



LETTER AGREEMENT NO. 15-47-PGE

IBEW



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

ROBERT JOGA
SR. 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 2, 2015

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:

This Letter Agreement cancels and supersedes Letter Agreement 15-13-PGE to correct errors made on the wage table.

Over the past year, the parties have been meeting to discuss issues associated with the Electrical Technician classification and line of progression. As a result, Company proposes a number of changes as follows.

1. Job and Title Change

Company proposes the following modifications for the lead positions in Title 200 and 300 in Electric Transmission - Substation and Power Generation - Hydro, as follows:

- a) Change the Title of the *Electrical Technician Crew Leader* classification (50010196 0752) and *Electrical Technician Crew Leader-Helms* (50232070 0758) to *Lead Electrical Technician* and *Lead Electrical Technician-Helms* (same job codes). This is to reflect the fact that the lead duties are more technical project oriented and that they typically direct or coordinate the work of individuals vs. a crew.
- b) For employees in Electric Transmission – Substation and Power Generation – Hydro, change the Title 300 *Technical Crew Lead A – Not Gas* (50253773 1606) to *Lead Electrical Technician-GC* (51758207 1638). This is to reflect the fact that the Technical Crew Leader B was eliminated via letter Agreement 12-66, and to consistently reflect the work as Electric work by eliminating the “Not Gas” delineation and adding “Electrical” to the title. The Technical Crew Leader A –Not Gas classification will not be eliminated as it is in use in other departments.

2. Compensation

The following proposed wage rate increases will be implemented 90 days after the date of the signed agreement, or when the job analyses and test content of the Lead Electrical Technician qualification tests (as described in section 3 below) are completed, whichever comes first.

- a) Based on the results of a joint wage study, the Title 200 Electrical Technician will receive a 3% base wage increase. The equivalent GC Title 300 classification will receive an increase to maintain a 5% differential above the Title 200 Elec Tech. The Elec Tech – Helms will receive the 3% base wage increase and maintain the Helms differentials in accordance with Letter of Agreement R1-84-69 (5% above each step of

the respective classification's basic wage rate for the first year and 7.5% above the basic wage rate for such classification after one year in the classification at Helms).

- b) In order to attract candidates to the Apprentice Electrical Technician (AET) classification, and to narrow the differential between the top step AET and the journeyman Elec Tech rate, the Apprentice Electrical Technician wage progression will be increased by 4.1%.
- c) In order to attract Title 300 Electricians into Title 200 Apprentice Electrical Technician vacancies, Title 300 Electricians entering the Title 200 apprenticeship will be placed at the top wage step of AET. This is not considered an acceleration of the training steps in the apprentice program itself. This is consistent with Letters of Agreement 14-16 and 14-21, which placed two T.300 Electricians into the top wage step of T.200 Apprentice Electrical Technician.
- d) In order to address a compression issue between Electrical Technician and the Electrical Technician Crew Leader caused by wage increases agreed to in Letter of Agreement 12-66, the entry rate and 6-month rate for Electrical Technician Crew Leader will each be combined into a single rate. The Electrical Technician Crew Leader rate will be adjusted to 5% over the Title 200 Electrical Technician. The Technical Crew Leader A-Not Gas is already a single rate and will be adjusted to 5% over the Electrical Technician Crew Leader.
- e) The Electrical Technician Crew Leader-Helms will maintain two rates in accordance with LA 84-69, with a differentiation between bidders new to Helms and bidders who already have one year at Helms.

SAP Code	Job Code	Legacy Code	Classification	2015 Rates		2015 Proposed Rates	
50010406		2401	Apprentice Electrical Technician - T.200	Start	\$41.64	Start	\$43.35
				End 6 Mo	\$42.84	End 6 Mo	\$44.60
				End 1 Year	\$43.50	End 1 Year	\$45.28
				End 18 Mo	\$44.69	End 18 Mo	\$46.52
				End 2 Yr	\$46.53	End 2 Yr	\$48.44
50010396		2388	Apprentice Electrical Technician – GC/ T.300	Start	\$44.07	Start	\$45.88
				End 6 Mo	\$44.69	End 6 Mo	\$46.52
				End 1 Year	\$45.67	End 1 Year	\$47.54
				End 18 Mo	\$46.97	End 18 Mo	\$48.90
				End 2 Yr	\$48.86	End 2 Yr	\$50.86
50010405		2400	Electrical Technician		\$51.77		\$53.32
50010408		2403	Unassigned Electrical Technician				
50010395		2387	Electrical Technician -GC		\$54.37		\$55.99
50010407		2402	Electrical Technician – Helms	Start	\$54.35		\$55.99
				End 12 Mo	\$55.65		\$57.32
50010196		0752	Electrical Technician Crew Leader (new title: Lead Electrical Technician)	Start	\$51.96		\$55.99
				End 6 Mo	\$54.35		
50232070		0758	Electrical Technician Crew Leader-Helms (new title: Lead Electrical Technician-Helms)	Start	\$54.56	Start	\$58.79
				End 6 Mo	\$57.08	End 12 Mo	\$60.19
				After 1 yr at Helms			
				Start	55.86		
				End 6 Mo	58.43		
51758207		1638	Lead Electrical Technician-GC	New job			\$58.79

