



LETTER AGREEMENT NO. 21-07-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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WALNUT CREEK, CA 94598
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MATTHEW LEVY
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
BOB DEAN
BUSINESS MANAGER

February 9, 2021

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

Dear Mr. Dean:

The Company and Union have a mutual interest in upholding the highest standards in workplace safety to ensure employees can safely perform the job duties of their classification.

A Post Offer Physical Assessment (POPA) is a validated test which measures the physical capability of a job candidate to the known essential physical job requirements. Pursuant to Letter Agreements 12-06, 16-10, 17-31, 19-03, and 19-36, the Company and Union previously agreed that a POPA test is required for nine (9) classifications as outlined in the Agreements. This Agreement does not modify provisions of the aforementioned Letter Agreements. Any omission of relevant Agreements is not intentional and shall be corrected.

The Company proposes to expand the POPA test requirement to all classifications identified in Attachment 2, regardless of the vacancy being posted as a "Bid", "Transfer", or Unrestricted Appointment (URA) to assure that candidates may perform the essential qualifications of the job. This expansion will only require employees currently in a non-physical classification, covered by the IBEW Clerical Agreement, to successfully complete a POPA test prior to being awarded a position covered by the IBEW Physical Agreement.

Additionally, the parties agree the POPA test requirement may be applied to additional classifications in the future when those requirements are job related and consistent with business necessity. Prior to adding additional classifications, the Company and Union will meet and bargain the creation and application of any additional POPA test requirements.

This Letter Agreement cancels Letter Agreement 18-10, which provided bidding rights to Title 300 positions on a temporary basis. It modifies 305.7 & 305.8 and adds a new 304.6 provision to the Physical CBA (identified in Attachment 1)

This agreement has been reviewed by Anthony Brown, Senior Assistant Business Manager and Bryan Carroll, Assistant Business Manager.

Mr. Bob Dean

February 9, 2021
LA 21-07-PGE

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
Senior Director

The Union is in agreement.

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



Feb 9, 2021 _____, 2021

By: _____
Bob Dean
Business Manager

Attachment 1

(NEW) 304.6 WAGE RATE –CLERICAL SERVICES CLASSIFICATIONS

When Company appoints an employee from a classification covered under the Clerical Labor Agreement to a beginner's classification that is under T300 Clerical Services ONLY, such employee shall be paid at the succeeding step of the wage progression of the new classification which is higher than the employee's present wage rate. If an employee's current wage rate is greater than the maximum rate of the new classification, such employee will be placed at the maximum rate. This rate shall not exceed the maximum wage rate of the new classification. (Added 2-9-21)

305.8 FILLING BEGINNER'S CLASSIFICATIONS (Added 10-1-03)

Whenever Company intends to fill a beginner's classification, Company shall fill it in the following sequence:

(a) Transfers made by regular employees who are entitled to preferential consideration under Section 306.9 who are:

1. in the same Promotion-Demotion Geographic Area as the vacancy, then;
2. out of the Promotion Demotion Geographic Area as the vacancy.

(b) Company shall make unrestricted appointments in filling one-half of the vacancies in beginner's classifications

(c) In making appointments to fill the remaining one-half of the vacancies in beginner's classifications in each Line of Progression in a given department in a promotion-demotion geographic area, Company shall give preferential consideration to employees with at least one year of service, unless transferring to a part-time classification with a higher wage rate or from a part-time position to a full-time position, who have previously filed a transfer to fill such vacancies. An employee who is the senior, qualified transferee to more than one vacancy, which is currently being filled, shall be given the option of accepting the vacancy desired. Preference for appointment shall be given to the employee for each vacancy in each classification who has the greatest Service in the following sequence: (Amended 10-1-03)

- (1) Title 300 General Construction employee in the same department as the vacancy.
- (2) Any other Title 300 General Construction employee.

a. When filling any beginner's classifications within T300 Clerical Services **only** (currently - SAP Job code 50010114 Routine Field Clerk [hired 1-1-88 and after] and SAP Job code 50070762 Routine Shop Clerk [hired 1-1-88 and after]), Office and Clerical employees (Covered under the Clerical Collective Bargaining Agreement) will have the same preferential consideration as any other Title 300 General Construction employee.

(Amended 2-9-21)

- (3) Title 200 Division employees.
- (4) Office and Clerical employees, for any classification that has a POPA established.

The above provisions shall be applicable to a beginner's classification in a Line of Progression in a promotion-demotion geographic area where a transfer application for such vacancy is on file and the number of unrestricted appointments exceeds transfers.

All transfer requests must be submitted electronically through PG&E@WorkForMe (from the Company's intranet or the Internet). In no event shall the Company consider any transfer application which was received by the Centralized Job Bidding Team (CJBT) on or after the established control date. The control date is first established on the date the fully authorized personnel requisition is received by the CJBT to fill a job vacancy in the classification and promotion-demotion geographic area on which the transfer application was made. If the transfer listing is exhausted without a successful candidate, a new control date will be established. This new control date will be the date of the decline or bypass of the last transfer applicant. Transfers which were not timely under the original control date but were

Attachment 1

received prior to the new control date will then be given consideration. If the vacancy cannot then be filled by transfer, it may be filled by unrestricted appointment - no transfers on file. (Amended 1-1-09)

