



LETTER AGREEMENT NO. 19-30-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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WALNUT CREEK, CA 94598
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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

October 31, 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 is the updated Job Definitions and Lines of Progression (JDLOP) for General Construction Line Department Line of Progression. 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 the 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 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: 
Matthew Levy
Director

The Union is in agreement.

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

By: 
Dalzell
Business Manager

December 2nd, 2019

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245

JOB DEFINITIONS AND LINES OF PROGRESSION

in the

GENERAL CONSTRUCTION

LINE DEPARTMENT

REVISED *October 2019*

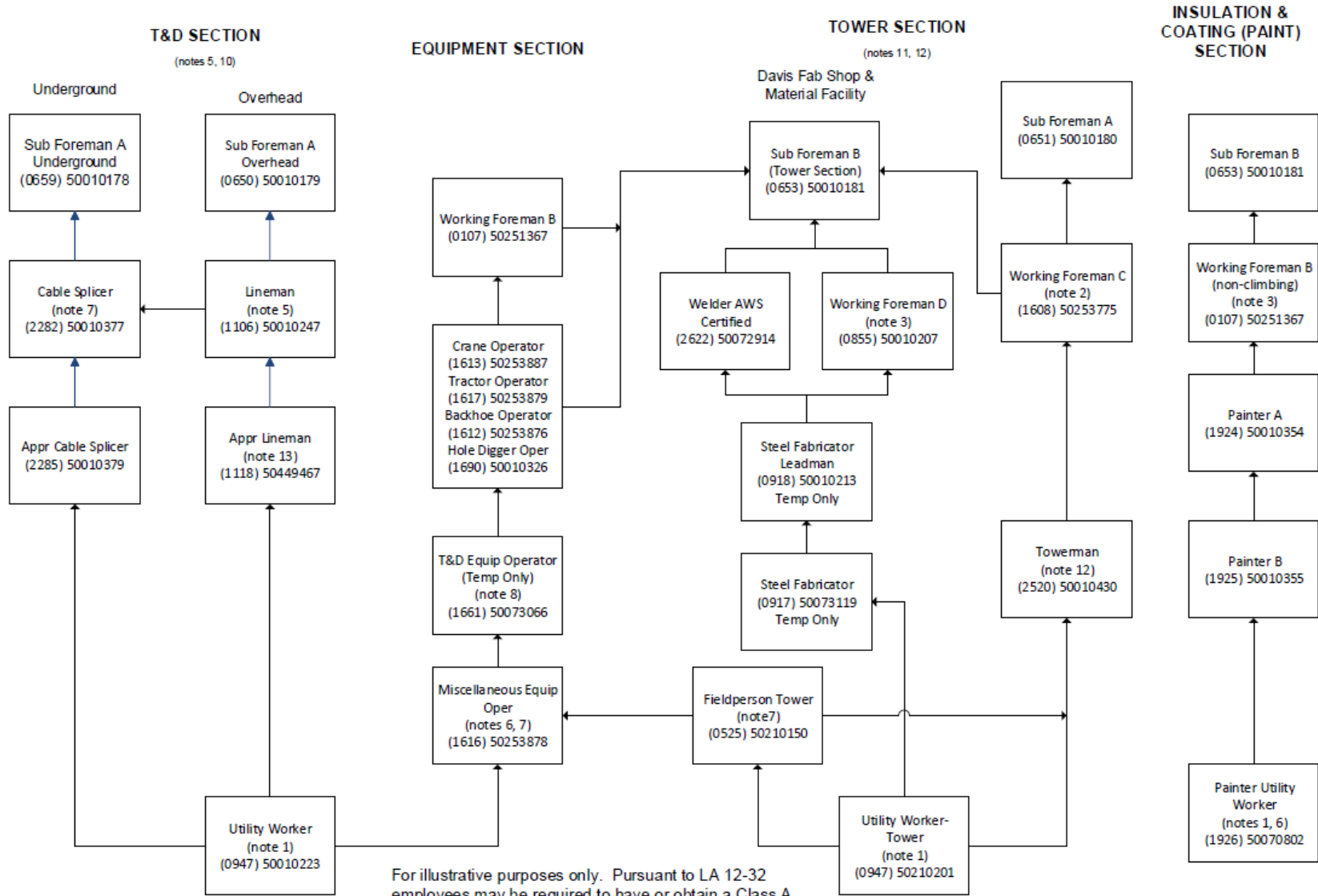
REPLACES LA R2-13-29 *January 16, 2014*

TABLE OF CONTENTS

G.C. LINE DEPARTMENT JOB DEFINITIONS AND LINES OF PROGRESSION	3
WAGE DIFFERENTIALS G.C. – REGIONS	3
TECHNOLOGY	3
APPRENTICE LINEMAN-GC	3
UTILITY WORKER	4
G.C.FIELDPERSON – Not Gas	4
MISCELLANEOUS EQUIPMENT OPERATOR – Not Gas	5
TRACTOR OPERATOR – Not Gas	6
APPRENTICE CABLE SPLICER-HIRED AFTER 1/1/15	6
T&D EQUIPMENT OPERATOR – (Temporary Only).....	7
HELICOPTER LINE WORKER – GC (Temporary use only)	7
HELICOPTER SUBFOREMAN – GC (Temporary use only).....	7
HELICOPTER TOWERMAN – GC (Temporary use only).....	8
PAINTER A	8
PAINTER B	9
PAINTER UTILITY WORKER.....	9
PAINTER TRAINING PROGRAM.....	11
LETTER AGREEMENT R2-95-160 (Clarification of “regular employee” for Rubber Gloving)	17
LETTER AGREEMENT R1-96-50-PGE (<i>Hotwashing</i>).....	18

LETTER AGREEMENT R1-01-41 (Apprentice Lineman Training Guidelines)	19
LETTER AGREEMENT R1-05-17 (Apprentice Lineman Bidding Guidelines)	22
LETTER AGREEMENT 07-33 (Tower Section Bid/Transfer Restriction)	24
LETTER AGREEMENT 12-13 (Appr. Lineman Training Program Modifications/Movement of Apprentices)	25
LETTER AGREEMENT 12-32 (Commercial Driver’s License)	27
<i>LETTER AGREEMENT 13-54 (Updates Classifications for CDLA in LA 12-32)</i>	32
LETTER AGREEMENT 13-58 (Updates Classifications for CDLA in 12-32)	33
LETTER AGREEMENT 16-23 (Cancels and Supersedes LA’s R2-09-08 and R1-03-31)	34
<i>LETTER AGREEMENT R1-17-40 (Changes to Apprentice Lineman Program)</i>	43
LETTER AGREEMENT 19-15 (Release from LA 07-33 Lock to Bid is Only to GC Apprentice Lineman Positions in the Electric Transmission Organization)	47
<i>LETTER AGREEMENT 19-19 (Establishes Requirement to Successfully Pass Three-Day Climbing Course prior to entry into Apprentice Lineman positions)</i>	49
