice Meterman	C
1380	Pipeline Mechanic	C
1705	Relief Operator Mechanic (1)	C
2416	Supervising Gas Transmission Tech...	C
1249	Tech Comp Mechanic	C
1241	Tech Comp Mechanic M&C	C
0825	Transmission Subforeman	C
1415	Transmission Mechanic - C	C
1406	Transmission Mechanic	C
1366	Unassigned M&C Mechanic	C
1250	Unassigned Tech Comp Mechanic	C
1416	Unassigned Transmission Mechanic - C	C

(1) Depending upon local operating conditions.

C = Cogen



LETTER AGREEMENT NO. R1-02-12-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

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
PERRY ZIMMERMAN
BUSINESS MANAGER

June 18, 2002

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Hydro Generation Department expects to fill approximately ten (10) additional qualified System Operators within the next 12 to 18 months due to projected retirements, however, the timing and sequence of the anticipated vacancies is uncertain. Because Hydro System Operators often perform their work independently at remote locations, the Department desires to fill these positions immediately in order to have well trained replacements available at the time vacancies occur.

In order to provide the required complement of properly trained operators in the Hydro Department in a timely manner, the Company proposes the following pursuant to Section 205.19 of the Agreement:

Each Hydro Department headquarters will be considered as part of a geographic operating Area for the purposes of this program. These three areas will be defined as follows:

Northern Area	Central Area	Southern Area
Burney	Alta	Auberry
Camp 1	Angels Camp	Balch PH
Caribou PH	Drum PH	Helms
Kilarc PH	Potter Valley	Kern Canyon
Manton	Tiger Creek PH	Tule River
Pit 3	Wise PH	
Pit 5		
Prattville		
Rock Creek PH		

Company will fill five (5) OIT positions at headquarters to be determined by Company using existing transfer lists. All five positions will be filled in the transfer mode unless the lists are exhausted. For the purpose of filling journeyman jobs, all OIT's at those headquarters in the above-defined geographic operating Areas will receive consideration for vacancies in that Area as described in Section 2(s) of the attached Hydro Operator-in-Training Guidelines. Expenses for on-the-job training assignments will be reimbursed pursuant to Sections 201.7 through 201.12 of the Physical Agreement and will be based on the headquarters to which the employee was assigned in the transfer process.

Company will fill five (5) additional positions, all in the unrestricted mode, at a temporary training headquarters in San Ramon. Expenses for on-the-job training assignments will be reimbursed pursuant to Sections 201.7 through 201.12 of the Physical Agreement and will be based on the San Ramon headquarters.

Except as provided below, employees entering this program will not be subject to the provisions of Title 205 until the completion of their training.

Training for all OIT's in this program will initially be held in San Ramon. The OIT class hours at San Ramon will be 0700 to 1600 hours to be adjusted as needed to allow maximum use of the simulator and the training facilities.

Journeyman System Operator vacancies in Hydro will be filled as outlined in Section 2(s) of the attached Hydro Operator-in-Training Guidelines. OIT employees in this program will attain 205.7(b) bidding status to the System Operator classification in the Hydro Operating Department upon attainment of Wage Step 3. Employees who entered this program by transfer will be considered before other pre-bidders from this program in the administration of Subsection 205.7(b) for positions in their respective Areas.

Unassigned Journeyman and OIT's who have entered Wage Step 3 in this program may be required to move beyond a commutable distance to fill Journeyman vacancies. If required to move beyond commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 of the Agreement. If moving expenses for any regular assignment as specified above are paid by Company, the operator shall not be considered a qualified bidder in accordance with Title 205 of the Agreement for a period of 18 months from the date of placement. If such employee provides for his/her own moving expenses, the employee will be able to bid upon reporting to the new headquarters.

Attached hereto are the Hydro Operator-in-Training Guidelines applicable to this program.

The provisions of this agreement will remain in effect until all OIT's who have entered this program are assigned or are no longer available.

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 25, 2002

By: s/Perry Zimmerman
Perry Zimmerman
Business Manager



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-05-21-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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

June 7, 2005

Mr. Perry Zimmerman, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

The parties agreed in the 2003 General Negotiation Settlement Agreement to establish a System Operator Ad Hoc Committee per the following statement:

"Company and Union agree to the following concepts and will establish a System Operator Ad Hoc Committee to discuss and reach agreement on a journeyman re-certification program, an enhanced OIT program, lines of progression and bidding-displacement for Transmission, Distribution and Hydro Operators, an entry-level classification, filling of shifts, alternate work schedules, and wages. It is recommended that this Committee begin its work immediately upon ratification of the Agreement and conclude within six months, unless agreement is reached to extend the timeframe. Upon reaching agreement, an increase as agreed to by the Ad Hoc Committee will be granted to classifications identified by the Committee."

The Company proposes the following as a result of the ad hoc negotiation:

1. Establish System Operator Transmission and/or Distribution job definitions (see attached)
 - a. Lead System Operator (LSO) – New position
 - b. System Operator
 - c. Apprentice System Operator – Combines OIT and old Assistant Operator job definitions
 - d. Assistant System Operator – New position
2. Separate Lines of Progression - Hydro, Transmission and Distribution
 - a. Revised Line of Progression and Reverse Line of Progression
 - b. Promotion and Demotion units (Distribution and Transmission) – (see attached revised Promotion and Demotion units)
 - c. Utility Operator as shift employee

3. Apprentice System Operator Classification for Transmission and Distribution
 - a. Five-step wage progression
 - b. Company's discretion to fill once 205.7 (b) and (c) bidders have been exhausted.
 - c. Expand the current language to allow the Company at management's discretion to assign an apprentice to a different headquarters one time within his/her area during his/her Apprenticeship.
 - d. Apprentices that reach journeyman status will remain in their Control Center for two years before being allowed to bid another System Operator position outside of his/her current headquarters. This applies to employees who enter the program after the effective date of this agreement.
4. Separate Training Programs - Hydro, Transmission and Distribution.
 - a. Revise current program based on Subcommittee's recommendations
 - b. Use the current HOIT program for Hydro
5. Incorporate a screening test for candidates into the System Operator Line of Progression.
6. The current Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out.
7. Eliminate Division Operator and Grid System Control Operator (GSCO) classifications. The existing personnel at FOC who are currently in the Grid System Control Operator classification will continue to receive GWIs based on the current rate of the GSCO. Personnel who are currently in the Division Operator classification at Golden Gate Control Center (GGCC) will maintain the existing pay differential as compared to the System Operator wages as long as they stay at GGCC.
8. Excluding incumbents, establish a 6% pay premium for those operators assigned to the generation desk work at the FOC. A generation desk premium will be paid for the full shift, regardless of the amount of time worked performing generation duties. This is defined as working 1 hour or more during the operator's shift and will be applied toward all benefits. Incumbents will be addressed as discussed in item 7 above.
9. Eliminate Re-Rate Committee.
10. 6% overall pay adjustment for System Operators in Transmission and Distribution. Initial 3% raise will be implemented on July 1, 2005 for System Operator wages. The final 3% increase will be effective on January 1, 2006.

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

June 20, 2005

By: s/Perry Zimmerman
Perry Zimmerman
Business Manager

ATTACHMENT LA 05-21-PGE

1809 Lead System Operator (Transmission and/or Distribution) – New Position

Job Definition:

An employee who is a lead in charge of a group engaged in electric control center operation of the electric system. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a journeyman system operator as may be appropriate and be familiar with company compliance, safety standards, accounting procedures, and other applicable rules and procedures.

Major Area of Responsibilities:

- Coordinates the activities of other control center operators in executing the work requirements at the control center.
- As an assistant to the Operating Supervisor, serves as a single point of contact with other departments. Generally, this interaction will involve requests for work or outage-related situations.
- May be asked to perform duties of lower classifications in the line of progression.
- Control Center "Application for Work" process coordinator:
 - Receives and reviews all applications for work.
 - Provides final approval of schedules and work scope.
 - Distributes work to the planned desk and/or the switch writing desk.

Notes:

- (1a) Company shall not be obligated to fill vacant shift¹
- (2a) If shift isn't filled entirely, on-shift LSO can be utilized for less than full shift to assume specific shift-type responsibilities but not for the purpose of circumventing the relief protocol.
- (3a) If company elects to fill a full shift, the relief agreement is to be utilized and LSO could be used. The LSO would be last in priority order after all qualified employees in the Line of Progression have been exhausted.
- (4a) Company would define start and end times for LSO Static work schedule (e.g., 12 noon to 9 p.m.).

Next Lower Classification

1805 (1811) System Operator (Un)

Same or Higher Classification

1809 Lead System Operator

1805 System Operator (Transmission and/or Distribution)

Job Definition:

A shift employee at a designated location who has displayed the initiative, ability, operating knowledge and temperament to supervise and is responsible for the operation of an assigned jurisdiction and is engaged in and/or supervises the issuing of clearances, shifting of loads and the prompt restoration of service when trouble occurs within his/her jurisdictional area. May also be required to operate and control remote or local generating equipment. Makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for

¹ Consistent with language in Clarification for Utilization of Relief Shift Employees

buildings and grounds and may be required to adjust relay and regulator settings. In addition, may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. Must have a complete knowledge of Company's service policies. Dispatches gas and electric operation tags to service employees in the field. May also be assigned responsibility for monitoring pressures and flows in the gas transmission and distribution lines in the territory assigned to him/her. Shall direct and train other operating employees, prepare code switching orders, and maintain operating diagrams.

NOTE: Above paragraph does not differ from current job definition for System Operator (1805, 1811, 1812)

Next Lower Classification

Same or Higher Classifications

1822 Apprentice System Operator

1809 Lead System Operator

1880 Utility Operator (Transmission and/or Distribution)

Job Definition:

An employee who performs the duties of a System Operator at unattended substation plants. Will inspect equipment for proper operation, perform switching and routine tests on automatic equipment, adjust relay and regulator settings, performs the cleaning duties, takes readings and keeps records in unattended substations. In addition, may be required to perform routine maintenance work of a preventive or cleaning nature within any such substation and/or power plant, prepare code switching orders, maintain operating diagrams and give switching instructions to Troublemens and other employees.

