



# LETTER AGREEMENT NO. 19-03-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
707.452.2700

MATTHEW LEVY  
DIRECTOR

TOM DALZELL  
BUSINESS MANAGER

March 19, 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:

Attached are the updated Job Definitions and Lines of Progression (JDLOP) for Section 600.12, Exhibit VI-L, for the Division Electric Department Office and Transmission and Distribution Department. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this Agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

Changes appear in italics. Also attached is a revision-mode copy showing additions in italics and deletions lined out. The documents prompting the changes are listed on the last page of the JDLOP.

While the parties have completed a comprehensive review, due to the length of time since the last update, there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

This JDLOP update has been reviewed by Bob Gerstle, Assistant Business Manager.

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  
Matthew Levy  
Director

The Union is in agreement.

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

April 22nd \_\_\_\_\_, 2019

By: Tom Dalzell  
Tom Dalzell  
Business Manager

**PACIFIC GAS AND ELECTRIC COMPANY**

**AND**

**IBEW LOCAL UNION 1245**

**JOB DEFINITIONS AND LINES OF PROGRESSION**

**DIVISION ELECTRIC DEPARTMENTS**

**ELECTRIC DEPARTMENT OFFICE**

**AND**

**JOB DEFINITIONS AND LINES OF PROGRESSION**

**DIVISION ELECTRIC DEPARTMENTS**

**TRANSMISSION AND DISTRIBUTION DEPARTMENT**

**EXHIBIT VI-L AND SECTION 600.12  
OF THE AGREEMENT**

**REVISED *January 2019***  
**REPLACES *LA R2-13-27 DATED May 2014***

**New language appears in Italics**

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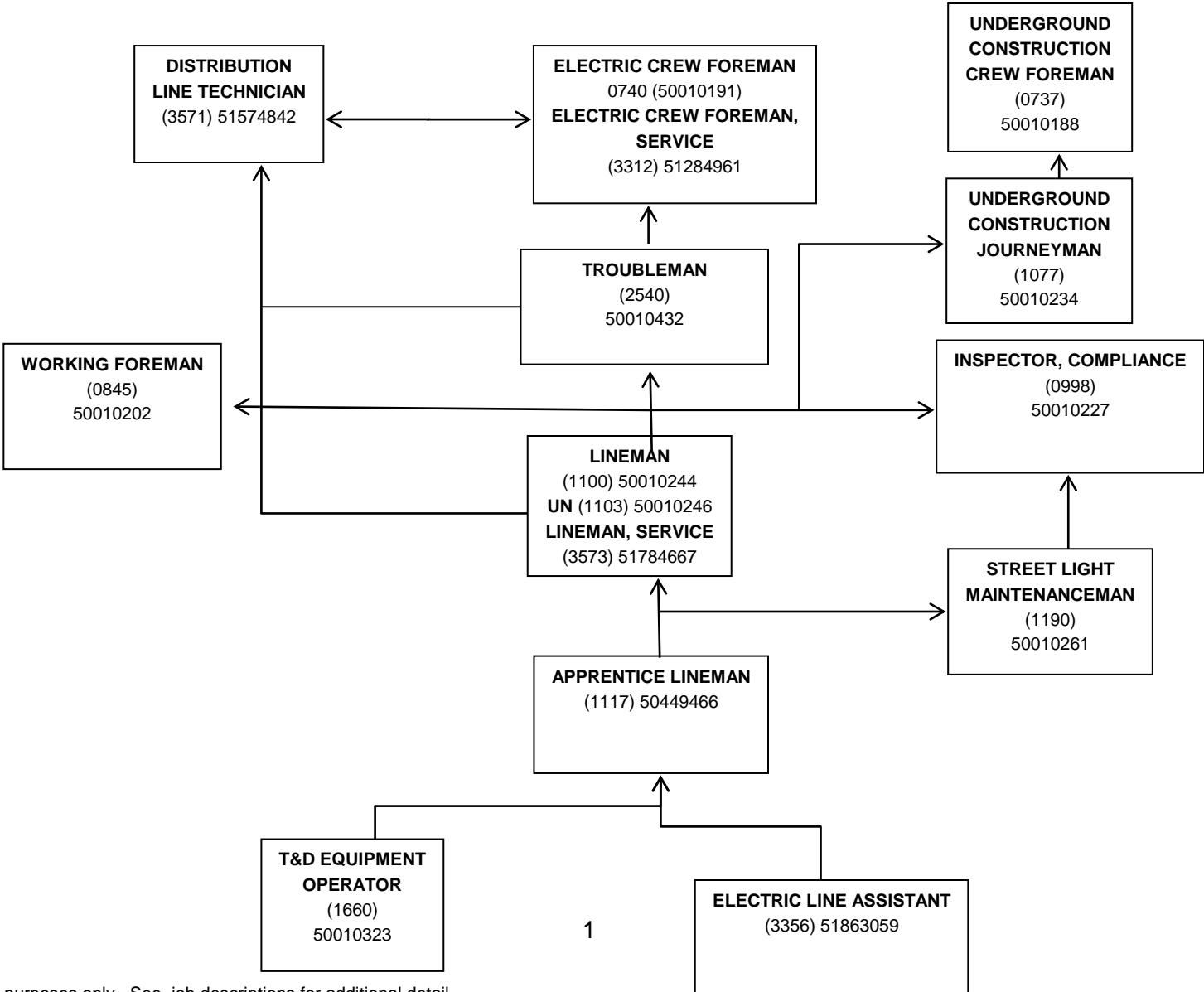
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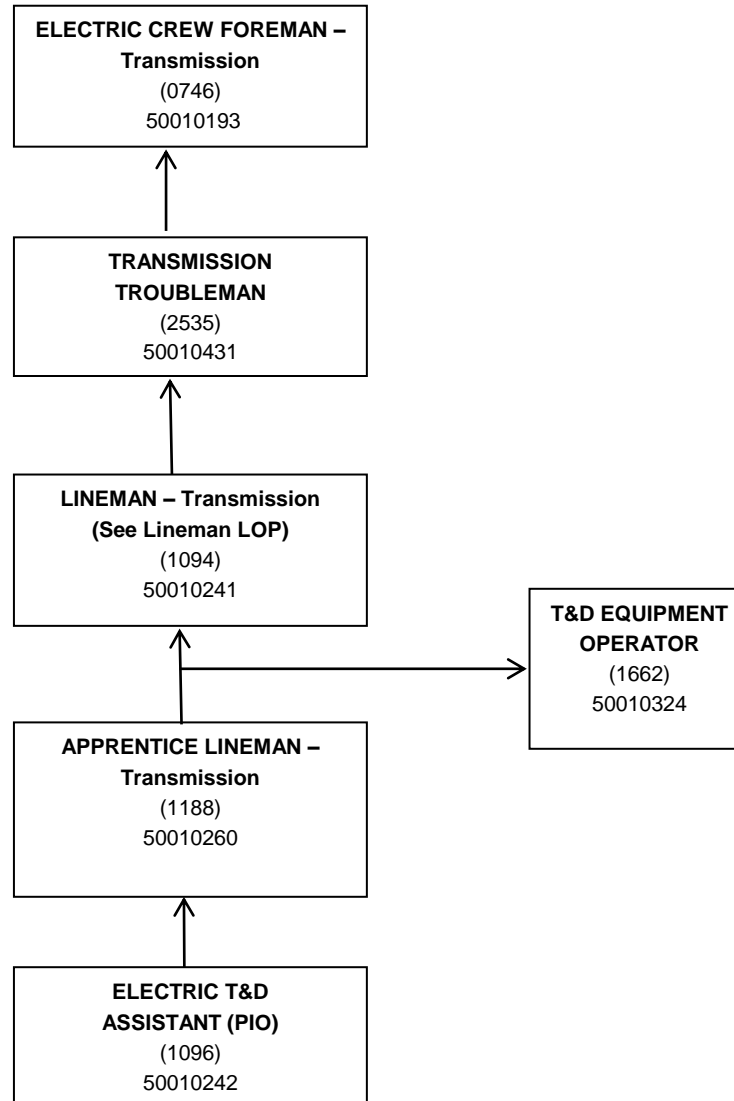
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# ELECTRIC T&D – DISTRIBUTION LINE OF PROGRESSION



For illustrative purposes only. See job descriptions for additional detail.

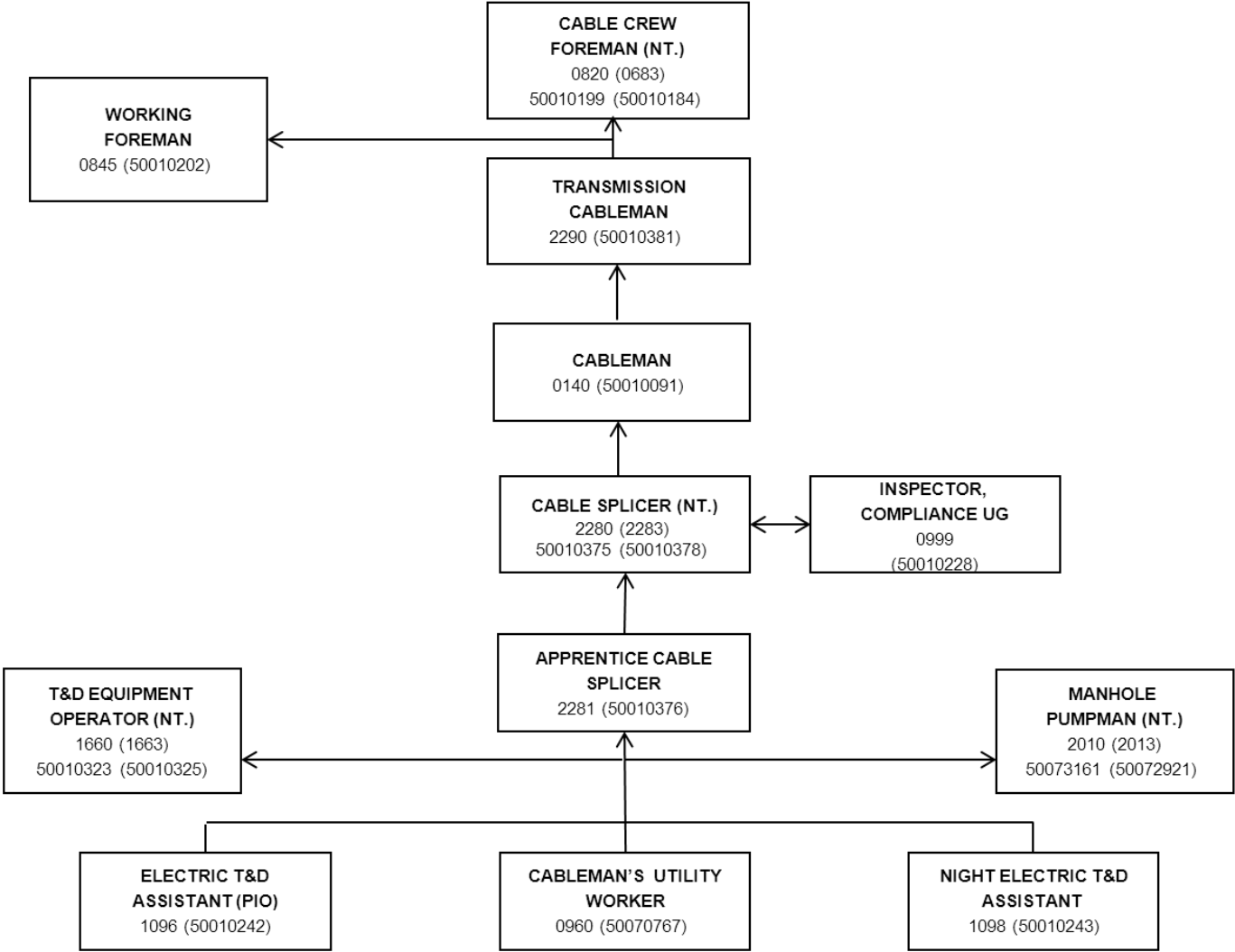
## ELECTRIC T&D – TRANSMISSION LINE OF PROGRESSION



For illustrative purposes only. See job descriptions for additional detail.

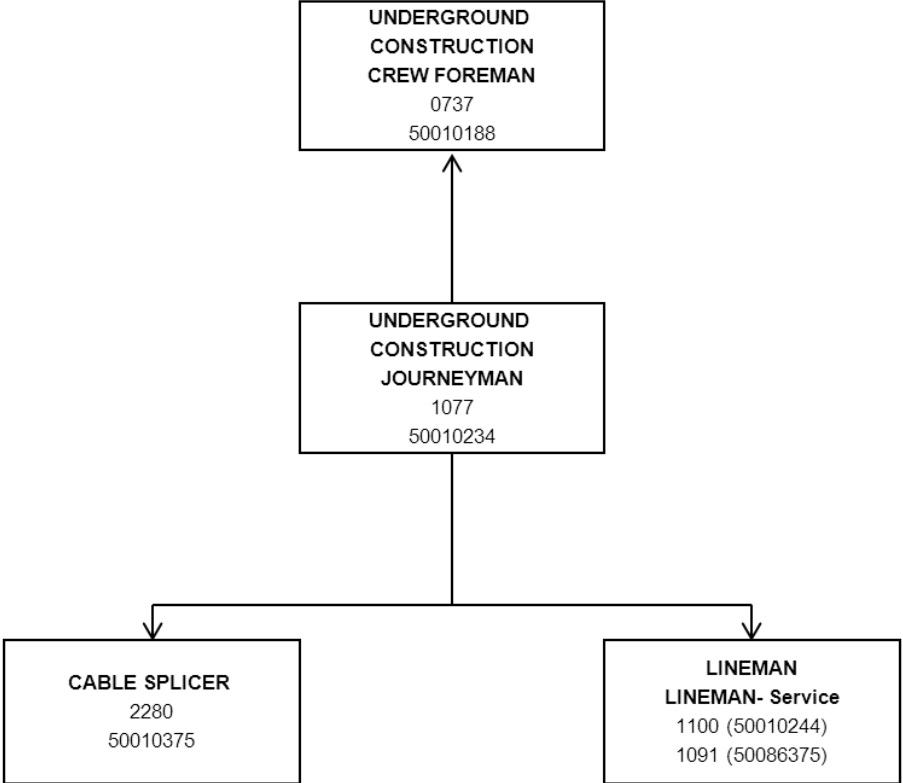


**ELECTRIC T&D – UNDERGROUND  
LINE OF PROGRESSION**



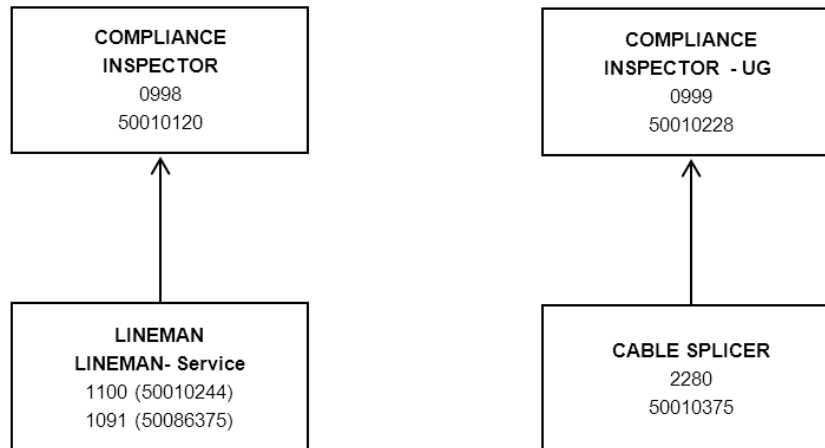
For illustrative purposes only. See job descriptions for additional detail.

**ELECTRIC T&D – UNDERGROUND CONSTRUCTION CREWS  
LINE OF PROGRESSION**



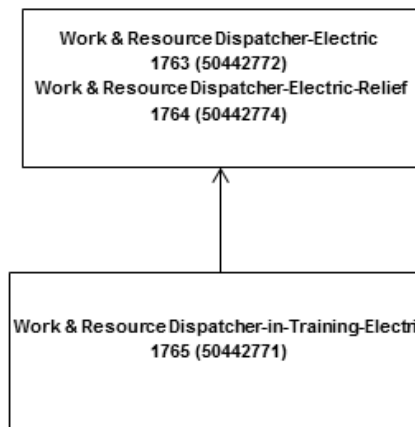
For illustrative purposes only. See job descriptions for additional detail.

**ELECTRIC T&D – COMPLIANCE  
LINE OF PROGRESSION**



For illustrative purposes only. See job descriptions for additional detail.

**ELECTRIC T&D – WORK AND RESOURCE  
LINE OF PROGRESSION**



For illustrative purposes only. See job descriptions for additional detail.

**DIVISION ELECTRIC DEPARTMENTS**

**ELECTRIC DEPARTMENT OFFICE**

**JOB DEFINITIONS AND LINES OF PROGRESSION**

**FOREMAN'S CLERK**  
**0250 (50010117)**

An employee whose background and experience are such that an employee has a comprehensive knowledge of the operation and procedures of a General Foreman's or Assistant Supervisor's office and is engaged in performing clerical work and assisting in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs, assigning jobs to crews, receiving and dispatching customers' complaints or switching orders, preparing reports, processing time cards, work orders for the crews or for accounting purposes, and maintaining office files and records. May direct the work of one or two Assistant Foreman's Clerks.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0252	50010118	Assistant Foreman's Clerk
0458	50010147	Field Clerk - Electric T&D (PIO)
*1096	50010242	Electric T&D Assistant (PIO)
1098	50010242	Night Electric T&D Assistant
*2662	50010450	Operating Clerk
*2664	50010452	Operating Clerk-Steno (PIO)
*2667	50010454	Operating Clerk-Typist

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0243	50010113	Senior Field Clerk - GC
0246	50010115	First Field Clerk - GC
0250	50010117	Foreman's Clerk
0253	50010119	Foreman's Clerk (More than 2 Assistants)
0254	50010120	Utility Foreman's Clerk
0313	50010134	First Shop Clerk - GC
2646	50010443	Senior Operating Clerk – Typist II
2655	50010447	Senior Operating Clerk - Typist I
2723	50010467	Senior Operating Clerk II
2789	50010477	Senior Operating Clerk I
2801	50073091	Senior Operating Clerk I-II
2802	50073094	Senior Operating Clerk-Typist I-II

\*Must have six months in the Line of Progression.  
See Letter of Agreement 06-19

**FOREMAN'S CLERK(1)**  
**0253 (50010119)**

If directing the work of more than two Assistant Foreman's Clerks.

**UTILITY FOREMAN'S CLERK**

**0254 (50010120)**

**(Fortuna, Garberville and Willow Creek)(1)**

An employee who performs the duties of Foreman's Clerk and, in addition, performs any of the duties of the classification of Materials Leadman which may be required at *an employee's* headquarters.

**UTILITY FOREMAN'S CLERK (Burney)(1)**

**0254 (50010120)**

An employee who is a Foreman's Clerk and, in addition, performs commercial business office work, such as receiving service calls, collections, meter tags, new business applications, etc. Shall be required to type with proficiency (40 words per minute), utilizing a typewriter or personal computer. (LA 90-19)

**UTILITY FOREMAN'S CLERK (Corcoran and Lemoore)(1)**

**0254 (50010120)**

An employee who performs the combined duties of a Foreman's Clerk and a **(50010147)** Field Clerk. This is per settlement of San Joaquin Valley Region Grievance No. SJ-FK/70-25189-34109. (LA 89-143)

**UTILITY FOREMAN'S CLERK (Weaverville)(1)**

**0254 (50010120)**

An employee who is a Foreman's Clerk and, in addition, performs commercial business office work such as receiving service calls, collections, meter tags, new business applications, etc. Shall be required to type with proficiency (40 words per minute), utilizing a typewriter or personal computer. (LA 91-27)

**UTILITY FOREMAN'S CLERK (Auberry)(1)**

**0254 (50010120)**

An employee who is a Foreman's Clerk and in addition, performs **(50010147)** Electric Field Clerk duties and commercial business office work, such as receiving service calls, collections, meter tags, and new business applications, etc. (LA 93-7)

**UTILITY FOREMAN'S CLERK (Coalinga, Fresno)(1)**

**0254 (50010120)**

The job duties and description will combine those of the Foreman's Clerk and **(50010147)** Field Clerk. (LA 91-182)

**UTILITY FOREMAN'S CLERK (Quincy)(1)**

**0254 (50010120)**

Includes responsibilities which include managing a small warehouse and operating a forklift. Test requirements for this position include passing the Physical Test Battery and the Clerical Test Battery. (LA 96-88).

**UTILITY FOREMAN'S CLERK (Fresno Service Center)(1)**

**0254 (50010120)**

The job duties and description will combine those of the (0250) Foreman's Clerk and (50010147) Field Clerk. The employee will perform the duties of Foreman's Clerk and additionally, will perform any of the duties of the classification of Field Clerk which may be required. (LA 95-68)

**UTILITY FOREMAN'S CLERK (Half Moon Bay)(1)**  
**0254 (50010120)**

An employee who is a Foreman's Clerk and, in addition performs commercial business office work, such as receiving service calls, collections, meter tags, new business applications, etc. (LA 95-125)

(1) Line of Progression same as Foreman's Clerk.  
 See Letter of Agreement 06-19.

**ASSISTANT FOREMAN'S CLERK\*\*\***  
**0252 (50010118)**

An employee in a General Foreman's or Assistant Supervisor's office who assists the Foreman's Clerk or Senior Clerk by performing clerical work requiring a basic knowledge of Electric Department office procedures and accounting principles. This work includes such duties as writing requisitions for work orders, processing time cards, work orders for the crews or for accounting purposes, and maintaining office files and records. May receive and dispatch customers' complaints.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
**2676	50010458	Utility Clerk, Operating*
**2684	50010462	Utility Clerk-Typist, Operating*

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0243	50010113	Senior Field Clerk - GC
0245	50010114	Routine Field Clerk - GC
0246	50010115	First Field Clerk - GC
0250	50010117	Foreman's Clerk
0252	50010118	Assistant Foreman's Clerk
0253	50010119	Foreman's Clerk (More than 2 Assistants)
0254	50010120	Utility Foreman's Clerk
0313	50010134	First Shop Clerk - GC
0314	50070762	Routine Shop Clerk - GC
0458	50010147	Field Clerk - Electric T&D (PIO)
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
2646	50010443	Senior Operating Clerk - Typist II
2655	50010447	Senior Operating Clerk - Typist I
2662	50010450	Operating Clerk
2664	50010452	Operating Clerk-Steno (PIO)
2667	50010454	Operating Clerk-Typist
2723	50010467	Senior Operating Clerk II
2789	50010477	Senior Operating Clerk I
2801	50073091	Senior Operating Clerk I-II
2802	50073094	Senior Operating Clerk-Typist I-II

\* Includes employees at Clerk D rate of pay as of 1980 General Negotiations.

\*\*The 30-month wage step of *Utility Clerk* will be considered as top rate of pay when bidding to Assistant Foreman's Clerk.

\*\*\*When an Assistant Foreman's Clerk position becomes vacant and that position does not report to a Foreman's Clerk, it will be reclassified as a Senior Operating Clerk, if filled. Other Assistant Foreman's Clerk positions that become vacant will be graded using the clerical grading system (PEQ) in accordance with Letter Agreement 07-57 dated 11/29/07. This letter agreement allows the Assistant Foreman's Clerk to work alone.

**Notes:** Employees in Foreman's Clerk or Assistant Foreman's Clerk classifications shall be considered as next lower to Senior Operating Clerk II, Senior Operating Clerk I or *Senior Operating Clerk I-II (including Typist)* vacancies, respectively, in the Electric Department as indicated in the appropriate Division Clerical Lines of Progression.



**DIVISION ELECTRIC DEPARTMENTS**  
**TRANSMISSION AND DISTRIBUTION DEPARTMENT**  
**JOB DEFINITIONS AND LINES OF PROGRESSION**

**ELECTRIC CREW FOREMAN**

**0740 (50010191)**

**ELECTRIC CREW FOREMAN, SERVICE**

**3312 (51784961)**

An employee who is a Working Foreman in charge of a crew of not more than five other employees engaged in all classes of overhead line work, in all classes of underground distribution system work utilizing non-leaded cables, and in providing electric service to customers; may be required to drive the truck and operate the associated equipment as assigned. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of and two years' experience as a Lineman, and be familiar with Company's construction and safety standards, General Orders 95 and 128, accounting procedures, and other applicable rules and procedures.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, pages 111-116.