LETTER AGREEMENT 93-69 (GC Classification Consolidation and LoP)	51
<i>LIST OF DOCUMENTS/REASONS PROMPTING CHANGES</i>	59

LINE CONSTRUCTION



For illustrative purposes only. Pursuant to LA 12-32 employees may be required to have or obtain a Class A driver's license

G.C. LINE CONSTRUCTION LOP FLOW CHART NOTES

1. All entry level *classifications* must pass Physical Test Battery.
2. Working Foreman C may be required to have a valid Blaster license.
3. Working Foreman must have craft skill in work supervised except in Steel Fabrication Section.
4. Painter Utility Worker must be able to climb high structures.
5. Lineman may file temporary/permanent upgrade sheet to the Underground Section.
6. Must have a minimum of 6 months' experience in overhead line work before operating equipment in proximity to energized conductor/equipment.
7. Requires Class A Operator's License.
8. Classification to be used when operating the Condor.
9. Lineman may file temporary/permanent upgrade sheet to Underground Section.
10. *Temporary Classification when working from a Helicopter – LA 16-23.*
11. *Retention Agreement for the Tower section – LA 07-33.*
12. *Towerman Path to Apprentice Lineman (LA R1-17-40 and LA 19-15)*
13. *Required to pass Three-Day Climbing Course prior to entry into Apprentice Lineman positions (LA 19-19)*

GENERAL CONSTRUCTION

LINE DEPARTMENT

JOB DEFINITIONS AND LINES OF PROGRESSION

WAGE DIFFERENTIALS G.C. – REGIONS

Effective January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Company and Union shall prepare a list of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications.

TECHNOLOGY

The following job definitions are intended to be inclusive of duties appropriately assigned to the classification. The parties recognize that technological advances may raise questions about appropriate duties to assign to a classification in the future.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

APPRENTICE LINEMAN-GC **(1118) 50449467**

In accordance with LA R1-17-40, Letter of Agreement 15-34 will be amended to note that 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.

In accordance with LA R1-17-40, Letter of Agreement 15-07 will be amended to note that successful Towermen 50010430 (2520) who bid in to the GC Apprentice Lineman position will be compensated at the same rate as the 12-month GC Apprentice Lineman step. Such employees shall remain at this wage rate step until completion of 18 months in the apprenticeship at which point they will begin receiving subsequent GC Apprentice Lineman wage steps in accordance with the GC Master Apprenticeship Agreement.