Next Lower Classification

Same or Higher Classifications

1822 Apprentice System Operator

1809 Lead System Operator

1822 Apprentice System Operator (Transmission and/or Distribution)

Job Definition:

A shift employee who is engaged in performing an electric operator's work as an assistant to and under the direct supervision of a journeyman Operator. In the course of his/her training, will be required to prepare and perform switching programs, to operate equipment, to keep records, receive and dispatch calls by telephone and radio dealing with service to customers and certain switching operations. In addition, may be required to care for building and grounds. Educational and general qualifications must be such that he/she is considered capable of progressing to a journeyman Operator at any of the Company's transmission and distribution control centers. May be required to assist in maintenance duties at his/her assigned training locations.

NOTE: Above paragraph represents a consolidation of the current job definitions for the Operator in Training (1554) and the current Assistant Operator (1552) positions.

Next Lower Classification

1823 Assistant System Operator

Same or Higher Classification

1822 Apprentice System Operator

1823 Assistant System Operator (Transmission and/or Distribution) – New Position

Job Definition:

A shift employee who assists the System Operator and performs dispatch and communication duties. Must communicate verbally, electronically, and via pager with control center personnel, troublemen, crews, service operators, senior PG&E management, and other departments. Responds promptly to call-out procedures and emergency duties during major events or storms.

Next Lower Classification

1823

Beginner's classification

Major Area of Responsibilities:

- Handles the dispatch responsibilities utilizing the appropriate outage-related software programs
- Handles assigned communication/notification responsibilities. Communication mediums include: face-to-face interactions, paging, updating software programs, radio and phone interactions.

1809	Lead System Operator	(shift employee)
1805	System Operator	(shift employee)
1822	Apprentice System Operator	(shift employee)
1823	Assistant System Operator	(shift employee)
1880	Utility Operator*	(shift employee)

*Utility Operator job definition and wages to remain the same. Change requested is to add to exhibit 3 of the Company-Union agreement as a shift employee.

Promotion Unit for T&D	Demotion Unit for T&D
<p>BIDDING UNIT 20 AREA 29</p> <p>Humboldt North Valley Auburn Vaca-Dixon Round Mountain Table Mountain Fulton Russian River Ignacio</p> <p>AREA 30</p> <p>Golden Gate San Mateo Pittsburg Newark Tesla Diablo East Bay Mission</p> <p>Area 31</p> <p>DeAnza Edenvale Moss Landing Metcalf Diablo Canyon Central Coast San Luis Obispo</p> <p>Area 32</p> <p>Fresno Operating Center Los Banos Stockton Yosemite Fresno Kern Midway</p>	<p>DEMOTION UNIT 13 AREA 37</p> <p>Humboldt North Valley Auburn Vaca-Dixon Round Mountain Table Mountain Fulton Russian River Ignacio</p> <p>AREA 38</p> <p>Golden Gate San Mateo Pittsburg Newark Tesla Diablo East Bay Mission</p> <p>Area 39</p> <p>DeAnza Edenvale Moss Landing Metcalf Diablo Canyon Central Coast San Luis Obispo</p> <p>Area 40</p> <p>Fresno Operating Center Los Banos Stockton Yosemite Fresno Kern Midway</p>

Internal and External Screening Process for the Assistant and Apprentice System Operator

- Add or incorporate testing elements that test for retention ability.
 - PTB (Physical Test Battery) and OTB (OIT Test Battery) may remain status quo.
 - Testing to be reviewed by the Company's Human Resources Department and additional tests may be added to the screen process.
- Upon contingent acceptance of a position, employee must attend an orientation class, pass a written and oral exam.
 - Class would include an overview of the System Operator program, basic electricity concepts, basic troubleshooting, appropriate documentation, and communication skills. Class review should not exceed 2 hours (HR-PSOS).
 - Upon completion of the class, the prospect must pass a written exam (HR-PSOS).
 - The prospect must also pass an oral simulation (see attachments A and B).
- The Written exam would assess the candidate's ability to communicate, multi-task, retention and attention to detail.
- The verbal simulation would involve setting up a simple scenario of electric trouble:
 - The prospect would need to demonstrate the following:
 - Ability to understand basic electricity concepts.
 - Ability to safely handle the simple electric fault.
 - Ability to communicate with multiple individuals while handling the situation.
 - Ability to document the situation and status.
- Upon successful completion of the tests, the prospect will be awarded the position on a regular basis. If unsuccessful, the following would apply:
 - Internal bid offers would be rescinded upon any unsuccessful qualification of either the written exam or oral simulation.
 - Internal applicants are permitted to apply for one additional testing opportunity, but cannot be scheduled for at least 6 months of the initial testing date.
 - External applicants will be limited to one testing opportunity and if unsuccessful will be excluded from any future consideration.

Attachment "A" – Oral Simulation Orientation

Simulation Schematic

1. Draw single line schematic on board containing two Circuit Breakers "A" and "B", along with five Air Switches, #1 (Closed), #2 (Closed), #3 (Open), #4 (Closed) and #5 (Closed)

Tailboard of candidate

2. Indicate Car-pole accident between switches #4 and #5
3. Show power flow arrows from each CB source
1. Hypothetically candidate is a qualified System Operator
2. Map schematic is as shown with no hidden issues
3. Based on the schematic, the individual is responsible for guiding field personnel in alleviating the situation
4. Individual is tailboarded on the following:
 - a. Diagram: Components and their understanding
 - b. All equipment must be manually operated by all field personnel
 - c. Introduce the "911" dispatcher role player and how to contact
 - d. Introduce the three troublemen role players and how to contact
 - e. Inform the individual other role player may call in as employee, supervisor, customer or hospital
 - f. Each time individual desires to contact role player, use radio transmission (Control to T-man #1) or by phone "ring, ring" to 911 dispatcher

Role players and simulation

Panel member #1 - Sets the stage and can role-play field personnel

Panel member #2 - Role-Plays a persistent 911 dispatcher who describes the accident scene to the candidate and demands "an estimated time of arrival". Wire is energized with family of four trapped in car.

Panel member #3 – Role-Plays a 30 year T-man and realizes the candidate is green. When the candidate asks them to open a particular switch, they react in the following manner:

1. Tries to convince the candidate to use his suggested switch
2. Tells them that he's been doing this job a long time and knows what's best.
3. Refuses to open switch at first and then decides to do so (Switch flashes over and T-man is killed)
4. Any panel member can role-play either a supervisor, customer, employee or hospital personnel by simply "ring, ring."

Evaluation Process

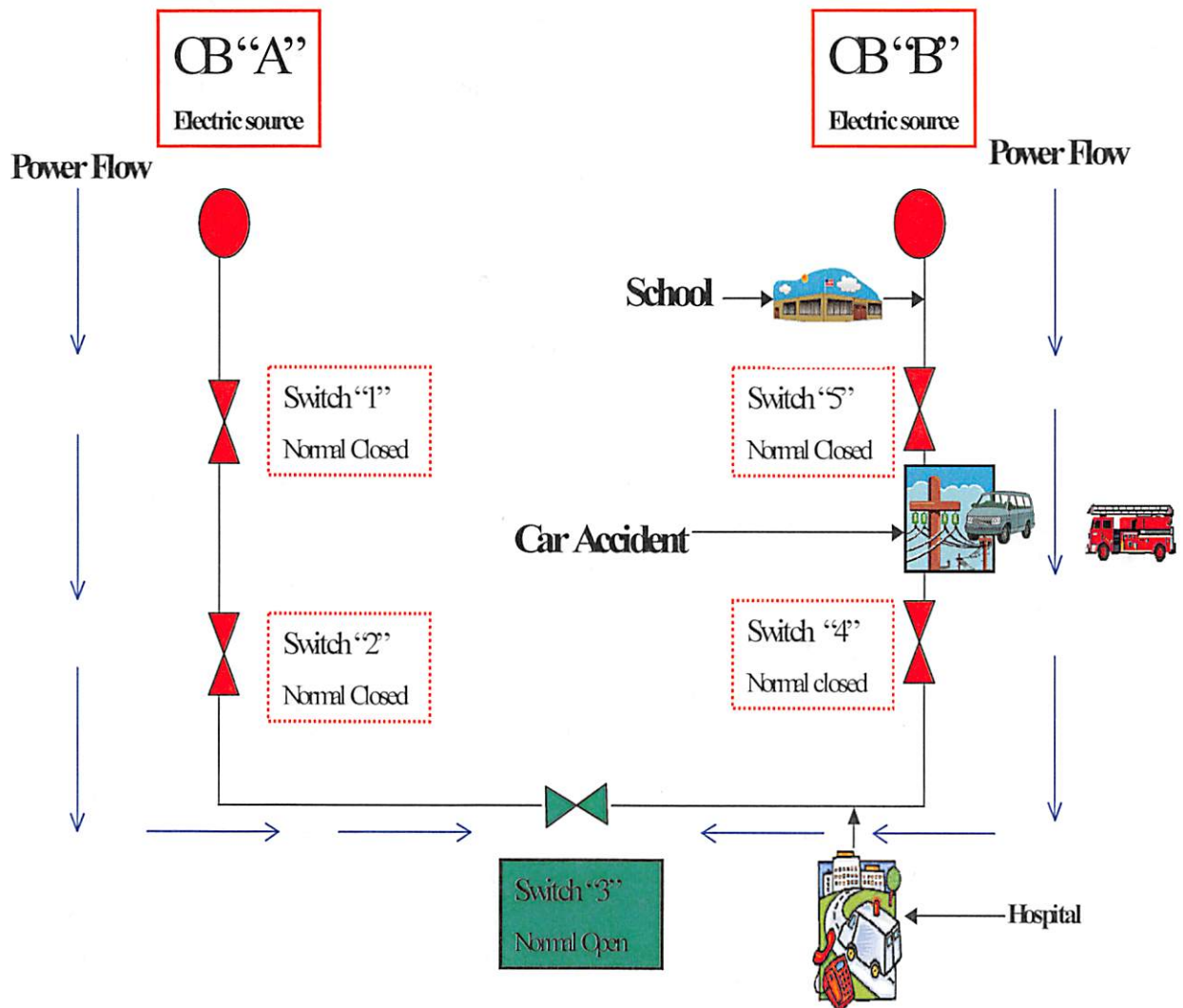
Did candidate prioritize his/her correctly? Yes ☐ No ☐

Did candidate handle all required communications properly? Yes ☐ No ☐

Did candidate take all required actions in a timely manner? Yes ☐ No ☐

Did candidate perform all actions in a safe manner? Yes ☐ No ☐

Attachment "B" Scenario Simulation



Two Pay Increase Iterations

Beginning July 1, 2005

	Start	End 6 mo
1809 Lead System Operator	\$1,532.90	\$1,569.70

Start is 4.59% above System Operator
End 6 mo is 7.1% above System Operator

	Start	End 6 mo	End 12 mo	End 18 mo	End 24 mo	End 30 mo
1805 System Operator	\$1,248.00	\$1,297.25	\$1,346.45	\$1,395.65	\$1,422.10	\$1,465.60

3% above current System Operator Pay of \$1422.90.