Such employee when in charge of a crew of five other employees shall be paid at the rate of five percent above the top rate of Electric Crew Foreman (50010191).

**Notes:** For the purposes of applying the five percent upgrade for an Electric Crew Foreman when in charge of a crew of five other employees, if two Electric Crew Foremen are involved, the following conditions will apply:

1. If two crews are combined on an on-going job, the Electric Crew Foreman originally assigned the job will receive the upgrade;
2. If two crews are combined at the initiation of a job, the senior qualified Electric Crew Foreman in the headquarters will receive the upgrade;
3. If two crews are called out for an emergency situation, the senior qualified available Electric Crew Foreman will receive the upgrade. If they are joined while the job is in progress, the Electric Crew Foreman originally assigned will receive the upgrade.

The two-person line crew performing distribution work will be the minimum crew size.

1. Two-person rubber glove work procedures for voltages 600v to 21kV shall be performed using the principles of insulate and isolate.
2. A two-person rubber glove crew working alone shall consist of a rubber glove qualified Electric Crew Foreman and a rubber glove qualified Journeyman Lineman.
3. When utilizing two-person rubber glove work procedures on a crew of three or more, the crew foreman will be on the job site and readily available to provide necessary guidance. If the crew foreman is not available to provide the necessary guidance, note "b" above shall apply.
4. The crew foreman shall notify the two-person crew performing rubber glove work procedures prior to leaving the job site. The senior journeyman on site will be upgraded to crew foreman.
5. Certified rubber glove journeymen at the jobsite, by consensus opinion, shall determine exclusively whether to perform the work utilizing the two-person rubber glove work procedures.

6. When utilizing a two-person crew, one rubber glove qualified journeyman shall remain on the ground to act solely as an observer to prevent accidents and render immediate assistance if an accident occurs. "Should for any reason the observer be required to perform duties, other than observing, the individual performing the rubber glove work shall exit the contact area."
7. A qualified observer shall maintain a line-of-sight and clear communications with the person performing rubber glove work and shall be responsible for emergency communications.
8. The rubber glove foreman will report the crew's work location to the switching center prior to performing work on an energized circuit. Refer to UO Standard S1466.
9. Insulated work platforms will not be used for two-person crews working alone.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
*0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN – Trans
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman
3573	51784667	<i>Lineman, Service</i>

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	<i>50010188</i>	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
2290	50010381	Transmission Cableman
3312	<i>51784961</i>	<i>Electric Crew Foreman, Service</i>
3571	51574842	Distribution Line Technician

\*Letter Agreement 10-15

**ELECTRIC CREW FOREMAN – TRANSMISSION**  
**0746 (50010193)**

An employee who is a Working Foreman in charge of a transmission crew of not more than five other employees engaged in all classes of overhead line work, in all classes of underground distribution system-work utilizing non-leaded cables, and in providing electric service to customers; may be required to drive the truck and operate the associated equipment as assigned. Must be qualified to perform barehand work procedures. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of and two years' experience as a Lineman, and be familiar with Company's construction and safety standards, General Orders 95 and 128, accounting procedures, and other applicable rules and procedures.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32.

Such employee when in charge of a crew of four other employees shall be paid at the rate of five percent above the top rate of Electric Crew Foreman – Transmission (50010193). Upgrade to 0747 (50070744).

**Notes:** For the purposes of applying the five percent upgrade for an Electric Crew Foreman – Transmission (50010193) when in charge of a crew of five other employees, if two Electric Crew Foremen – Transmission (50010193) are involved, the following conditions will apply:

1. If two crews are combined on an on-going job, the Electric Crew Foreman– Transmission

(50010193) originally assigned the job will receive the upgrade;

2. If two crews are combined at the initiation of a job, the senior qualified Electric Crew Foreman – Transmission (50010193) in the headquarters will receive the upgrade;
3. If two crews are called out for an emergency situation, the senior qualified available Electric Crew Foreman will receive the upgrade. If they are joined while the job is in progress, the Electric Crew Foreman originally assigned will receive the upgrade.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
*0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
2290	50010381	Transmission Cableman
3571	5157482	Distribution Line Technician

\*Letter Agreement 10-15

**Notes on Transmission Crews:**

1. Crews may consists of the following classifications:

Electric Crew Foreman - Transmission  
 Lineman – Transmission  
 Apprentice Lineman – Transmission  
 T&D Equipment Operator – Transmission  
 Transmission Troublemán

In the application of Titles 205 and 206, journeymen and above will not be bypassed pursuant to Section 205.11 for a lack of knowledge, skill or efficiency as a result of job bidding and demotion/displacement for lack of work. Further, journeymen or above who are demoted or displaced for lack of work into the transmission journeyman classifications and are not qualified or elect not to be, by virtue of declining or not completing barehanding training, will then displace the next least senior employee in the Transmission and Distribution Department as provided for in Section 206.4 of the Agreement.

2. Qualifications for Electric Transmission Crew classifications and Transmission Troublemán will include barehanding work procedures.
  - a. If a journeyman entering a transmission classification does not successfully complete the barehand training, they will be returned to a vacancy in the same classification in a non-

transmission area without loss of any current established rights and classification. The headquarters will be within a commutable distance of their current headquarters, or the employee will be returned to a vacancy in his or her classification at the headquarters held immediately prior to bidding to the transmission department.

- b. A qualified transmission journeyman who elects not to participate in barehand procedures will not be required to work on energized transmission lines utilizing barehand work procedures, but may be required to participate as part of a barehand transmission crew. This employee will be required to submit bids to non-transmission headquarters. If this employee has not been awarded a bid, based on operational needs, this employee may be returned to a vacancy in his or her classification at the headquarters held immediately prior to bidding to the transmission department.
3. Work to be performed will include, but shall not be limited to:
- a. routine miscellaneous tower and wood-pole maintenance
  - b. routine maintenance on distribution under builds associated with transmission work
  - c. emergency repair
  - d. hotwash
  - e. insulator replacement
  - f. conductor maintenance
  - g. right-of-way maintenance
  - h. pole replacement
  - i. assist distribution crews in area – small capital projects (transmission and distribution) and during times of emergency response
  - j. barehand work
  - k. any FAA-approved Line work performed with the assistance of a helicopter and approved by the Helicopter Subcommittee and Overview Committee including but not limited to the following:  
  
Working from a Boswain's Chair (suspended)  
Suspended Helicopter Basket (mid span)  
Suspended Helicopter Basket (transfer to a structure)  
Suspended Helicopter Harness method (transfer to a pole or a structure)  
Working from a Helicopter skid
4. Prearranged overtime – transmission line maintenance assignments will be given first to transmission crews, if practical.
5. Emergency overtime – pursuant to Title 212 of the Physical Agreement, preferential callout for emergency overtime involving transmission line work will be given to transmission crews as follows:
- a. If customers are involved – transmission crew headquartered within 60 miles.
  - b. If no customers are involved – available transmission crew.
  - c. If transmission crews are not available and based on skill and equipment needed, a Distribution crew, General Construction crew or available contractor crew will be called out.
  - d. Transmission line work is defined as 60 kV and above and all steel transmission tower lines.
  - e. Transmission line crews will also be available to work on distribution outages if needed and not already assigned.
6. Crews may be assigned to work at any location within the PG&E service territory and on occasion may be assigned work outside of the service territory. When work is to be performed outside of the service territory, Company and Union will negotiate terms and provisions applicable to such assignment, except in mutual aid assignments.
7. For the purpose of Exhibit XVI of the Agreement, Electric Transmission will be combined with Electric

T&D (Title 200 & 300).

8. Employees bidding into the department will be required to remain in the Transmission Department for five years.

**UNDERGROUND CONSTRUCTION CREW FOREMAN (Electric)**  
**0737 (50010188)**

An employee who is a working foreman in charge of a crew engaged in the installation, repair, and replacement of underground electric and gas facilities. Shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a combination journeyman. Must be familiar with G.O. 112 and 128, company construction and safety standards, accounting procedures and other appropriate rules and procedures. Shall be required to perform all duties of classifications previously held.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0140	50010091	Cableman – <i>S.F. Division</i>
0560	50010167	Fitter
0563	50010170	Fitter UN
0562	50010169	Fitter - Arc
0640	50010174	Gas Crew Leader (Welding)
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0683	50010184	Night Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journey (Elec)
1078	50010235	UG Construction Journey (Gas)
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN – Trans.
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0737	50010188	UG Const. Crew Foreman (Elec)
0738	50010189	UG Const. Crew Foreman (Gas)
3571	51574842	<i>Distribution Line Technician</i>

1108	50070780	Utility Lineman - Burney
1300	50010283	Gas Mechanic
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman

\*Letter Agreement 10-15

In addition to the listed weekly wage rates, such employees shall receive an additional \$50.00 per week.

**HELICOPTER CREW FOREMAN (Temporary Use Only)**  
**1186 (50070746)**

An employee in charge of a crew and who performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

**Notes (See Letter Agreement R1-03-31)** Helicopter line worker activities are to be performed by volunteers only, no employee can be forced to perform these work activities and the activities are limited to skid transfer and washing. Volunteers will be identified at the beginning of the workday from the crews assigned to do the work. All volunteers will be entitled to the temporary upgrade and the apprentices will be entitled to the premium.

**DISTRIBUTION LINE TECHNICIAN**  
**3571 (51574842)**

A Service employee who, without direct supervision, performs programming, installation, testing, troubleshooting, maintenance and inspection of electric field equipment. Electric field equipment includes but is not limited to equipment that is remote controlled or site-specific controlled equipment, as well as overhead and underground equipment diagnostics. Performs applicable testing, troubleshooting and installation of settings in electric field equipment. Performs switching as assigned. Responsible for completing all applicable documentation and test reports required to meet internal and Federal, State and local regulatory compliance. Plans and schedules their own work, including submitting clearance applications to the Operations Control Center. May be required to order materials.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew

1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán

		Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
2290	50010381	Transmission Cableman
3571	51574842	Distribution Line Technician

\*Letter Agreement 10-15

**Sequence of Bidding Consideration:**

The parties have expressed a mutual interest in expanding and clarifying eligibility to fill Distribution Line Technician positions. Accordingly, the parties agree to modify the bid process in section 205.7 of the IBEW Agreement and Letter of Agreement 13-82 to reflect these changes. DLT vacancies will be filled under the following priorities:

1. Current Distribution Line Technicians and any employee who is a Journeyman or above in the Lineman Line of Progression with at least 2 years of experience as a Troublemán in distribution
  - a. in bidding unit
  - b. out of bidding unit
2. Any employee who is a Journeyman or above in the Lineman Line of Progression with at least 2 years' experience as a Journeyman Lineman
  - a. in bidding unit
  - b. out of bidding unit
3. Qualified D Bidders defined as any employee that previously held a journey level position in the Lineman Line of Progression with at least 2 years' experience as a Journeyman Lineman

If the bid list is exhausted and the vacancy becomes unrestricted the Company may consider applicants who are Journeyman Electricians (50073084, 50010149, 50010156) and Electrical Technicians (50010405, 50010407, 50010408) in the Electric Maintenance line of progression.

**Qualifications:**

- Must have background of a journeyman Lineman.
- Preferential consideration will be given to employees with 2 years' experience in a Distribution Troublemán classification (cumulative experience; including temporary assignments in SAP; excluding daily timecard upgrades).
- Bidders to Distribution Line Technician will be awarded the position pending successful completion of the Advanced Line Control Devices class. They will remain in their current base position until they successfully complete the Advanced Line Control Devices class within three months of the conditional job award. Successful completion means passing the final exam, and the employee may attempt the test three times within the three-month time period.
- Class C drivers' license required.

**Notes:**

1. *Distribution Line Technicians may be available to work prearranged or emergency overtime as Linemen or Troublemen, if qualified, once the local 212 list, on-call rotation or prearranged overtime procedure has been exhausted in those headquarters.*
2. *This position is not intended to modify the current role of the Troublemans or the Telecommunications Technician (i.e. programming radios and communications settings for line reclosures, field troubleshooting, etc.)*
3. *During regular work hours, the Distribution Line Technician will be allowed to work in all headquarters throughout the division in which they are headquartered and beyond division boundaries as needed. Expenses will be paid in accordance with Title 201 of the Agreement.*
4. *Any temporary upgrades to DLT, if qualified, will be paid in accordance with Section 204.3 of the Agreement.*
5. *Company does not intend to establish work schedules for the DLTs other than day shift. Any additional work schedules will be agreed to between Company and Union.*
6. *CDLA Grandfathering -The parties have discussed and agreed to add Distribution Line Technicians as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32. The CDLA hourly wage rate will be extended to this classification under the same conditions detailed in Letter Agreement 12-32 and will take effect as soon as SAP programming can be done following execution of this letter, but not more than 30 days.*

**Notes on Overtime**

*Distribution Line Technician overtime will be equalized within the classification at any headquarters where multiple DLTs are assigned utilizing the normal provisions of Titles 208 & 212.*

*DLT prearranged overtime within the jurisdictional boundaries of headquarters where there are no DLT's assigned will be equalized among all DLTs within the Division.*

*For DLT emergency overtime callouts within the jurisdictional boundaries of headquarters where there are no DLT's assigned, Company will call the available DLT volunteer with the lowest recorded emergency overtime hours within the Division. All provisions of Section 212.2(a) shall apply.*

*Any discrepancies regarding DLT overtime will be referred to the DLT overview committee. If the overview committee is unable to resolve the discrepancy, Union reserves the right to file a grievance. The grievance filing timeline in Subsection 102.3(a)(2) of the Labor Agreement will be extended to offset the amount of time taken by the overview committee to review the issue.*

*For Emergency Overtime normally assigned to Troublemen, after calling all Troublemen in the headquarters that have signed the weekly voluntary 212 list, qualified Distribution Line Technicians (those who were formerly in the Lineman Line of Progression) who wish to volunteer for Troublemans overtime in their headquarters may be called prior to utilizing the Troublemans annual 212 list as required by Letters of Agreement 13-88.*

*All Distribution Line Technicians will automatically be included in the DLT weekly Title 212 volunteer list for their headquarters in ARCOS. At their option, employees may opt out of the 212 list in ARCOS by changing their status to unavailable. There are no limits on the number of times a DLT may be unavailable, and advanced notice is not required.*

*Use of the ARCOS system shall serve to satisfy contractual requirements to post EOT sign-up lists in accordance with Title 212.*

**UNDERGROUND CONSTRUCTION JOURNEYMAN (Electric)**  
**1077 (50010234)**

*An employee who, as part of a crew, is engaged in the installation, repair, and replacement of underground electric and gas facilities. Prior to being awarded a bid to Underground Construction Journeyman, an employee must have held a journeyman classification in the lineman or fitter line of progression. Shall be*



required to perform all the duties of either a journeyman lineman or fitter, depending on which line of progression the employee previously held.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0560	50010167	Fitter
0563	50010170	Fitter UN
0562	50010169	Fitter - Arc
0640	50010174	Gas Crew Leader (Welding)
*0998	50010227	Inspector, Compliance
*0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2535	50010431	Transmission Troublemaker
2540	50010432	Troublemaker
2550	50072877	Utility Troublemaker

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman – S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0738	50010189	UG Const. Crew Foreman (Gas)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
*1077	50010234	UG Construction Journey (Elec)
1078	50010235	UG Construction Journey (Gas)
1300	50010283	Gas Mechanic
2290	50010381	Transmission Cableman
3571	51574842	Distribution Line Technician

\*Letter Agreement 10-15

In addition to the listed weekly wage rates, such employees shall receive an additional \$50.00 per week.

**NOTES ON UNDERGROUND CONSTRUCTION CREWS:**

1. Each underground construction crew is to be comprised of one journeyman from the gas line of progression and one from the electric line of progression.
2. For the purposes of short-term relief, temporary vacancies shall be filled in accordance with 205.3 and such employees shall receive \$10.00 per day above their regular rate and will be limited to their regular job description.
3. A qualified gas and/or electric worker (as defined by present standards) is to be used when required.

4. When it is necessary to perform switching, holding of clearances and related operations, the provisions of Letter Agreement 87-112 (pages 53-54) will apply.
5. The parties shall adopt a twelve-month training utilizing company's original twelve-month program as a basis.
6. Underground Construction Crew Foremen and Journeymen shall retain Title 208 and 212 rights for their equivalent classifications in the Electric and Gas T&D Departments and will be credited for all hours worked or charged regardless of the assignment.
7. An Underground Construction Journeyman may supervise a crew performing the following:
  - a. Engaged in digging excavations or trenches,
  - b. Stubbing poles, clearing right-of-way, and clearing debris,
  - c. Loading, delivering and unloading materials and supplies,
  - d. Installing and hotting up new underground electric systems (600 volts or less) and plastic gas services,
  - e. Installing non-lead cables.
8. An Underground Construction Journeyman may work alone to perform the following when qualified:
  - a. Switching to de-energize or energize underground distribution circuits,
  - b. Installation of stub completion services (gas and electric) in customer-dug trench,
  - c. Splicing and making terminations on non-lead primary and secondary cable to be energized at less than 25 kv.
9. In addition, two Electric Journeyman and a qualified observer may work on and energize a rise pole in association with an underground construction crew with the Underground Construction Crew Foreman in charge of the job. However, if the Underground Construction Crew Foreman was from the gas line of progression the responsibility for the overhead part of the job would be given to a qualified electric department employee.

**TROUBLEMAN**  
**2540 (50010432)**

An employee who has the craft qualifications of and two years' experience as a Lineman and performs alone any work that does not exceed an employee's ability or the available tools and equipment, in connection with providing, maintaining and restoring service to the public, either overhead or underground, such as installing services and all types of meters, replacing line and equipment fuses, patrolling, switching, restoring service on "no light" and "no power" calls, servicing and repairing customers' equipment, operating unattended substations, operation of previously manned substations, substation reads and status reports, maintenance of substation, adjusting or changing external settings on automatic line equipment, such as Regulators, Reclosers, or Capacitors, testing, adjusting, or changing internal and external settings on Automatic Line Equipment, battery replacement, installing and programming controllers and other devices, operation of SCADA controlled equipment, Power Quality work such as equipment programming and analysis of Power Quality tests, and R.T.V.I. investigations; may be required to collect deposits and bills. In trouble and emergency work involving immediate hazard to life or property, may be required to work alone to cut circuits of over 600 volts in the clear.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

<b>Pay Scale</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
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<b>Pay Scale</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
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<b>Code</b>		
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journey (Elec)
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney

<b>Code</b>		
0140	50010091	Cableman - S. F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
3312	51784961	<i>Electric Crew Foreman, Service</i>
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán
3571	51574842	Distribution Line Technician

\*Letter Agreement 10-15

**NOTE:** No current Troublemén, Gas Service Representatives, Reserve Gas Service Representatives, Service Mechanics, or Relief Service Operators will be displaced as a result of the agreement reached in 1999 General Negotiations and included in the 1999 General Negotiations cover letter. Incumbents in these classifications on December 31, 1999 will maintain their wage and classification, unless they voluntarily vacate their position. Both parties recognize that there may be other conditions outside of this agreement that independently may affect the number of employees in these classifications. If conditions outside this agreement would result in reductions in a headquarters, the parties agree to meet and discuss the following: (1) the impact on this agreement (2) moving the work back to the original classifications.

Per RC 14924, 14992, 14935: Company and Union agree that SONP (shut-off for non-payment) of 3-phase meters is a duty common to Troublemén and Metering Systems Technicians. Company, in its exclusive discretion, will make SONP work assignments to either classification giving consideration to operational need and availability of resources.

### **TRANSMISSION TROUBLEMAN** **2535 (50010431)**

An employee who patrols and inspects overhead transmission lines. This may include air, ground, and boat patrolling. Must have the craft qualifications of a Lineman and perform any line work in connection with maintenance, operation, and construction of transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware, and reinsulation. May be assigned as a member of a Transmission Crew. Must possess a valid Class C California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

#### **Notes on the Transmission Troublemán Definition:**

1. Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.

2. Must be capable of performing transmission live line work.
3. Must be able to properly assess the urgency of a problem for correction.
4. May be required to travel and stay away from home.
5. Switching shall be limited to that normally performed by a Troublemán. Switching on overtime will *include* emergency transmission switching *as well as switching* done in conjunction with patrolling and inspection. This *includes* switching which must be performed on prearranged overtime prior to the beginning of a workday in order to complete work during the workday.
6. Normally works alone, but when doing so shall not-be required to perform duties beyond that of a Lineman and/or Troublemán.
7. The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work, including washing of insulators, major emergency distribution work and distribution work that is directly related to transmission, i.e., under built, etc.
8. Transmission Troublemán are day employees.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journey (Elec)
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S. F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
3312	51784961	<i>Electric Crew Foreman, Service</i>
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán
3571	51574842	Distribution Line Technician

\*Letter Agreement 10-15

Qualifications for Electric Transmission Crew classifications and Transmission Troublemán will include barehanding work procedures.

- If a journeyman entering a transmission classification does not successfully complete the barehand training, they will be returned to a vacancy in the same classification in a non-transmission area without loss of any current established rights and classification. The headquarters will be within a commutable distance of their current headquarters, or the employee will be returned to a vacancy in his or her

classification at the headquarters held immediately prior to bidding to the transmission department.

- A qualified transmission journeyman who elects not to participate in barehand procedures will not be required to work on energized transmission lines utilizing barehand work procedures, but may be required to participate as part of a barehand transmission crew. This employee will be required to submit bids to non-transmission headquarters. If this employee has not been awarded a bid, based on operational needs, this employee may be returned to a vacancy in his or her classification at the headquarters held immediately prior to bidding to the transmission department.

**Notes:**

1. Patrol personnel should normally be obtained from Lineman/Cable Splicer within the Division. If necessary, patrol personnel may be obtained from same classification within the Region or inter-regionally. See *Section 1.7 of the Physical Agreement*.
2. Overtime assignments shall be based upon the provisions of Titles 208 and 212. No prearranged overtime will be performed as part of a crew with the exception of Transmission Troublemens performing hot washing. This does not preclude the Transmission Cableman from working with a *lower classification* For Title 212 purposes, the Transmission Troublemans will be used only when called for inspection or patrolling of transmission lines and associated switching and crew work that directly results from the patrolling or inspection.
3. Workplace (location of work) will normally be any location within the Region, except as provided for in "A" above. The provisions of Title 201 shall apply when traveling from designated headquarters.

See Notes on Transmission Crews under Electric Crew Foreman – Transmission.

**LINEMAN**

**1100 (50010244)**

**UNASSIGNED LINEMAN**

**1103 (50010246)**

**LINEMAN, SERVICE**

**3573 (51784667)**

An employee who is a journeyman and is engaged in performing all classes of overhead line work of any voltage and all classes of underground distribution system work except on "Network" systems, utilizing non-lead cables rated 25kv or less. May be required to drive a truck and operate associated equipment as assigned. This classification may also be required to perform the following work: maintains street lights and electroliers, cleans and changes glassware, replaces lamps and defective parts, and performs other miscellaneous work on street lights and street light circuits, testing loads and voltages for purposes of distribution or transmission system regulation or investigation of complaints; calculates and sets compensation for regulators; investigates and inspects pole lines and necessary maintenance, inspecting tower footings, checking tree and weed conditions, routing tree trimming and weed control crews with respect to General Order 95, inspects new construction and reconstruction work on overhead or underground lines, patrols and inspects transmission, distribution and telephone lines or cables, checks Company property conditions in the vicinity of street work, inquiries into accidents resulting in interruptions of service, contacts customers regarding service. This employee also may be in charge of a crew and equipment installing non-lead underground cable, maintaining manholes, installing hand holes and UG boxes, digging holes, excavations, stubbing poles, clearing right of ways, clearing debris, and the loading delivery and unloading of material and supplies. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. Shall have the personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

\*For routine and complex switching assignments, see Letter Agreement 87-112, pages 53-54.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

### **Notes on Lineman Definition:**

It is the intent that the use of a light line crew as the basic work unit in the Overhead Section of the Electric Transmission and Distribution Department be continued. While one and two-man units with a Lineman as the highest classification will be utilized, it is not the intent of the Lineman definition to use other than a line crew on hot primary line construction and maintenance work. Further, it is not the intent to eliminate crews or accomplish the above work or any other line work which cannot practicably or safely be accomplished by a one or two-man unit by combining two or more such units. The Company will provide necessary training and equipment to its employees to ensure that the work can be performed safely and efficiently.