New requirement to successfully complete Three-Day Climbing Course prior to entry into the Apprentice Lineman-GC position. The requirement to successfully complete the course will be effective with those internal bidders, including those awarded the positions through an Unrestricted Award, who are beginning

the apprenticeship on August 1, 2019, or later. An internal bidder who is unsuccessful at the Three-Day Climbing Course will be bypassed for that specific job award. However, the employee will be provided one additional opportunity to successfully complete the course should he or she receive an additional Apprentice Lineman bid or award. (LA 19-19)

UTILITY WORKER

(0947) 50010223

An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. May be permitted to learn to climb on the job in training for advancement, but shall not do line work.

G.C.FIELDPERSON – Not Gas

(1605) 50253772

Employees in the Fieldperson classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

Operates the following equipment:

- Earthworm
- Gas/electric hoist up to 15 HP
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent; Tugger Air Hoist;
- Air compressor up to 1000 C.F.M.
- Riding roller, self-propelled
- Street Sweeper, self-propelled, small
- Snow Cat, such as Bombadier
- Two-axle truck of 12,000 lb. GVW or over
- Small tiller type tractor or similar hauling unit, 30 HP and under
- Industrial material handling truck or tractor including lift and towing; Pump tender
- Small trencher and other equipment 30 HP and under

Other equipment may be added to the above list by agreement between Company and Union.

G. C. Fieldperson may be required to perform the following duties:

- Performs metalman duties
- When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber
- When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone.)
- When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two-inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the

installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two-inch or larger, length including fitting(s) exceeds five feet, number of meters exceeds one, or a manifold is required, the Street Fitter classification shall be used.)

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate driver's license and/or endorsements.

Employees as of January 1, 1991 who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned to equipment requiring said licenses.

Employees as of January 1, 1991, in classifications higher than the Fieldperson who are subsequently affected by Title 306 will not be adversely impacted as a result of the Fieldperson licensing requirements.

Employees who enter the Fieldperson classification after the implementation date of January 1, 1991 will be required to possess the Class A California driver's license and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California driver's license and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Fieldperson on a regular basis, he/she will be accommodated as follows:

One unlicensed Fieldperson per 20 licensed Fieldperson In computing this ratio, all Fieldperson will be included (both those classified at the time of implementation and Fieldperson entering the classification after implementation).

MISCELLANEOUS EQUIPMENT OPERATOR – Not Gas
(1616) 50253878

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate driver's license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned the duties of the former Heavy Truck Driver, Line Driver or Special Driver classification.

Current employees as of January 1, 1991, in classifications higher than the Miscellaneous Equipment Operator who are subsequently affected by Title 306 will not be adversely impacted as a result of the MEO licensing requirements. Employees in classifications higher in the Line of Progression to the MEO may voluntarily elect to maintain a Class A driver's license, in which case all costs for obtaining and maintaining shall be paid by Company. An employee who progresses to a classification higher than MEO, in the event of a demotion pursuant to Title 306, shall be allowed up to 60 calendar days to obtain a Class A driver's license if such employee does not already possess such license.

Operates the following equipment:

- Dozer, smaller than D-4- or equivalent, with or without a side boom or equipment
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom
- Crane, swing, self-propelled, up to and including 5 ton

- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system
- Truck tractor operator coupled with one or more trailers
- Three-axle truck
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work; *(Must have a minimum of 6 months experience in overhead line work before operating equipment in proximity to energized conductor/equipment.)* Boom truck without a personnel bucket under 10 tons; *(Must have a minimum of 6 months experience in Substation work before operating equipment in a substation.)*
- Hydrauger;
- Gas/electric hoist over 15 H
- Motor Patrol, less than 115 HP, when not grading to stake or grade
- Trencher, Boom Type, such as Ditch Witch, or equivalent
- Concrete Pump
- Tensioners and Pullers (see separate listing of pulling and tensioning equipment)
- Large Snow Cats
- Drill, Liner, self-propelled air trac or equivalent
- Cross Country vehicles such as Dragon Wagon or equivalent
- Flume washer

Other equipment may be added to the above list by agreement between Company and Union.

TRACTOR OPERATOR – Not Gas
(1617) 50253879

Operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8
- Case, 850, 1150
- IH, TD-9, TD-15, TD-20, TD-25
- C., HD-6, HD-11, HD-16, HD-2;
- Drott over 5 ton to 18 ton
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20
- Loader, crawler mounted, 1-1/2 cubic yard and over
- Whirley, swing crane
- Motor patrol over 115 HP or when grading to stakes or grade
- Tractor, crawler side boom, 10 ton and over

Other equipment may be added to the above list by agreement between Company and Union.

APPRENTICE CABLE SPLICER-HIRED AFTER 1/1/15
(1641) 51754496

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.

