



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 11-21-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
P. O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

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

TOM DALZELL
BUSINESS MANAGER

May 13, 2011

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:

In Letter Agreement 05-67, the parties agreed to establish Exhibit XVIII, Conditions Applicable to New Generation Power Facilities, to address the unique operating needs of new technology power plants. In that agreement, the parties agreed to negotiate specific job classifications, skill blocks and progression, wage rates and incidental issues prior to each new plant becoming operational.

With the completion of the Vaca-Dixon Solar Station and the beginning of the other utility-owned Solar Photovoltaic Generation facilities, the Company is now prepared to propose the following specific conditions for all utility-owned Photo Voltaic Facilities for your consideration. To the extent items are not discussed in this Letter of Agreement 11-21, the conditions set forth in Exhibit XVIII of the Physical Agreement will apply.

1) Job Classifications/Wage Rates:

<u>Job Classifications</u>	<u>Job Level</u>	<u>Pay Rate</u>
Solar Technician	Solar Technician	\$42.13/hour
	Senior Solar Technician	\$43.71/hour

2) Job Definitions:

Senior Solar Technician (SAP Code 50391069)

A journeyman Electrician or Power Plant Technician who has qualified in the Electrical skill block discipline, who performs, with or without direct supervision, duties, including but not limited to, requiring an ability to inspect, evaluate, test, calibrate and maintain, solar photovoltaic module systems, mounting hardware, combiner fuse boxes, inverters, switchgears, circuit breakers, transformers, batteries, data acquisition systems, relays, programmable logic controllers, revenue meters, weather stations, fuel cell equipment, and other AC and DC systems. The Senior Solar Technician may also be assigned the responsibility of crew scheduling, making work assignments and following up, prioritizing and planning work of others and communicating with outside agencies.

Employees hired into the Senior Solar Technician classification will be required to successfully complete required training as well as be required to participate in on-going training. Training and qualification will be conducted on paid time in accordance with Title 201 of the Labor Agreement.

The parties will meet and confer on the required training. The Company retains the right to ultimately determine the required training and skill levels needed.

Section 205.14 will apply to the appointment of a Senior Solar Technician.

Next Lower Classification

Solar Technician (SAP Code 50391068)

Same or Higher Classification

Senior Solar Technician (SAP Code 50391069)

Solar Technician (SAP Code 50391068)

A journeyman Electrician or Power Plant Technician who has qualified in the Electrical skill block discipline, who performs, with or without direct supervision, duties, including but not limited to, requiring an ability to inspect, evaluate, test, calibrate and maintain, solar photovoltaic module systems, mounting hardware, combiner fuse boxes, inverters, switchgears, circuit breakers, transformers, batteries, data acquisition systems, relays, programmable logic controllers, revenue meters, weather stations, fuel cell equipment, and other AC and DC systems. The Solar Technician is not a beginning level job.

Employee will be promoted as needed to the Senior Solar Technician Classification. To be promoted, a Solar Technician must have successfully completed Solar Technician training and one year in the classification. Training and qualification will be conducted on paid time in accordance with Title 201 of the Physical Agreement.

The parties will meet and confer on the required training. The Company retains the right to ultimately determine the required training and skill levels needed.

Next Lower Classification

None

Same or Higher Classification

Solar Technician (SAP Code 50391068)

Senior Solar Technician (SAP Code 50391069)

3) Job Duties

As these are new classifications, the Company is anticipating that job responsibilities will include, but are specifically not limited to, the following:

- Apply safe work practices and performs the facilities' clearance and switching procedures using Lock Out and Tag Out (LOTO).
- Champion and live by all PG&E safety policies procedures.
- Work safely and effectively without direct supervision, often alone in isolated areas. Conduct tailboards with self and others.
- Familiarity with the procedures in the event of a facility emergency, and sufficiently commits to memory the immediate action requirements specified in station emergency procedures, so that he or she can properly identify the emergency, verify the required automatic actions, and perform the immediate actions required to place the facility in a stable condition.
- Operation and maintenance of solar generation and fuel cell facilities that consist of 12kVAC, 480VAC, 500VDC and 48VDC systems. Newer solar site designs may use even higher voltage AC and DC systems.