Beginning January 1, 2006 (Dependent on wage re-opener discussions. Using July 1, 2005 wage as illustration)

	Start	End 6 mo
1809 Lead System Operator	\$1,577.55	\$1,615.40

Start is 4.59% above System Operator
End 6 mo is 7.1% above System Operator

	Start	End 6 mo	End 12 mo	End 18 mo	End 24 mo	End 30 mo
1805 System Operator	\$1,248.00	\$1,297.25	\$1,346.45	\$1,395.65	\$1,444.85	\$1,508.30

6% above current System Operator Pay of \$1422.90

	Start	End 6 mo
1880 Utility Operator	\$1,274.20	\$1,289.40

	Start	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
1822 Apprentice System Operator	\$900.45	\$943.90	\$987.35	\$1,074.20	\$1,161.10	\$1,248.00

\$900.45 is based on start pay of current OIT
Increases are higher in the more complicated phases

	Start	End 6 mo	End 12 mo	End 18 mo	End 24 mo
1823 Assistant System Operator	\$739.85	\$786.35	\$832.85	\$879.30	\$925.80

Modeled after 1 year Utility Worker (\$739.85 to 925.80)

Premiums

FOC Gen Desk	6% above System Operator Pay
Relief Premium	Same as today
Shift Premium	Same as today

Note: Incumbent System Operators will move into the above new rates based upon their time in the position. For the cases where the new rate is lower than the current rate, the employee will maintain the current rate. The employee will remain at the current rate until the time requirement is met for the next progressive step.



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-05-22-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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

June 1, 2005

Mr. Perry Zimmerman, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

On February 13, 2004 the Union requested to develop a formal training program for the Water System Operator classification and to review their pay and job duties. The Company agreed to discuss the issues raised by the Union but also wanted to discuss other Hydro and Water Department concerns. The following is a result of those negotiations. The Company proposes the following modifications to the Agreement pursuant to the provisions of Sections 204.4, 205.19 and 206.12.

Water Department:

Elimination of the Water Department and movement of those classifications into the Electric Maintenance Department.

Water System Operator:

Include Water System Operator (WSO) duties into the Hydro Operator Line of Progression and create a new Utility Operator – Hydro (Attachment 1). The incumbent WSO may volunteer to take the new position and be eligible for the higher rate of pay or remain as a WSO - PIO.

Bidding and Demotion:

The Hydro System Operators bidding and demotion rights are the same as those described in System Operator Letter Agreement 05-21. The current Hydro System Operators and T&D System Operators maintain their "c" rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out.

Wages:

Attached is a wage schedule for Utility Operator - Hydro, Hydro Operator-in-Training, Hydro Roving Operator, Hydro Operator and Hydro Operator - Helms (Attachment 2). The effective date of the wages will be the same as the effective date described in the System Operator Letter Agreement No. 05-21.

Training Program:

The Company will use the training program for Hydro Operators as provided in Letter Agreement 02-12. The Company may fill Hydro OIT vacancies on a one-for-one basis as unrestricted appointments on a system-wide basis. The Company may establish San Ramon as a hiring location for new hires at the Company's discretion (Attachment 3).

Mr. Perry Zimmerman

-2-

June 1, 2005
L/A R1-05-22-PGE

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

June 20, 2005

By: s/Perry Zimmerman
Perry Zimmerman
Business Manager

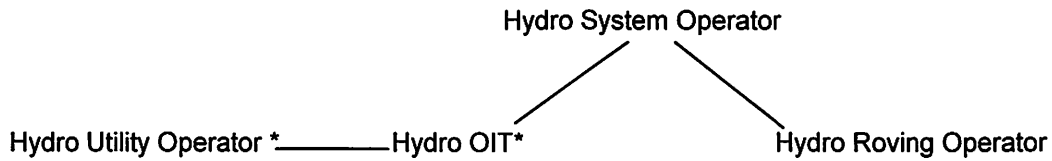
1824 Utility Operator – Hydro (formerly WSO)

An employee who cleans, patrols, maintains, makes minor repairs to and is responsible for the flow and level of water in canals, flumes, gates, tunnels, siphons, penstocks, gauging stations, canal alarms, spill channels, trash rakes, fish ladders, fish screens, dams, reservoirs and their related facilities and equipment. Inspects and operates such facilities as assigned. The employee shall maintain and install measuring devices and regulate diversions to customers. Shall perform such duties as routine electrical, mechanical and building maintenance as assigned and for which an employee has been properly trained in hydro plants, substations, camps, water collection and delivery systems, stream gauges and on their related facilities. Performs routine tests on automatic equipment, keeps records, and cares for buildings and grounds. May be required to receive and dispatch calls by telephone or radio dealing with service to customers. The employee is required to fly in a helicopter to perform the duties of the position. If required, must possess a Class A Commercial Driver's License. May also be required to operate and provide routine maintenance for water treatment systems (such as chlorination systems) and may be required to pass a Treatment Plant Operators' test for State certification to operate such water treatment systems. Residency may also be required. May also be required to operate and provide routine maintenance for weather stations. May be assigned to maintenance crews.

Hours of Work

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Utility Operator – Hydro may be required to work a schedule of ten consecutive workdays with four consecutive days off. Under such provisions the parties are also in accord that a UOH may be assigned to a shift schedule due to irregular water conditions which may arise.

May be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday.



* Beginners Classification

Note: OIT must be 3rd step to qualify for next lower to HSO or HRO

Hydro Operating Line of Progression:

1824 Utility Operator - Hydro
Beginner's Classification

1825 Hydro Operator-in-Training
Beginner's Classification

1826 (1827) Hydro Operator (Un)

Next Lower Classification

1825 Hydro Operator-in-Training

Same or Higher Classifications

1826 (1827) Hydro Operator (Un)
1740 Roving Operator – Hydro
1819 Hydro Operator - Helms

Hydro Ad Hoc Wage Proposals

Company proposes an additional 3% over the negotiated 2006 GWI for Hydro Operator, Hydro Operator - Helms. The effective date of the increase will be as described in System Operator Letter Agreement 05-21.

1824 Utility Operator - Hydro (Water Systems Operator)

	2005	Proposed 2005
Start	1040.75	739.85
6 months	1071.30	833.05
1 year	1093.50	925.80
18 months	-	1018.80
24 months	-	1142.60

*New title is Hydro Utility Operator (pay matches Utility Worker w/24 mo step added)

1825 Hydro Operator-In-Training

	2005	Proposed 2005
Start	900.45	No Change
6 months	1051.80	No Change
10 months (automatic)	1142.60	No Change

1740 Roving Operator – Hydro

	2005	Proposed 2005
Start	1319.80	1359.40
6 months	1335.00	1375.05

1826 (1827) Hydro Operator (Un)

	2005	Proposed 2005
Start	1403.05	1445.15
6 months	1422.90	1465.60

1819 Hydro Operator – Helms

	2005	Proposed 2005
Start	1473.25	1517.45
6 months	1494.05	1538.90
Rate	1529.65	1575.55

Attachment 3

Training for Hydro OIT's will be held in San Ramon. The OIT class hours at San Ramon will be 0700 to 1600 hours to be adjusted as needed to allow maximum use of the simulator and the training facilities.

Journeyman Hydro Operator vacancies will be filled as outlined in Section 2(s) of the attached Hydro Operator-in-Training Guidelines. HOIT employees will attain 205.7(b) bidding status to the Hydro Operator classification upon attainment of Wage Step 3.

Unassigned Journeyman and HOIT's who have entered Wage Step 3 in this program may be required to move beyond a commutable distance to fill Journeyman vacancies. If required to move beyond commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 of the Agreement. If moving expenses for any regular assignment as specified above are paid by Company, the operator shall not be considered a qualified bidder in accordance with Title 205 of the Agreement for a period of 18 months from the date of placement. If such employee provides for his/her own moving expenses, the employee will be able to bid upon reporting to the new headquarters.

Attached hereto are the Hydro Operator-in-Training Guidelines applicable to this program.

Guidelines for Hydro Operator-In-Training Program

1. BACKGROUND

a. Objective of the HOIT Program

The need for trained and fully qualified employees to accomplish the duties specified in the Hydro Operator definition in a manner consistent with the General Operating Procedures and Code of Safe Practices, has resulted in this program which coordinates extensive academic training and skill demonstration. The systematic acquisition of knowledge and skill offers the Hydro Operator In Training (HOIT) the vehicle to attain self-confidence and satisfaction in his/her work and the correct and safe method of performing company work.

b. HOIT Program Philosophy

The following philosophy has been applied in developing this program:

- Learning and wage progression are the student's responsibility.
 - The student must acquire the knowledge and demonstrate proficiency in the skills that are directly applicable to the job and workplace.
 - At least 50% of the student's study time will be devoted to practicing skills.
 - Most of the student's practice will take place at a Hydro field location.
 - The student will learn at his/her own pace, provided s/he demonstrates timely progress, i.e. complete wage progression tests within normal time periods.
 - A journeyman operator, his/her supervisor and a course manager will aid the student.
-

c. Focus on "Need To Know"

The training is designed in a modularized program to teach the skills needed to perform the tasks that are required of a Hydro Operator. It is based on an extensive analysis of the Hydro Operators' duties that was done by the journeyman operators themselves. The content of the lesson modules (88) and field practices (12) are based completely on the material the journeyman operators identified as crucial to their success.