A. One or two-man units will not be required to:

1. Set poles under the following conditions:
  - a. In primary which has not been cleared and grounded; or
  - b. Over 50 feet in length; or
  - c. Under heavy or congested traffic conditions; or
  - d. Where the pole is top-heavy to the extent that weights are required on the butt-end; or
2. Perform any work on energized primary (taking voltage or current readings is not considered working on energized primary); or
3. Perform any substation switching; or
4. Perform line switching except to de-energize a line for work and to energize same at completion of work; or
5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole line; or

A Lineman working alone will not be required to install a crossarm or underarm molding, or to install or remove mid-span services except with aerial lift equipment and when installation of an associated span guy is not required.

B. The two-person line crew performing distribution work will be the minimum crew size.

- a. Two-person rubber glove work procedures for voltages 600v to 21kV shall be performed using the principles of insulate and isolate.
- b. A two-person rubber glove crew working alone shall consist of a rubber glove qualified Electric Crew Foreman and a rubber glove qualified Journeyman Lineman.
- c. When utilizing two-person rubber glove work procedures on a crew of three or more, the crew foreman will be on the job site and readily available to provide necessary guidance. If the crew foreman is not available to provide the necessary guidance, note "b" above shall apply.
- d. The crew foreman shall notify the two-person crew performing rubber glove work procedures prior to leaving the job site. The senior journeyman on site will be upgraded to crew foreman.
- e. Certified rubber glove journeymen at the jobsite, by consensus opinion, shall determine exclusively whether to perform the work utilizing the two-person rubber glove work procedures.
- f. When utilizing a two-person crew, one rubber glove qualified journeyman shall remain on the ground to act solely as an observer to prevent accidents and render immediate assistance if an

accident occurs. "Should for any reason the observer be required to perform duties, other than observing, the individual performing the rubber glove work shall exit the contact area."

- g. A qualified observer shall maintain a line-of-sight and clear communications with the person performing rubber glove work and shall be responsible for emergency communications.
- h. The rubber glove foreman will report the crew's work location to the switching center prior to performing work on an energized circuit. Refer to UO Standard S1466.
- i. Insulated work platforms will not be used for two-person crews working alone.

### **LINEMAN – TRANSMISSION**

**1094 (50010241)**

### **UNASSIGNED LINEMAN – TRANSMISSION**

**1093 (50072972)**

An employee who is a journeyman and is engaged in performing all classes of overhead line work, of any voltage, and all classes of underground distribution system work except on "Network" systems, utilizing non-lead cables rated 25 kV or less. May be required to drive the truck and operate associated equipment as assigned. **Must be qualified to perform barehand work procedures.** Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

### **Notes on Lineman Transmission Definition:**

It is the intent that the use of a light line crew as the basic work unit in the Overhead Section of the Electric Transmission and Distribution Department be continued. While one and two-man units with a Lineman as the highest classification will be utilized, it is not the intent of the Lineman definition to use other than a line crew on hot primary line construction and maintenance work. Further, it is not the intent to eliminate crews or accomplish the above work or any other line work which cannot practicably or safely be accomplished by a one or two-man unit by combining two or more such units. The Company will provide necessary training and equipment to its employees to ensure that the work can be performed safely and efficiently.

A. One or two-man units will not be required to:

- 1. Set poles under the following conditions:
  - a. In primary which has not been cleared and grounded; or
  - b. Over 50 feet in length; or
  - c. Under heavy or congested traffic conditions; or
  - d. Where the pole is top-heavy to the extent that weights are required on the butt-end; or
- 2. Perform any work on energized primary (taking voltage or current readings is not considered working on energized primary); or
- 3. Perform any substation switching; or
- 4. Perform line switching except to de-energize a line for work and to energize same at completion of work; or
- 5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole line; or

A Lineman working alone will not be required to install a crossarm or underarm molding, or to install or remove mid-span services except with aerial lift equipment and when installation of an associated span guy is not required.

6. Perform any work with the aid of Helicopter which has been approved by the FAA, and by the Joint Company/Union Helicopter Committee and the Rubber Gloving/ Barehanding Overview Committee, which currently includes the following procedures:

Working from a Boswain's Chair (suspended)  
 Suspended Helicopter Basket (mid span)  
 Suspended Helicopter Basket (transfer to a structure)  
 Suspended Helicopter Harness method (transfer to a pole or a structure)  
 Working from a Helicopter skid

**See Notes on Transmission Crews under Electric Crew Foreman – Transmission, pages 11-14.**

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman Trans.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	Electric Crew Foreman, Service
*0998	50010227	Inspector, Compliance
*0999	50010228	Inspector, Compliance UG
* **1005	50315043	M&C Coordinator - Electric
*1077	50010234	UG Construction Journey (Elec)
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN – Trans.
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman



\*Must be a qualified Lineman.

\*\*Letter Agreement 10-15

2550	50072877	Utility Troublemán
3571	51574842	Distribution Line Technician

**UTILITY LINEMAN-BURNEY**  
**1108 (50070780)**

An employee, with all the qualifications, duties and same job definition of a Lineman, will as a part of a crew, install and maintain plastic gas services not to exceed 1 inch; will be involved in the laying, tying in and/or repairing of both ends of plastic pipe, including all fusion and service riser work. When performing such duties, not included in the Lineman job description, such individual will be paid at the appropriate rate of Electric Crew Foreman, based on the time accrued in such classification.

An employee is required to attend and pass the appropriate gas schools. While attending such schools the employee will be paid in their basic classification.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Const. Crew Foreman (Elec)
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
3312	51784961	Electric Crew Foreman, Service
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
*0998	50010227	Inspector, Compliance
*0999	50010228	Inspector, Compliance UG
*		
**1005	50315043	M&C Coordinator - Electric
*1077	50010234	UG Construction Journey (Elec)
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2280	50010375	Cable Splicer

2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán
3571	51574842	Distribution Line Technician

\*Must be a qualified Lineman.

\*\*Letter Agreement 10-15

**HELICOPTER LINE WORKER (Temporary use only)**  
**1185 (50116249)**

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

A Helicopter Line Worker must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

**Notes (See Letter Agreement R1-03-31, pages 88-89)**

A qualified helicopter line worker must have successfully completed the training class that provided specific training in the helicopter line worker procedures and has demonstrated proficiency in the use of the specific helicopter line worker activity in order to be qualified to perform this work.

Any Apprentice Lineman who volunteers to use the helicopter line worker procedures must be in the 2<sup>nd</sup> step of the apprenticeship or above. When performing the work, the apprentice will be paid at a rate equal to 10% above the appropriate step rate. These apprentices must have successfully completed the training class that provided specific training in the Helicopter Line Worker procedures and demonstrated proficiency in the use of the specific helicopter line worker activity in order to volunteer to perform this work.

Helicopter line worker activities are to be performed by volunteers only, no employee can be forced to perform these work activities and the activities are limited to skid transfer and washing. Volunteers will be identified at the beginning of the workday from the crews assigned to do the work. All volunteers will be entitled to the temporary upgrade and the apprentices will be entitled to the premium.

**APPRENTICE LINEMAN (On or After 3/1/12)**  
**1117 (50449466)**

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman. In order to gain experience for advancement to Lineman, may work alone, or under indirect supervision on jobs for which an employee has been trained and instructed. He may be required to drive the truck and operate the associated equipment. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, may be required to work on live circuits of 600 volts or over.

Apprentice Linemen will not have their bids considered under the provisions of Section 205.7 outside of their bidding area until they have completed the training program. Apprentice Linemen who complete the training program will be required to spend two years in the bidding area as a Lineman before their bids will be considered under the provisions of Sections 205.7 or 305.5. See LA 05-17.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

***Position Entry Requirements***

Prior to entering the Apprentice Lineman position, candidates shall possess, or be qualified on the following requirements:

- Qualified on the Physical Test Battery (PTB) and Industrial Skills test (IST)
- Qualified on the Work Orientation Inventory (WOI)
- Qualified on the Post Offer Physical Assessment (POPA)
- Qualified on the Assessment for Lineworker Progression (ALP)
- Possess a Class "C" Driver's License
- Possess a High School Diploma or General Education Diploma (GED)

Pre-employment entry requirements are subject to change by agreement between the Company and IBEW.

Wage Protection Notes

In accordance with LA R1-17-40, any Night T&D Assistant, 50010243 (1098) currently at the top of the rate, will enter the Apprentice Lineman position at the 18-month wage step. Such employee shall remain at this step until completion of the 18-month step in the Apprenticeship at which time s/he will begin receiving subsequent Apprentice Lineman wage steps in accordance with the Master Apprenticeship Agreement.

Successful bidders from a GC Line Miscellaneous Equipment Operator (Not Gas) 50253878 (1616) into the Title 200 Apprentice Lineman or the Title 300 GC Apprentice Lineman position will be compensated at the one-year wage step. Such employees will remain at this wage rate step until completion of 18 months in the Apprenticeship at which point they will begin receiving subsequent wage steps in accordance with the applicable Master Apprenticeship Agreement.

Pay Scale Code	SAP Job Code	Next Lower Classifications
3356	51863059	Electric Line Assistant
1098	50010243	Night T&D Assistant
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker
1096	50010242	Electric T&D Assistant (PIO)
1190	50010261	Street Light Mtcmn.
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator – GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman - S.F. Division
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0990	50010226	Inspector - (PIO)
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
0127	50251115	Apprentice Lineman - Service
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2281	50010377	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer-GC
2290	50010381	Transmission Cableman

**APPRENTICE LINEMAN – TRANSMISSION  
1188 (50010260)**

**See Letter Agreement 10-50, pages 104-110.**

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman assigned to the Transmission Department. In order to gain experience for advancement to Lineman, may work alone, or under indirect supervision on jobs for which an employee has been trained and instructed. S/he may be required to drive the truck and operate the associated equipment as assigned. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, may be required to work on live circuits of 600 volts or over. Maybe assigned to work with distribution crew or general construction in order to complete the necessary training to become a journeyman lineman. In order to progress to the journeyman classification the employee must successfully complete the barehand training and be barehand certified.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, and 90-113.

**See Notes on Transmission Crews under Electric Crew Foreman – Transmission.**

Pay Scale Code	SAP Job Code	Next Lower Classifications
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker
1096	50010242	Electric T&D Assistant (PIO)
1190	50010261	Street Light Mtcmn.
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

Pay Scale Code	SAP Job Code	Same or Higher Classifications
0140	50010091	Cableman - S.F. Division
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0990	50010226	Inspector - (PIO)
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2281	50010377	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer-GC
2290	50010381	Transmission Cableman
2520	50010430	Towerman (GC)

**PRE-APPRENTICE LINEMAN**  
**(1114) (50368698)**

**NOTE: LA R1-17-40 cancelled Pre-Apprentice classification and LA 10-50 will be considered as cancelled effective 4/30/19.**

**INSPECTOR (PIO)**

**0990 (50010226)**

An employee engaged in making various investigations and inspections such as checking pole lines with respect to General Order 95 and necessary maintenance, inspecting tower footings, checking tree and weed conditions, routing tree trimming and weed control crews, inspecting new construction and reconstruction work on overhead or underground lines, checking Company property conditions in the vicinity of street work, inquiring into accidents resulting in interruptions of service, contacting customers regarding service.

**INSPECTOR, COMPLIANCE**

**0998 (50010227)**

**INSPECTOR, COMPLIANCE UG**

**0999 (50010228)**

Compliance Inspector will possess Journeyman Lineman craft qualifications or Cable Splicer craft qualifications where appropriate. Compliance Inspector will perform duties in accordance with the Electric Distribution Preventive Maintenance Manual including but not limited to the following:

- Perform annual overhead and underground line and equipment patrols
- Perform annual overhead and underground detailed line and equipment inspections
- Produce electric preventive corrective maintenance documents
- Produce auditable overhead and underground line patrol records
- Produce auditable overhead and underground detailed line inspection records
- Perform line maintenance repairs as required

Compliance Inspector shall be qualified through agreed-to training prior to placement into the position and will be required to pass agreed-to qualification testing initially and annually. Job awards will be pending completion of the initial training. Employees that fail initial and or annual testing will be given two additional attempts to pass within two weeks and may be required to attend an additional training session. Employees that fail to pass initial or annual qualification training will result in disqualification and will be returned to the position of Lineman or Cable Splicer, if appropriate, and will not be eligible for the position of Compliance Inspector for a period of two years.

Compliance Inspectors will be required to drive and to possess at least a Class C, California Driver's license. For utilization of a Class A driver's license, refer to Letter Agreement 12-32 and LA 90-113.

The Company and Union shall develop performance criteria for the Compliance Inspector.

Compliance Inspector will be considered and will be eligible to sign the headquarters 212 lists as a Compliance Inspector and will be called if a Compliance Inspector is needed.

**NOTES:**

1. During times of Division/System emergencies, as declared by the Division Operations Emergency Center, Compliance Inspectors may be required, at management's discretion, to respond to emergencies as a member of a crew or as a first responder. Compliance Inspectors utilized during times of emergencies will be eligible for upgrade to Electric Crew Foreman or Troublemaker per the Agreement.
2. The Company may place up to 2 in 10 non-climbing Compliance Inspectors in a Division in accordance with Subsection 112.10 (b) of the Agreement.
3. Positions not filled by the bidding process may be filled, if possible, by Hiring Hall until such time a qualified bidder becomes available or by a qualified employee at the headquarters on a temporary basis.
4. These Inspectors will be allowed to work in all headquarters throughout the division and beyond division boundaries as needed. Expenses will be paid in accordance with Title 201 of the Agreement.

5. The Inspector will not be eligible for temporary upgrades for less than one week and will only be allowed to take the upgrade if there is a qualified employee to back fill the Inspector position at the headquarters.
6. Transmission line inspection will continue to be done by transmission classifications.
7. *Two Compliance Inspectors may be teamed up to do limited two person jobs, including but not limited to, keeping employees productive when workload is lacking or to perform jobs outside their base classification. Two Person Rubber Glove work may only be performed when both crew members agree that the job can be completed safely. (RC 23377)*

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
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<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0850	50010204	Working Foreman A GC Line
0853	50010205	Working Foreman B GC Line
3312	51784961	<i>Electric Crew Foreman, Service</i>
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journey (Elec)
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman
3571	51574842	Distribution Line Technician

**WORKING FOREMAN**  
**0845 (50010202)**

An employee who is a Working Foreman in charge of a crew and equipment engaged in such work as installing non-lead covered underground cables, maintaining manholes, installing hand holes and underground boxes, digging holes or excavations, stubbing poles, clearing rights-of-way, clearing debris, loading, delivering and unloading material and supplies and Street Light Maintenance duties. May be required to drive the truck and operate the associated equipment. Must be familiar with the Company's safety and other applicable rules and procedures. An employee's crew may include a driver (e.g., T&D Assistant, Pre-Apprentice Lineman) and one Lineman, Apprentice Lineman, Cable Splicer or Apprentice Cable Splicer.

May be assigned to work on overhead and underground equipment 0 – 600 volt, including splicing.

Shall have the personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

Shall have a Class A Driver's license and may operate an aerial lift.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0649	50010178	U/G Subforeman A - GC
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	Electric Crew Foreman, Service
0990	50010226	Inspector - (PIO)
*0998	50010227	Inspector, Compliance
*0999	50010228	Inspector, Compliance UG
***1005	50315043	M&C Coordinator - Electric
*1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service
1094	50010241	Lineman – Trans.
1093	50072972	Lineman - UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN

1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
1190	50010261	Street Light Maintencenceman
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2281	50010377	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman

\*Must be a qualified Lineman  
\*\*Letter Agreement 10-15

**T&D EQUIPMENT OPERATOR**

**1660 (50010323)**

**NIGHT T&D EQUIPMENT OPERATOR – SAN FRANCISCO DIVISION**

**1663 (50010325)**

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, and other equipment. Will be required to drive trucks. Must possess Class A Driver's License and the appropriate endorsements.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman – Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0850	50010204	Working Foreman A (GC Line)



0853	50010205	Working Foreman B (GC Line)
3312	51784961	Electric Crew Foreman, Service
0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN – Trans.
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1616	50253878	Misc. Equipment Operator - Not Gas
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC Line
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
1690	50010326	Hole Digger Operator - GC
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2281	50010377	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Appr. Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.

\*Letter Agreement 10-15

**T&D EQUIPMENT OPERATOR – TRANSMISSION**  
**1662 (50010324)**

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, condor and other equipment. Will be required to drive trucks. Must possess Class A Driver's License and the appropriate endorsements.

<b>Pay Scale</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
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<b>Pay Scale</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
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<b>Code</b>		
0458	50010147	Field Clerk - Electric T&D (PIO)

<b>Code</b>		
0140	50010091	Cableman - S.F. Division
0650	50010179	Subforeman A (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Frmn
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
0850	50010204	Working Foreman A (GC Line)
0853	50010205	Working Foreman B (GC Line)
3312	51784961	Electric Crew Foreman, Service
0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator – Elec.
1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1616	50253878	Misc. Equipment Operator - Not Gas
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC Line
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
1690	50010326	Hole Digger Operator - GC
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2281	50010377	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.

**FIELD CLERK - ELECTRIC T&D (PIO)**  
**0458 (50010147)**

An employee who is normally assigned to an Electric Construction Supervisor to perform field clerical duties for various crews. When not so assigned, will be assigned to drive a truck, maneuver it at the job, as required in connection with the construction, maintenance and operation of electrical overhead and underground facilities, operates all associated mechanical equipment on the truck and acts as a Field Clerk, performing assigned clerical work for the crew. Is responsible for keeping tools and materials in good order on the truck, assists with the ground work and may be required to drive an all-terrain vehicle. May be required to use a computer. Must possess a Class I Driver's License.

**CABLE CREW FOREMAN**  
**0820 (50010199)**

An employee who is a Working Foreman in charge of not more than six men exclusive of himself/herself assigned as a crew or disbursed as work units engaged in construction, maintenance and operation of underground and submarine facilities and associated work. Drives a truck as assigned. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Cable Splicer, and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
*0999	50010228	Inspector, Compliance UG

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman
0649	50010178	Subforeman A - Underground
0650	50010179	Subforeman A (GC Line)
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
2290	50010381	Transmission Cableman

**NIGHT CABLE CREW FOREMAN - SAN FRANCISCO DIVISION ONLY**  
**0683 (50010184)**

A service employee who has the full qualifications of and performs work of a Cable Crew Foreman.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman
0649	50010178	Subforeman A - Underground
0650	50010179	Subforeman A (GC Line)
0683	50010184	Night Cable Crew Foreman

*0999	50010228	Inspector, Compliance UG	0820	50010199	Cable Crew Foreman
			2290	50010381	Transmission Cableman

**Hours of Work**

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of a Night Cable Crew Foreman shall be as follows: 10:00 p.m. to 6:00 a.m.

**Work Schedule**

Rotating schedule as established by agreement at local level.

**CABLE CREW FOREMAN (+7 Employees) (Temporary Only)**

**0821 (50444050)**

**NIGHT CABLE CREW FOREMAN (+7 Employees) (Temporary Only)**

**0684 (50444101)**

A Cable Crew Foreman or Night Cable Crew Foreman in charge of a crew of seven or more other employees, exclusive of himself/herself, shall be paid at the rate of five percent above the top rate of Cable Crew Foreman or Night Cable Crew Foreman.

**Notes:** For the purposes of applying the five percent upgrade for a Cable Crew Foreman (or Night Cable Crew Foreman, if applicable) when in charge of a crew of seven or more other employees, if two Cable Crew Foremen are involved, the following conditions will apply:

1. If two crews are combined on an on-going job, the Cable Crew Foreman (or Night Cable Crew Foreman, if applicable) originally assigned the job will receive the upgrade.
2. If two crews are combined at the initiation of a job, the senior qualified Cable Crew Foreman (or Night Cable Crew Foreman, if applicable) in the headquarters will receive the upgrade.
3. If two crews are called out for an emergency situation, the senior qualified available Cable Crew Foreman (Night Cable Crew Foreman, if applicable) will receive the upgrade. If they are joined while the job is in progress, the Cable Crew Foreman (Night Cable Crew Foreman, if applicable) originally assigned will receive the upgrade.

**CABLEMAN (San Francisco Division)**

**0140 (50010091)**

An employee who has the qualifications of a Cable Splicer, is familiar with the underground system and has the experience and ability to analyze cable and equipment troubles quickly and to restore services promptly by replacing fuses, switching, disconnecting defective cables or apparatus, making repairs, etc. Drives a truck as assigned. When not engaged in such work, shall perform any type of Cable Splicer's work; shall be familiar with Company's standards, procedures and safety regulations.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32, pages 111-116.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
2290	50010381	Transmission Cableman

*0999	50010228	Inspector, Compliance UG
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**TRANSMISSION CABLEMAN**  
**2290 (50010381)**

An employee who patrols and inspects underground transmission lines. This may include all forms of underground patrolling. Must have the craft qualifications of a Cable Splicer and performs any underground line work in connection with maintenance, operation and construction of underground transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware, and reinsulation. Must possess a valid Class B California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

**Notes on the Transmission Cableman Definition:**

1. Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
2. Must be capable of performing transmission live line work. Performing live line work is only that work limited to inspection of energized lines.
3. Must be able to properly assess the urgency of a problem for correction.
4. May be required to travel and stay away from home.
5. Switching shall be limited to that normally performed by a Cableman.
6. May work alone, however, in all instances when working in confined spaces, manholes, etc., must work with a Helper or assistant.
7. The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work.
8. Transmission Cablemen are day employees.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0683	50010184	Night Cable Crew Foreman
0820	50010199	Cable Crew Foreman
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
0999	50010228	Inspector, Compliance UG

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
3571	51574842	Distribution Line Technician

The Transmission Troublemán and Transmission Cableman classifications will be placed in all the same lines of progression where Troublemán and Cableman appear.

**Notes:**

1. Patrol personnel should normally be obtained from Lineman/Cable Splicer within the Division. If necessary, patrol personnel may be obtained from same classification within the Region or inter-regionally.
2. Overtime assignments shall be based upon the provisions of Titles 208 and 212. No pre-arranged overtime will be performed as part of a crew with the exception of Transmission Troublemans performing hot washing. This does not preclude the Transmission Cableman from working with a lower classification. For Title 212 purposes, the Transmission Troublemans will be used only when called for inspection or patrolling of transmission lines and associated switching and crew work that directly results from the patrolling or inspection.
3. Workplace (location of work) will normally be any location within the Region, except as provided for in "A" above. The provisions of Title 201 shall apply when traveling from designated headquarters.

**CABLE SPLICER**  
**2280 (50010375)**

An employee who is a journeyman and who is engaged in splicing cables of any kind or voltage for the connection of cable, transformers, junction boxes, and other equipment in the underground or overhead systems or stations. May be required to perform other underground work such as preparing cable racks, pulling in and racking cables, maintaining equipment in the underground system, etc. Shall install and maintain services, meters, and equipment including conduit and wiring up to the meter on customers' premises and shall handle trouble in such installations. Drives a truck and operates the associated equipment as assigned. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

In addition to responsibility as a journeyman, may be assigned as a Working Foreman in charge of a crew and its equipment engaged in pulling underground cables and wires of all sizes, types, lengths and number of conductors into and out of pipes, conduits and duct lines and other necessary work in conjunction with the pulling of cables. May be required to perform work in connection with the construction and maintenance of underground manholes, vaults, splice boxes, duct lines and similar structures. As a Working Foreman, shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2281	50010376	Apprentice Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0649	50010178	U/G Subforeman A - GC
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
3312	51784961	Electric Crew Foreman, Service
0999	50010228	Inspector, Compliance UG
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN

2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2290	50010381	Transmission Cableman

**Notes on Cable Splicer Definition:**

1. It is the intent that the use of an underground unit is basic in the Underground Section of the Electric Transmission and Distribution Department. A unit may be made up of:

1 Cable Splicer,

2 Cable Splicers,

1 Cable Splicer and one Apprentice Cable Splicer, or

1 Cable Splicer and one lower classification.

These units can be supplemented by a *lower classification or other* physical classification acting in the capacity of a Flagman. It is not the intent of the Cable Splicer definition to use other than an underground crew (one directly supervised by an Exempt Supervisor or a Cable Crew Foreman) to work on live apparatus and/or cables (except to inspect, clean, paint and flame-proof cables).

Two or three man units (as opposed to crews) will not be required to:

- a. Make transmission pipe-type cable splices, 60 kv and above.
- b. Perform maintenance on apparatus with exposed current carrying energized parts, energized above 600 volts.
- c. Phase three-phase primary apparatus and lead cables normally energized above 600 volts.
- d. Install or remove three-phase underground residential distribution, underground commercial distribution and pad-mount transformers with an aggregate capacity greater than 1000 kv.
- e. Proof test primary cable sections beyond the length of cable between the station and the first switch outside the station.

