



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 19-18-PGE

IBEW



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
707.452.2700
TOM DALZELL
BUSINESS MANAGER

May 29, 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:

The parties agreed in Letter of Agreement 19-05 to the creation of a new Safety and Infrastructure Protection (SIP) Line of Progression, comprised of Safety and Infrastructure Protection Technician (SIP Technician) and Safety and Infrastructure Protection Crew Lead (SIP Crew Lead). Included in the Required Minimum Qualifications were ICS 400 Certification, EMT 1 Certification, and Pre-Employment Screening (for new hires only).

During the initial staffing phase, the Company determined that many otherwise experienced SIP Crew Lead candidates had not maintained their certifications and were screened out as a result of not meeting those required certification minimum qualifications. The parties re-evaluated the required minimum qualifications for SIP Crew Lead and agreed to amend Letter of Agreement 19-05 as follows:

- Modify the ICS 400 certification to a desired minimum qualification.
- Modify the EMT certification requirement which shall be obtained prior to the end of a new hire's probationary period, and not to exceed one year for regular status employees. If an employee does not obtain EMT certification within one year, a new hire will be released pursuant to Section 106.5(b) and a regular status employee will be subject to Title 306 demotion.
- Company may amend the Pre-Employment Screening requirements.

All other terms and conditions of Letter of Agreement 19-05 are to remain in effect.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: 

Matthew Levy
Director

The Union is in agreement.

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

By: 

Tom Dalzell
Business Manager

 , 2019