2. PROGRAM STRUCTURE

- a. Introduction** The HOIT program recognizes that trainees need to acquire a significant common core of skills and knowledge in transmission, distribution and hydro systems.
- The Company-Union Joint Apprenticeship & Training Committee shall govern the training and progression of employees in the HOIT Program.
-
- b. Common Core Training** Common core skills and knowledge includes such things as:
- Safety
 - First Aid
 - Communications
 - Office Skills
 - Electric Theory
 - Power System Components
 - Equipment Limitations
 - Job Planning
 - Trouble Shooting, etc.
-
- c. Hours** Initially the trainee may be assigned to a Central Facility to complete the basic modules and Fundamental Courses, and then placed at a Switching Center to further his/her experience. The HOIT will work according to the existing local schedule, until such time the Training Coordinator deems the trainee is ready to benefit from sitting swings or graveyards with journeymen operators. Upon attainment of wage step three, s/he will work a rotating shift along with a journeyman, if not already assigned a rotational shift, according to established protocol. The following also will apply:
- Maintain 40-hour workweek, or average 40 hours per week over a complete rotation per established local schedule.
 - All travel time outside of the 40-hour work schedule required to reach the location of training will be in accordance with the Company/IBEW Local 1245 Agreement.
-
- d. Plant Fundamentals Course** After completing HY-10 the trainee will be scheduled to attend training at a centralized facility for a one-week class in Plant Fundamentals. The approximate time will be near the 8-week point.
-

2. PROGRAM STRUCTURE, continued

e. Basic Electricity Course

Within 16 weeks of the program and after module EF-06, the HOIT will attend a one-week class in basic electricity at the Power System Operations School. An HOIT with a substantial background in electricity may elect to challenge the course final test without attending the class. If the student fails, s/he will be required to take the class and pass the test at the end of the course. Any student who fails the end-of-course test will be given one additional try. If this attempt fails, the HOIT will be removed from the program.

f. Field Assignments

- Assignments during the program will be made for the purpose of rounding out the trainee's experience. The time frame will be from 12 – 52 weeks.
- Except where otherwise specified, HOITs shall be trained by assignment to work with qualified journeymen.
- When performing field assignments (27 – 31 weeks), the trainee will complete a Field Task Checklist. This portion of the program is designed to round out the apprentice's understanding and knowledge of the system s/he will be operating.
- S/he may be assigned to work without direct supervision only after s/he has been instructed and trained on the duties or work procedures. Such assignments shall be for the purpose of developing and demonstrating proficiency. It is not intended that such assignments be made merely to avoid use of a journeyman.
- Except in emergency circumstances, an HOIT shall not be temporarily assigned to the classification Hydro Operator. If so assigned, the HOIT shall not be given the responsibility for duties or work assignments beyond his/her current level of experience

If an HOIT does not maintain an acceptable on-the-job or academic work level, notice shall be given to Union's Business Representative or his designate.

g. Advanced Fundamentals Course

After completing HY-28 the trainee will be scheduled to attend training at a centralized facility for 1 to 2 week period on Advanced Fundamentals. The approximate time will be near 22 weeks in the program.

2. PROGRAM STRUCTURE, continued

- h. Simulator Practice** As the HOIT completes his/her written modules and skill checks, there are simulator practice problems interspersed that will demonstrate the student's proficiency in dealing with key operating principles. To accelerate learning, the trainee will be scheduled to practice and demonstrate operator skills on the San Ramon simulator for 96 hours. The practice will be guided by the following:
- Instructors will coach, instruct and, if necessary, demonstrate the activity expected for demonstration of proficiency.
 - The HOIT will be given the opportunity to practice each skill as much as needed.
 - The HOIT may be assigned work occasionally in a team with other HOITs in the simulator to reinforce learning.
 - An advanced HOIT may be asked to demonstrate proper procedures to a newer HOIT.
-
- i. Advanced Operating Review Course** The HOIT will attend a one-week Operating Class that is designed to prepare the trainee to take the qualifying On-The-Job-Training (OJT) Modules. This class incorporates all the basic skills, such as: Print Reading, troubleshooting, water management, relay protection, and switch writing.
-
- j. Records**
- It shall be the responsibility of each trainee to maintain his/her own records in collaboration with the immediate supervisor. Upon completion of each module the supervisor will input the necessary information into training server.
 - It shall be the responsibility of the Program Coordinator to keep the necessary files of records on each HOIT and to ascertain that each HOIT has a reasonable opportunity of meeting the criteria set forth in this guideline.
- Such records shall at all times be available during the training period for review by interested supervisors, the student and, upon request, by representatives of the Union.
-
- k. Testing** A grade of 70% shall be considered as passing for all written tests in the program.
- The following parameters will be used to determine a trainee's failure of a simulator wage progression test:
- Incorrect handling and documentation of any activity designated as critical.
-

2. PROGRAM STRUCTURE, continued

- k. Testing, continued**
- Three or more instances of incorrect handling and documentation of activities designated as required.
 - Failure to complete a SWPT within 9 hours.
 - Use of improper reference materials.
-

- I. Wage Progression**
- To enter the program the employee must meet requirements:
- Pass the initial screening test for HOIT
 - Pass the Arithmetic Computation Test (ACT). New hires must pass the ACT before reaching 6 months service (FF 634-77-231).
Note: the ACT was replaced with the Industrial Skill Test (IST) in LA 10-13-PGE.
 - Possess a Class 3 Drivers License.

In wage step one, the employee must:

- Complete 88 modules and 12 field practices (see course map).
- Complete Plant Fundamentals Class.
- Successfully pass the Basic Electricity final test.
- Complete Advanced Fundamentals Class.
- Pass the Simulator and written Wage Progression Test (WPT).

In wage step two, the employee must:

- Complete Field Task List
- Complete Advanced Operating Review Class
- Successfully pass the first 10 Job Performance Measures.

In wage step three, the HOIT may attain Journeyman status and all journeyman employees must:

- Successfully pass the second 10 OJT Training Modules.
-

- m. Time Frame**
- This program is designed to be self-paced. However, each HOIT is expected to progress as follows:

- Wage Step Two entered by the end of 6 month of training.
- Wage Step Three entered by the end of 12 month training.
- Unassigned Status by the end of 16 month of training.

Due to abilities possessed at the time of program entry, a student may advance more rapidly so long as all academic and demonstration skills are completed.

2. PROGRAM STRUCTURE, continued

n. Failure to Meet Standards

An employee who is due to progress to the next higher wage step but fails to meet the standard of achievement or fails the WPT shall:

Be notified of the inadequate performance in writing prior to the date the employee is scheduled to receive the next higher wage step. A copy of the written notification shall be furnished to the Union's Business Representative.

- Be allowed a maximum of 30 days, including one retest, to meet the established standards for Basic Electricity. If the HOIT is granted the opportunity by agreement of his or her supervisor and the manager of the school to challenge the test without first attending the class and fails the challenge, attendance in the next Basic Electricity class is mandatory. If the HOIT fails the test after the class, s/he has 30 days, including one more retest, to meet the basic standards.
- Be allowed a maximum of 30 days, including one retest, to meet the established standards for the wage step that the employee is attempting to attain. Such 30-day period shall commence the day the original WPT failure occurs.
- If during such 30-day period, the employee meets the established standards, the employee shall receive the next higher wage step effective the date such standards were met. During this 30-day period, the employee's training will continue as scheduled.

If an employee does not complete all required training modules in the time allowed for that wage step, that employee is not eligible to take the wage progression test in that wage step. Such employee shall be given 30 days to complete the required training modules and become eligible for the wage progression test.

o. Removal From Training Program

If an employee who is attempting to meet the standards established to progress in the allotted time fails, the employee shall be removed from the classification. The employee may fill a vacancy if one exists provided such employee has the necessary qualifications to move forward in the classification. If the employee cannot exercise one of the above options, the employee shall be terminated.

When an HOIT fails the HOIT Program, the employee's bid will not be considered to an apprentice classification that the employee had not held prior to being an HOIT for a period of one year after demotion.

2. PROGRAM STRUCTURE, continued

p. Return to HOIT Program

An employee within one year of demotion from the Operator Training Program shall have his/her application for transfer to a vacancy in the appropriate Operator Training Program considered under the provisions of Title 205 upon the presentation of acceptable evidence that he or she has remedied the deficiencies which caused his/her demotion or, if such demotion was due to academic failure, that an employee has pursued an outside study program and completed the required tests to meet the established standards of the wage step the employee left.

An employee who transferred out of the HOIT Program or an employee demoted for reasons other than failure to meet the standards shall be restored to the training program at the wage step the employee left if the employee returns to the training program within one year.

q. Progression to Unassigned Journeyman Status

An Operator in Training who has successfully met all requirements in the Operator Training Program shall, effective on the day an employee meets such standards, be progressed to:

- a. Unassigned Journeyman Operator. Such an Unassigned Journeyman Operator may be rotated on a pre-determined schedule through the four standard operating shifts at a temporary headquarters to be determined by the Company. Assignment to any rotation shall be for a minimum of 28 consecutive days. During this assignment he or she may be required to assume all the duties of a Hydro Operator as described in the job definition.
-

r. Progression to Unassigned Journeyman Relief Status

- b. Unassigned Journeyman Relief Operator. At a temporary headquarters, the Unassigned Operator may assume the duties of a Relief Operator until such time as an employee is appointed to a regular position. Assignment of an Unassigned Journeyman to relief status under this option shall only be made after existing assigned non-Relief Operators at the location are given an opportunity in Service order to assume relief status pursuant to the provisions of Section G of the Utilization of Relief Shift Employees, Title 202, 205, and 208, dated November 1, 1967. If an Assigned Operator assumes relief status under this option, the Unassigned Operator shall assume the schedule and rate of pay of the Assigned Operator who assumes relief status. Such assignments shall continue until the Unassigned Journeyman Operator is assigned a regular position.
-

2. PROGRAM STRUCTURE, continued

s. Filling Journeyman Vacancies

1. A regular Hydro job vacancy which is to be filled in a Journeyman Operator classification shall be filled by pre-bid in the normal application of Subsection 205.7(a) or (b). However, employees who entered this program by transfer will be considered before other pre-bidders from this program in the administration of Subsection 205.7(b) for positions in their respective geographic Areas.
2. If the job vacancy is not filled under the above paragraph, Company shall assign the Unassigned Journeyman or the OIT who has attained Wage Step 3 with the greatest service in the Area (Northern, Central, or Southern) where the vacancy exists to the job vacancy.
3. If the job vacancy is not filled under the above paragraphs 1 or 2, the Unassigned Journeyman Operator or the OIT who has attained Wage Step 3 who has received training at the location and who has the least service shall be assigned to the job vacancy.
4. If the job vacancy is not filled under the above paragraphs 1, 2, or 3, Company shall attempt to fill the job vacancy by volunteer with the greatest service among the Unassigned Journeyman Operators or OIT's who have attained Wage Step 3 headquartered temporarily in San Ramon. If there are no volunteers, Company shall assign the Unassigned Journeyman Operator or OIT who has attained Wage Step 3 among those at San Ramon with the least service to the job vacancy.