In all types of work, units will not be required to perform any function that would:

- a. Create a hazard to life or property.
  - b. Exceed the capability of manpower, tools, or equipment available.
2. The Cable Splicer classification will be applied to all work on cables rated above 25 kv and "Network" systems (including primary power cables feeding the network) as now exist in San Francisco and Oakland. In addition, all leaded cables or paper insulated cables, regardless of voltage rating, will be Cable Splicer's work. Company is not precluded, however, from using the Cable Splicer on any type of insulated cable.
  3. The Cable Splicer classification is a journeyman classification. The filling of vacancies in this classification, pursuant to Titles 205 and 206, shall not be subject to the conditions outlined in Subsections 205.14(a) and (b).
  4. A Cable Splicer while assigned as a Working Foreman in charge of a crew and its equipment engaged in pulling cable may drive a truck as assigned, but may not operate the associated equipment for cable pulling.

**NIGHT CABLE SPLICER - SAN FRANCISCO DIVISION ONLY**  
**2283 (50010378)**

A service employee who has the full qualifications of and performs the work of a Cable Splicer.

(For purposes of the Master Apprenticeship Agreement, vacancies in this classification will be filled in the same manner as vacancies in the classification of Cable Splicer.)

**Hours of Work**

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of a Night Cable Splicer shall be as follows: 10:00 p.m. to 6:00 a.m.

**Work Schedule**

Rotating schedule as established by agreement at the local level.

**CABLE LINEMAN**  
**1105 (50072918)**

(To be Used on a Temporary Basis Only)

An employee who, as a member of a crew, as a member of a two-man unit, or alone, performs splicing and terminating on non-leaded cables rated 25 kv or less in connection with the construction, maintenance and operation of streamline, pad-mount and full underground distribution systems except "network" systems. This temporary classification shall be used for the duration of an employee's assignment to such work and shall apply to any classification in the Electric Transmission and Distribution Department so assigned, except Apprentice Lineman.

**APPRENTICE CABLE SPLICER**  
**2281 (50010376)**

An employee who is engaged in performing Cable Splicer's work as an assistant to or under the general direction of a journeyman. On jobs for which an employee has been trained and instructed, and only for purposes of gaining experience and proficiency for advancement to Cable Splicer, may work alone when under the indirect supervision of an employee who has attained journeyman status. May also be required to work alone on repetitive routine jobs not involving cable splicing, such as tagging, mapping, electrolysis surveys, flame-proofing, replacing tanks and adjusting pressure on nitrogen pressure systems. Drives a truck as assigned. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

*Eligibility for Apprenticeship through job bidding:*

*Possess a Class A Driver's License, or permit (exceptions by parties' agreement, see LA 12-32)*

*Qualify on the Apprentice Cable Splicer Progression (ACSP) assessment*

*Pass Physical Test Battery and Industrial Skills Test or new tests by Company and Union agreement.*

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker*

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0649	50010178	U/G Subforeman A - GC
0737	50010188	UG Construction Crew



1096	50010242	Electric T&D Assistant** (PIO)
1098	50010243	Night Electric T&D Asst.
1190	50010261	Street Light Maintenceman
1605	50253772	Fieldperson - GC-Not Gas
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
0947	50010223	Utility Worker - GC - Elec.
2010	50073161	Manhole Pumpman
3356	51863059	<i>Electric Line Assistant</i>
2013	50072921	Night Manhole Pumpman

		Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0845	50010202	Working Foreman
0853	50010205	Working Foreman B (GC Line)
3312	51784961	<i>Electric Crew Foreman, Service</i>
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
***1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
2281	50010376	Apprentice Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman

\*A Cableman's Utility Worker who is the successful bidder on an Apprentice Cable Splicer vacancy shall be credited as an Apprentice Cable Splicer up to a maximum of six months.

\*\*Employees in the Electric T&D Assistant (50010242) classification will have wage retention when successfully bidding to Apprentice Lineman or Apprentice Cable Splicer. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Lineman or Apprentice Cable Splicer progression.

\*\*\*Letter Agreement 10-15

**CABLEMAN'S UTILITY WORKER**  
**0960 (50070767)**

An employee who assists a Cableman by handling and preparing tools and materials for the Cableman's use, is responsible for keeping materials and tools in good order and assists in general housekeeping on Cableman's truck, drives the Cableman's truck, guards open manholes, receives and transmits telephone or radio orders, prepares reports and material requisitions, accounts for material used and salvaged, prepares installation sketches and time cards.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0649	50010178	U/G Subforeman A - GC
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
3312	51784961	Electric Crew Foreman, Service
0947	50010223	Utility Worker - GC- Elec.
0960	50070767	Cableman's Utility Worker
0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1117	50449466	Apprentice Lineman (After 3/1/12)
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
0127	50251115	Apprentice Lineman - Service
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2281	50010376	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC

2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán

\*Letter Agreement 10-15

**STREET LIGHT MAINTENANCEMAN**  
**1190 (50010261)**

An employee who maintains street lights and electroliers, cleans and changes glassware, replaces lamps and defective parts, and performs other miscellaneous work on street lights and street light circuits.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

**Note:** The Street Light Maintenceman is allowed to work in all headquarters throughout the division and beyond division boundaries as needed pursuant to Section 202.19 of the Physical Agreements and expenses are covered by the provisions of Title 201 when appropriate.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
0960	50070767	Cableman's Utility Worker
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0649	50010178	U/G Subforeman A - GC
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
3312	51784961	Electric Crew Foreman, Service
0990	50010226	Inspector (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
*1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman-UN Transmission
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1117	50449466	Apprentice Lineman (After 3/1/12)

1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
0127	50251115	Apprentice Lineman - Service
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2281	50010376	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troublemán
2540	50010432	Troublemán
2550	50072877	Utility Troublemán

\*Letter Agreement 10-15

**MANHOLE PUMPMAN**  
**2010 (50073161)**

An employee engaged in the cleaning and maintenance of manholes and vaults; drives trucks, operates pumps, inspects for leaks and reports conditions found, and prepares sketches on the forms provided.

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32 and LA 90-113.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
0947	50010223	Utility Worker
0960	50070767	Cableman's Utility Worker
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
1190	50010261	Street Light Maintenceman
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0649	50010178	U/G Subforeman A - GC
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
3312	51784961	Electric Crew Foreman, Service
0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	Lineman, Service
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission

1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1101	50010245	Apprentice Lineman
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
0127	50251115	Apprentice Lineman - Service
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2281	50010376	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman

**NIGHT MANHOLE PUMPMAN**  
**2013 (50072921)**

A service employee who has the full qualifications of and performs work of a Manhole Pumpman.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0458	50010147	Field Clerk - Electric T&D (PIO)
0947	50010223	Utility Worker
0960	50070767	Cableman's Utility Worker
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
1190	50010261	Street Light Maintencenceman
1660	50010323	T&D Equipment Operator
1661	50073066	T&D Equipment Operator - GC
1662	50010324	T&D Equipment Operator - Trans.
1663	50010325	Night T&D Equipment Operator - SF Only

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0140	50010091	Cableman - S.F. Division
0649	50010178	U/G Subforeman A - GC
0650	50010179	Subforeman A (GC Line)
0653	50010181	Subforeman B (GC Line)
0683	50010184	Night Cable Crew Foreman
0737	50010188	UG Construction Crew Foreman
0740	50010191	Electric Crew Foreman
0746	50010193	Electric Crew Foreman - Trans.
0820	50010199	Cable Crew Foreman
0845	50010202	Working Foreman
3312	51784961	Electric Crew Foreman, Service

0990	50010226	Inspector - (PIO)
0998	50010227	Inspector, Compliance
0999	50010228	Inspector, Compliance UG
1005	50315043	M&C Coordinator - Electric
1077	50010234	UG Construction Journeyman
3573	51784667	<i>Lineman, Service</i>
1094	50010241	Lineman - Transmission
1093	50072972	Lineman - UN - Transmission
1096	50010242	Electric T&D Assistant (PIO)
1098	50010243	Night T&D Assistant
1100	50010244	Lineman
1103	50010246	Lineman - UN
1106	50010247	Lineman - GC
1108	50070780	Utility Lineman - Burney
1101	50010245	Apprentice Lineman
1118	50449467	Apprentice Lineman - GC
1188	50010260	Apprentice Lineman - Trans.
0127	50251115	Apprentice Lineman - Service
2010	50073161	Manhole Pumpman
2013	50072921	Night Manhole Pumpman
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer UN
2281	50010376	Apprentice Cable Splicer
2282	50010377	Cable Splicer - GC
2283	50010378	Night Cable Splicer
2285	50010379	Apprentice Cable Splicer - GC
2290	50010381	Transmission Cableman
2535	50010431	Transmission Troubleman
2540	50010432	Troubleman
2550	50072877	Utility Troubleman

May be required to have or obtain a Class A driver's license per Letter Agreement 12-32.

### **Hours of Work**

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of a Night Manhole Pumpman shall be as follows: 10:00 p.m. to 6:00 a.m.

### **Work Schedule**

Rotating schedule as established by agreement at the local level.

### **ELECTRIC T&D ASSISTANT (PIO)**

#### **1096 (50010242)**

An employee who performs semi-skilled work while assisting a journeyman or Apprentice Lineman. This work may include the use of hand and portable power tools not requiring precision and while under direction. This employee under direction assists in overhead and underground line construction and maintenance and other miscellaneous semi-

skilled work. This employee may be required to perform the following duties: field clerical duties for various crews , drive a truck and maneuver it at the job site as required in connection with the maintenance, construction and operation of overhead and underground electrical facilities, assist with ground work, use a computer, maintain tools and material on the truck in good order, operate associated mechanical equipment on the truck, and drive all-terrain vehicles.

Employees in the Electric T&D Assistant classification will have wage retention when successfully bidding to Apprentice Cable Splicer. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Cable Splicer progression.

## **BEGINNER'S CLASSIFICATION**

### **NIGHT ELECTRIC T&D ASSISTANT**

**1098 (50010243)**

A service employee who has the full qualifications of and performs work of an Electric T&D Assistant.

#### **ENTRY REQUIREMENTS:**

- Physical Pre-employment Test Battery (PTB)
- Industrial Skills Test (IST)
- Company Administered Physical Assessment (Post-offer Physical Assessment for Lineman LOP "PPA")
- Class A Driver's License – must obtain within six months from entry into the classification. An extension may be granted upon agreement with the local Business Representative and the Labor Relations Specialist.

LA 12-06 established Night Electric T&D Assistant as a non-climbing classification and eliminated the climbing school requirement.

## **BEGINNER'S CLASSIFICATION**

### **WORK & RESOURCE DISPATCHER-ELECTRIC**

**1763 (50442772)**

### **WORK & RESOURCE DISPATCHER RELIEF-ELECTRIC**

**1764 (50442774)**

A service employee who receives and dispatches operation tags and/or assists employees with issues encountered in the course of their day's work in the service, construction and design workgroups. Optimizes schedules through technology to accommodate changes in employee availability and manages current workload commitments so that the priority of customer appointments are met. Shall have a comprehensive knowledge of Company's Customer Service Policies. Shall be familiar with the Company's electric distribution system. May be required to perform clerical work. May be required to contact customers or outside public agencies regarding service issues.

#### **Job Requirements**

- Be responsible for managing same day work.
- Be proficient in working with dispatch technology in distributing work to field technicians.
- Ensure that emergency and priority customer work is dispatched expeditiously in accordance with emergency policies and Quality Assurance Standards (QAS).
- Ensure that all compliance and Company generated work is dispatched as scheduled.
- Actively manage and monitor work completion in real time to ensure customer and Company commitments are met.
- Manage work that may interrupt preset daily schedules (IR, same day and field conditions).
- Partner with Work & Resource Scheduler on issues regarding scheduling and completion issues.
- Adhere to all safety regulations and policies.

- Be proficient in customer and employee communication techniques and technology (phone, radio, computer and written).
- Perform duties and associated clerical tasks as assigned.
- Perform work in a 24/7 work environment and be available to varied shift assignments.
- Must communicate verbally and electronically with control center personnel, troublemen, crews, supervisors, senior PG&E management and other departments.
- Respond promptly to call out procedures and emergency duties during major events or storms.
- Effectively respond to and manage 911 calls according to established protocol.
- Be proficient in handling multiple tasks and priorities simultaneously.

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1765	50442771	Work & Resource Dispatcher-in-Training-Electric

<b>Pay Scale Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1763	50442772	Work & Resource Dispatcher-Electric
1764	50442774	Work & Resource Dispatcher-Relief-Electric

**Notes:**

1. Relief positions will be offered to the senior Work & Resource Dispatcher on a voluntary basis.
2. The Company will continue to use the Utilization of Relief Service Employees as provided for in the Title 202 Hours Clarification. The parties agree to meet and jointly develop a new process for the hours of Relief Work & Resource Dispatcher-Electric and the current (1760) Work & Resource Dispatcher.

**WORK & RESOURCE DISPATCHER-IN-TRAINING-ELECTRIC**  
**1765 (50442771)**

A service employee who is in training to become a Work & Resource Dispatcher - Electric. Upon successful completion of formal and on-the-job training and meeting the Proficiency Evaluation within six months, the Dispatcher-in-Training – Electric will progress to the Work & Resource Dispatcher-Electric or the Relief Work & Resource Dispatcher-Electric.

**Dispatcher-in Training will be trained to fulfill the following job description/requirements:**

A service employee who receives and dispatches operation tags and/or assists employees with issues encountered in the course of their day's work in the service, construction and design workgroups. Optimizes schedules through technology to accommodate changes in employee availability and manages current workload commitments so that the priority of customer appointments are met. Shall have a comprehensive knowledge of Company's Customer Service Policies. Shall be familiar with the Company's electric distribution system. May be required to perform clerical work. May be required to contact customers or outside public agencies regarding service issues.

**Job Requirements**

- Be responsible for managing same day work.
- Be proficient in working with dispatch technology in distributing work to field technicians.
- Ensure that emergency and priority customer work is dispatched expeditiously in accordance with emergency policies and Quality Assurance Standards (QAS).
- Ensure that all compliance and Company generated work is dispatched as scheduled.
- Actively manage and monitor work completion in real time to ensure customer and Company commitments are met.
- Manage work that may interrupt preset daily schedules (IR, same day and field conditions).
- Partner with Work & Resource Scheduler on issues regarding scheduling and completion issues.
- Adhere to all safety regulations and policies.
- Be proficient in customer and employee communication techniques and technology (phone, radio, computer and written).
- Perform duties and associated clerical tasks as assigned.



- Perform work in a 24/7 work environment and be available to varied shift assignments for training.
- Must communicate verbally and electronically with control center personnel, troublemen, crews, supervisors, senior PG&E management and other departments.
- Respond promptly to call-out procedures and emergency duties during major events or storms.
- Effectively respond to and manage 911 calls according to established protocol.
- Be proficient in handling multiple tasks and priorities simultaneously.

Entry Test Requirements:

Clerical Test Battery (CTB)

Note: The Company will pursue a review, assessment and validation process to determine if the Physical Test Battery (PTB) and/or the Industrial Skills Test (IST) more closely align with the duties of both the proposed Work & Resource Dispatcher- Electric and the current (1760) Work & Resource Dispatcher classifications. The parties will meet to discuss any proposed changes to the entry test requirements.

**BEGINNER'S CLASSIFICATION**

**ELECTRIC LINE ASSISTANT**  
**(3356) 51863059)**

*An employee who works alone or assists a journeyman or Apprentice Lineman. This employee performs semi-skilled work which may include the use of hand and portable power tools not requiring precision. This employee assists in overhead and underground line construction and maintenance and other miscellaneous semi-skilled work. This employee may be required to perform the following duties: drive a truck and maneuver it at the job site as required in connection with the maintenance, construction and operation of overhead and underground electrical facilities, assist with ground work, use a computer, perform traffic control work, maintain tools and material on the truck in good order, and drive all-terrain vehicles.*

**Qualifications**

- *Must pass applicable tests/test batteries as agreed to by the Company and the Union for existing represented employees, which may include the Work Orientation Inventory, Physical Test Battery, Industrial Skills Test, Post Offer Physical Assessment, or new tests deemed appropriate.*
- *Electric Line Assistants will be required to have and maintain a Commercial Driver's License (CDL) as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit within 3 months of entering the classification and a Class A driver's license within 6 months unless Company is unable to provide timely training.*

**Beginning level job**

## LETTER OUTLINING INTENT OF SUBSECTION 202.5(a)

As a result of the 1976/77 general negotiations, Subsection 202.5(a) of the Physical Contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.5(a) "In addition to the hours and conditions outlined in Subsection 202.4(a) above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Subsection thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters." (\*Last sentence was added to this paragraph after this Letter of Intent was written.)

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Subsection 202.5(a) must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1. The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Subsection 202.5(a), the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 a.m. to 4:30 p.m. or 5:00 p.m. in accordance with the provisions of Section 202.4. The Company also agrees that where an employee who is scheduled to work other than 8:00 a.m. to 4:30 p.m. or 5:00 p.m. is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two-thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions.)

2. Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m. - 5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service."

3. Once the Subsection 202.5(a) schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once

established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.

4. The provisions in Subsection 202.5(a) relative to the advancement or delay of the regular lunch period apply also to the Subsection 202.5(a) schedule of hours.

In order to assure a uniform approach to the implementation of Subsection 202.5(a), clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

s/l. WAYLAND BONBRIGHT

**LETTER AGREEMENT  
NO. 85-95**

Local Union No. 1245  
International Brotherhood  
of Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes all previous correspondence on this issue.

To comply with the decision rendered in Arbitration Case No. 123(1), Company will use existing classifications to perform the work identified by the arbitrator as appropriate to those classifications. Work will be distributed as follows:

For those conditions in either overhead or underground construction work where the contracted work requires more "on-site" coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the "field representatives" in classifications listed below.

- 1) Underground Construction - by journeyman Fitter (0560) - Inspector (0990) or above.
- 2) Overhead Construction - Inspector (0990) or above.

"Field representative" duties the described in detail in Company's....Contract Compliance Manual as revised August 5, 1985.(1)

Such duties, falling within the classifications outlined, shall be assigned by the supervisors in charge in accordance with the Labor Agreement. Supervision will continue to coordinate the activities of the bargaining-unit classifications involved in the contracting activities, as well as pre- and post-check jobs, negotiate with contractors and the associated Contract administration work.

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 Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ I. W. Bonbright  
Manager of Industrial Relations

(1) On file in Union headquarters.

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

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

August 7, 1985

By s/Jack McNally  
Business Manager

**LETTER AGREEMENT  
NO. R2-87-112-PGE**

August 17, 1987

Pacific Gas and Election Company  
245 Market Street  
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

As a result of recent discussions, Union proposes, pursuant to Section 102.8 of the Physical Labor Agreement the following disposition of the switching and clearance grievances contained in Arbitration Case No. 133:

1. Lineman

A. Routine Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a routine switching assignment, as defined below, at the Lineman rate:

- (1) Work assignments in the overhead that include one clearance point with switching in one location to clear the circuit for work or return it to normal;
- (2) Work assignments in the underground URD or UCD non-network systems that include no more than two clearance points with switching (any operation on the switching log) performed by the employee in no more than two locations, regardless of the number of switching operations involved, to clear the circuit for work performed by the employee doing the switching or to return it to normal.

B. Complex Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a complex switching assignment, as defined below, for the work time involved rounded up to the nearest one-half hour, but no less than four hours, at the applicable Electric Crew Foreman rate:

Work assignments that include (1) combined phasing and rotation checks within the clearance limits, or (2) more than two clearance points, or (3) switching at more than two locations.

2. Cable Splicer

An employee classified as a Cable Splicer will not be expected to perform switching assignments. If, however, a Cable Splicer performs a switching assignment, his or her rate of pay will be subject to the temporary upgrade provisions of Section 204.3 of the collective bargaining agreement. When a Cable Splicer is entitled to a temporary upgrade, the applicable higher classification under Section 204.3 is Cable Crew Foreman.

3. Electrician

When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is performed such employee will be compensated at the System Operator No. 3 top rate for the work time involved but in no case less than eight hours at the straight rate of pay.

Switching assignments under this Letter Agreement will be made in accordance with the job definitions and related notes of Exhibit VI-L for these classifications. Further, switching assignments under this Letter Agreement will be made without reference to Title 205 of the Physical Agreement; however, the making of such assignments will not result in the extended upgrades of employees covered by this Letter Agreement. However, when it becomes necessary to upgrade an employee as a result of this Letter Agreement and there is more than one journeyman on the job, the senior qualified employee will be entitled to the upgrade pursuant to Section 205.3 of the Physical Agreement.

All grievances included in Arbitration Case No. 133 will be resolved under the terms of this Letter Agreement at the Review Committee level. All subsidiary issues in these grievances will be remanded to the Review Committee for resolution.

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 Union.

Very truly yours,

LOCAL UNION 1245, IBEW

By /s/Jack McNally  
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

4 September, 1987

By /s/I.W. Bonbright  
Manager of Industrial Relations

**Note: See Letter Agreements 05-23 and R2-05-45 for modifications to some of the items below. Bolded italics are items added from these LAs and strike outs are items deleted from LA 05-23.**  
March 2, 1990

**LETTER AGREEMENT  
90-34-PGE**

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

*Attention: Mr. Jack McNally, Business Manager*

Gentlemen:

*Pursuant to the provisions of Letter Agreement 89-129 in an attempt to mutually establish satisfactory resolutions to the long-standing difference of opinion relative to the initiation and/or expansion of the barehanding and rubber gloving work procedures, an Ad Hoc Negotiating Committee consisting of Willie Bouzek, II, Loran Davis, Ron Fitzsimmons, Daniel Mayo, Darrell Mitchell, Cary McDermott, Jack McNally, Ken Richards, Daniel Robertson, Howard Stiefer, and Arlis Watson for the Union; and David Bergman, Rick Doering, Rod Maslowski, Ron Morris, Jim Pope, and Byron Tomlinson for the Company met to discuss the issues.*

*On February 13, 1990, the parties reached a tentative agreement subject to further negotiations concerning the specific application of the procedures and a favorable response from Union's affected membership.*

*Additionally, in the event agreement is reached, the parties will jointly seek a variance from Cal/OSHA to allow both procedures to be performed on the PG&E system in accordance with terms of the parties' agreement.*

*The tentative agreement consists of the following:*

1. *OVERVIEW COMMITTEE (Refer to revisions in Letter of Agreement 05-23)*

*A permanent Overview Committee consisting of three members appointed by Union and three members appointed by Company shall be established to meet on a regular basis. The Overview Committee will provide overall guidance, review issues of system-wide concern (e.g., EMF, safety issues), resolve issues, and have the ability to cancel either application for cause. For example, cause would exist if it was demonstrated that safety was being compromised on a continuing system-wide basis, ~~or electromagnetic fields were proven to create health risks (LA 05-23)~~. In addition, the Overview Committee will have the ability to suspend the application of this agreement at a specific location for cause, including the failure of Company to maintain a full complement of live line tools on all line trucks in service or an exempt supervisor requiring bargaining unit personnel to utilize these work procedures when the involved journeymen did not reach a consensus to do so. The Overview Committee will also review response to injuries and accidents and the availability of and access to medical facilities including burn centers.*

*The Overview Committee will also be responsible for resolving difference of opinion among other working committees established by this agreement and shall review experiences in such areas as accidents, safety rules, procedures, equipment, etc.*

2. *RUBBER GLOVING COMMITTEE*

***Issues are a part of the Overview Committee (LA 05-23).***

~~A committee shall be established comprised of eight members appointed by Union and eight members appointed by Company to develop mutually acceptable safety rules, work procedures, training programs, certification procedures, training programs for instructors, appropriate equipment to be utilized, required complement of distribution live line tools, appropriate involved construction, construction to be exempted, crew size and complement, and inclement weather prohibitions. Additionally, the Committee shall approve the selection of the instructors to be used for the initial two-year training period at a centralized training facility. Rubber gloving procedures shall be limited up to and including 21KV, phase to phase and only to overhead facilities.~~

3. BAREHANDING COMMITTEE

**Issues are a part of the Overview Committee (LA 05-23).**

~~A Barehanding Committee comprised of five members appointed by Union and five members appointed by Company will be established to address the same issues outlined under the Rubber Gloving Committee section above but applicable to barehanding. Barehanding procedures shall be limited to 230 and 500KV, phase to phase.~~

4. EMF COMMITTEE

**Part of Section 105.3 of the Physical Agreement (LA 05-23).**

~~A joint committee comprised of three members appointed by Union and three members appointed by Company shall be established to review available data and material related to electromagnetic fields. The committee may develop and monitor data specifically related to PG&E employees and work procedures.~~

5. APPLICATION

Rubber gloving training of incumbent journeyman (LA 05-23) will be limited to volunteers in the following classifications:

- In the Distribution Unit: 0740 Electric Crew Foreman, 0739 Electric Crew Foreman, 2535 Transmission Troublemans, 2540 Troublemans, 1100 Lineman, 1103 Unassigned Lineman, 1109 Utility Lineman — Oakhurst **Compliance Inspector and Apprentice Lineman (LA 05-23).**
- In General Construction: 0650 Subforeman A, 0653 Subforeman B, 1100 Lineman.

