



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 17-41-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4401

ROBERT JOGA
SENIOR DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

TOM DALZELL
BUSINESS MANAGER

November 16, 2017

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

Dear Mr. Dalzell:

The current retest provisions for individual tests used for filling vacancies within the IBEW bargaining units are complex to manage and implement. There are a wide range of retesting provisions that have different wait times by attempt and by candidate type (internal vs. external). There are also different limits on number of attempts. Many of these retesting and test limit provisions are written into various letters of agreement, collective bargaining agreements, master apprenticeship agreements, and other negotiated agreements.

The complexity has led to confusion among stakeholders (e.g., employees and applicants), which has resulted in poor test taker experiences (e.g., test results being nullified due to test takers inadvertently taking tests too soon, which leads to complaints). Complexity also prevents making improvements to technology and automation in the testing process.

The Company proposes to revise the retesting provisions, effective December 1, 2017. Except as noted in section 2 below, this agreement supersedes all previous agreements that include retest provisions. Standardized Retesting Provisions shall be as follows:

1) Individuals may retake the same test based on the following provisions:

- The second attempt must be no earlier than 90 calendar days after the first attempt.
- The third and subsequent attempts must be no earlier than 180 calendar days after the previous attempt.
- There is no limit on the number of test attempts.
- An individual who has failed a test shall not be eligible to retake the same test until applicable waiting period has ended.
- The Company will manage retesting provisions to ensure an individual does not retest until time limits are met. Consistent with current practice, in the event an individual retests prior to eligibility, such test result is invalid and is counted as a retest attempt. In such cases, the employee must wait and retest on or after the invalid retest date.

2) Exceptions:

- Exceptions to retesting provisions shall occur during periods of layoff, demotion, redeployment, displacement, and Return-to-Work in accordance to all applicable agreements. (e.g. Letter of Agreement 05-04)
- Exceptions also include tests developed by PG&E Academy for the purpose of evaluating whether or not an employee has obtained the knowledge and mastered the skills necessary to successfully pass a training course which includes apprenticeship standards testing or technical training testing.

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: *Eric Buchman on behalf of*
Robert Joga
Senior Director and Chief Negotiator

The Union is in agreement.

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

December 1st, 2017

By: *Tom Dalzell*
Tom Dalzell
Business Manager