In applying paragraphs 2, 3 and 4 above, if the assignment requires the employee to move beyond a commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 and the Labor Agreement Interpretation relating to moving expenses.

5. If the job vacancy is not filled under the above paragraphs 1, 2, 3, or 4 Company shall fill it in accordance with Subsection 205.7c.
 6. When a System Operator transfers to another headquarters and is not capable of assuming shift after a reasonable time period, prior to the application of Section 206.15 of the Physical Agreement, his/her status shall be referred to a subcommittee consisting of one Company and one Union member of the Joint Apprenticeship and Training Committee. Action of this subcommittee shall be limited to the determination of an extension of time that is to be allowed to complete the orientation. It is understood that situations may occur where no additional time is warranted for the transferred employee's orientation.
-

2. PROGRAM STRUCTURE, continued

- | | |
|---|--|
| t. Temporary Assignments | An Unassigned Journeyman Operator may be temporarily assigned to any attended location within his/her bidding unit under the provisions of Title 201, 202, 205, 208 and the Labor Agreement, "Clarification of Utilization of Relief Shift Employees." The temporary assignment applies only to vacancies that will extend for 28 days or more and no Unassigned Operators are available at that location. |
| <hr/> | |
| u. Journeyman Bids and Transfer Requests | A transfer request or a bid made by a journeyman to fill a job vacancy in an Operator In Training or an Assistant Operator classification shall not receive consideration under the provisions of Subsection 205.5(d)(1) or (2). |
| <hr/> | |
| v. General | <ol style="list-style-type: none">1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Subsections 102.3(a)(2) and 102.6(3)(b) of the Agreement; however,2. If the grievance pertains to:<ol style="list-style-type: none">a) the fairness of administration or correction of a test required in the program orb) the attainment of a standard or proficiency which does not require a test as such, the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprentice Training Committee for its recommendations, pursuant to Section 109.2. |
-

3. STEP REQUIREMENTS – FIRST STEP (1 – 8 weeks)

Overview During the first eight weeks, the trainee attends a one day safety/hydro orientation, completes 22 training modules.

Step 1 Map Step 1 course map displays the various paths and sequence for completing the step modules.

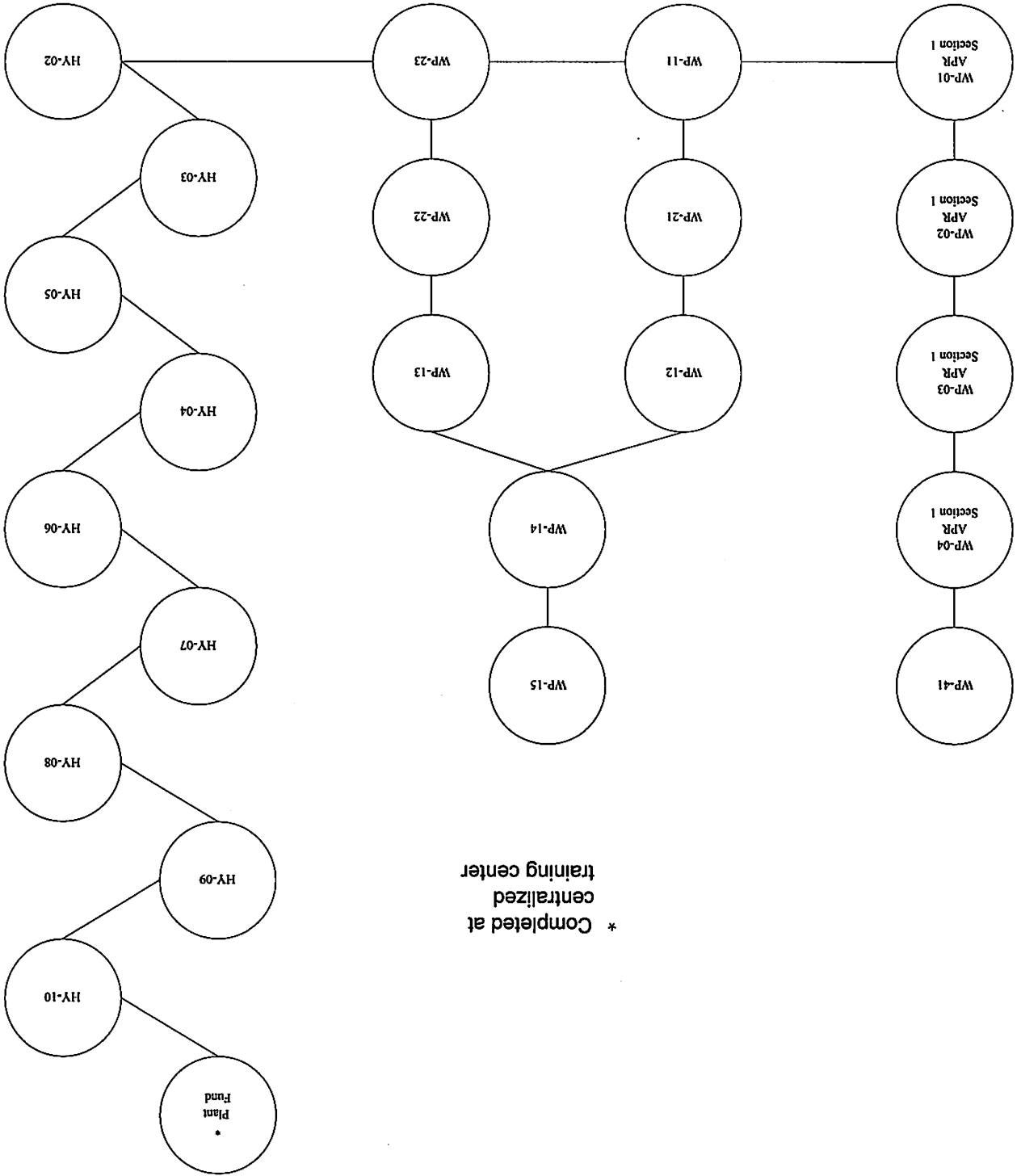
Centralized Training After completing module HY-10 the trainee will be scheduled to attend training at a centralized facility on Plant Fundamentals.

Step 1 Modules

Module Number	Module Title
WP-01	APR Section 1
WP-02	APR Section 2
WP-03	APR Section 8
WP-04	APR Section 3
WP-41	Procedures for Accidents and Injuries
WP-11	Use 24 Hour Clock
WP-21	Use Company Telephone
WP-12	Operate Office Equipment
WP-23	Using the Pager
WP-22	Use Company Radio
WP-13	Use Approved Abbreviations
WP-14	Make Entries in Chronological Log
WP-15	Maintain Switching Center Records
HY-02	Hydro Characteristics
HY-03	The Power System
HY-05	Power Dispatch
HY-04	Transmission and Distribution
HY-06	Power System Operation
HY-07	Power From Water
HY-08	Major Components and Systems
HY-09	Hydraulic Principles
HY-10	Hydrology

3. STEP REQUIREMENTS – FIRST STEP (1 – 8 weeks), continued

Step Map 1



3. STEP REQUIREMENTS – SECOND STEP (9 – 16 weeks)

Overview During the second eight weeks, the trainee learns and performs skill checks for thirty modules and six field practices.

Step 2 Map Step 2 course map displays the various paths and sequence for completing the step modules.

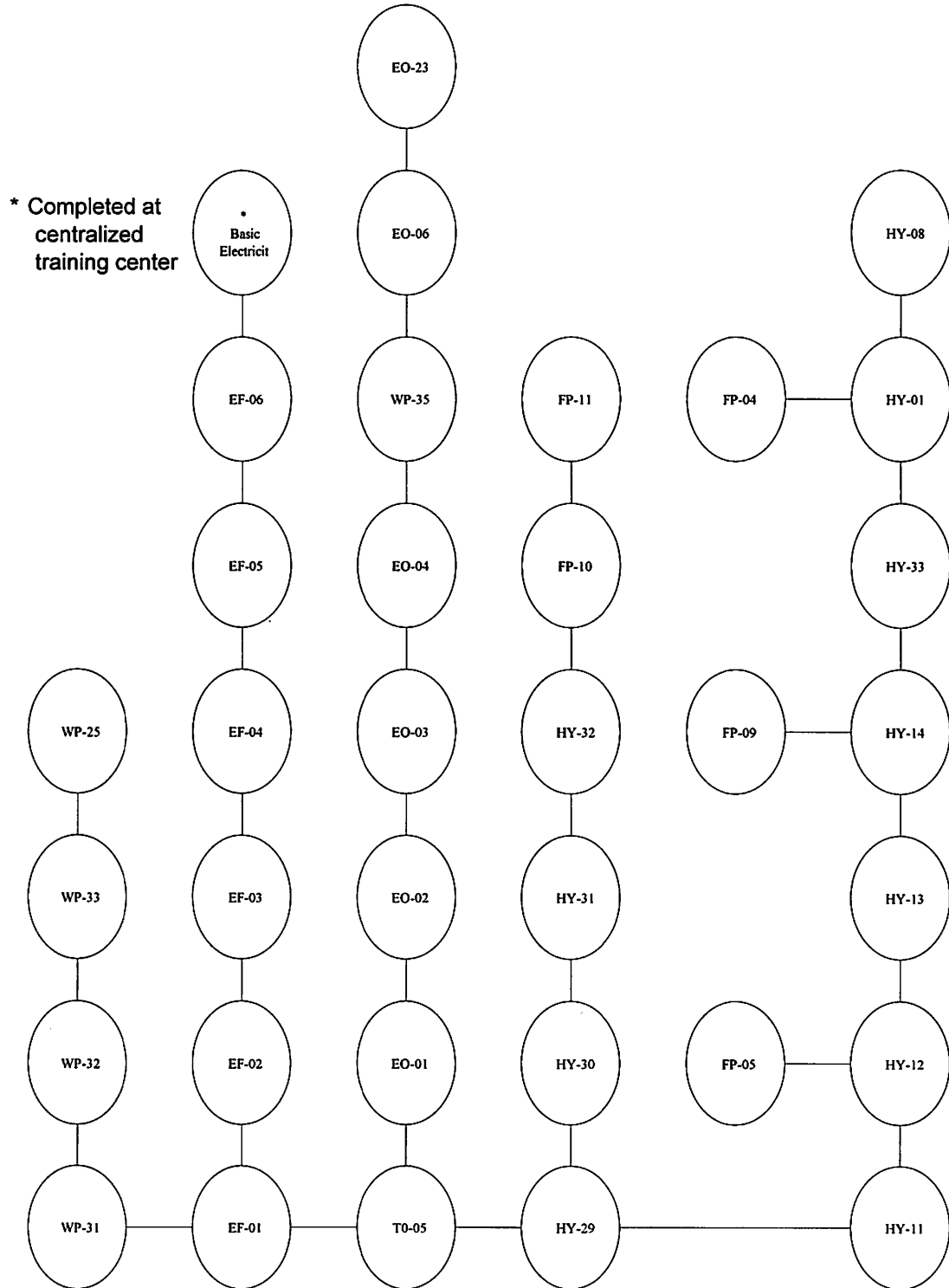
Centralized Training After completing module EF-06 the trainee will be scheduled to attend a centralized facility for Basic Electricity.