3. Selection of Candidates for Lead Classifications

Company and Union will establish a committee to jointly develop a qualifying selection process for incumbent Electrical Technicians and qualified bidders to Lead Electrical Technician (formerly Electrical Technician Crew Leader and Technical Crew Leader A-Not Gas). The selection process will include the following:

- a) A written exam to assess technical skills and knowledge will be created by joint Company-Union committee.
- b) A written exam to assess leadership abilities will be selected from previously developed tests published by a third party to be approved by joint Company-Union committee.
- c) The candidates' scores on both exams will be standardized on a 100-point scale, with 70% weight given to the technical exam and 30% weight given to the leadership skills exam. The emphasis is on technical skills because the Lead Electrical Technician coordinates large, technically complex projects, may manage multiple crews and contract testing. They perform complex technical investigations, tests, and evaluations, and work on multiple communications/protection devices. The Lead Elec Tech must be capable of leading the installation of new equipment in an on-line, in-service substation and is responsible for real time verification and commissioning of electrical power equipment, submitting electrical clearance requests and planning and scheduling the work assigned by others.
- d) Candidates scoring at or above the established minimum qualifying score will be qualified for the Lead Electrical Technician (LET) position.
- e) All incumbent Title 200 and 300 Apprentice Electrical Technicians and Electrical Technicians in Electric Transmission - Substation, upon reaching six years' experience as an Electrical Technician, may voluntarily elect to qualify for LET by taking the exams. All those scoring at or above the established minimum qualifying score will automatically progress to the LET classification in their headquarters.
- f) Any employee entering the Electrical Technician Line of Progression in Electrical Transmission - Substation on or after the execution date of this agreement shall only be eligible to promote to Lead Electrical Technician if the Company, in their sole discretion determines there is a need to fill an additional Lead position and the employee meets the minimum experience and testing requirements outlined in this Letter. Lead positions will be filled under the bid procedure outlined in Title 205 of the Collective Bargaining Agreement.
- g) Bidders to Lead Electrical Technician vacancies posted in Electric Transmission from another department must have a minimum of six years' experience as Electrical Technician, including two years' experience in Substation, and must receive a passing score on the LET exams at or above the established minimum qualifying score.
- h) Bidders to Lead Electrical Technician vacancies posted in Power Generation -Hydro must have a minimum of six years' experience as Electrical Technician and receive a passing score on the LET exams at or above the established minimum qualifying score.
- i) All incumbent Lead Electrical Technicians (Electrical Technician Crew Leaders and Technical Crew Leader A-Not Gas as of the date of this signed agreement) will not be required to take the LET exams, and will receive the wage rate increase.
- j) A candidate may only test once every 12 months for each opportunity to fill a Lead Electrical Technician position.
- k) The Overview Committee (below) will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under Subsection 205.14(a) of the Agreement will be limited to issues relating to the administration of the agreed-to selection process.

- l) The job analyses required to create the tests, and an agreement by the joint committee on the content of the tests must be completed within 90 days after the signing of this agreement.

4. Overview Committee

A joint Company-Union Overview Committee will be established which will consist of two members selected by the Company and two members selected by the Union. This Committee will address issues associated with the implementation of this agreement. On an ongoing basis, the Committee will also address issues associated with the Elec Tech Crew Leader and Technical Crew Leader selection process as described above. Any issues that cannot be resolved by the Overview Committee will be referred to director level leadership in Electric Transmission and the IBEW Assistant Business Manager responsible for Electric Operations negotiations.

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: _____

Robert Joga
Senior Director and Chief Negotiator

The Union is in agreement.

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

By: _____

Tom Dalzell
Business Manager

November 9, 2015