Pay Scale Code	SAP Job Code	Next Lower Classifications
0525	50010162	Fieldperson , GC Line
0947	50010223	Utility Worker, GC Line

Pay Scale Code	SAP Job Code	Same or Higher Classifications
1106	50010247	Lineman
2280	50010375	Cable Splicer
2286	50010380	Cable Splicer - UN
0853	50010205	Working Foreman B
0649	50010178	Subforeman A - UG

Notes on Apprentice Cable Splicer

The training program for this apprenticeship is the same as that established for the Title 200 Apprentice Cable Splicer (50010376 and 51754495) and is subject to the provisions of the GC Master Apprenticeship Agreement.

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.

T&D EQUIPMENT OPERATOR – (Temporary Only)
(1661) 50073066

To be used for temporary upgrade only in order to compensate certain G.C. employees who drive the "CONDOR". In accordance with the 1991 bargaining, the wage rates will be 5% over the comparable Division classification of T & D Equipment Operator (1660).

HELICOPTER LINE WORKER – GC (Temporary use only)
(1181) 50082473

See Letter Agreement 16-23

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.

HELICOPTER SUBFOREMAN – GC (Temporary use only)
1182 (50082474)

See Letter Agreement 16-23

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.

HELICOPTER TOWERMAN – GC (Temporary use only)
(1184) 50109133

See Letter Agreement 16-23

Perform maintenance and construction work on towers, steel poles, structures and/or related conductors or hardware, and is engaged in performing tower work of any voltage. May be required to drive a truck and operate associated equipment as assigned. Investigates and inspects tower lines, inspects tower footings, checks tree and weed conditions, inspects new construction and reconstruction work on tower lines, patrols and inspects transmission lines, checks Company property conditions, and contacts customers regarding service/access. This employee may also be responsible for the installation and maintenance of equipment including but not limited to tubular steel pole foundations, baywater pile foundation repairs, boardwalks, anchor installations, tower steel erections/modifications, digging holes, excavations, stubbing, clearing right of ways, clearing debris, and the loading, delivery, and unloading of materials and supplies. Towermen will obtain status as a Qualified Electrical Person (QEP) and may perform testing and grounding of de-energized transmission lines, non-emergent stabilization of energized conductors as needed prior to movement of the tower, raising of energized towers, transfer of de-energized and grounded conductors on steel towers associated with tower modifications (i.e. waste cage removal, arm extensions, leg extensions, etc.) work within close proximity of transmission voltages up to and including 500kV, and maintain minimum approach distances. Training, including on-the-job training (OJT), and experience must be such as to qualify an employee to perform these duties with skill and efficiency. This classification will not perform duties that are exclusive to crews (Linemen/Crew Foremen)

Additional information may be found in LA 16-23 (page 34)

PAINTER A
(1924) 50010354

An employee who is proficient in Painter B duties. May direct the work of not more than three Painter B's and/or Painter Utility Workers.

Promotion from Painter B to Painter A will be automatic after six months at the top rate of Painter B, contingent on the employee passing the agreed-to written tests, as outlined in the attachment. Progression to Painter A should not be delayed in the event Company is unable to provide the employee with all training in a timely manner.

WAGE RETENTION

If Painters bid from the I&C LOP to work on the Tower Maintenance Program, they will have wage retention when successfully bidding to the Tower LOP. Painters will be placed as Utility Workers in the Tower LOP. Their wage rate will be maintained until they progress to a higher pay wage step in the Tower LOP. Painters will receive wage retention so long as they enter into the Towerman classification within six months of bidding to the Utility Worker classification. (LA 17-16).

PAINTER B
(1925) 50010355

An employee who, working as a member of a crew, uses cleaning tools (hand and mechanical) for surface preparation and who, prior to his completion of six months at this classification's top rate of pay, will be capable of applying the most commonly used protective and decorative coatings and performing acceptable removal and installation of insulation material. The employee will be given training in all of the following procedures so that he can achieve the forementioned capabilities:

- A. Surface Preparation
- B. Coating Application
- C. Insulation
- D. Planning and Basic Rigging
- E. Tools and Equipment
- F. Waste and Salvage Disposal Techniques

The employee will give given an opportunity to demonstrate his ability to perform the above Painter B duties on at least six of the following facilities:

- 1. Towers
- 2. Substation Structures
- 3. Substation Equipment
- 4. Electric Generation Plants
- 5. Gas Holders
- 6. Stacks
- 7. Automotive Equipment
- 8. Control Boards
- 9. Buildings

A Painter B may be assigned to work under the direction of a Painter A. A Painter B may be assigned to work alone, or with other Painter B's or Painter Utility Workers only, only after such Painter B has been instructed and trained in the duties or work procedures required, has performed such work under direct supervision, and is capable of performing such work safely.

