



# LETTER AGREEMENT NO. 18-29-PGE



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

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 11, 2018

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:

Pursuant to Title 400 and section 204.4(b) the Company and Union established a joint committee to negotiate new classifications, job definitions, wage rates and lines of progression within the Building Service Department, Exhibit VI-H and section 600.09. The joint committee has reached agreement and recommends the following:

1) Oversight Committee

Upon execution of this agreement the parties will establish a joint oversight committee to review any matters that may arise from this agreement. The Oversight Committee will meet as required and will be limited to two members from management and two members from the bargaining unit.

2) Job Definitions and Lines of Progression

Attachment I describes the Job Definition and Lines of Progression for the purpose of Title 205 Job Bidding, Promotion and Transfer for one new classification within the Building Services Department.

3) Transition of Incumbent Employee

The Company will place Victor Givhan, Operations Specialist – Real Estate, incumbent employee, into the Critical Facilities Lead classification end of 12 month step wage rate as soon as possible upon signing of this agreement. Future vacancies shall be filled as described under the job definition and lines of progression for the purposes of Title 205 for the Critical Facilities Lead (CFL).

4) Bidding Units and Filling Future Vacancies

- a) Bidding Units One through Thirteen shall be utilized for the purposes of Title 205 - Job Bidding, Promotion and Transfer.
- b) Upon signing of this agreement, and as soon as administratively possible, the Centralized Job Bidding Team (CJBT) shall establish bid codes for the CFL classification at the General Office and Fairfield Computer Center headquarters and shall post new classifications at headquarters

pursuant to 205.4 (h). The filling of the additional CFL position will be based on Company need as determined by the Company.

- c) Establishing future CFL positions in other facilities system-wide will be determined by the Company based on Company need.

5) Demotion Units

- a) Demotion Units One through Six and Eleven shall be utilized for the purposes of Title 206 - Demotion and Lay-Off Procedure.
- b) The Company and Union will develop reverse lines of progression consistent with the intent of this agreement and Title 206.

6) 2018 WAGE RATES:

The Company will establish SAP and Pay Scale Codes as soon as administratively possible. The 2018 Wage Rates shall be effective upon signing of this agreement. If necessary, Mr. Givhan will be paid retroactively to the date of signing of this agreement.

Critical Facilities Lead	Start	\$55.51
(52232300)	End 12 Mo	\$56.42

7) Short Term Incentive Plan (STIP):


The incumbent employee will be eligible to participate in the 2018 Short Term Incentive Plan (STIP) on a prorated basis not to exceed the number of months he held the Operations Specialist, Real Estate classification.

All other provisions of the collective bargaining agreement and supplements thereto, shall apply.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: 

Robert Joga  
Senior Director

The Union is in agreement.

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

January 7th \_\_\_\_\_, 2019

By: 

Tom Dalzell  
Business Manager