Step 2 Modules

Module Number	Module Title
WP-31	Complete and Place Tags (MOL, Non-Test, Caution)
WP-32	Read Maximum Demand Meters
WP-33	Field and Station Switching Tools
WP-25	Operate Field and Substation Equipment via SCADA
EF-01	Basic Electricity
EF-02	Magnetism
EF-03	Electrical Circuits
EF-04	AC Circuits
EF-05	AC Generators and Motors
EF-06	Transformers
TO-05	Transmission Operating Diagram
EO-01	Introduction to a Power System
EO-02	Equipment Numbering
EO-03	Single Line Diagrams
EO-04	Single Line Meter and Relay Diagram
WP-35	Transfer Station Power
EO-06	Substation Bus Configuration
EO-23	Read and Interpret Substation Weekly Read Sheets
HY-29	Valves
HY-30	Auxiliary Equipment
HY-31	Powerhouse Water Systems
HY-32	Auxiliary Systems
HY-11	Construction of Dams
HY-12	Headwork Spillways
HY-13	Intake Structures
HY-14	Reservoir Control
HY-33	Outdoor Operation
HY-01	Calculating Water
FP-10	Locate Valves
FP-11	Read Station Batteries & Place On & Off Equalize Charge
FP-05	Operate Spill Gates
FP-09	Respond to Trash Rack Differential
FP-04	Complete a Draft Change
FP-08	Complete Weather Readings

3. STEP REQUIREMENTS – SECOND STEP (9 – 16 weeks), continued

Step Map 2



3. STEP REQUIREMENTS – THIRD STEP (17 – 26 weeks)

Overview	During the third step, the trainee learns and performs skill checks for 36 modules and 6 field practices.
Step 2 Map	Step 3-course map displays the various paths and sequence for completing the step modules.
Centralized Training	During this time the trainee will be scheduled to attend centralized training. The trainee will attend Advanced Plant Fundamentals after completing module HY-28 and Hydro Simulator Practice after TO-26. Included in the training will be their 6 month simulation and written wage progression test.

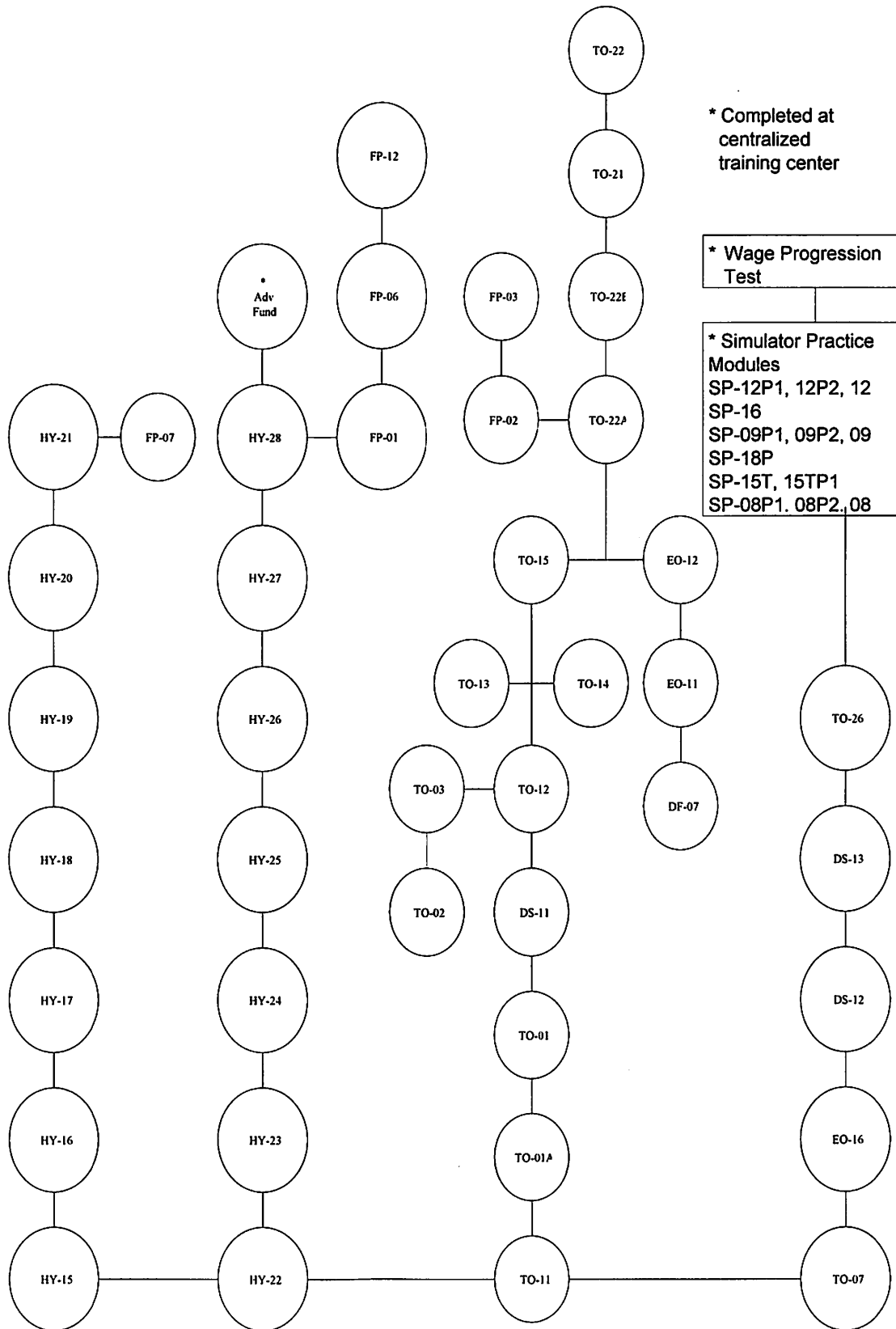
Step 3 Modules	Module Number	Module Title
	HY-15	Pelton Turbines
	HY-16	Reaction Turbines (Kaplin type)
	HY-17	Reaction Turbines
	HY-18	Turbine Operating Characteristics
	HY-19	Hydraulic Actuators
	HY-20	Governor Control
	HY-21	Turbine Monitoring & Protection
	HY-22	Generator Construction 1
	HY-23	Generator Construction 2
	HY-24	Generator Fundamentals
	HY-25	Excitation System and Synchronizing
	HY-26	Control of Active and Reactive Power
	HY-27	Monitoring Generator Operation
	HY-28	Generator Electrical Protection
	TO-11	Fundamentals of System Protection
	TO-01A	Operating Transmission Circuit Breakers
	TO-01	Operating Transmission Sectionalizing Equipment
	DS-11	Understanding Switchboard Components
	TO-12	Fundamentals of Automatics
	TO-02	Operating Transmission Protective Relays - Independent
	TO-03	Understanding Transmission Line Protection - Pilot Line
	TO-13	Schweitzer Relays
	TO-14	MDAR Relays
	TO-15	OCM on Protective Relays
	DF-07	Isolate Circuits and Equipment
	EO-11	Complete Applications
	EO-12	Clearance Applications
	TO-22A	Write Switching to Clear/Restore a Transmission CB
	TO-22B	Check Switching to Clear/Restore a Transmission CB
	TO-21	Clearing a Transmission Line
	TO-22	Check Switching to Clear a Transmission Line
	TO-07	Transmission Protection Accessories
	EO-16	Relay Work Application
	DS-12	Transformer Bank Protection

DS-13	Operating Transformer Banks
TO-26	Check Switching for a Transmission Bank

3. STEP REQUIREMENTS – THIRD STEP (17 – 26 weeks),
continued

**Step 3
Modules**

Module Number	Module Title
FP-07	Conduct Auto Tests
FP-01	Parallel and Shutdown a Unit
FP-06	Boost/Buck System Voltage
FP-12	Use Volt/Amp Meter to Check TCO
FP-02	Write and Perform Switching to Drain A Penstock and Tunnel
FP-03	Write and Perform Switching to Clear a Unit Hydro and Electric



3. STEP REQUIREMENTS – FOURTH STEP (27 – 31 weeks)

Overview	The trainee will rotate to other watersheds to gain operating experience. During this rotation a Field Task list will be completed on activities performed. Also during this time a field trip will be set up to visit the TOC and EPOS to gain an understanding of their business interaction and process.
Field Task List	<ul style="list-style-type: none">• Water Management – Perform system orientation• Water Calculations – Perform various scenarios• Prints – Identify unit clearance points Hydro and Electric• System Electrical – Rack-in, Rack-out, and placing breakers in Test position• Powerhouse Generators, Turbines, Exciters – Operate, maintain, and inspect• Unit Startup – Demonstrate or perform• Unit Shutdown – Demonstrate or perform• Spill Gates – Operate in Manual and using SCADA• Sluice Gates – Operate in Manual and using SCADA• Reservoir/Dams – Orientate and inspect• Canals/Flumes/Ditches – Orientate and discuss operation• River – Regulate flow• Pressurized/Unpressurized Tunnels – Regulate flow• Penstock – Orientate, inspect, maintain, and regulate flow• Auto Tests – Become familiar with weekly, monthly, quarterly, semi-annual, and annual tests• EAP – Conduct tests• Trash Racks – Inspect, operate, and clean• Substation – Conduct visual inspection and record readings

3. STEP REQUIREMENTS – FIFTH STEP (32 – 52 weeks)

Overview	Basic review of system parameters as a whole. This is where the trainee practices and is measured on job performance.
Centralized Training	A one week Advanced Operating Review Class will be scheduled at a centralized facility.
Final Exam Part 1	The trainee needs to successfully complete 10 of 20 Job Performance Measures (JPM) Modules for the facility s/he is attending.