WAGE RETENTION

If Painters bid from the I&C LOP to work on the Tower Maintenance Program, they will have wage retention when successfully bidding to the Tower LOP. Painters will be placed as Utility Workers in the Tower LOP. Their wage rate will be maintained until they progress to a higher pay wage step in the Tower LOP. Painters will receive wage retention so long as they enter into the Towerman classification within six months of bidding to the Utility Worker classification. (LA 17-16)

PAINTER UTILITY WORKER
(1926) 50070802

An employee with no experience or knowledge of the trade, who assists in the duties of Painters "A" and "B".

- 1. Cleaning and preparation for coating using hand tools and power tools.
- 2. Assists in the application and removal of insulation on turbines, boilers, steam lines, fuel oil tanks, etc.

3. Working on high structure up to 450 feet, such as gas holders, transmission towers and smoke stacks.
4. Working below ground in vaults, penstocks and in confined vessels.
5. Use of hand and power suspended staging. Carry, assemble and use tubular rolling scaffolding.

**PAINTER TRAINING PROGRAM
LINE CONSTRUCTION DEPARTMENT
GENERAL CONSTRUCTION**

Purpose:

To allow employees in Painter B classifications to acquire the knowledge, skills and ability to progress to Painter A.

Academic Preparation:

- A. Each employee will be expected to successfully complete six lessons selected from the following textbook:

Painting and Decorating Craftsman's Manual and Textbook, Fifth Edition.
Prepared and published by Painting and Decorating Contractors of America
7223 Lee Highway
Falls Church, VA 22046

This textbook is to be purchased by the employee.

- B. Lessons based on the textbook cover the following topics:

1. Paint coatings
2. Natural vehicle binders
3. Synthetic resins and latexes
4. Basic coatings and finishes
5. Tools and equipment
6. Practical painting procedures

A seventh lesson, based on material prepared by the Company on the subject of insulation also will be required. An Asbestos Workers Handbook, which is optional, may also be purchased by the employee.

- C. An open book examination on each lesson must be successfully completed by the employee. Both textbook study time and examination time will be on the employee's own time.
- D. The employee may study and take examinations at his own pace and convenience at any time while he is a Painter B.
- E. Lesson examinations will be sent by the employee to the General Foreman for scoring. Scored examinations will not be returned to the employee; however, the employee will be advised of lesson results and areas, if any, in which further preparation is needed, and shall be allowed to examine his/her graded exam upon request. Scored examinations will be retained [in Line Construction headquarters in San Francisco] by the Department until an employee completes all lesson requirements.
- F. An employee failing the agreed-upon exam shall be allowed one retest. This retest shall be offered within 30 days of such employee's request to be retested.

Experience:

A. Each employee in the Painter B classification will be provided field experience in the following areas:

1. Surface Preparation
2. Coating Application
3. Insulation
4. Planning and Basic Rigging
5. Tools and Equipment
6. Waste and Salvage Disposal Techniques

The employee will be given an opportunity to demonstrate his ability to perform the above Painter B duties on at least six of the following facilities:

1. Towers
2. Substation Structures
3. Substation Equipment
4. Electric Generation Plants
5. Gas Holders
6. Stacks
7. Automotive Equipment
8. Control Boards
9. Buildings

B. An experience "check off" form will be maintained at Line Construction headquarters in San Francisco to assure that all employees receive exposure to at least 9 of the 11 experience areas prior to his completion of six months at the top of the Painter B classification.

SERVICES PERFORMED

<u>FACILITIES</u>	<u>PAINTING</u>	<u>COATING</u>	<u>INSULATION</u>	<u>BLAST CLEANING (Sand & Water)</u>
BUSINESS AND COMMERCIAL	Office buildings, Offices, Warehouses, Garages and Street Lights	Roof membranes, floors and walls including concrete sealers	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting or coating
ELECTRICAL: Distribution and Transmission	Control buildings Control boards, Substation structure, Tanks, Transformers, Towers and Poles	Roof membranes, Bushings, Radiators, Floor and Wall sealers, Pits Manholes and Fences	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting and coating
GAS: Distribution and Transmission	Control buildings, Holders, Compressor buildings, Control boards, Platforms, Pipelines and Tanks	Well head trees, Pipelines, Manholes, Pits, Tanks, Holders and Roof membranes	Roofs (foam) pipelines, Tanks, Valves, and Flanges - inc. Sheet metal jacket work	Where necessary to prepare substrate for painting and coating
GENERATION: Hydro Nuclear Steam Thermal	Buildings, Highrise structures, Stacks, Control boards, offices, Pipelines, Dam gates, Log booms Penstocks, Valve Chambers, Turbine housings, Tanks, Gate valves and signs	Flumes, Canals, Dams, Water screens, Water boxes, Holding basins Pipelines, Penstocks, Tanks, Tunnels, Log booms and Roof Membranes	Pipelines, Tanks, Roofs (foam), Turbine housings, and Log booms including Sheet metal jacket work	Flumes, Turbine rotors, Tunnels and Dams - also Where necessary to prepare substrate for painting and coating
RESIDENTIAL	Cottages, Storage sheds, Garages, Swimming pools and Street Lights	Roof membranes, Floors Decks and Swimming pools	Roof (foam)	Where necessary to prepare substrate for painting and coating
ROLLING STOCK	Pickups, Trucks, Trailers, Cranes & Misc. Equipt. Incl. – Minor body work	Frames, Roofs, Floors and Fiberglass repairs	Repairs only incl. Sheet metal work	Where necessary to prepare substrate for painting and coating