~~Incumbent journeyman who elect not to volunteer for rubber gloving training will not lose any current established rights such as bidding, demotion, overtime rights, etc. Incumbent journeyman who volunteer for the training may subsequently revert to "grandfather" status, thereby forfeiting the possibility of performing the expanded gloving procedures and the accompanying premium pay. (LA 05-23)~~

~~Barehanding training of the previously listed incumbent journeymen will only be offered to a limited number of volunteers as listed above in DBU and GC and to employees who subsequently bid into DBU's Transmission Department. (LA 05-23)~~

~~The parties agree to negotiate amendments to the appropriate apprenticeship programs to require rubber gloving certification for future journeyman and to establish the necessary provisions for a Transmission Department in the Distribution Business Unit. Company will establish 15 additional positions to facilitate the establishment of such a department. (LA 05-23)~~

The bargaining unit journeyman at the job site, by consensus opinion, shall exclusively determine whether to perform the work with live line tools or utilize the rubber gloving or barehanding



procedures. A violation of this provision by the Company could result in a one-year suspension of this agreement at the involved headquarters. The Company will retain the authority to determine whether the work will be performed energized.

#### 6. RETENTION OF LIVE LINE TOOLS

Company shall maintain a full complement of live line tools ~~on all line trucks in service~~ **at all job locations where live line procedures may be performed (LA 05-23)**. A suspension of this agreement for 12 months shall occur for a failure to maintain a full complement of live line tools at a headquarters (or General Foreman's area in General Construction). The suspension may be avoided if the Company corrects the violation within 15 days following written notification to the Division Manager (or General Foreman in General Construction) by Union's Business Representative of a violation. However, a second notice of a proven violation in any 12-month period will result in a one-year suspension at that headquarters (or General Foreman's area in General Construction) regardless of whether the first violation was corrected within 15 days.

#### 7. JOB SECURITY

No layoffs for lack of work will occur in the Electric T&D Department if PG&E is contracting work normally performed by Electric T&D employees. If any layoffs for lack of work occur in the Electric T&D Department, all journeymen in the above listed classifications will be offered Section 206.13 recall rights for 60 months, and recall shall occur prior to resuming contracting of Electric T&D work.

No layoffs for lack of work of journeymen will occur in the Line Department of General Construction while PG&E is contracting any work involving rubber gloving or barehanding.

#### 8. CERTIFICATION

PG&E will certify PG&E employees for rubber gloving and barehanding work. **Hiring Hall classifications that perform barehanding and rubber gloving procedures are to be certified by PG&E (LA 05-23)** Contractor employees utilized by PG&E to perform any rubber gloving or barehanding work must first be certified by IBEW, Local 1245, to perform such work through the IBEW/NECA Joint Apprenticeship Training Program.

#### 9. COMPENSATION

Company agrees to train all employees in the above listed classifications that volunteer for rubber gloving and a select number of volunteers in the above listed classifications for barehanding. Volunteers for training will be solicited by Company at a date agreed to by the Overview Committee upon completion of the design of the rubber gloving training and certification program and receipt of a Cal/OSHA variance. Upon volunteering for training, eligible employees will receive a 3% increase in their weekly wage rate in the form of a premium. An additional 3% increase will be paid when employees begin training or two years after the initial volunteering date, whichever is earlier. Company will determine the sequence of headquarters to be involved in the training and the sequence of volunteers, by seniority, to be given the training. All subsequent journeymen who become certified to perform rubber gloving and all future journeymen shall also receive the 6% premium above their weekly base rates. The premium will continue to be 6% above the weekly base rate after future wage increases are applied, and the premium will be included in the determination of any future payments, such as bonuses or incentive pay, that would be determined by gross or base pay and shall also be applicable to all straight time paid, overtime paid, pension determination, LTD determination, life insurance payments, 401K Plan contributions, etc.

In the event a volunteer does not successfully complete the rubber gloving training or otherwise decides not to participate, they will no longer receive the premium.

***The current 6% rubber glove premium will be shown in Exhibit X of the Agreement as part of the base wage and not as a premium (LA 05-23).***

**BASIC RUBBER GLOVE LINE CREW (LA 05-23)**

***Basic line crew unit will be two people.***

*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 Company.*

*Very truly yours,*

*PACIFIC GAS AND ELECTRIC COMPANY*

*By s/s Richard B. Bradford  
Manager of Industrial Relations*

*The Union is in accord with the foregoing and it agrees thereto as of the date hereof.*

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

*March 3, 1990*

*By s/s Jack McNally  
Business Manager*

June 29, 1990

Mr. Richard Bradford  
Manager of Industrial Relations  
Pacific Gas & Electric Co.  
215 Market St., Room 916  
San Francisco, CA 94106

**RE: LA 90-113-PGE**

Dear Mr. Bradford:

Enclosed please find one fully executed copy of the Letter Agreement No. 90-113-PGE for your files.

Pursuant to my discussions with Dave Bergman on June 28th to clarify Section C, paragraph 2 of the Agreement on commercial driver's licenses, the following is understood:

1. In the initial implementation of the agreement where the Company solicits "bids" for the CDLA status, all appropriate classifications will be qualified to bid. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the driver's license.
2. Classifications in the Department and in normal line of progression to be considered for CDLA status are, for the purposes of this agreement, classifications that are the normal crew classifications.
3. Employees who have obtained a Class "B" commercial driver's license will be eligible for the premium in a like manner as those employees holding a Class "3" (C *[sic]*) license.

Further, it is our understanding that the 1990 premium payment will be 7/12 of the annual amount.

If you have any questions of problem with this understanding, please let me know immediately.

Sincerely,

/s/ Jack McNally  
Business Manager

June 22, 1990

Mr. Jack McNally, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Dear Mr. McNally:

Attached is a letter agreement reflecting our understanding of the agreement reached between the Company and Union on the subject of commercial driver's licenses. If this agreement is executed in June 1990, it is our understanding that the 1990 premium payment will be 7/12 of the annual amount. Further, in order to clarify Section C, Paragraph 2 of the Agreement, it is the Company's opinion that employees who have obtained a Class "B" commercial driver's license will be eligible for the premium in a like manner as those employees holding a Class "3" (*C [sic]*) license.

If you have any questions concerning the agreement, please give me a call.

Sincerely,

/s/ David J. Bergman

DJB (973-1125):nj

Attachment

**LETTER AGREEMENT  
NO. 90-113-PGE**

June 13, 1990

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596 -

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The enactment of the California Commercial Motor Vehicle Safety Program has significantly changed the application of required commercial driving licenses and special driving certificates in California. Many PG&E vehicles previously did not require the operator to have a commercial license. These same vehicles now carry such a requirement. Further, employees that have traditionally been asked to operate these vehicles are in classifications that are not required to possess commercial licenses.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 of the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit I) that may be applied on a headquarters-by-headquarters basis to all Distribution Business Unit non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department.

At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to identify the number of commercial driver's licenses to be established at headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

For example, at an Electric T&D headquarters, there are 12 line trucks, two bucket trucks and one insulator washing rig that all require a commercial driver's license to operate. This Electric department headquarters must have 19 positions that require a commercial driver's license.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Any remaining unfilled vacancy shall be filled in accordance with the normal provisions of Title 205. A separate pre-bid code number shall be established for those positions requiring the CDLA; e.g., Electric Crew Foreman/CDLA, Fitter/CDLA, Appr. Electrician/CDLA, etc.

Once the number of positions requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification in accordance with Title 205, Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner: Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be

compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.

- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

For example, an electric crew consisting of three climbers is needed in an EOT situation. Several Electric Crew Foreman and Linemen are signed up on the 212 list. Company shall call the ECF and Lineman who have the least accumulated hours without regard to the possession of a commercial driver's license. If either the ECF or Lineman possesses a commercial driver's license, then the next Lineman in order on the 212 list will be called without regard to driver's license status. However, if neither the ECF nor first Lineman called possesses a commercial driver's license, the availability of a commercial driver's license shall be considered when calling out the third crew member.

- K) This agreement shall apply to the employees of the Distribution Business Unit and to any other department of Company that in the future proposes to apply compensation for possession and utilization of a commercial driver's license to classifications not required by Job Definition to possess a commercial driver's license. Application of this agreement to another business unit will be immediate upon notification of Company's Manager of Industrial Relations to Union's Business Manager.

If you are in accord with the foregoing and attachment 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 AND ELECTRIC COMPANY

By /s/ Richard B. Bradford  
Manager of Industrial Relations

The Union is in accord with the foregoing and attachment and it agrees thereto as of the date hereof.

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

June 29, 1990

By /s/ Jack McNally  
Business Manager

## **EXHIBIT I**

### COMMERCIAL DRIVER'S LICENSE ADDENDUM

In addition to the other specific duties of present classification held, the following work is performed:

Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.



**LETTER AGREEMENT  
R2-93-39-PGE**

January 14, 1994  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Driver's License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Clarification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirements for the Geysers Power Plant was discussed. No agreement was reached. If you are in accord with the foregoing and attachments 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/ David J. Bergman  
Director and Chief Negotiator

The Union is in accord with the foregoing and attachments and it agrees thereto as of the date hereof.

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

May 1 , 1995

By /s/ Jack McNally  
Business Manager

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242	Building Mechanic <sup>(1)</sup>	C
0665	Building Subforeman <sup>(1)</sup>	C
2290	Cableman-Trans - San Francisco	C
0960	Cableman's Utility Worker	C
1245	Corrosion Mechanic	C
2400	Electrical Technician	C
0469	Electrician <sup>(1)</sup>	C
1645	Equipment Operator <sup>(2)</sup>	A
0458	Field Clerk - Electric T&D	A
1483	Field Meterman - Gas	C
0060	Garage Attendant	C
2410	Gas Control Technician	C
1650	Heavy Equipment Operator	A
0463	Heavy Truck Driver-E	A
0465	Heavy Truck Driver-G	A
0990	Inspector-Electric T/D	C
0433	Leadman Driver	A
0424	Light Truck Driver - Electric Maintenance	C
0423	Light Truck Driver - Garage	C
0422	Light Truck Driver - Materials	C
1365	M&C Mechanic	C
2010	Manhole Pumpman	C
1215	Materials Facility Man	C
1085	Materials Leadman <sup>(1)</sup>	C
1210	Materialsman	C
1235	Mechanic, Lead Building <sup>(1)</sup>	C
2013	Night Manhole Pumpman	C
1943	Patrolman-E	C
2353	Power Surveyor	C
1756	Relief Service Operator	C
2230	Reserve Gas Serviceman	C
1740	Roving Operator	C
1480	Senior Meterman	C
1405	Service Mechanic	C
2210	Serviceman	C
1490	Service Meterman-E	C
1190	Street Light Maintencemman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician <sup>(1)</sup>	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver - Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

(1) Depending upon local operating conditions.

(2) Division practice will dictate license requirement; i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.

**LETTER AGREEMENT  
NO. R1-95-60-PGE**

June 14, 1995

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

A Company and Union recommendation from the Santa Nella seminar was to discuss and find ways to eliminate inefficiency and to re-examine the co-mingling of Division and General Construction crews and the sharing of equipment, tools, employees and headquarters.

On May 16, 1995 Terry Andreucci, Darrel Mitchell, Tony Norman, John Petrovitz, and Dan Robertson representing Local 1245 met with David Bergman, Jeff Butler, Dick Collier, Rick Doering, Bill McLoughlin and John Moffat representing Company. The parties agreed that CES assignments to General Construction employees and Division employees should remain separate and distinct. However, on an exception basis agreement was reached to apply the following only to Gas and Electric T&D, Titles 200 and 300 employees in the Customer Energy Services Business Unit:

1. Sharing of equipment and tools and common assembly points and work locations is permissible.
2. On a limited and exceptional basis, Division employees may be loaned to General Construction and vice versa. Title 200 and 300 crews shall normally remain distinct, but may work side by side on the same project or job. Further, crews may be intermingled on the same job where a need exists for specialized assistance. (e.g., boring crews.) Title 200 employees would continue to work under Title 200 provisions while Title 300 employees would continue to observe Title 300 provisions.
3. Title 200 clerical support shall normally come from Title 200 employees; Title 300 clerical support shall normally come from Title 300 employees. However, intermittent support on an exception basis may be made between the groups.
4. Joint training, safety, and local Labor Management Committees are recommended.
5. This agreement does not modify the provisions of Sections 205, 206, 208, 212, 305, 306 and 308 of the Agreement.
6. The attached list of grievances are closed without prejudice based on this agreement.  
(Attachment 1)

Either party may cancel this agreement by providing 60 days written notice of cancellation.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman  
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

June 20, 1995

By: s/Jack McNally  
Business Manager

**LETTER AGREEMENT  
R2-95-160-PGE**

April 16, 1996

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As a result of many inquiries, the Rubber Glove and Barehanding Overview Committee finds a need to clarify the term "regular employee" as used in the rubber glove agreement regarding ground personnel.

The intent of this term, as negotiated by both parties, was to ensure that qualified employees were on the crew that was rubber gloving. However, the parties did not anticipate the development of "temporary employees" as was subsequently negotiated by the parties. The questions deals with temporary employees who do not have regular status, but meet all the qualifications for ground personnel as covered by the rubber glove agreement.

The Rubber Gloving and Barehanding Overview Committee met and discussed the issue and recommends to include temporary employees as qualified ground observers for crews performing rubber gloving tasks if such employees have:

- (1) six months experience in Line Construction and Maintenance;
- (2) been fully trained in First Aid Cardiopulmonary Resuscitation, Radio Procedures and Aerial Lift Operations including Upper Controls, Lower Controls, and Aerial Rescue Procedures.

Violations of this agreement will also result in the prohibition of rubber gloving being performed in the involved division for a period of twelve months.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:           s/David J. Bergman            
          Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

          April 24, 1996          

By:           s/Jack McNally            
          Business Manager

# 97-18-PGE

10 March 1997

Pacific Gas and Electric Company  
Industrial Relations Department  
375 North Wiget Lane, Suite 150  
Walnut Creek, California 94598

Attention: Mr. David Bergman, Director and Chief Negotiator

Gentlemen:

On January 27, 1997, Union and Company reached agreement regarding the line of progression in the Title 200 Electric T&D Department in the CES Business Unit. Union's committee was comprised of Terry Andreucci, Willie Bouzek, John Kent, Landis Marttila, Darrel Mitchell, and Dave Scott. Representing the Company were Rick Doering, Annette Hope, Bill McLoughlin, John Parks, and Rodger Walther.

A new classification of Electric T&D Assistant will be established. The wage schedule for this classification will be:

Start:	\$ 563.15
End 6 months:	657.85
End 12 months:	752.55
End 18 months:	847.20

Associated with the establishment of this classification, the following items were also agreed to:

1. The classification of Electric T&D Assistant is applicable only in the Electric T&D Department within the CES Business Unit.
2. The job duties of Voltage Tester, Utility Voltage Tester, Inspector, Working Foreman, Labor Foreman, Street Light Maintencenceman, and Patrolman will be incorporated in the job definition of Lineman. These classifications will no longer be applicable in the CES Business Unit.
3. The job duties of Field Clerk, T&D Driver, and Groundman will be incorporated in the job definition of Electric T&D Assistant. These classifications will no longer be applicable in the CES Business Unit.
4. Incumbent regular employees currently holding any classification listed in the two items above may remain in the classification as a "Present Incumbent Only" (PIO) status. This provision does not apply to Hiring Hall employees.
5. The entry requirements for the new classification shall be passing the Physical Pre-Employment Test and the Arithmetic Computation Test and completion of the 4-day climbing school. A Class "A" Commercial Driver's License must be obtained within 6 months from entry into the classification. The timing of

obtaining the license may be extended by written agreement between Company and Union by the local Business Representative and Human Resources Representative. In the event an individual in this classification has a Commercial Driver's License temporarily revoked or suspended, the individual will remain in the classification during the period without such License.

6. Electric T&D Assistant is a beginning level classification and shall be filled pursuant to provision of Title 205 of the Agreement. However, the sequence of filling open positions shall be 205.5(a), 205.5(b), then 205.5(d), followed by 205.5(c) on an alternating basis.
7. Any individual having "A" bidding/transfer status to any classification listed in items 2 and 3 above shall be considered as having "A" rights and qualified for Electric T&D Assistant. Union and Company will develop a plan to communicate these changes to affected employees.
8. Employees in the Electric T&D Assistant classification will have wage retention when successfully bidding to Apprentice Lineman. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Lineman progression.
9. 125 Electric T&D Assistant positions will be filled on a regular basis by September 1, 1997. Upon 125 positions being filled, the then ratio of Journeyman to Electric T&D Assistants may not be decreased.
10. This agreement will not change the bidding/displacement provisions between the CES Lineman position and other Lineman positions.
11. The parties will review all associated lines of progression to make necessary modifications associated with the new classification of Electric T&D Assistant.
12. A two-person committee, with one representative each from the Union and the Company, will be established to address issues that arise as a result of the implementation of the new classification.
13. Electric T&D Assistant and Night Electric T&D Assistant will continue to be "b" bidders to Apprentice Lineman after 12 months.

If you are in accord with the foregoing and attached and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS, AFL-CIO

By: s/Jack McNally  
Jack McNally  
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.



PACIFIC GAS & ELECTRIC COMPANY

March 18, 1997

By: s/David J. Bergman

David J. Bergman  
Director and Chief Negotiator

# LETTER AGREEMENT NO. 99-76-PGE

PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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RICK R. DOERING, MANAGER  
AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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December 14, 1999

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Company and Union have discussed the impact of the new Cal-OSHA Respiratory Protection Program (Section 5144 of Title 8). These regulatory requirements became effective on May 22, 1999. This letter confirms the agreement reached regarding the implementation of these requirements.

## 1. Identification of Respirator Users - Emergency Responders

While all employees in certain classifications must be clean shaven and wear respirators when assigned certain tasks that are part of their normal job duties (e.g. Title 300 Painters), only a limited number of employees in other classifications need to be clean shaven and prepared to wear respirators in order to respond to emergency situations (e.g. blowing gas).

Attached is a list of the minimum number of DCS employees, by classification and headquarters that may be required to wear a respirator in order to provide immediate response to an emergency situation. Employees identified as emergency responders will be required to be clean shaven at all times.

The Company will solicit volunteers to serve as emergency responders. Where possible, the Company will group classifications together (e.g. Fitter and Fieldman) when either position can fully perform the duties to make an emergency situation safe.

If there are an insufficient number of volunteers in a classification, the Company will appoint employees in the classification as immediate responders using reverse seniority. When one or more classifications are grouped together (e.g. Fitter and Fieldman), and it becomes necessary to appoint an employee due to insufficient volunteers, the Company will initially appoint the employee with the least service from the combined classifications. Thereafter, the Company will alternate between the classifications grouped together.

The Company will not limit the number of employees volunteering to serve as emergency responders. All employees qualified as emergency responders in identified classifications will be fitted for respirators and available for emergency response.

## 2. Emergency Overtime

Employees qualified as emergency responders will be the first called out during emergency overtime situations when a respirator may be required (e.g. blowing gas).

3. Job Bidding

The Company will consider the status of volunteers to serve as emergency responders before filling positions through the Title 205 Job Bidding and Transfer System.

In the event there are insufficient volunteers in the headquarters and classification, the job will be filled with the senior bidder who volunteers to serve as an emergency responder and remain clean shaven.

4. Temporary Assignments

The Company will consider the status of volunteers to serve as emergency responders before filling temporary vacancies through Section 205.3.

If there are insufficient volunteers to meet the minimum established number of emergency responders in the classification and headquarters, temporary assignments will be offered to the senior qualified bidder in the headquarters who agrees to remain clean shaven. If there are no volunteers from among bidders in the headquarters, the Company will upgrade the junior qualified bidder within the headquarters.

5. Accommodation

In the event an employee is in a classification that requires that they wear a respirator as part of their normal job duties (e.g. Painter) or if they are involuntarily designated as an emergency responder and they cannot medically be qualified to wear a respirator, the Company and Union will discuss accommodation on a case-by-case basis.

One Year Review

The Company will monitor the use of respirators for twelve months following the signing of this letter agreement. The Company and Union will meet at the end of the twelve month period to review respirator usage and implementation of these procedures.

In addition, the parties agree to meet and discuss any issues which may arise out of this agreement within two weeks of one party providing the other party written notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Rick R. Doering  
Rick R. Doering, Manager 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

April 3, 2000

By: s/Jack McNally  
Jack McNally  
Business Manager

**OM&C Classification Summary**  
**Data As Of: Oct. 21, 1999**

Area	Transmittal City	Dig Ins	Respirator Req'd	Title 200								Total T200	Total T200 - Gas Only	Gas Only % by Area
				Gas Crew Leaders	Fieldman / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cableman/ Cable Foreman	Cable Splicer / Appr.	Other Electric			
<b>Employees</b>	Area 1			36	70	18	21	0	16	27	4	192	145	
	Area 2			43	93	34	30	11	0	0	0	211	211	
	Area 3			37	46	36	8	0	0	0	0	127	127	
	Area 4			20	29	11	31	0	0	0	0	91	91	
	Area 5			20	36	9	23	0	0	0	0	88	88	
	Area 6			33	55	21	21	0	0	0	0	130	130	
	Area 7			23	37	26	24	2	0	0	0	112	112	
	Total			212	366	155	158	13	16	27	4	951	904	
<b>Employees Needed</b>	Area 1	228	68	6	11	1			2	4	0	24	18	12%
	Area 2	422	160	10	20				0	0	0	30	30	14%
	Area 3	267	41	12	24				0	0	0	36	36	28%
	Area 4	425	31	5	10				0	0	0	15	15	16%
	Area 5	207	9	11	20	1			0	0	0	32	32	36%
	Area 6	409	164	12	24				0	0	0	36	36	28%
	Area 7	235	81	9	17	1			0	0	0	27	27	24%
	Total	2193	554	65	126	3	0	0	0	2	4	0	200	194
			25%	31%	34%	2%	0%	0%	13%	15%	0%	21%	21%	



# LETTER AGREEMENT NO. R1-01-41-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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STEPHEN A. RAYBURN, DIRECTOR  
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

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September 19, 2001

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes to cancel and supersede Letter Agreement 98-67, the training of Electric T&D Apprentice Linemen. The parties agreed that some Title 200 and Title 300 Apprentice Linemen have not had an opportunity to be exposed to certain tasks on their regular crews due to a lack of that type of work in their area. It was agreed that all training requirements specified in the Apprentice Lineman program must be completed prior to the achievement of journeyman Lineman status. To facilitate the completion of all training, the following is a modification to the guidelines agreed to in Letter Agreement 98-67. The Company proposes the following for making temporary training assignments for designated tasks with a specific duration for Apprentice Linemen in Electric T&D Departments. The intent of this agreement is to keep training assignments away from the apprentice's designated headquarters as short as practical consistent with training requirements.

1. The Company may assign Title 200 Apprentices to Title 300 Crews and Title 300 Apprentices to Title 200 Crews for training purposes. These assignments will not be made to avoid the payment of overtime to the regular crew members or to rectify staffing deficiencies.
2. Title 200 Apprentices assigned to Title 300 shall work within the Title 200 Section of the Agreement during the assignment, including Titles 201 (Expenses) and Title 203 (Inclement Weather Practice). Title 300 Apprentices assigned to a Title 200 Crew will continue to be paid at the Title 300 wage rate and will continue to fall under the Title 300 working conditions.
3. Training assignments of more than 50 miles will be made only if
  - The apprentice volunteers for the assignment or,
  - The training assignment (work) is not available or cannot reasonably be made available within 50 miles.