3. STEP REQUIREMENTS – SIXTH STEP (53 – 68 weeks)

Overview	Once the employee obtains a regular assignment and becomes familiar with the job equipment and operations, s/he at that point will complete the final exam.
Final Exam Part 2	Successfully complete the final 10 JPMs for that position s/he is filling.



**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.

Mr. Tom Dalzell
January 11, 2013

- 3 -

L/A 12-32-PGE

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 - DCPD	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

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
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. 12-48-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

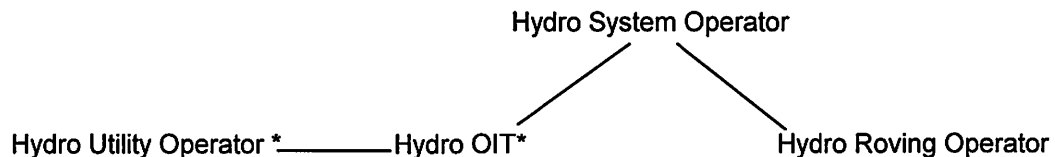
January 8, 2013

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:

On June 25, 2005, the Company and Union established Letter Agreement R1-05-22-PGE which referenced Letter Agreements R1-05-21-PGE and R1-02-12-PGE. In part, the agreement outlined training and bidding requirements for the Hydro Operator-In-Training classification (HOIT). The Company is proposing to provide the following changes/clarifications to Letter Agreement R1-05-22-PGE, and any applicable language in Letter Agreements R1-05-21-PGE and 02-12-PGE in regards to the length of the training program, wage progression, and bidding clarifications to journeyman positions for HOITs. Any changes to R1-05-22-PGE outside of the HOIT training, wage progression, and bidding clarifications are subject to future revisions as negotiated by the parties at that time. This revised Letter Agreement will apply to any HOIT positions filled as of January 1, 2012 and after.

1)



* Beginners Classification

Note: OIT must be 3rd step and have completed and successfully passed all training requirements, tests, simulator, and JPMS to qualify for next lower to HSO or HRO.

Note: Training requirements are to be met within the time limits prescribed in this agreement unless delayed by the company as described in the Division Master Apprenticeship Agreement. (LA R1-02-22)
(See excerpt below)

Company and Union recognize that employees who successfully completed training in any of the above apprentice classifications before the effective date of this agreement shall receive credit for this training. If such training is timely in relation to the Standards of Achievement, the apprentice's progression within the classification or to journeyman shall be subject to the provisions of this Agreement. If such training is not given or is not timely in relation to the Standards of Achievement, the employee's progression within the apprentice classification shall not be delayed.

However, the progression of such apprentice to journeyman as provided in this Agreement may be delayed under the provisions of Section 205.11 of the Agreement based on standards which relate to the training that the employee has received and the job definition.

2) **Wages (Attachment 2):** Remove "automatic" progression from the last wage step and change from 10 months to 12 months:

1825 (50010348)	Hydro Operator-In-Training
	2012
Start	\$28.92
6 months	\$33.80
<u>12 months</u>	\$36.72

3) **Attachment 3:**

Training for Hydro OIT's will be primarily held in San Ramon, Vacaville Training Annex, or other designated PG&E location, or be headquartered based. The OIT class hours at San Ramon will be 0700 to 1730 hours to be adjusted as needed to allow maximum use of the simulator and the training facilities.

Journeyman Hydro Operator vacancies will be filled as outlined in Section 2(s) of the attached Hydro Operator-in-Training Guidelines. HOIT employees will attain 205.7(b) bidding status to the Hydro Operator classification upon attainment of Wage Step 3 and successful completion of all required training, tests, simulator, and JPMs.

Unassigned Journeyman and HOIT's who have entered Wage Step 3 and met all qualification requirements in this program may be required to move beyond a commutable distance to fill Journeyman vacancies. If required to move beyond commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 of the Agreement. If moving expenses for any regular assignment as specified above are paid by Company, the operator shall not be considered a qualified bidder in accordance with Title 205 of the Agreement for a period of 18 months from the date of placement. If such employee provides for his/her own moving expenses, the employee will be able to bid upon reporting to the new headquarters.

4) **Wage Progression and Time Frame:**

I. **Wage Progression** To enter the program the employee must meet requirements:

- Pass the initial screening test for HOIT
- Pass the Industrial Skills Test (IST).
- Possess a Class C Drivers License.

In wage step one, the employee must:

- Complete 88 modules and 12 field practices (see course map).
- Complete Plant Fundamentals Class.

- Successfully pass the Basic Electricity final test.

In wage step two, the employee must:

- Complete Advanced Fundamentals Class.
- Pass the Simulator and written Wage Progression Test (WPT).
- Complete Field Task List
- Complete Advanced Operating Review Class
- Successfully pass the first 10 Job Performance Measures.

In wage step three, the HOIT may attain Journeyman status upon the completion of the following requirements:

- Successfully pass the second 10 OJT Training Modules.
- Complete all field tasks
- Complete shift taking criteria

m. Time Frame

This program is designed to be self-paced. However, each HOIT is expected to progress as follows:

- Wage Step Two entered by the end of 6 month of training.
- Wage Step Three entered by the end of 12 month training.
- Unassigned Status by the end of 18 month of training.

Due to abilities possessed at the time of program entry, a student may advance more rapidly so long as all academic and demonstration skills are completed.

5) Filling Journeyman Vacancies:

s. Filling Journeyman Vacancies

7. A regular Hydro job vacancy which is to be filled in a Journeyman Operator classification shall be filled by bidding in the normal application of Subsection 205.7(a) or (b). However, employees who entered this program by transfer will be considered before other bidders from this program in the administration of Subsection 205.7(b) for positions in their respective geographic Areas.
8. If the job vacancy is not filled under the above paragraph, Company may assign the Unassigned Journeyman or the OIT who has attained Wage Step 3 and met all requirements with the greatest service in the Area (Northern, Central, or Southern) where the vacancy exists to the job vacancy.
9. If the job vacancy is not filled under the above paragraphs 1 or 2, the Unassigned Journeyman Operator or the OIT who has attained Wage Step 3 and met all requirements who has received training at the location and who has the least service may be assigned to the job vacancy.
10. If the job vacancy is not filled under the above paragraphs 1, 2, or 3, Company shall attempt to fill the job vacancy by volunteer with the greatest service among the Unassigned Journeyman Operators or OIT's who have attained Wage Step 3 and met all requirements while headquartered temporarily in San Ramon. If there are no volunteers, Company shall assign the Unassigned Journeyman Operator or OIT who has attained Wage Step 3 and met all requirements among

those at San Ramon with the least service to the job vacancy.

In applying paragraphs 2, 3 and 4 above, if the assignment requires the employee to move beyond a commutable distance as defined in Section 206.8 of the Agreement, s/he shall be entitled to moving expense payments as provided for in Section 206.8 and the Labor Agreement Interpretation relating to moving expenses.

11. If the job vacancy is not filled under the above paragraphs 1, 2, 3, or 4 Company shall fill it in accordance with Subsection 205.7c.
12. When a System Operator transfers to another headquarters and is not capable of assuming shift after a reasonable time period, prior to the application of Section 206.15 of the Physical Agreement, his/her status shall be referred to a subcommittee consisting of one Company and one Union member of the Joint Apprenticeship and Training Committee. Action of this subcommittee shall be limited to the determination of an extension of time that is to be allowed to complete the orientation. It is understood that situations may occur where no additional time is warranted for the transferred employee's orientation.

Company and Union agree to convene an Ad Hoc Committee to discuss additional changes to this letter agreement and Letter Agreement R1-05-22-PGE, no later than December 31, 2012. Changes proposed in this letter agreement revision will remain in effect until an Ad Hoc Committee is convened to finalize a future HOIT program.

This proposal has been discussed with Business Representative Kit Stice.

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



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 14-52-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4401
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 26, 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:

Over the last year, the parties have been meeting to discuss the Federal regulations as they relate to a NERC certification requirement for System Operators (SO) and Lead System Operators (LSO) who work in Electric Transmission. All Transmission SOs and LSOs are currently headquartered at the Vacaville Grid Control Center (GCC). As a result of those discussions, the Company proposes that a requirement be established for all System Operators in Electric Transmission to become NERC certified in order to perform real-time operating duties. The following provisions will be applied to establish and maintain this requirement. This Agreement cancels and supersedes Letter of Agreement 14-42.

Initial Implementation of NERC Certification Requirement

1. Following the execution of this Agreement, successful completion of the NERC certification exam is required for all SOs and LSOs within 12 months. The start date of the 12-month implementation period will be agreed to by the parties and will coincide with the date that the first NERC certification training is scheduled. All training will be provided on site by both external qualified and proven entities and in-house technical experts. Incumbent SOs and LSOs may begin NERC certification testing as soon as possible after the execution of this Agreement. The Company will pay for a total of three tests at the Transmission Operator (TO) or Reliability Coordinator (RC) level. The Company will pay for the costs associated with taking the exam, including pay as time worked for travel to and from the exam, and during the exam itself, whether the employee is on shift or on an RDO. The Company will provide employees a complete, instructor-led NERC certification exam preparation training program from an external proven and qualified entity prior to each of the three test attempts.
2. During the 12-month implementation period, all scheduled training weeks will be used for providing NERC-certification training and test preparation. Employees preparing for certification who are not scheduled to work may come in to work specifically for certification training and test preparation, and will be paid as if they are working. Employees will be allowed 8 hours of training overtime per week for regularly established training classes, or self-study objectives pre-approved by their supervisor, over the 12 month implementation period, or until they are certified. Such training overtime shall be scheduled and approved by their supervisor.
3. Incumbent SOs and LSOs (employees in these classifications at the Vacaville GCC as of the date of this signed Agreement) who have not passed the test within the required time period will be removed from real-time

operations and assigned non-NERC required duties at the GCC. Non-NERC required duties include, but are not limited to: switch log writing and checking; application for work processing; job & station walk-downs; training; record-keeping; Assistant System Operator duties and assisting operators who are engaged in real-time operations. A maximum of 12 operators (SOs and LSOs) may be placed into non-NERC required duties. Should the number of operators who are unsuccessful in passing the exam exceed these operational limits, the provisions of Section 206.15, Demotion for Other Than for Lack of Work, will apply. LSOs who have not passed the exam within the required time period will be placed into the System Operator classification, and will receive wage protection for three years in accordance with Subsection 204.6(d).