**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

TITLE 300 POSITIONS

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0163	Carpenter A	C
0164	Carpenter B	C
0243	Senior Field Clerk ⁽¹⁾	C
0245	Routine Field Clerk ⁽¹⁾	C
0246	First Field Clerk ⁽¹⁾	C
0275	Partsman ⁽¹⁾	C
0276	Field Partsman	C
0405	Driller ⁽¹⁾	A
0434	Special Driver (SC)	A
0466	Electrician ⁽¹⁾	C
0474	Electrician ⁽¹⁾	C
0525	G.C. Fieldman	A
0580	Street Fitter ⁽¹⁾	C
0630	Labor Foreman	C
0644	Tech. Subforeman A ⁽¹⁾	C
0645	Tech. Subforeman B ⁽¹⁾	C
0650	Subforeman A	C
0653	Subforeman B	C
0776	Field Partsman	C
0844	Working Drilling Foreman	A
0850	Working Foreman A	C
0853	Working Foreman B	C
0854	Working Foreman C ⁽¹⁾	C
0885	Garageman Field	C
1006	Field Mechanical Inspector ⁽¹⁾	A
1007	Mechanical Inspector ⁽¹⁾	A
1085	Materials Leadman ⁽¹⁾	C
1210	Materialsman	C
1255	Equipment Mechanic ⁽¹⁾	A/C
1267	Lead Field Garage Mechanic ⁽¹⁾	A/C
1270	Field Garage Mechanic A ⁽¹⁾	A/C
1275	Field Garage Mechanic B ⁽¹⁾	A/C
1276	Field Garage Mechanic C	A
1301	Gas Mechanic ⁽¹⁾	C
1310	Hydro/Station Mechanic ⁽¹⁾	C
1337	Station Mechanic ⁽¹⁾	C
1345	Mechanic Lead ⁽¹⁾	A
1510	Gunite Nozzleman	C
1515	Backhoe Operator	C
1597	Crane Operator ⁽¹⁾	A
1646	Misc. Equipment Operator	A
1690	Hole Digger Operator ⁽¹⁾	A
1840	Tractor Operator ⁽¹⁾	A
1924	Painter A ⁽¹⁾	C
1925	Painter B ⁽¹⁾	C
2390	Communication Technician ⁽¹⁾	C
2392	Telecommunication Installer ⁽¹⁾	C
2400	Electrical Technician	C
2413	Gas Technician	C
2418	Instrument Technician	C
2520	Towerman	C
2617	Welder - Station ⁽¹⁾	B/C
2617	Welder - Gas ⁽¹⁾	B

(1) Depending upon local operating conditions.

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

LETTER AGREEMENT R1-96-50-PGE

June 19, 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:

The Company has historically contracted the "hotwashing" of transmission line insulators in the Bay Area. The "hotwashing" work is performed from a helicopter.

Company proposes to offer the "hotwashing" work from the helicopter to Grid Maintenance and Construction Line Department employees, on a voluntary basis. Volunteers would be solicited from third step Apprentice Linemen and above and from the following locations: Meadow Lane, Moss Landing, and Belmont. Volunteers would receive appropriate training prior to commencement of this work. Absent any volunteers, this work would continue to be contracted.

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

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.

June 26, 1996

By: s/Jack McNally
Business Manager



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

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

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



UTILITY OPERATIONS

Notification of Apprentice Lineman Training Assignment(s)

IBEW Union Business Representative _____

Date: _____

The following Title 200 or Title 300 employees:

	Employee Name(s)	Step in Apprentices Program	Current Headquarters	Current Work Days/Hours
1	_____	_____	_____	_____
2	_____	_____	_____	_____
3	_____	_____	_____	_____
4	_____	_____	_____	_____
5	_____	_____	_____	_____

Sending Supervisor: _____ LAN ID: _____ Company Phone No. _____

PROPOSED

Will be assigned to Title 200 or Title 300 employees.

