



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 19-31-PGE

**IBEW**



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

MATTHEW LEVY  
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

November 15, 2019

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:

Recently the parties met to discuss the efficacy and continued use of Apprentice Lineman Ratios and the Company's commitment to hire Apprentice Linemen.

The agreement details below are intended to update the Apprentice Lineman ratios but will continue the Letter of Agreement 19-02 Hiring Commitment. This agreement also implements a different ratio for Title 200 locations listed under Section B below given the significant staffing increases and the types of work found at those locations.

### **Hiring Commitment**

The Company will continue with its hiring commitment in Letter of Agreement 19-02. That agreement noted that going forward, the Company will not be required to hire more than 150 Apprentice Linemen in any year, unless the ratios so permit, and the Company determines in its sole judgment that the operational needs would be suited by hiring more than 150 Apprentice Linemen. The parties agree to this commitment through the year 2020.

### **Ratios**

The Company agrees to hire the maximum number of Apprentice Linemen that it can hire without exceeding the ratio below:

- a) Title 200: One cold apprentice per Electric Crew Foreman (excluding small yards where the parties agree an apprentice would not receive adequate training); one additional hot apprentice not to exceed one hot/cold apprentice per 2.5 journeymen.
- b) Title 200 at the following locations:  
  
Antioch, Auburn, Bakersfield, Concord, Cupertino, Fresno, Santa Rosa, and Stockton.  
  
One cold apprentice per Electric Crew Foreman or one apprentice per 2.5 journeymen.
- c) Title 300 General Construction (GC) Line Distribution: One cold apprentice per Subforeman A or one apprentice per every 1.5 journeyman.
- d) Title 300 GC Line Transmission: Hire ten apprentices per year.

Mr. Tom Dalzell

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November 15, 2019  
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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:   
Matthew Levy  
Director

The Union is in agreement.

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

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November 15th, 2019

By:   
Tom Dalzell  
Business Manager