4. The revised Apprentice Transmission System Operator training program was recently agreed to in Letter of Agreement 14-29. This training program will be modified to include the NERC certification training and testing as part of the apprenticeship requirements. Apprentices who become journeymen prior to the addition of NERC training into the apprenticeship will be included in the provisions of this Agreement.

Compensation:

5. All NERC-certified LSO, SO or Apprentice SO will receive a 5% increase on the base hourly wage rate. A special wage type has been established to compensate these individuals at the higher rate.
6. Any SOs and LSOs who have successfully completed the NERC certification prior to this Agreement will be paid the premium wage rate at the effective date of this Agreement.
7. Any incumbent SOs, LSOs and Apprentice System Operators who were not NERC-certified prior to this Agreement, but successfully complete NERC certification on their first attempt, and within the 12 month implementation period, will also be paid the premium wage rate retroactive to the effective date of this Agreement. All SOs and LSOs who do not pass the first attempt at the certification exam will receive the premium wage rate upon successful completion of the exam. "Incumbent" SOs, LSOs and Apprentice System Operators are defined as employees who held those classifications at the Vacaville Grid Control Center as of the effective date of this agreement.

Continuing Education Training:

8. The training required to maintain the NERC certification continuing education requirement at the TO level (currently 140 hours over three years) and RC level (currently 200 hours over three years) will be provided by the Company. Company has designed and developed a portion of the training modules. For the remainder of the training, NERC certified SOs will have the opportunity to participate in the design and development process. This continuing education training will be provided during the regularly scheduled training weeks. Beginning in 2016, the continuing education training schedule will be posted prior to the March 15 annual vacation sign up period so that operators may consider it when planning and scheduling vacation.
9. In the event a NERC-certified SO or LSO's credential is suspended as a result of a failure to accumulate the required number of continuing education hours within the three year period as a result of LTD or approved leave of absence, or if the Company has not provided the required hours for the training, they will be assigned to non-NERC required duties at the GCC until they have had the opportunity to acquire the necessary continuing education hours to have their credential reinstated. If the Company has provided the required hours for training, the operator will lose the 5% premium and be assigned to non-NERC required duties at the GCC for three months while they acquire the necessary continuing education hours. If their license is revoked, the provisions of section 10 below will apply.

NERC Disciplinary Action:

10. In the unlikely event that a NERC-certified LSO or SO is subject to disciplinary action by NERC, the following guidelines will apply:

Probation: No impact on job duties, displacement or demotion as the NERC certification credential will remain valid during the probationary period.

Revoke for Cause: The Operator will lose the 5% premium wage rate as of the effective date of revocation and be assigned to non-NERC required duties at the GCC. They will have three months from the end of the specified

revocation period to successfully complete the NERC certification exam at their own expense and become recertified. The 5% premium wage rate will be reinstated as of the Operator's recertification date. If the Operator is not able to successfully recertify within three months following the revocation period, they will be subject to the provisions of Section 206.15, Demotion for Other Than for Lack of Work.

Termination of Credential: If an Operator's credential is permanently removed, they will lose the 5% premium wage rate as of the effective date of revocation. The operator whose credential has been permanently removed will be subject to the provisions of Section 206.15, Demotion for Other Than for Lack of Work.

Any Operator displaced as a result of NERC disciplinary action will receive wage protection (at the non-premium base wage rate) for three years in accordance with Subsection 204.6(d) and will be eligible to bid back to the GCC if/when they are able to successfully recertify at their own expense.

Filling Vacancies

11. **New Hires, Unrestricted Appointments and Provisional System Operators:** External new hires, employees hired into an Unrestricted (URA) SO vacancy in Electric Transmission, and employees hired as Provisional System Operators in accordance with Letter of Agreement 13-25, will be required to become NERC-certified within six months, and will receive the base rate of pay for their classification during this time. The Company will pay for up to three NERC certification tests within the six months. For Provisional System Operators, NERC training and successful completion of the certification test will be a requirement within the first six months of the individual training plan. Once certified, they will receive the 5% premium rate. If any of the above entrants are unsuccessful, they will be removed from the classification.
 12. **Qualified Bidders from Distribution Operations:** After the execution of this Agreement, qualified bidders from Distribution Operations to SO at the GCC will be required to become NERC certified within six months of a conditional job award. Distribution System Operators will maintain their base classification and base pay rate while undergoing the training and certification testing. The Company will pay for up to three NERC certification tests within the six months. If they successfully pass the test within 6 months, they will be awarded the Transmission SO position and will receive the 5% premium. If unsuccessful, they will maintain their current base classification and headquarters.
 13. **Qualified Bidders from Hydro Operations:** After the execution of this Agreement, qualified bidders from Hydro (Hydro Operators with 2005 grandfathered C bidding rights) will be required to become NERC certified within six months of reporting to the SO position in Electric Transmission. The Company will pay for up to three certification tests within the six months. If unsuccessful, they will be removed from real-time operations and assigned non-NERC required duties as SOs at the GCC. The maximum number of 12 operators described in section 3 above who may be placed into non-NERC required duties includes any bidders from Hydro Operations who fail to become NERC-certified within six months of reporting. This is effective for 24 months following the effective date of this agreement. In the event there are already 12 Operators assigned to non-NERC required duties, or the employee bids in after 24 months from the effective date of this agreement, the provisions of Section 206.15, Demotion for Other Than for Lack of Work, will apply to any bidders from Hydro Operations who fail to become NERC-certified within six months. Per Section 206.15, the options are limited to available vacancies.
 14. **Qualified Bidders to LSO:** Following the initial 12-month implementation period as described in section number one above, NERC certification is a required qualification for bidders into the Lead System Operator classification in Electric Transmission.
- Demotion and Layoff**
15. A NERC-certified System Operator and a non-NERC-certified System Operator will be considered the same classification for the purpose of the Title 206 Demotion and Layoff Procedure. In the event of displacement activity impacting System Operators, the parties will negotiate the specific process for administering the provisions of Title 206 at that time.

Selection Process for Lead System Operator

16. Company and Union will establish a committee to jointly develop a selection process for qualified bidders to Lead System Operator (LSO). The selection process will include the following provisions:
- A written exam to assess technical knowledge will be developed, with a pool of technical questions to draw from to protect the integrity of the testing process.
 - An oral interview panel to assess leadership abilities will be used as part of the selection process. Company and Union will select an equal number of participants on the interview panel. A pool of interview questions/scenarios will be developed to protect the integrity of the interview process.
 - The candidates' scores on both the written exam and the interview will be standardized on a 100-point scale and combined such that each is given equal weight in the overall score (50% based on interview, 50% based on written test). The candidate with the highest score will be offered the position, except that if the two or more candidates with the highest scores are within ten percentage points of each other, the position will be offered to the candidate with the greatest service. Candidates scoring below the established minimum qualifying score will not be considered. A candidate may only test once for each opportunity to fill an LSO vacancy.
 - The Overview Committee (below) will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under Subsection 205.14(a) of the Agreement will be limited to issues relating to the administration of the agreed-to selection process.
 - This process must be completed and implemented prior to the expiration of the 12-month implementation period for NERC certification.

Overview Committee

17. A joint Company-Union Overview Committee will be established which will consist of two members selected by the Company and two members selected by the Union. This Committee will address issues associated with the implementation of this Agreement throughout the 12-month implementation period. On an ongoing basis, the Committee will also address issues associated with the LSO selection process as described above. Any issues that cannot be resolved by the Overview Committee will be referred to director level leadership in Electric Transmission and the IBEW Assistant Business Manager responsible for Electric Operations negotiations.

Should NERC requirements change, the parties agree to meet to discuss the impact and negotiate changes to this agreement as necessary.

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/Matthew Levy for
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

December 31, 2014

By: s/Tom Dalzell
Tom Dalzell
Business Manager

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES		
LA	Subject	Page(s)
LA R1-05-21 06/20/05	PIO'd Division Operator and Grid System Control Operator classifications	1, 27
LA R1-05-21 06/20/05	New position Lead System Operator (1809/50010341) New position Apprentice System Operator (1822/50010345) (consolidation of job definitions for the Operator in Training (1554) and Assistant Operator (1552) positions.	1, 3, 27
LA R1-05-21 06/20/05	Eliminated Operator in Training (1554) and Assistant Operator (1552) classifications. Established promotion and demotion units for transmission/distribution.	27
LA R1-05-22 06/20/05	Added "Hydro Operating" to JDLOP cover page. New Position Utility Operator – Hydro (1824/50010347) Hydro Operator-in-Training	5, 38
LA 12-48 01/17/13	Changes/Clarifications to LA R1-05-22 and LA R1-05-21.	61
LA R1-02-12 07/25/02	Guidelines for Hydro Operator-In-Training Program; establish geographic operating Areas	25
LA R1-02-12 07/25/12 LA R1-05-21 06/20/05	Eliminated System Operating Training Program Agreement by establishing Guidelines of Hydro Operator-in-Training and Apprentice System Operator Training Guidelines.	25, 27
LA 12-32 0/17/13	Added LA	61
LA 10-13 04/01/10	Added note to test requirements for HOIT guidelines Arithmetic Computation Test (ACT) replaced by the Industrial Skills Test (IST)	48, 62
LA 14-52	NERC certification requirement for System Operators and Lead System Operators who work in Electric Transmission	1, 2, 65