Temporary Headquarters _____

Work days/Work Hours _____

Receiving Supervisor: _____ LAN ID: _____ Company Phone No. _____

Training Assignment Start Date _____

Training Assignment End Date _____

Specific Training to be accomplished:

1. _____
2. _____
3. _____
4. _____
5. _____

Guidelines to be followed:

- Training to develop required technical skills/experience not available at work location.
- Training assignment restricted to 50 miles or less from work location unless work is not available or cannot reasonably be made available within 50 miles.
- Training assignments to be kept as short as practical, consistent with training requirements.
- Notify apprentice and Business Representative at least 48 hours prior to assignment start date.

Reference materials: [LOA R1-01-41](#)

IBEW Contract Sections 201, 203 and T300.

cc: **IBEW Business Representative**
 Joint Apprenticeship Training Committee/Industrial Relations



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

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.



**LETTER AGREEMENT
NO. 07-33-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS 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

August 9, 2007

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 has been experiencing a high level of turnover in the Title 300, General Construction, Line Department, Tower Section. The Company proposes in an effort to reduce turnover, improve safety and to stabilize the workforce to restrict employees who are hired into, bidding into under the provision of Section 305.7 or transferred under the provisions of Section 305.8 from moving out of this Tower Section for a five-year period. In other words, the employees will not have the ability to voluntarily leave the Tower Section for five years from the date they entered the Tower Section. Company also proposes to establish a system-wide promotion/demotion area for the Tower Section, Line Construction Area 8.

The Company further proposes to add two additional classifications into the line of progression and to update the line of progression to reflect the current structure. Those classifications are Fieldperson-Tower and Utility Worker-Tower with the same wage rate as wage structure as the current Fieldperson and Utility Worker. The current line of progression into the Tower Section for Fieldperson and Utility Worker will no longer be applicable. The Company further proposes to eliminate in the Tower Section (2620) Welder, (0630) Labor Foreman A, (0164) Carpenter B and the two Steel Fabrication classification, (0917) Steel Fabricator and (0918) Lead Steel Fabricator, will only be used on a temporary basis. Attached is a revised line of progression chart.

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

December 7, 2007

By: S/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 12-13-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

March 12, 2012

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 and Union established a joint subcommittee of the Joint Apprenticeship and Training Committee (JATC) to review the Apprentice Lineman Training Program. The recommendations of the subcommittee were presented to the JATC for review, and received approval to proceed in recommending the revised Apprentice Lineman Training Program for Company and Union approval. The proposed changes are outlined below and are also contained in the attached Apprentice Lineman Administrative Procedures Manual.

This letter amends LA 02-26-PGE, R1-00-69-PGE, 03-11-PGE, and LA R1-01-41-PGE.

The attached revised program will replace the existing Apprentice Lineman Training Program. All Apprentice Lineman entering the Apprentice Lineman Training Program on or after March 1, 2012, will be subject to the provisions of the new program. Incumbent Apprentice Lineman in the current Apprentice Lineman Training Program will continue under the provisions of the Lineman 2000 Apprentice Lineman Training Program until completion of their apprenticeship.

In addition to the provisions outlined in the attached Apprentice Lineman Administrative Procedures Manual, the following changes are proposed to the program:

Modify Training Program

Increase the Apprentice Lineman Training Program from the current 42-month program (LA 02-26) to a 48-month program, in accordance with the attached. The purpose of increasing the program duration is to allow sufficient time for additional training and the attainment of experience to reinforce said training. L2000 Apprentice Line Worker training provided seven weeks of formal centralized training; under the new Apprentice Line Worker Training Program, Apprentices would receive between 24 and 32 weeks of formal centralized training.

Movement of Apprentices for Training

The Company and Union have expressed interest in reviewing the provisions of Letters of Agreement LA R1-01-41-PGE and LA 05-17-PGE, and agree to meet as soon as practicable on these interests. In the interim, the parties agree to modify LA R1-01-41-PGE as provided in the attached Administrative Procedures Manual concerning notification of training assignments only. The JATC will be notified of all temporary movement of apprentices for training assignments by way of monthly reports and will be responsible for monitoring and tracking

these assignments. No other provisions of LA R1-01-41-PGE are modified by this agreement or the Administrative Procedures Manual.

Wages: Each of the eight steps of the Apprentice Training Program has specific training requirements and a specific wage rate. The advancement to the next wage progression step is a promotion that must be earned, based on the requirements outlined in the attached Apprentice Lineman Administrative Procedures Manual.