Employees will assume the schedule of the crew at the temporary headquarters. The Company and Union will continue to monitor the mileage limitation and agree to meet and discuss it further should it impact operations. To facilitate a consistent and timely notification process, the attached form will be used.

4. The specific training task and duration will be identified in writing and communicated to the Apprentice and Union Business Representative at least 48 hours prior to the assignment. The Joint Apprenticeship & Training Committee will also be notified of all assignments and will be responsible for monitoring and tracking these assignments.
5. During the training assignment, functional supervision of the apprentice will be assumed by the receiving supervisor.
6. Any dispute regarding these assignments will be subject to the grievance procedure (Title 102) with the option of expedited referral to the Joint Apprenticeship & Training Committee for a recommendation of settlement, after the timely filing of a grievance.

Either party may cancel this agreement by providing the other party 30 days written notice.

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 AND ELECTRIC COMPANY

By: S/Stephen A. Rayburn  
Stephen A. Rayburn  
Director & Chief Negotiator

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245  
INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS

September 24, 2001

By: S/Perry Zimmerman  
Perry Zimmerman  
Business Manager



# LETTER AGREEMENT NO. 03-10-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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April 14, 2003

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes to adopt the Rubber Glove and Bare Hand Overview Committee recommendations to modify the attached work procedures pursuant to the provision of Letter Agreement 90-34:

1. Section 1, Rubber Glove Work Procedures (600 to 5,000 volts)
2. Section 2, Rubber Glove Work Procedures (5,000 to 21,000 volts)
3. Section 3, Live Line Work Procedures (5,000 to 35,000 volts)

The procedural changes to each section are as follows:

All the sections were re-formatted to be consistent with other manuals in use by OM&C and changes are in numerical order.

**OM&C Manual  
Section 1  
Rubber Glove Work Procedures (600 to 5,000 Volts)  
Using Principles of Insulate Within the Contact Area**

The voltage range was changed to 600 to 5,000 volts. The previous voltage range 300 to 5,000 volts was not consistent with Title 8; Subsection 2941 (f), Working on Conductors or Equipment Energized at 600 volts or More.

- 1.1.1 Voltage range changed to 600 to 5,000 volts.
- 1.1.2 Contact area was changed to 28 inches. Previously, the contact area for this voltage range was identified in the Code of Safe Practices (CSP) Rule 411, as 24 inches. The 2002 CSP revision of Rule 411 eliminated the contact area reference. The change to a 28 inch contact area provides for a consistent contact area measurement for all rubber glove voltages above 600 volts.
- 1.1.2 **Note:** This is a new work procedure for live line workers who are working with 4kV. It provides for qualified workers to exit the contact area and re-enter a "work area" using leather gloves for other work such as framing, but no contact with rubber protective equipment. This rule is the same as contained in the 5,000 to 21,000 volt rubber glove procedures.

- 1.1.3 Defines rubber gloves as Class 2 for this voltage range.
- 1.2.1 Changed the requirement to have 30 inch insulated handled cutters in the work area as an emergency response tool to a cutting tool used to perform the work that is not limited to 30 inch insulated handled cutters.
- 1.2.1 This is a new addition to testing of rubber protective equipment. ASTM allows for the issuing of tested rubber goods stored at the Emeryville Test Facility, for up to 12 months before requiring the rubber goods to be re-tested. This new addition to company testing policy will allow Emeryville to reduce the lead-time for rubber goods requested. For rubber protective equipment, including rubber gloves (Class 2 & 0), line crews must check the issue date for compliance with the six-month replacement requirement.
- 1.2.2 This new addition reflects the change to the testing voltage for rubber goods excluding by-pass jumpers. All rubber protective equipment will be tested at the Class 2 rating of 20kV for three minutes and the equipment stamped accordingly.
- 1.6 Added to this rule is the requirement that the ground person on a rubber glove crew have a minimum of six months experience in line construction. Also changed the bulleted item "Radio Procedures" to "Communication Procedures" (emergency response).

**OM&C Manual**  
**Section 2**  
**Rubber Glove Procedures (5,000 to 21,000 Volts)**

**2.2 General**

- 2.2.4 Added the requirement of a minimum of six months experience in line construction in order to be a qualified rubber glove ground person. Changed bulleted item "Radio Procedures" to "Communication Procedures" (emergency response).
- 2.3.3 **Note:** Changed the language to better clarify the requirements for exiting and entering the "contact area" and re-entering using leather gloves. The intent of this note is for the qualified workers to make a defined action before changing work methods.
- 2.3.9 Exception note: By-pass jumpers may be used on circuits of 25 to 70kV, but when used, these jumpers are not to be considered as protection against accidental contact and must be treated as un-insulated. Consideration should be given to having the by-pass jumpers retested if used as in this exception.  
**(Removed this exception note, does not apply to rubber glove voltages and procedures).**
- 2.4.6 This is a new addition to testing of rubber protective equipment. ASTM allows for issuing of tested rubber goods stored at the Emeryville Test Facility, for up to 12 months before requiring the rubber goods to be re-tested. This new addition to company testing policy will allow Emeryville to reduce the lead-time for rubber goods requested. For rubber protective equipment, including rubber gloves (Class 2 and 0), line crews must check the issue date for compliance with the replacement requirements.
- 2.4.7 This new addition reflects the change to the testing voltage for rubber goods excluding by-pass jumpers. All rubber protective equipment will be tested at the Class 2 rating of 20kV for three minutes and the equipment stamped accordingly.
- 2.5.7 This rule clarifies the requirement that employees shall not allow conductive objects to hang outside of the bucket and gives examples. This rule does now allow material/tool bags to be outside of the bucket if they are clean, dry and in good repair, but it still requires that no conductive material be allowed to extend above the lip of the material/tool bag.
- 2.5.12 This is a new rule added to the rubber glove work methods. Aerial lifts used for rubber gloving voltages shall have the insulated boom section cleaned and waxed on a defined schedule not to exceed 90 days. Accompanying this new rule is Table 2-2, listing the approved cleaning and waxing materials.
- 2.8.14 This rule additionally outlines that the aerial lift will be out of compliance if the dielectric test has **not** been



performed by the end of the month following the month of the scheduled date of test. This rule allows for unforeseen variables, such as weather preventing the testing of aerial lift equipment thereby making the vehicle unusable in rubber glove work procedures. With this language, the dielectric test group will be able to re-schedule and return within a specific time frame, in order to certify the vehicles in that facility. Figure 2-1, Dielectric test tag was changed to include and indicate the static or scheduled test date, the actual date tested, the next scheduled test date and the out of compliance date.

- 2.8.20 Changed the requirement to have 30 inch insulated handled cutters in the work area as an emergency response tool to a cutting tool used to perform the work that is not limited to the 30 inch insulated handle cutters.
- 2.9.4.1 Change as in 2.2.4. "Radio Procedures" changed to "Communication Procedures" (emergency response).
- 2.9.3.1. Defined "crew trucks" for clarification as Aerial Lifts and Digger Derricks.
- 2.9.5.3. Revised Journeyman Certification language:
- An incumbent journeyman who volunteers to perform rubber glove work will be trained according to their Company seniority. **(Omitted the words "according to their Company seniority")**
  - While initial training is in progress for incumbent journeymen, an apprentice, upon reaching journeyman status, will be placed on the training list and trained according to their Company seniority. **(This bullet point has been omitted)**
  - When placed on the list, the employee will receive a 3% increase in their weekly wage rate. An additional 3% will be paid when the employees begins training. **(This bullet point has been omitted)**
  - Apprentice lineman shall have reached the fourth step of their apprenticeship before being eligible to attend Rubber Glove School. **(The term Rubber Glove School was changed to "Rubber Glove Fundamentals course")**

**OM&C Manual**  
**Section 3**  
**Live Line Work Procedures (5,000 to 35,000 Volts)**  
**Using Live Line Tools**

The section was re-formatted to be consistent with other manuals in use by OM&C.

- 3.2.1 This is a new addition to testing of rubber protective equipment. ASTM allows for the issuing of tested rubber goods stored at the Emeryville Test Facility, for up to 12 months before requiring the rubber goods to be re-tested. This new addition to company testing policy will allow Emeryville to reduce the lead-time for rubber goods requested. For rubber protective equipment, including rubber gloves (Class 2 & 0), line crews must check the issue date for compliance with the six-month replacement requirement.
- 3.2.2 This new addition reflects the change to the testing voltage for rubber goods excluding by-pass jumpers. All rubber protective equipment will be tested at the Class 2 rating of 20kV for three minutes and the equipment stamped accordingly.
- 3.5.1 Added the requirement of a minimum of six months experience in line construction in order to be a qualified ground person. Also changed the bulleted item "Radio Procedures" to "Communication Procedures" (emergency response).

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

July 11, 2003

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager



# LETTER AGREEMENT NO. 03-16-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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April 22, 2003

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Company proposes to modify Section 202.19 of the Physical Agreement to allow for Compliance Inspectors to take their company vehicles home at the end of the workday. In an effort to improve efficiencies in ways that produce more value than the costs associated with employees taking the company vehicle home, and to minimize cost and maximize site availability, this voluntary vehicle take home policy will commence upon the execution of this agreement.

Classifications eligible under this agreement are Compliance Inspector.

The local supervisor may allow employees to volunteer to take their Company vehicles home at the supervisor's discretion.

Use of company vehicles for other than authorized company use or allowing unauthorized persons to drive or ride in company vehicles (except in emergency situations), is a violation of Standard Practice 735.6-1. Violations may result in disciplinary action.

All eligible employees may participate on a voluntary basis. Voluntary agreement to this policy includes an acceptance of all guidelines. Employees who fail to meet their obligations in accordance with these guidelines may be ineligible to participate in the program and may be subject to disciplinary action. Company may disqualify employees from this policy where efficiencies are not gained, guidelines are abused, security is violated, or other business reasons as deemed by the company.

Participating employees shall report to their work areas or route by the start time of their scheduled shift. On days employees are required to report to their regular headquarters (as defined in 202.19), they shall report at the beginning of their regularly scheduled shift.

Participating employees shall leave their work areas or route no earlier than the end of their scheduled shift, commuting home on their own time, not to exceed one hour.

Current local procedures will apply, e.g. turning in paperwork, calling in, fueling vehicles, servicing vehicles, etc.

For the purposes of reporting commute miles, the "Summary of Rules for Use of Vehicles for Company Business" shall apply.

If a participating employee is scheduled to be off for more than two days, the vehicle may be returned to the yard at the end of the last shift worked or at a time agreed to by the local supervisor. Depending on vehicle availability or other business reasons, vehicles may be required to be in the yard any time the participating employee is scheduled to be off for one full day. All commutes outside of this agreement will be the responsibility of the employee.

The security compliance with local parking requirements of the assigned vehicle will be the employee's responsibility. Vehicles will be parked at the employee's residence, or other agreed to secure area. When a vehicle is taken home, if the lap top computer is removable, the computer is to be removed and stored in the employee's home, locked bin, etc.

This policy has no impact on local overtime agreements. All 212 and local letter agreements pertaining to POT and EOT shall be followed regardless of this policy.

This agreement supersedes any local vehicle take home letters of agreement that currently exist for the Compliance group.

Either the Company or Union may cancel this agreement by providing 30 days advance written notice.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return on 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

July 11, 2003

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager



# LETTER AGREEMENT NO. R1-03-31-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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October 29, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes, pursuant to Subsection 204.4(b) and Section 304.4 of the Physical Agreement, to replace Letter Agreements R1-96-50, R1-97-21 and R2-01-10 regarding the utilization of a helicopter when working on transmission lines. The joint Union-Company Bare Handling/Helicopter Subcommittee developed the work practice outlined in this letter agreement. Based on the success of the use of skid transfers on transmission lines and other transmission work performed on projects in South San Francisco, Pittsburg and the Livermore Valley, the Company proposes to expand the work performed by the various classifications and to increase the pay rate on a temporary basis when performing electric transmission work utilizing a helicopter.

The Company further proposes to allow any Title 200 or Title 300 Lineman, Electric Crew Foreman, Subforeman, Working Foreman, Transmission Troubleman, Apprentice Lineman or Towerman to perform helicopter line work procedures. A qualified helicopter line worker must have successfully completed the training class that provided specific training in the helicopter line worker procedures and has demonstrated proficiency in the use of the specific helicopter line worker activity in order to be qualified to perform this work.

The training shall be documented and a record of the training shall be placed in the employee's file and placed in the Training Database.

Any Lineman, Electric Crew Foreman, Transmission Troubleman, Subforeman, Working Foreman, Apprentice Lineman or Towerman using helicopter line worker procedures shall be given a temporary upgrade as follows for the full day and those eligible for the Rubber Glove premium will continue to receive the premium in addition to this upgrade:

- Title 300 Linemen will be temporarily upgraded to a rate 10% above the (1106) Lineman GC rate of pay and will be temporarily upgraded to (1181) Helicopter Line Worker – GC.
- Title 300 Subforemen or Working Foremen will be temporarily upgraded to (1182) Helicopter Subforeman – GC and will be paid 10% above (0650) Subforeman rate of pay.
- Any Apprentice Lineman who volunteers to use the helicopter line worker procedures must be in the 2<sup>nd</sup> step of the apprenticeship or above. When performing the work, the apprentice will be paid at a rate

equal to 10% above the appropriate step rate. These apprentices must have successfully completed the training class that provided specific training in the Helicopter Line Worker procedures and demonstrated proficiency in the use of the specific helicopter line worker activity in order to volunteer to perform this work. The temporary class codes are as follows: (1183) Apprentice Lineman – GC Helicopter and (1187) Apprentice Lineman – Helicopter.

- Title 300 Towermen will be temporarily upgraded to (1184) Helicopter Towerman and will be paid 10% above the appropriate (2520) Towerman rate of pay.
- Title 200 Linemen and Transmission Troublemakers will be temporarily upgraded to (1185) Helicopter Line Worker. The Helicopter Line Worker rate will be adjusted to 10% above the Title 200 (1100) Lineman rate of pay.
- Electric Crew Foremen will be upgraded to (1186) Helicopter Crew Foreman and will be paid 10% above the (0740) Electric Crew Foreman.

Helicopter line worker activities are to be performed by volunteers only, no employee can be forced to perform these work activities and the activities are limited to skid transfer and washing. Volunteers will be identified at the beginning of the workday from the crews assigned to do the work. All volunteers will be entitled to the temporary upgrade and the apprentices will be entitled to the premium.

Helicopter line workers that have performed this work on the Pittsburg project, the Livermore Valley project, and the insulator change-out project in South San Francisco, and any other project agreed to by the parties will receive a retro-active pay adjustment at the new agreed to rates, for the days that these employees performed these work methods on those projects.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: s/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

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

October 31, 2003

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. R1-04-11-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

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 RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

November 18, 2004

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

Dear Mr. Zimmerman:

Item 2(g) of the October 27, 1999 Cover Letter from the Union to the Company following the 1999 General Negotiations required the parties to establish an interim committee to determine the need for training, certification and ongoing re-certification of classifications involved with switching.

The classifications identified were Troubleman, Transmission Troubleman, Electrician (Title 200 and 300), Electrical Technician (Title 200 and 300) and System Operator classifications.

The Company and Union met on a number of occasions since the ratification of the 1999 settlement package. The Company, as a result of those meetings, is proposing the attached "Switchman Certification Program."

Either party may cancel this agreement by providing 90-days' written notice of cancellation to the other party.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: s/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

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

January 6, 2005

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager

## **GUIDELINES FOR THE SWITCHMAN CERTIFICATION PROGRAM**

### **Switchman**

Employees in classifications who are currently recognized as qualified switchmen who request training will receive training in their assigned service area as needed. All switchmen in a given area will receive training as needed to perform their work. All switchmen in an area will not necessarily be trained at the same level.

New switchmen will receive the same training as the currently qualified switchmen – for their position (same intention as above).

### **Current Switchman**

Employees in classifications who are currently recognized as qualified switchmen will be certified for switching they are currently performing in their geographic area as of the date of this agreement.

Current switchmen who require training on a specified type of switching will be trained in a timely manner. Company would not prevent employees from requesting training and will grant such training if there is a business need to develop switchmen.

If a current switchman relocates, the switchman will be trained for the new geographic area as needed.

### **Joint Apprenticeship Training Committee**

The JATC will be responsible to develop and maintain the training program to qualify and certify switchmen.





# LETTER AGREEMENT NO. R1-05-17-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

---

May 4, 2005

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

Dear Mr. Zimmerman:

In an effort to provide quality training, job opportunities, and a more stable workforce, the Company is proposing pursuant to Section 205.19 of the Agreement the following modification to job bidding, promotion, and transfers for the Electric T&D line of progression. This modification will enable the Company to open more journeyman positions in all areas and will stem the movement from the areas currently affected by high rates of vacancies.

After the effective date of this agreement, employees hired or bidding into the 1101 Apprentice Lineman classification will not have their bids considered under the provisions of Section 205.7 outside of their bidding area until they have completed the training program. The Apprentice Linemen who complete the training program will also be required to spend two years in the bidding area as a Lineman before their bids will be considered under the provision of Sections 205.7, 305.5 or 305.7 of the Agreement.

After the effective date of this agreement, employees hired, bidding into, or promoted into the 1107 - Apprentice Lineman GC will not have their bids considered under the provisions of Sections 205.7, 305.5 or 305.7 of the Agreement until they have been out of the training program for two years.

The 1101 and 1107 Apprentice Lineman will not have an opportunity to exercise their move under item G of the Division Master Apprenticeship Agreement outside of their bidding area.

Employees hired or placed into the GC Apprentice Lineman position after the effective date of this agreement will have their per diem eligibility treated as if they were hired prior to January 1, 1988 under the provisions of Section 301.3 of the Agreement. Once these employees are no longer under the provisions of this agreement, these employee will be under the provisions of Section 301.3 of the Agreement based on their hire date.

In return, the Company will commit to filling an increased number of journeyman Electric T&D vacancies outside the Bay Area. The Company will provide the Union a list of positions filled in the Electric T&D line of progression on a quarterly basis to ensure that the Company continues its commitment to fill vacancies outside the Bay Area.

Either party may cancel this agreement by providing 60 days' written notice of cancellation.

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 7          , 2005

By:           s/Perry Zimmerman            
Perry Zimmerman  
Business Manager



# LETTER AGREEMENT NO. 05-23-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

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

PERRY ZIMMERMAN,  
BUSINESS MANAGER

---

May 6, 2005

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

Dear Mr. Zimmerman:

The Company and Union have met a number of times to discuss the Rubber Glove Agreement pursuant to the provision of the 2003 General Bargaining cover letter item below:

**Item 4. Interim Negotiations**

**Rubber Glove Premium**

**Company and Union agree to meet to discuss improvements in productivity and safety.**

The Union committee members were Bob Choate, Howard Stiefer, Larry Pierce, Rich Cowart, Casey Barker, Bob Gerstle, George Lindsey, Willie Bouzek and Tom Burks. The Company committee members were Gary Tognozzi, John Parks, Les Hudson, Dan Robertson, Cary McDermott, Dave Seiler and Jim Lauers. On April 29, 2005, the parties reached agreement and, as a result, the Company is proposing the following pursuant to that table agreement.

Re-write Letter Agreement 90-34 with the following modifications:

Overview Committee

- Eliminate reference to “electromagnetic fields” in third sentence
- Elimination of the Rubber Gloving Committee and the Bare Handling Committee and make their issues as part of the Overview Committee.
- Eliminate EMF Committee and make part of Section 105.3 of the Physical Agreement

Application

- Delete “of incumbent journeyman.....”
- Add: Compliance Inspector and Apprentice Lineman
- Delete (1109) Utility Troublemans – Oakhurst
- Delete fourth paragraph – “Incumbent journeyman who elect.....”
- Delete fifth paragraph – “Barehanding Training”
- Delete sixth paragraph – “The parties agree to negotiate....”

Retention of Live Line Tools

- Eliminate “on all line trucks in service” and replace with “at all job locations where live line procedures may be performed”

Certification

- Add language that includes Hiring Hall classifications that perform barehanding and rubber gloving procedures to be certified by PG&E.

Basic Rubber Glove Line Crew

- Basic line crew unit will be two people.

Compensation

- The current 6% rubber glove premium will be shown in Exhibit X of the Agreement as part of the base wage and not as a premium.

The parties also agreed to the following:

- 3% wage increase when the agreement is signed to Lineman and classifications higher in the line of progression (see attached wage schedule).
- 3% wage increase when the necessary variances are approved by the State to Lineman and classifications higher in the line of progression.
- The Overview Committee will be responsible after the procedures have been in place to look at “gain sharing” or any other economic consideration for the added skills and training.
- Review the Troublemans’ job duties and other classifications that will benefit from this wage increase.
- Basic line crew unit will be two people.
- The parties further agree that the Job Definitions and Lines of Progression be modified to reflect the agreed to changes and to update the July 1993 Revision, LA 93-53-PGE.
- A joint committee is being formed to revise the Rubber Glove procedures, to develop the application for the Rubber Glove variance, and to develop a communication plan.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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

June 9, 2005

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. R2-05-45-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

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

PERRY ZIMMERMAN,  
BUSINESS MANAGER

---

April 4, 2006

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

Dear Mr. Zimmerman:

The cover letter dated September 16, 2003, detailing the understandings of the General Negotiations settlement provided for interim negotiations to address improvements in productivity and safety in Rubber Glove work procedures.

Letter Agreement 05-23, dated May 6, 2005, resulted in an agreement to rewrite Letter Agreement 90-34, increase pay for rubber gloving classifications, review the Troubleman's job duties, update job definitions and lines of progression (LA 93-53), revise Rubber Glove Procedures and develop the application for a variance to use the procedures.

During the week of August 15, 2005, the following joint committee of IBEW and PG&E came together to discuss what the requirements would be for two-person rubber gloving work procedures: George Lindsey, William Gray, Dave Seiler, Mark Chapman, Les Hudson, Dan Armour, Casey Barker, Vince Zinkl, William Bouzek, Steve Moore, Bob Gerstle, Tom Burks, Al White, Bob Choate, John Moffat, Gary Tognozzi, John Parks, Larry Pierce, and Jim Lauer.

The committee addressed and reached agreements in the following areas. The Company is proposing adoption of their recommendations:

- Modified language within the Lines of Progression.
- An additional chapter within the OM&C Manual specific to two-person rubber glove work procedures.
- Recommend modified language within the Code of Safe Practices to provide consistency with language in other standards.
- Identified requirements within Title 8 that would need to be altered /modified or supplemented to support existing work procedures to perform two-person rubber glove work procedures.

The agreements are noted below:

1. The committee recognizes there are currently lost opportunities for two-person crews to perform work under de-energized conditions. Revisions to the Job Definitions and Lines of Progression will address those lost opportunities. The parties agreed to continue to work on the updating of Exhibit VI-L, last updated in July 1993.
2. The two-person line crew will be the minimum crew size.

Changes to existing language within the existing standards are:

1. OM&C

- a. Two-person rubber glove work procedures for voltages 600v to 21kV shall be performed using the principles of insulate and isolate.
- b. A two-person rubber glove crew working alone shall consist of a rubber glove qualified Electric Crew Foreman and a rubber glove qualified Journeyman Lineman.
- c. When utilizing two-person rubber glove work procedures on a crew of three or more, the crew foreman will be on the job site and readily available to provide necessary guidance. If the crew foreman is not available to provide the necessary guidance, note "b" above shall apply.
- d. The crew foreman shall notify the two-person crew performing rubber glove work procedures prior to leaving the job site. The senior journeyman on site will be upgraded to crew foreman.
- e. Certified rubber glove journeymen at the jobsite, by consensus opinion, shall determine exclusively whether to perform the work utilizing the two-person rubber glove work procedures.
- f. When utilizing a two-person crew, one rubber glove qualified journeyman shall remain on the ground to act solely as an observer to prevent accidents and render immediate assistance if an accident occurs. "Should for any reason the observer be required to perform duties, other than observing, the individual performing the rubber glove work shall exit the contact area."
- g. A qualified observer shall maintain a line-of-sight and clear communications with the person performing rubber glove work and shall be responsible for emergency communications.
- h. The rubber glove foreman will report the crew's work location to the switching center prior to performing work on an energized circuit. Refer to UO Standard S1466.
- i. Insulated work platforms will not be used for two-person crews working alone.