- Monitor and awareness of the condition of the solar and fuel cell facilities at all times. Familiarizes with the equipment and operating procedures. Review and update the procedures to assure information is current and accurate.
- Review routine operating data and informs the Supervisor regularly as to the general status of the equipment. Report any equipment malfunctions or other occurrences that may affect the safety, reliability, or load capability of the unit to the Supervisor, as soon as practicable.
- Perform various routine operational and maintenance related duties including predictive and preventative maintenance activities, such as
 - Inspection of mounting system post structure
 - Inverter inspection
 - DC fuse box inspection
 - Battery and charger inspection
 - Fuel cell equipment inspection
- Perform general electrical maintenance including, but not limited to
 - Inspection of wiring integrity to the Data Acquisition System and Weather Stations
 - Inspection of wiring and terminations in DC Disconnects, Power Converter System and AC Disconnects
 - Inspection of ground connection integrity
 - Replacement of fuses
 - Replacement of inverter filters
 - Battery and charger testing
 - Circuit breaker testing
- Inspect, evaluate, calibrate and test relays and programmable logic controllers.
- Perform off-line and on-line function tests and takes in service readings to monitor system performance.
- Access, retrieve and evaluate digitally recorded faults and displays to locate problems and check system performance.
- Supervise all contractual work conducted at the solar and fuel cell facilities as a part of any warranty work or service agreement.
- Review design drawings such as: electrical single-line, wiring diagrams, schematics, relay settings and other site specific diagrams.
- Familiarity with the SAP Work Management System. Performs data input into the work management system. Responsible for creating equipment job notifications performing the work tasks, and closing out the job.
- Assist the Supervisor with the ordering of parts and inventory control.
- Provide training and instruction to peers as required to enhance knowledge base of the technicians.
- Ensure that all activities associated with the regulatory compliance of the plant, air and water quality issues, hazardous materials and waste, and emergency response and contingency plans, are satisfactorily completed.
- Provide site tours and demonstrations for key stakeholders.

- Conduct assigned activities in a professional, businesslike manner and maintains control of facility decorum at all times.
- Employees may be required to obtain their Class A license. Employee will have six months to obtain the license after notification of requirement.
- Employees will be required to work alone.
- Employees will be required to undergo additional training as technology changes.

4) Job Qualifications

Journey Level Electrician or Higher

Basic computer proficiency with Microsoft Office suite in a Windows environment.

Valid Class C Drivers License. (Within six months of placement in classification, at Company discretion, employees may be required to obtain their Class A License.)

Desired

Successful completion of an accredited solar photovoltaic technical training program is desired. Experience in working on solar photovoltaic project sites, either in the construction or operations and maintenance phase will be a plus.

5) Headquarters

- (a) Employees will be assigned to a specific Solar Photovoltaic facility or PG&E Headquarter location which will be considered their headquarters for purposes of the Physical Agreement. Due to the uncertainty in future Solar Photovoltaic facility locations, the Company has the right to move a Headquarters location, for the first three years after this letter agreement becomes effective as long as the move is not greater than 15 miles. Sections 206.8 and 206.17 shall not apply if the move is 15 miles or less during this three-year period. Employees may be temporarily assigned to another Solar Photovoltaic facility or PG&E Headquarter for the purposes of operational and/or maintenance needs or the duration of an outage. Consistent with Exhibit XVIII, the expenses during this time shall be covered by Title 201. The parties agree that alternative arrangements can be worked out between the employee and the supervisor and the Local Business Representative.
- (b) Employees will be expected to travel between facilities as part of their job responsibilities. Employees who travel in their personal vehicle will be paid mileage in accordance with Section 202.13 of the Physical Agreement.

6) Contracting

- (a) Contracting shall be applied consistent with the provisions of Exhibit XVIII.
- (b) The Company agrees to provide notice and meet and confer with the IBEW, if requested, if the Company is going to use non-union contractors for work other than warranty work, panel washing, and weed abatement if the contracting duration is expected to exceed a two-week duration for a given scope of work at a given site.

7) Title 206 Rights

Title 206 shall be applied consistent with Exhibit XVIII.

8) Work Hours

- (a) Non-shift employee's basic workweek shall be Monday through Friday consisting of eight (8) hours with a half hour unpaid lunch break and shall commence no earlier than 6:00 a.m. and no later than 9:00 a.m. The regular start times shall be determined after start-up. Based on operational needs, the parties may agree to alternative work schedules that best supports the needs of the Company and the employee.
- (b) Company shall provide forty-eight (48) hours notice of any change in work schedule and cannot be done more than once a week. Such change shall not result in the payment of overtime, provided that the employee does not work more than eight (8) hours on a work day or more than 40 hours in a work week.

9) Overtime

Overtime shall be applied consistent with the provisions of Exhibit XVIII.

10) Enabling Clause

By written agreement between the Company and Union after meeting and conferring, other provisions may be substituted for the provisions of this Letter of Agreement.

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

May 13, 2011

By: /s/ Tom Dalzell

Tom Dalzell
Business Manager