(d) Company shall acknowledge receipt of all transfer applications within 15 calendar days from date of receipt and, without rejecting such applications, notify the employee via e-mail of any known reason which might preclude the employee from filling the classification on which the employee has submitted a transfer application, including information regarding testing programs which must be completed. Information on whether or not an employee has completed such programs is available electronically from the About Me tab in PG&E@Work For Me (from the Company's intranet or the Internet). (Amended 1-1-09)

(e) Within ten calendar days after the first of each month, Company shall, within each department identified in Exhibit II and by promotion-demotion geographic area, provide Union information on beginning job vacancies that have been filled the previous month as follows: (Amended 10-1-03)

- (1) Name of individual, personnel number, employment date and classification. (Amended 7-25-12)
- (2) Classification of vacancy filled.
- (3) Department and promotion-demotion geographic area of vacancy filled.
- (4) Date vacancy filled.
- (5) Show whether vacancy is regular or part-time.
- (6) Show whether vacancy is filled by transfer, new hire or new hire - no transfers on file.

(f) For the purposes of this agreement, beginner's classifications are those listed in Exhibit VII, General Construction Field and Service Center classifications.

(g) **Cancellation of Transfers:** Applications for Transfer are valid for a period of one year from the date of receipt or until such time as the employee changes classification or until such time as the employee rejects an appointment to the classification and promotion-demotion geographic area on which the transfer application was made. Company will notify an employee of the cancellation of employee's applications for transfer as indicated below. Cancellations shall be effective as follows:

(1) At the expiration of one year from the date of the transfer and after 15 calendar days advance notice from Company,

(2) Immediately upon the employee's declining an appointment to the classification and promotion-demotion geographic area on which the transfer was submitted, (Amended 1-1-09)

(3) Immediately after any employee's change of classification, (Amended 1-1-09)

(4) (Deleted 1-1-09)

(5) Immediately upon receipt of authorizations from an employee to cancel a transfer, or

(6) Upon receipt of authorization from the CJBT to cancel transfers because a job is deleted from the directory or an employee improperly designates rights, as provided in Section 306.9 with notification to the employee by the CJBT of such cancellation. In the latter cases the employee's transfer will be given the appropriate consideration for 15 calendar days from the date of notification. (Amended 1-1-09)

(h) **Accepting Job Offer:** An employee will be expected to provide a response by the next business day if s/he is offered a position that will not result in the employee needing to relocate his/her residence.

Mr. Bob Dean

February 9, 2021
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Attachment 1

An employee will be expected to reply within 48 hours of receiving a job offer request when accepting the offered position will result in the employee needing to relocate his/her residence. Under certain circumstances of hardship or operational needs, the supervisor offering the position may grant up to 72 hours for the employee to respond. Further, based on operational needs, an employee may be granted the use of a floating holiday or vacation day to assist in determining whether or not to accept a job offer. Failure to respond in the aforementioned time frame will cause the employee's bid to forfeit.

An employee who is scheduled to go on vacation is encouraged to voluntarily leave a phone number with his/her supervisor at which s/he can be reached if a job offer is extended. As an alternative, an employee may voluntarily leave his/her supervisor a prioritized list of vacancies s/he will accept if offered a position. This list will expire after the vacation period is ended. In no case will an employee be bypassed for an offer due to being on vacation. (Added 10-1-03)

Attachment 2

List of Classifications which currently have established POPA, as of February 9, 2021

Job Code	Job Name	POPA	LOA Applied
50449467	Apprentice Lineman - GC	Lineman LOP	LA19-03
50449466	Apprentice Lineman	Lineman LOP	LA19-03
50010244	Lineman	Lineman LOP	
50010247	Lineman – GC	Lineman LOP	
50010241	Lineman – Transmission	Lineman LOP	
50010432	Troubleman	Lineman LOP	
50010431	Transmission Troubleman	Lineman LOP	
50010227	Compliance Inspector	Lineman LOP	
51863059	Electric Line Assistant-Electric T&C	Lineman LOP	LA16-10
50010243	Night Electric Transm & Dsbn Assistant	Lineman LOP	LA12-06
51754495	Appr Cable Splicer Hired after 1-1-15	Apprentice Cable Splicer POPA	
51754496	Appr Cable Splicer-GC Hired after 1-1-15	Apprentice Cable Splicer POPA	
50010375	Cable Splicer	Apprentice Cable Splicer POPA	
50010228	Compliance Inspector – Underground	Apprentice Cable Splicer POPA	
50010219	Utility Worker	Utility Worker POPA	
50010217	Utility Worker – Gas Transm & Dsbn	Utility Worker POPA	
50010223	Utility Worker – GC	Utility Worker POPA	
50010373	Gas Service Representative	Gas Service Rep POPA	
51645908	Utility Gas Service Representative	Gas Service Rep POPA	
50010372	CIP Inspector	CIP Inspector POPA	
20010239	Materials Leadperson	Materials Lead POPA	
50251335	Materials Handler – Hired 2009 or Later	Materials Handler POPA	
52011131	Apprentice Electrician – EAM	Apprentice Electrician Asset Management	LA17-31
52254759	Safety & Infrastructure Prot Crew Lead	SIPT	LA19-36
52254758	Safety & Infrastructure Protection Tech	SIPT	LA19-36
52442393	Traffic Control Flagger	Utility Worker POPA	
52442394	Traffic Control Utility Worker	Utility Worker POPA	