2. Code of Safe Practices recommended changes:

602c.: (Additional Rule)

1. A two-person rubber glove crew working alone shall consist of a rubber glove qualified Electric Crew Foreman and a rubber glove qualified Journeyman Lineman.
  2. When working under the direction of an Electric Crew Foreman, two-person rubber glove work procedures on voltages at 600 to 21,000 volts nominal phase-to-phase may be performed by two qualified rubber glove Journeymen Linemen.
3. Variance Recommendations: On February 23, 2006 the parties met with the California Department of Occupational Safety and Health in Oakland and had these procedures reviewed by the Principal Safety Engineer. It was understood that proposed procedures are in compliance with the Subchapter 5. Electrical Safety Orders, Article 36 i. (d) Observers, therefore a variance is not needed.
4. Compensation – A 3% wage increase to Lineman and classifications higher in the line of progression as agreed to in LA 05-23 , effective April 15, 2006. Attached is the revised wage table.

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

April 11, 2006

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager



# LETTER AGREEMENT NO. 06-19-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

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April 25, 2006

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

Dear Mr. Zimmerman:

To become the nation's leading utility, PG&E implemented Business Transformation, an enterprise-wide effort to conduct a thorough examination of its operations to implement new tools, processes, and operational approaches. Some of the changes require modification to the way IBEW-represented employees perform their work, particularly in the clerical functions.

The IBEW and the Company met to discuss the Company's decision to consolidate and centralize clerical work into Resource Management Centers (RMCs) specific to work performed by Utility Clerks-Operating, Operating Clerks, Sr. Operating Clerks, Foreman's Clerks, Assistant Foremen's Clerks, Routine Field Clerks, First Field Clerks, Sr. Field Clerks, Maintenance Assistants, and Shop Clerks.

This letter will confirm the Company's understanding of the settlement reached on March 31, 2006 between the Company's Negotiating Committee and IBEW Local 1245. The agreement is summarized below.

## 1. Staffing and Scope of Work

- a) Existing Contract provisions allow for the establishment of Operating Clerical Line of Progression positions at the new Resource Management Centers. Clerical positions in the RMCs will be established in the Operating Clerical Line of Progression as Sr. Operating Clerk I-II, Operating Clerk and Utility Clerk utilizing the Position Evaluation Questionnaire process. The positions will perform dual commodity job duties including, but not limited to, damage claims, joint pole, material ordering, dispatching, time entry, job processing/closing, compliance support – EPCM/GPCM, c-card, etc. It is expected most Operating Clerical employees in the field will be directly impacted by the consolidation of work to the RMCs. The Sr. Operating Clerk I-II position is considered the same as a Sr. Operating Clerk I for bidding and displacement/demotion purposes.
- b) Company will initially fill between seven and ten clerical positions utilizing Title 18 at the Concord RMC in support of the initial staffing for the opening of the Center on or about June 5, 2006. No bargaining unit employees will be impacted by Title 19/206/306 as a result of this initial staffing. The parties are currently discussing the process for additional staffing of the RMCs and the Company agrees not to use Title 18 when Title 19 is appropriate.
- c) Incumbents in Title 200 and 300 clerical classifications remaining at the service centers will perform dual commodity functions in those locations including the full scope of duties of their classification (Title



200 clerical employees may perform Title 300 clerical work and vice versa, as well as Operating clerical work, etc.). The remaining Title 200/300 incumbents may also be required to perform physical work historically performed by their classification.

Mr. Perry Zimmerman

-2-

April 25, 2006  
L/A 06-19-PGE

- d) There will be no involuntary displacement from Title 200 and 300 clerical classifications for lack of work as a direct result of the staffing of the RMCs. This does not preclude displacements as a result of future headquarters closures and does not preclude utilization of Title 301 or future Title 206/306 displacements unrelated to RMC staffing.
- e) As Physical Clerk jobs are vacated, the positions may be filled as Operating Clerical positions. Once these jobs are filled as Operating clerical, they will perform the same clerical duties as listed in "c" above (dual commodity, etc.).
- f) The Company will establish separate bid codes if a 2<sup>nd</sup> or 3<sup>rd</sup> shift is established as defined in Title 11.
- g) An Internal Bid Process will be developed within the RMCs to offer vacant shift/schedules to current RMC employees in the same classification, status and headquarters prior to filling jobs through the normal job bidding and transfer system.
- h) Existing Contract provisions allow the Company to move CFM contract processing and money work to the Accounting Line of Progression in West Sacramento. The Company will fill new positions at West Sacramento in the Accounting Line of Progression. The Clerical Position Evaluation system will be used to grade the positions.

2. Posting of New Jobs at Headquarters

- a) On or before April 15, 2006 the Company will post jobs for the initial staffing of the Concord RMC.
- b) Additional job posting for the RMCs and the West Sacramento Payment Processing Center may be posted and established during the 2<sup>nd</sup> Quarter of 2006.

3. Wages

- a) Employees voluntarily accepting and reporting to positions in an RMC will receive Section 13.9(d), 204.6(d) or 304.1(c) wage protection if awarded a job prior to December 31, 2006 or at the end of the initial staffing of the RMCs, whichever is later.
- b) The senior clerk classification at the RMC will be established as Senior Operating Clerk I-II and will be paid the Senior Operating Clerk II wage. Operating Clerk and Utility Clerk wages remain the same.

<b>Exhibit F</b>			
<b>New RMC Classifications</b>	<b>Class Code</b>		<b>2006 Hourly Wage Rate</b>
Sr. Operating Clerk I-II	2801	Start	30.13
Sr. Operating Clerk - Typist I-II	2802	End 6 Mo	30.78
		End 1 Yr	31.44
		End 18 Mo	32.10

4. Special Allowance

An employee who voluntarily accepts and reports to a job at an RMC during the initial staffing of a center will be entitled to a special \$3,000 allowance whether or not s/he moves. Acceptance of the special allowance commits the employee to that headquarters for a period of 12 months. Employees will be paid the \$3,000 allowance within 30 days of reporting to an RMC. The special allowance will apply to employees who voluntarily bid to a RMC before December 31, 2006 or at the end of the initial staffing of the RMCs, whichever is later.

5. Joint Company-Union Communications

The Company and Union will make joint presentations on Company time to impacted employees including time for Union to meet with members exclusively.

Mr. Perry Zimmerman

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April 25, 2006  
L/A 06-19-PGE

6. Training

a) Company will provide training in support of energizing our employees and meeting customer needs through job enrichment, rotational assignments, vacation relief, etc.

b) No employee will be negatively impacted by Company's failure to provide training.

7. Vacation Allowance

The parties also agreed that the Company will honor the vacation schedules of employees reporting to RMCs when it is operationally feasible.

8. Performance Standards

It is the intent of the parties to jointly agree to performance standards for RMC clerical classifications.

9. Typist Classifications

The Company will verify that Typist classifications are appropriately designated prior to any Title 19 activity.

10. Contract Extension

In conjunction with this agreement, the parties will extend the term of the Clerical Agreement two years through December 31, 2010. The general wage increase (GWI) negotiated for Physical Bargaining Unit employees in 2009 and 2010 will also apply to the Clerical Bargaining Unit. The contract extension is subject to ratification by the Clerical Bargaining Unit and this letter agreement will not go into effect until the ratification vote is completed. However, the parties have agreed to move ahead with the staffing of between seven and ten clerical positions at the Concord RMC as discussed in this Letter 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

\_\_\_\_\_ April 25 \_\_\_\_\_, 2006

By: \_\_\_\_\_ s/Perry Zimmerman

Perry Zimmerman  
Business Manager



# LETTER AGREEMENT NO. R2-09-08-PGE



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

September 9, 2009

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:

Letter Agreement R1-03-31 established temporary Title 200 and 300 classifications for use when employees were working on transmission lines and were working off of or being transported utilizing a helicopter. Letter Agreement R1-03-31 was specific to what classifications were to be used on a regular basis or when employees were to be upgraded. The Company is now proposing, pursuant to Sections 204.4 and 304.4, to expand the provisions of Letter Agreement R1-03-31 to allow other classifications to utilize the helicopter work procedure as long as they are properly trained for transmission or distribution work. Instead of creating new classifications, the Company is proposing to establish a 10% helicopter premium. This premium is paid for all hours worked that day if the helicopter work procedure is utilized. This premium is similar to what is currently being paid when employees are temporarily upgraded. This premium can be used for both Title 200 and Title 300 employees.

The premium does not apply to employees who are upgraded to classifications listed in Letter Agreement R1-03-31 nor does it apply to Electric Transmission classifications listed in Letter Agreement 05-16.

The Company will notify the Union when it plans on using employees in the manner described above.

This premium may not be immediately available due to programming delays tied to an upgrade of the SAP system. The premium will be available as soon as practicable after the letter agreement is signed and the SAP system is upgraded.

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.

\_\_\_\_\_ September 11 \_\_\_\_\_, 2009

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO  
By: \_\_\_\_\_s/Tom Dalzell  
Tom Dalzell  
Business Manager



**Pacific Gas and  
Electric Company**

## LETTER AGREEMENT NO. 10-15-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
P. O. BOX 770000  
SAN FRANCISCO, CA 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 RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL  
BUSINESS MANAGER

April 29, 2010

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:

The Company proposes reorganizing the Work and Resource Department and establishing new positions as follows:

- a) **50315042 - Maintenance and Construction ("M&C") Coordinator - Gas**
  - Line of progression, job qualifications, and roles & responsibilities are attached as Exhibit A1.
- b) **50315043 – Maintenance and Construction ("M&C") Coordinator - Electric**
  - Line of progression, job qualifications, and roles & responsibilities are attached as Exhibit A2.
- c) **50316500 – Maintenance and Construction ("M&C") Coordinator – Gas and Electric (T)**
  - An M&C Coordinator-Gas or an M&C Coordinator-Electric may be temporarily upgraded to M&C Coordinator – Gas and Electric, however this classification will not be filled on a regular basis.

Due to SAP programming, these positions cannot be filled before May 10, 2010.

### Advancement

Recognizing the unique skills required for these positions, the Company and Union agree to the process below.

- When vacancies occur, qualified bidders will undergo skills assessment and be interviewed by the Company. Both the skills assessment and interview will be considered in determining a qualified bidder's abilities and qualifications for purposes of Section 205.14.
- In accordance with Section 205.11, employees who do not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made will be deemed not qualified.

- In accordance with Subsection 205.14(a) of the Agreement, the Company may place applicants into vacancies based upon the candidates' abilities and personal qualifications (as determined by the Company).

The following prioritized IBEW-represented classifications will be considered for the M&C Coordinator vacancies whether distribution electric or gas, transmission electric or gas, substation (future):

- For M&C Coordinator - Electric vacancies in distribution, consideration will be given to Lineman or journeyman positions above.
- For M&C Coordinator - Gas vacancies in distribution, consideration will be given to Gas Mechanic, Fitter or journeyman positions above.

### **Provisional Period**

- After three months as an M&C Coordinator, the Company will determine if an M&C Coordinator is able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) needed to perform as a coordinator. If not, the Company has discretion to release the employee back to his/her previous classification and headquarters. At any time during this three month period, an employee may choose to return to his previous classification and headquarters.
- If, after the first three months of employment as an M&C Coordinator, the Company is unable to determine whether an employee will be able to develop the skills or aptitude (i.e., SAP, interpersonal, communications, job coordination) necessary to perform as a Coordinator, upon notification of the Union and the employee, the Company will have an additional three months to assess whether an employee can acquire the skills or aptitude needed to perform as a Coordinator.
- If at any time during this three month extension the Company determines such employee is unable to develop the skills or aptitude needed to perform as a M&C Coordinator, the Company has the discretion to release the employee back to his/her previous classification and headquarters. An employee who has received this notification may, at any time during this additional three month period, choose to return to his previous classification.

### **Performance Standards**

- The Company and the Union have met in an Ad Hoc Committee and developed performance standards. Such performance standards will be applied to all M&C Coordinators and will be updated (via the Ad Hoc Committee) as needed.
- The Company has the discretion to evaluate the performance of an M&C Coordinators at any time.

### **Emergency Work**

M&C Coordinators may be utilized to perform emergency work in other classifications within their LOP if qualified.

**Rate of Pay**

	<u>Initial</u>	<u>One Year</u>
Gas	\$43.42/hr	\$45.52/hr
Electric	\$45.78/hr	\$47.89/hr

Employees performing full coordination duties for both gas and electric jobs, shall be paid \$49.06/hr. Full coordination duties encompasses performing all duties for jobs being construction ready (CRDY) in a construction schedule.

Current WRC will be placed by management based on Company needs and the employee's current discipline Gas or Electric.

**Incumbents**

- The Company will evaluate the performance of current M&C Coordinators.
- The Company will assess incumbents who are not performing satisfactorily and determine if more training is needed.
- If it is determined that the incumbent needs more training, the Company shall develop a training program that the incumbent shall follow as a condition of employment as M&C Coordinator. If they fail to complete or unsatisfactorily pass the training program, they will be subject to Section 206.12 or Section 206.15 of the Physical Agreement.
- If it is determined the employee will not perform satisfactorily even with training (formal or informal), such employee will be subject to Section 206.12 or Section 206.15.
- The Union maintains its right to grieve any adverse employment action. Any employment action grieved pursuant to this Letter of Agreement will be fast-tracked and determined by a committee made up of one IBEW staff and one PG&E Labor Relations staff.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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 11, 2010

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager

**50315042 M&C Coordinator- Gas**

This employee will ensure that work packages and any other preparation is done in advance so work in the field can be performed when scheduled and updates the scheduler and supervisor about progress and delays. This employee must communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors as per roles and responsibilities of the M & C Coordinator outlined in the “Client Communications Doc.” Will be required to work in PG&E computer applications including but not limited to SAP Work Management, DART, Microsoft Word and Excel, and Outlook.

Responsible for attendance at regularly scheduled scheduling meetings. Responsible for attendance at gas compliance meetings to provide status or update on outage information or other compliance information to help inform the scheduler if additional work needs to be integrated in schedule and assist in completing Help Tickets.

Must maintain a valid Class “C” California Driver’s License.

Organize, problem solve Gas Maintenance & Construction or Gas T&R jobs with a high level of expertise. Keeps current on all standards, procedures and policies of the same. Possess and utilizes knowledge of local codes and ordinances as applicable to deliver successfully coordinated jobs for execution by construction. Works with Customer Connect Desk (CCD) to review and coordinate “Fast Flow” work as needed. Requests job packages from Centralized Job File as they appear on ClickSchedule.

Participates in safety tailboards. Keeps current on safety issues. Utilizes safety best practices proactively in coordination prior to turning over to local headquarters.

<b>next lower class code</b>	<b>classification</b>	<b>same or higher</b>	<b>class code</b>	<b>classification</b>
			0560 (0563)	Fitter (Un)
			0562	Fitter - Arc
			0640	Gas Crew Leader - Welding
			0641	Gas Crew Leader - Non Welding
				Underground Construction Crew Foreman -
			0737	Electric
			0738	Underground Construction Crew foreman - Gas
			0850	Working Foreman A
			0853	Working Foreman B
			1002	Work And Resource Coordinator
			1077	UG Construction Journeyman - Elect.
			1078	Underground Construction Journeyman - Gas
			1300	Gas Mechanic
			2617	Welder GC Gas
			50315042	M&C Coordinator-Gas

Notes:

1. Employee who held a journeyman or higher classification will be “B” bidders back to their immediate former line of progression within the Bidding Unit. An example would be a former (0560) Fitter would be a “B” bidder back to (0560) Fitter and (0640) Gas Crew Leader in the Bidding Unit if that was their immediate former line of progression and meet the qualifications. If they are bidding outside of the bidding unit they will be “c” bidders. Employees from General Construction will be treated as a Title 200 employee returning to General Construction, Subsection 305.7 (b) (3).
2. Employees in this classification will be considered as being in the same classification as it is applied in subsection 206.1 (d) of the Agreement when applying the provisions of Section 206.5. In other words, if a Work & Resource Coordinator is being displaced and was formerly a Fitter, that employee can be displaced into a Fitter position.



3. Roles and Responsibilities (not exclusive):

- Coordinate scheduled maintenance and construction work to be performed by division gas crews
- Request job packages from Central Job File as they appear on 5 week Click Schedule
- Review CCD work packages to ensure they are truly CCD
- Identify those that are not based on need for coordination so customer expectations can be met
- Complete Job Site Readiness Checklist as required to ensure coordination is complete and recorded on a consistent document recognizable by all crews
- Review Gas work for permit requirements and update SAP as appropriate.
- Must be familiar in SAP including ZORDER, Task Management, Materials Components, Material Partner, User Status Updates (secondary and tertiary statuses), Notification Long Text, System Condition, Operation Long Text, and export of data from SAP to Excel, access and running of ClickSchedules.
- Communicate with contractor on jobsite and understand roles and responsibilities from Client Communications document
- Communicate materials needs, develop solutions for backorders with Remote Materials Leads and warehouse personnel
- Initiate Contract Services through SAP on the components tab process including Patch Paving, Traffic Control, Crane Truck, etc.
- Liaison duties between Job Owner / Customer / WRM / Engineering
- Valid USA Notification accountability on all excavation
- No Parking sign placement in advance of crew
- Working local knowledge of governmental work requirements in franchise
- Ensure job packages are complete when handing over to Frontline Supervisor, including Task Completions in SAP – PC02 (i.e. CRDY\CONS)
- Provide digital pictures or sketches in packages as needed for clarity
- Facilitate communication between Centralized Scheduling and Construction regarding committed vs. non-committed work and plenty of work available for crews
- Identify need for Veg Management and resolve as appropriate
- Understand need and coordinate G or E work with other departments
- Provide complete job information / alternative options for prudent OT decisions

4. Qualifications:

- a. Required or to be fulfilled within the 6 month probationary period
- b. Preferred Bidders - Journeyman status or above

0640 Gas Crew Leader (Welding)  
0641 Gas Crew Leader (Non-Welding)  
1300 Gas Mechanic  
0738 UG Construction Crew Leader (Gas)  
1078 UG Construction Journeyman (Gas)  
0562 Fitter – Arc  
0560 Fitter  
0563 Unassigned Fitter

\*Note: Upon exhaustion of all confirmed priority A, B, and C bidders, as in accordance with the Agreement, the company shall retain right to identify and interview candidates possibly including those listed as D or E bidders, RTW or external candidates at company discretion.

- c. Ability to perform duties to work in a physical environment (required)
  - i. Qualified and able to open underground enclosures
  - ii. Physically capable to walk around construction sites of uneven ground
  - iii. Ability to lift 25 lbs. at work sites
  - iv. Physically capable to set no parking signs and other required worksite signage

- d. Gas Construction Skills
  - i. Basic understanding of and ability to execute USA (ref. Underground Service Alert) procedures
  - ii. Basic understanding for non electrical workers of Arc Flash Hazard standard. Knowledge/ability to recognize and work safely around exposed energized electrical equipment
  - iii. Ability to use a pipe locator to determine unidentified work area in the field
  - iv. Understands and is able to reference gas standards
  - v. Understands and is able to reference gas service standards (ref. Green Book)
  - vi. Basic understanding and knowledge of appropriate pressure control equipment needed to perform work on gas distribution facilities.
  - vii. Basic understanding of necessary excavation dimensions, shoring requirements and equipment space requirements (ref. Excavation Safety Manual)
  - viii. Understanding Gas / UG Electric / Joint Trench Construction & Maintenance methods & procedures
  
- e. Construction knowledge: Gas and Underground Electric
  - i. Basic jobsite coordination skills
  - ii. Good understanding of a job package
  - iii. Ability to review drawings for accuracy and determine if job can be built
  - iv. Ability to ensure project has identified proper labor resources
  - v. Ability to review materials list
  - vi. Ability to understand appropriate work procedures to conduct work
  - vii. Ability to identify work that can be performed safely pressurized
  - viii. Ability to understand when worksite is construction ready
  - ix. Ability to proactively communicate construction workable schedules
  
- f. Technology Systems – activate and attain during six month probationary period
  - i. SAP – WRC Profile
    - 1. Work Management – Order Status Screen (ZORDER)
    - 2. Materials Management – Components Tab within a PM Order(coded materials\services)
    - 3. Schedule report – Monitor work schedules
  - ii. General Computer skills-
    - 1. Ability to send email and manage calendar in Microsoft Outlook
    - 2. Ability to review and attach Microsoft Word documents to email
    - 3. Ability to review and attach Microsoft Excel documents to email
    - 4. Ability to use digital cameras, downloading and printing pictures
  
- g. Job Coordination Management
  - i. Effective interpersonal skills to include
    - 1. Communication skills
      - a) Ability to interact effectively with internal construction departments, third-party contractors, permitting agencies, and customers
      - b) Ability to effectively communicate in a timely manner with supervisor regarding jobs with issues that the M&C Coordinator cannot resolve
      - c) Ability to effectively communicate with customers during preconstruction coordination efforts
      - d) Ability to proactively and promptly escalate issues to the right individuals for timely resolution and adjustment to the schedule when necessary
  - ii. Effective decision-making skills.
    - 1. Time Management Skills
      - a) Ability to simultaneously coordinate numerous jobs (Task Management)
      - b) Understand communicated prioritization of work
      - c) Ability to coordinate deadlines for various overlapping job package requirements (i.e. USA, permits, etc.)
      - d) Ability to work and meet deadlines in a fast-paced/high pressure environment
      - e) Resolve scheduling conflicts and recognize optimization opportunities
  
- h. Ability to learn and understand local Code or Ordinance restrictions which may be applicable to a specific project in your assigned area

- i. Actively engaged with local meetings with Construction Schedule Verification
- j. Clear understanding of safety related issues that may occur on job site, in office and in vehicle for both self and others in order to help company meet its Zero OSHA, LWD, Training and Safety Incident goals

5. Testing Requirements:

Employees must have passed the Physical test battery.

**50315043 Maintenance and Construction Coordinator - Electric**

This employee will ensure that work packages and any other preparation is done in advance so work in the field can be performed when scheduled and updates the scheduler and supervisor about progress and delays. This employee must communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors as per roles and responsibilities of the M & C Coordinator outlined in the "Client Communications Doc." Will be required to work in PG&E computer applications including but not limited to SAP Work Management, DART, Microsoft Word and Excel, and Outlook.

Coordinates customer shut downs for jobs to be done, working with Distribution Outage Coordinator and Distribution Operations in the planning process.

Employees when qualified will prepare clearance requests to be sent to Distribution Operations.

May be assigned to assist Supervisor in raptor outage investigations and document results with the Raptor Protection Program.

Responsible for attendance at regularly scheduled scheduling meetings. Responsible for attendance at electric compliance meetings to provide status or update on outage information or other compliance information to help inform the scheduler if additional work needs to be integrated in schedule and assist in completing Help Tickets.

Must maintain a valid Class "C" California Driver's License.

Organize, problem solve Electric Maintenance & Construction jobs with a high level of expertise. Keeps current on all standards, procedures and policies of the same. Possesses and utilizes knowledge of local codes and ordinances as applicable to deliver successfully coordinated jobs for execution by construction. Works with Customer Connect Desk (CCD) to review and coordinate Electric "Fast Flow" work as needed. Requests job packages from Centralized Job File as they appear on ClickSchedule.

Participates in safety tailboards. Keeps current on safety issues. Utilizes safety best practices proactively in coordination prior to turning over to local headquarters.

<b>next lower class code</b>	<b>classification</b>	<b>same or higher</b>	<b>class code</b>	<b>classification</b>
	none		0140	Cableman
			0650	Subforeman A - Overhead
			0651	Subforeman A
			0653	Subforeman B
			0683	Night Cable Crew Foreman
				Underground Construction Crew Foreman -
			0737	Electric
			0738	Underground Construction Crew foreman - Gas

0739	Electric Crew Foreman 5
0740	Electric Crew Foreman
0746	Electric Crew Foreman - Transmission
0747	Electric Crew Foreman + 5 - Transmission
0820	Cable Crew Foreman
0998	Compliance Inspector
0999	Compliance Inspector - Underground
1002	M&C Coordinator
1077	UG Construction Journeyman - Elect.
1078	Underground Construction Journeyman - Gas
1094 (1093)	Transmission Lineman (Un)
1100(1103)	Lineman (Un)
1106	Lineman - GC
1108	Utility Lineman
2280	Cable Splicer
2282	Cable Splicer - GC
2283	Night Cable Splicer
2286	Unassigned Cable Splicer
2290	Transmission Cable Splicer
2535	Transmission Troublemán
2540	Troublemán
2550	Utility Troublemán
50086375	Service Lineman
50086376	Service Crew Foreman
50315043	M&C Coordinator-Electric

Notes:

1. Employee who held a journeyman or higher classification will be “B” bidders back to their immediate former line of progression within the Bidding Unit. An example would be a former (1100) Lineman would be a “B” bidder back to (1100) Lineman and (0740) Electric Crew Foreman in the Bidding Unit if that was their immediate former line of progression and meet the qualifications. If they are bidding outside of the bidding unit they will be “c” bidders. Employees from General Construction will be treated as a Title 200 employee returning to General Construction, Subsection 305.7 (b) (3).
2. Employees in this classification will be considered as being in the same classification as it is applied in subsection 206.1 (d) of the Agreement when applying the provision of Section 206.5. In other words if a M&C Coordinator is being displaced as was formerly a Lineman that employee can be displaced into a Lineman position.
3. Roles and Responsibilities (not exclusive):
  - Coordinate scheduled maintenance and construction work to be performed by division electric crews
  - Request job packages from Central Job File as they appear on 5 week Click Schedule
  - Review CCD work packages to ensure they are truly CCD
  - Identify those that are not based on need for coordination so customer expectations can be met
  - Complete Job Site Readiness Checklist as required to ensure coordination is complete and recorded on a consistent document recognizable by all crews
  - Review electric work for permit requirements and update SAP as appropriate.
  - Must be familiar in SAP including ZORDER, Task Management, Materials Components, Material Partner, User Status Updates (secondary and tertiary statuses), Notification Long Text, System Condition, Operation Long Text, and export of data from SAP to Excel, access and running of ClickSchedules.
  - Communicate with contractor on jobsite and understand roles and responsibilities from Client Communications document
  - Communicate materials needs, develop solutions for backorders with Remote Material Leads and warehouse personnel

- Initiate Contract Services through SAP on the components tab process including Helicopter, Patch Paving, Traffic Control, Crane Truck, etc.
- Liaison duties between Job Owner / Customer / WRM / Distribution Outage Coordinator / Distribution Operator / Engineering
- Valid USA Notification accountability on all excavation
- No Parking sign placement in advance of crew
- Working local knowledge of governmental work requirements in franchise
- Prepare and submit clearance / non-test requests to Distribution Operations. Ensure requests are timely and accurate
- Ensure job packages are complete when handing over to Frontline Supervisor, including Task Completions in SAP – PC02 (i.e. CRDYCONS)
- Provide digital pictures or sketches in packages as needed for clarity
- Work with Distribution Outage Coordinator to ensure customer notification time guidelines are met
- Facilitate communication between Centralized Scheduling and Construction regarding committed vs. non-committed work and plenty of work available for crews
- Identify need for Veg Management and resolve as appropriate
- Understand need and coordinate G for E work with other departments
- Provide complete job information / alternative options for prudent OT decisions

4. Qualifications:

- a. Required or to be fulfilled within the 6 month probationary period.
- b. Preferred Bidders – Journeyman status or above
  - 0998 Compliance Inspector
  - 0999 Compliance Inspector Underground
  - 0740 Electric Crew Foreman
  - 0741 Electric Crew Foreman (5 or more)
  - 0737 UG Construction Crew Foreman (Electric)
  - 1077 UG Construction Journeyman (Electric)
  - 1100 Lineman
  - 1103 Lineman (Unassigned)
  - 1108 Utility Lineman
  - 2540 Troubleman

\* Upon exhaustion of all confirmed priority A, B, and C bidders, as in accordance with the Agreement, company shall retain right to identify and interview candidates possibly including those listed as D or E bidders, RTW or external candidates at company discretion
- c. Must maintain a valid a Class C California Driver's License
- d. Ability to perform duties to work in a physical environment (required)
  - i. Qualified and able to open underground enclosures
  - ii. Physically capable to walk around construction sites of uneven ground
  - iii. Ability to lift 25 lbs. at work sites
  - iv. Physically capable to set no parking signs and other required worksite signage
  - v. Ability to look upward or downward for reasonable periods of time
- e. Electric Construction Skills
  - i. Understands Basic Electricity
  - ii. Understands Transformer connections
  - iii. Understands and is able to reference Electric Overhead standards
  - iv. Understands and is able to reference Electric Underground standards
  - v. Understands electric service standards (Green Book)
  - vi. Understands and is able to reference OH / UG Construction methods/procedures (OM&C Manual)
  - vii. Understands Planned Shutdown notification process
  - viii. Understands Clearance application process
  - ix. Understands Arc Flash Hazard standard
  - x. Knowledge / ability to recognize and work safely around exposed energized electrical equipment
  - xi. Basic understanding of and ability to execute USA (Underground Service Alert) procedures

- xii. Understanding Gas / UG Electric / Joint Trench Construction & Maintenance methods & procedures
- f. Construction knowledge: Electric
    - i. Basic jobsite coordination skills
    - ii. Good understanding of a job package
    - iii. Ability to review drawings for accuracy and determine if job can be built
    - iv. Ability to ensure project has identified proper labor resources
    - v. Ability to review materials list
    - vi. Ability to understand appropriate work procedures to conduct work
    - vii. Ability to identify work that could be safely performed energized.
    - viii. Ability to conduct Raptor Outage Investigation
    - ix. Ability to understand when worksite is construction ready
    - x. Qualified to prepare accurate and timely primary clearance requests which have the least impact to our customers
    - xi. Ability to determine when secondary shutdowns are required for job.
    - xii. Ability to proactively communicate construction workable schedules
  - g. Technology Systems – activate and attain during six month probationary period
    - i. SAP – M&C Profile
      - 1. Work Management – Order Status Screen (ZORDER)
      - 2. Materials Management – Components Tab within a PM Order(coded materials\services)
      - 3. Schedule report – Monitor work schedules
    - ii. General Computer skills-
      - 1. Ability to send email and manage calendar in Microsoft Outlook
      - 2. Ability to review and attach Microsoft Word documents to email
      - 3. Ability to review and attach Microsoft Excel documents to email
      - 4. Ability to use digital cameras, downloading and printing pictures
    - iii. DART
      - 1. Ability to navigate to retrieve information (i.e. transformer coordinates, source side devices, meter numbers, etc.)
  - h. Job Coordination Management
    - i. Effective interpersonal skills to include
      - 1. Communication skills
        - a. Ability to interact effectively with internal construction departments, third-party contractors, permitting agencies, and customers
        - b. Ability to effectively communicate in a timely manner with supervisor regarding jobs with issues that the M&C Coordinator cannot resolve
        - c. Ability to effectively communicate with customers during preconstruction coordination efforts
        - d. Ability to proactively and promptly escalate issues to the right individuals for timely resolution and adjustment to the schedule when necessary
      - 2. Effective decision-making skills.
    - ii. Time Management Skills
      - 1. Ability to simultaneously coordinate numerous jobs (Task Management)
      - 2. Understand communicated prioritization of work
      - 3. Ability to coordinate deadlines for various overlapping job package requirements (i.e. USA, permits, etc.)
      - 4. Ability to work and meet deadlines in a fast-paced/high pressure environment
      - 5. Resolve scheduling conflicts and recognize optimization opportunities
  - i. Ability to learn and understand local Code or Ordinance restrictions which may be applicable to a specific project in your assigned area
  - j. Actively engaged with local meetings with Construction Schedule Verification

- k. Clear understanding of safety related issues that may occur on job site, in office and in vehicle for both self and others in order to help company meet its Zero OSHA, LWD, Training and Safety Incident goals

5. Testing Requirements:

Employees must have passed the Physical test battery.



# LETTER AGREEMENT NO. 12-32-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO Box 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310  
STEPHEN RAYBURN  
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

January 11, 2013

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 reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.
2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.
3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.
4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.
5. Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of



agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.

6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.
7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.
8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.
9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.
10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.
11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.
12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.
13. Company shall pay all cost associated with obtaining and maintaining the CDL.
14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.
15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.

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

January 17, 2013

By: s/Tom Dalzell

Tom Dalzell  
Business Manager

Attachment A

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or  
 Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
<b>Title 200</b>	<b>50010376</b>	<b>Apprentice Cable Splicer</b>	<b>2281</b>
<b>Title 200</b>	<b>50010155</b>	<b>Apprentice Electrician-Electric &amp; Hydro</b>	<b>0481</b>
<b>Title 200</b>	<b>50010168</b>	<b>Apprentice Fitter</b>	<b>0561</b>
<b>Title 200</b>	<b>50010245</b>	<b>Apprentice Lineman</b>	<b>1101</b>
<b>Title 200</b>	<b>50010260</b>	<b>Apprentice Lineman Transmission</b>	<b>1188</b>
<b>Title 200</b>	<b>50010375</b>	<b>Cable Splicer</b>	<b>2280</b>
Title 200	50010317	Crane Operator	1594
<b>Title 200</b>	<b>50010191</b>	<b>Electric Crew Foreman</b>	<b>0740</b>
Title 200	50010193	Electric Crew Foreman - Transmission	0746
<b>Title 200</b>	<b>50010194</b>	<b>Electric Maintenance Crew Leader</b>	<b>0750</b>
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
<b>Title 200</b>	<b>50010149</b>	<b>Electrician - Electric &amp; Hydro</b>	<b>0467</b>
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
<b>Title 200</b>	<b>50010161</b>	<b>Fieldperson</b>	<b>0524</b>
<b>Title 200</b>	<b>50010167</b>	<b>Fitter</b>	<b>0560</b>
<b>Title 200</b>	<b>50010169</b>	<b>Fitter – Arc</b>	<b>0562</b>
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
<b>Title 200</b>	<b>50010175</b>	<b>Gas Crew Leader Non-Welding</b>	<b>0641</b>
<b>Title 200</b>	<b>50010174</b>	<b>Gas Crew Leader Welding</b>	<b>0640</b>
<b>Title 200</b>	<b>50010283</b>	<b>Gas Mechanic</b>	<b>1300</b>
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
<b>Title 200</b>	<b>50010244</b>	<b>Lineman</b>	<b>1100</b>
<b>Title 200</b>	<b>50010241</b>	<b>Lineman - Transmission</b>	<b>1094</b>
Title 200	50010298	Mechanic – Welder - CGT	1440
<b>Title 200</b>	<b>50010378</b>	<b>Night Cable Splicer</b>	<b>2283</b>
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
<b>Title 200</b>	<b>50010380</b>	<b>Unassigned Cable Splicer</b>	<b>2286</b>
<b>Title 200</b>	<b>50010156</b>	<b>Unassigned Electrician - Elec &amp; Hydro</b>	<b>0484</b>
<b>Title 200</b>	<b>50010170</b>	<b>Unassigned Fitter</b>	<b>0563</b>
<b>Title 200</b>	<b>50010246</b>	<b>Unassigned Lineman</b>	<b>1103</b>
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
<b>Title 200</b>	<b>50010188</b>	<b>Underground Constr Crew Frmn - Electric</b>	<b>0737</b>
<b>Title 200</b>	<b>50010189</b>	<b>Underground Constr Crew Frmn - Gas</b>	<b>0738</b>

<b>Title 200</b>	<b>50010234</b>	<b>Underground Constr Journeyman - Elec</b>	<b>1077</b>
<b>Title 200</b>	<b>50010235</b>	<b>Underground Constr Journeyman - Gas</b>	<b>1078</b>
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

\*Per L/A 07-56 Working Foreman 0845 shall have a class A license

CDL List T200 & T300 Utilized for Company Convenience

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPP	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troublemaker	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPP	2174
Title 200	50010432	Troublemaker	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPP	2176

Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608



# LETTER AGREEMENT NO. 13-30-PGE



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  
STEPHEN RAYBURN  
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

April 19, 2013

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:

Since late 2011, employees in the Troubleman classification were issued hybrid fuel vehicles to use in the course of their work. Since the parties have previously agreed to vehicle take-home policies for Troublemens, this means that in many cases the hybrid vehicles must be charged at the employees' residences once they return home from work.

In order to compensate employees for electricity usage at their personal residence, Company proposes that eligible employees in the Troubleman (2540 50010432) classification who are able to safely charge their vehicles at home will be reimbursed \$15 per month of usage. In order to receive the payment, employees eligible for reimbursement must submit the expense for approval through the Concur expense system in accordance with Corporate Standard S10: Employee Business Expenses and Travel or any governing policies that may take its place, to be approved by their supervisor. No receipts or documentation will be required when submitting this claim.

Before commencing to submit claims for this reimbursement, the employee's supervisor must confirm that the employee is able to safely park and charge the vehicle at their personal residence. Employees will not be eligible for the payment during months when they are on extended vacation, extended sick leave, leave of absence, temporary upgrade or any other reason when they are not driving the hybrid vehicle. Any expense submitted during this time will not be approved.

The parties agree that the monthly payment will be retroactive to January 1, 2012. Eligible employees will be allowed to submit a \$15 claim via the Concur expense system for each month they drove the vehicle and charged it at home since January 1, 2012 to present. These retroactive claims can be submitted all on one report, and must be submitted into Concur no later than July 1, 2013. After July 1, 2013, employees are expected to submit one reimbursement request each month they are eligible for the \$15 payment.

This reimbursement process will begin as soon as this agreement is executed. As the technologies, circumstances or costs related to charging hybrid vehicles change, the parties agree to meet to discuss any impact to this arrangement.

Effective July 1, 2013, Company and Union may agree to include employees in classifications other than 2540 Troubleman who incur costs for charging hybrid vehicles at their residences, including Transmission Troubleman (2535 50010), Transmission Cableman (2290 50010381) and Compliance Inspector (0998 50010227).

This proposal has been discussed with Assistant Business Manager Joe Osterlund. This agreement may be cancelled by either party with 30 days written notice.

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 6, 2013

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager



# LETTER AGREEMENT NO. 13-54-PGE



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  
STEPHEN RAYBURN  
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

June 27, 2013

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 accordance with #5 of Letter Agreement 12-32, the parties have discussed and agreed to add the classifications listed below as eligible to receive the Class A Commercial Driver's License (CDLA) pay rate effective 11/1/12, provided the employee is a grandfathered "incumbent" as described in Letter Agreement 12-32. The CDLA hourly wage rate will be extended to these classifications under the same conditions detailed in Letter Agreement 12-32.

IBEW T200	50449466	Apprentice Lineman (After 3/1/2012)
IBEW T200	50010381	Transmission Cableman
IBEW T300	50449467	Apprentice Lineman - GC (After 3/1/2012)
IBEW T300	50497923	Welder-GC Gas (In-Service Welding)
IBEW T300	50010203	Drilling Working Foreman C
IBEW T300	51517786	Working Foreman A – Gas (In-Service Welding)
IBEW T300	51517784	Working Foreman B – Gas (In-Service Welding)
IBEW T300	51517789	Mechanic – Welder (In-Service Welding)

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: s/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in agreement.

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

July 15, 2013

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager





# LETTER AGREEMENT NO. 16-44-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

November 1, 2016

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:

The parties have agreed to establish Service Crews in Electric Distribution, utilizing the classifications of Electric Crew Foreman, Service and Lineman, Service. However, these classifications are not considered Service Classifications as provided in Exhibit IV of the Physical agreement or the Hours Clarification.

Except as provided for in Section 4 with respect to weekend start time, the provisions of this agreement, including the workweek and work hours established by Section 202.16(b), shall not be modified or canceled without prior written agreement between the Business Manager and the Senior Director of Labor Relations.

#### Service Crews

1. This Letter of Agreement (Agreement) cancels and supersedes all previous agreements on Service Crews including Letter of Agreement R1-06-39 and the language included in the October 31, 2008 Table Settlement. The Service Crew Foreman, Service Lineman and Apprentice Lineman – Service classifications will become obsolete upon the effective date of this Agreement.
2. Service Crews, created as a result of this Agreement, will consist of two persons, including one Electric Crew Foreman, Service and one Journeyman Lineman, Service.
3. The Company may establish Service Crews in the Electric T&D Line of Progression to perform distribution work at any headquarters not to exceed four Service Crews per Division or two Service Crews per yard. For the purposes of this Agreement only, the 17 divisions are defined in Attachment A; Sacramento/Sierra and San Jose/DeAnza each count as one division.
4. The basic work week will be four days from Wednesday – Saturday or Sunday – Wednesday. The basic work hours will be ten consecutive hours and will consist of one of the following schedules:

12:00 pm – 10:00 pm  
1:00 pm – 11:00 pm

Weekend shift start times may differ from weekday start times if mutually agreed to by the Local Union Representative and the Labor Relations Specialist.

*Employees shall be permitted to eat their meals during work hours and shall not be allowed additional time at Company expense. Letter of Agreement 93-96 shall apply to Service Crews, except for items 1 and 14.*

*Standup meetings will be held with Service Crews consistent with day crews.*

5. *The Company, at its discretion, may require Journeyman Linemen to possess a Class A License as part of the Service Crew bidding qualifications. Electric Crew Foremen may voluntarily acquire or maintain a Class A driver's license, but will not be required to possess a Class A except as required by Section 8 of Letter of Agreement 12-32. Eligible employees in Service Crew positions will receive the Class A pay in accordance with Section 14 of Letter of Agreement 12-32.*
6. *Response Rules*
  - a. *Emergency work dispatched during the last 30 minutes of a regular work day (3:00-3:30 pm), will require use of the weekly 212 list.*
  - b. *The Company may dispatch Service Crew employees to perform any work they are qualified to perform, including emergencies, provided that for emergencies the necessary personnel required for the work assignment are also called out from the Local 212 weekly and annual lists.*
  - c. *The Service Crew will not replace a crew already on a jobsite, except to avoid forced overtime resulting from an extension of the workday. Conversely, a Service Crew already on a jobsite shall not be replaced by another crew, except to avoid forced overtime resulting from an extension of the workday.*
7. *The Company will fill Service Crew vacancies through the provisions of Title 205. If the vacancy is not filled by the provisions of Title 205, the Company may utilize new hires or the hiring hall. No current employee as of the effective date of this Agreement shall ever be forced onto a Service Crew. Employees hired after the effective date of this Agreement may be temporarily assigned by order of inverse seniority to a Service Crew within their headquarters until the vacancy is filled on a regular basis. Involuntary temporary assignments lasting beyond six months will be reviewed by the Oversight Committee.*
8. *External applicants hired into a Service Crew position are not eligible to bid for positions outside of Service Crew positions for two years unless the Company and Union mutually agree to waive this requirement.*
9. *Employees' two-year bidding restrictions as required by Letters of Agreement R1-05-17 and 16-17 will be waived for the purpose of bidding Service Crew vacancies.*
10. *Temporary vacancies on a Service Crew (e.g., due to illness or vacation) may be filled by using voluntary pre-arranged overtime or voluntary upgrades. Employees hired after the effective date of this Agreement may be assigned by order of inverse seniority to a Service Crew within their headquarters to fill a temporary vacancy. Involuntary temporary assignments lasting beyond six months will be reviewed by the Oversight Committee.*
11. *Service Crew Compensation*
  - a. *Service Crew pay rates for 2015 will be established at 10% above the respective Title 200 Lineman and Title 200 Electric Crew Foreman wage rate.*
  - b. *Employees must have accumulated at least eighteen (18) months (3,120 straight time hours) in any Service Crew classification for the 10% increase to be included in "Basic Weekly Pay" for the purpose of calculating benefits under Part II (the Final Pay Pension) of the Retirement Plan.*
  - c. *The time worked by an employee in the Electric Crew Foreman classification shall count towards the time in step for progression to the 12-month step of the Electric Crew Foreman, Service classification.*
  - d. *Title 110 – Premium Pay shall apply to these positions.*
  - e. *For as long as Letter of Agreement 14-38 is in effect, San Francisco Service Crews shall be paid 10% above the San Francisco Line Worker wages described in Letter of Agreement 14-38.*

12. *Special Overtime Provisions:*

*The Company and Union agree to modify Title 208, Section 208.2 and Title 308, Section 308.2 for employees in the GC Line Department and the Division Electric Transmission and Distribution Department with payment at the rate of two times the employee's straight rate of pay under the following conditions:*

- a) An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday or on a non-workday in preparation for a weather-related event that is anticipated to cause an impact to electric reliability and/or customer outages. This section shall apply for the duration of the assignment.*
- b) An employee who is scheduled to work prearranged overtime outside of his/her regular work hours on a workday, or non-workday, in support of a major electric event (e.g., earthquake or wildfire) requiring Emergency Operations Center (EOC) activation. Examples of major electric events that would not be included within the scope of this Agreement include, but are not limited to, routine emergencies and planned public events. This section shall apply for the duration of the assignment. The Company's Director of Emergency Operations shall notify IBEW 1245 Business Manager (or designee) of the Company's intention to open EOC as soon as is possible.*

*These overtime provisions will take effect on 1/1/2017.*

- 13. All other sections of the Physical and supplements shall apply to this Agreement.*
- 14. Use of Service Crews will not directly result in displacements, demotions or layoffs for lack of work as defined in Title 206 of the Physical Agreement nor can they create a basis for the contracting out of work.*
- 15. Employees currently assigned to Tuesday - Saturday and late crews pursuant to Sections 202.2 and 202.5 of the Physical Agreement will be reassigned to Monday - Friday 7:00AM-3:30PM schedules in their current headquarters no later than 60 days from the signing of this Agreement and all grievances associated with the Tuesday - Saturday schedule will be considered closed.*
- 16. The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will attempt to resolve any issues that may arise regarding this Letter of Agreement. Issues that the Oversight Committee cannot resolve will be escalated to the Company's and Union's respective designees to attempt resolution prior to a grievance being filed and Subsection 102.3(a)(2) timelines will be waived.*

*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: \_\_\_\_\_  
s/Robert Joga  
Robert Joga  
Senior Director*

*The Union is in agreement.*

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

*December 23 \_\_\_\_\_, 2016*

*By: \_\_\_\_\_  
s/Tom Dalzell  
Tom Dalzell  
Business Manager*

<b><i>Divisions</i></b>
<i>Sacramento / Sierra</i>
<i>Fresno</i>
<i>Yosemite</i>
<i>Central Coast</i>
<i>North Valley</i>
<i>Humboldt</i>
<i>De Anza / San Jose</i>
<i>Stockton</i>
<i>Sonoma</i>
<i>Kern</i>
<i>Los Padres</i>
<i>North Bay</i>
<i>Diablo</i>
<i>Peninsula</i>
<i>Mission</i>
<i>East Bay</i>
<i>San Francisco</i>

## LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

Reference	Subject	Page(s)
LA R1-91-11 1/30/91	<i>Deleted</i>	
LA 97-18 3/18/97	<i>Deleted everything after #13</i>	73
LA 12-13 3/26/12	<i>Deleted</i>	
LA R1-15-14 6/1/15	<i>Update Distribution Line Technician (51574842) LOP, notes and added notes regarding overtime and Sequence of Bidding Consideration</i>	17-18
LA R1-06-39	<i>Deleted. See LA 16-44</i>	
LA 15-23 7/3/15	<i>Added to Apprentice Cable Splicer notes regarding eligibility through Job Bidding requirements</i>	42
LA 16-10 3/18/16	<i>Add new classification Electric Line Assistant (51863059)</i>	51
R1-16-44 12/23/16	<i>Added Letter Agreement</i>	131
LA 16-44 12/23/16	<i>Eliminated Service Crew Foreman (50086376); added Electric Crew Foreman, Service (51784961)</i>	10
LA 16-44 12/23/16	<i>Eliminated Service Lineman (50086375); added Lineman, Service (51784667)</i>	23
LA 16-44 12/23/16	<i>Deleted Service Crew Foreman (50086376), Service Lineman (50086375) and Apprentice Lineman, Service (50251115) from LOP's as appropriate</i>	<i>Multiple locations throughout</i>
LA 16-44 12/23/16	<i>Added Electric Crew Foreman, Service (51784961) and Lineman, Service (51784667) to LOP's as appropriate</i>	<i>Multiple locations throughout</i>
RC 23377 5/17/17	<i>Added to Compliance Inspector job description notes item 7.</i>	31
LA R1-17-40 11/27/17	<i>Added position requirements for Apprentice Lineman (50449466), wage protection notes for Night T&amp;D Assistans and GC Line MEO-not gas and updated LOP.</i>	28, 29

<p><i>LA R1-17-40</i> <i>11/27/17</i></p>	<p>LA R1-17-40 cancelled Pre-Apprentice classification and LA 10-50 will be considered as cancelled effective 4/30/19. Removed Pre-Apprentice Lineman (50368698) from LOP.</p>	<p>30</p>
<p><i>LA R1-17-40</i> <i>11/27/17</i></p>	<p><i>Deleted LA 10-50</i></p>	