The wages are as follows:

SAP Code 50449466 PS Code xxxx T200 Apprentice Lineman (On or after 3/1/2012)

Start	32.21
End 6 mo	33.18
End 1 Yr	34.17
End 18 Mo	35.20
End 2 Yr	36.25
End 30	37.34
End 3 Yr	38.46
End 42 Mo	39.61

SAP Code 50449467 PS Code xxxx T300 Apprentice Lineman – GC (On or after 3/1/2012)

Start	33.82
End 6 mo	34.83
End 1 Yr	35.88
End 18 Mo	36.96
End 2 Yr	38.06
End 30	39.21
End 3 Yr	40.38
End 42 Mo	41.59

SAP Code 50449468 PS Code xxxx T300 Apprentice Lineman – GC Helicopter (Temp Use Only)
(On or after 3/1/2012)

Start	38.21
End 6 mo	39.36
End 1 Yr	40.54
End 18 Mo	41.75
End 2 Yr	43.01
End 30	44.30
End 3 Yr	45.62
End 42 Mo	46.99

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

3/26, 2012

By: S/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 12-32-PGE

IBEW



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>
Title 200	50010376	Apprentice Cable Splicer	2281
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481
Title 200	50010168	Apprentice Fitter	0561
Title 200	50010245	Apprentice Lineman	1101
Title 200	50010260	Apprentice Lineman Transmission	1188
Title 200	50010375	Cable Splicer	2280
Title 200	50010317	Crane Operator	1594
Title 200	50010191	Electric Crew Foreman	0740
Title 200	50010193	Electric Crew Foreman - Transmission	0746
Title 200	50010194	Electric Maintenance Crew Leader	0750
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
Title 200	50010149	Electrician - Electric & Hydro	0467
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
Title 200	50010161	Fieldperson	0524
Title 200	50010167	Fitter	0560
Title 200	50010169	Fitter – Arc	0562
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
Title 200	50010175	Gas Crew Leader Non-Welding	0641
Title 200	50010174	Gas Crew Leader Welding	0640
Title 200	50010283	Gas Mechanic	1300
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
Title 200	50010244	Lineman	1100
Title 200	50010241	Lineman - Transmission	1094
Title 200	50010298	Mechanic – Welder - CGT	1440
Title 200	50010378	Night Cable Splicer	2283
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
Title 200	50010380	Unassigned Cable Splicer	2286
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484
Title 200	50010170	Unassigned Fitter	0563
Title 200	50010246	Unassigned Lineman	1103
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737

Title 200 50010189 Underground Constr Crew Frmn - Gas 0738

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
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 - DCPD	0755

Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	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. 13-54-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. 13-58-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

July 23, 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 classification listed below 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 effective the 1st of the month following the signing of this agreement, under the same eligibility criteria as provided in Letter Agreement 12-32.

IBEW T300 50010430 Towerman

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

August 5, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. 16-23-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

July 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:

Letter of Agreement R2-09-08 expanded the provisions of Letter of 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. This letter of agreement supersedes and cancels Letters of Agreement R2-09-08 and R1-03-31. The Company is now proposing, pursuant to Section 204.4 and 304.4 to allow certain classifications (add in attachment) within Title 300 (not including the Tower Department) and Title 200 under certain limited circumstances to utilize the helicopter work procedure as long as they are properly trained for transmission or distribution work. The Company is proposing to establish a 10% helicopter premium for any classification utilizing long line human loads helicopter work procedures. Additionally employees actively working beneath helicopters in the landing/loading and unloading zones will receive the premium. The employee responsible for the tailboard, foremen or person in charge (not both) will receive the premium as well.

Regarding Title 200, the premium does not apply to Title 200 apprentices who are working in Title 300 or Transmission Lines Title 200 for purposes of On-The-Job training. The premium will be applicable to Title 200 Distribution crew members that are working in the landing zone, directly underneath a helicopter, loading and/or unloading materials. Title 200 employees who are voluntarily trained may utilize the ground to ground helicopter long line work methods during significant events when they are directly supervised by a GC crew foreman or PIC or Transmission crew foreman or PIC. Examples of a significant event would be wild fires, low snow storms or other events where a cross functional team of T-200 and T-300 have merged to provide an organized restoration response.

These changes do not affect T200 transmission employees.

The premium will be earned upon signing of this LOA. It will be paid as soon as practicable after the letter agreement is signed and the SAP system is upgraded.

Apprentice Lineman – GC (After 3/1/2012)

Apprentice Lineman – (After 3/1/2012) Title 200

Compliance Inspector

Electric Crew Foreman – Title 200

Lineman – GC

Lineman – Title 200

Miscellaneous Equipment Operator – Not Gas

Subforeman A – Overhead

T&D Assistant – Title 200

Utility Worker – GC

Utility Worker – Title 200



LETTER AGREEMENT NO. 16-33-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
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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

August 18, 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:

To recognize the efforts of Towermen and to create an opportunity for a Towerman (50010430) to become a Qualified Electrical Person in the Tower Line of Progression, the Company proposes to amend the Towerman Job Description. A training program will be created which incorporates the classroom training and testing and the job training courses listed below. The training will be completed over a two-year period. Once an employee successfully completes and passes all training, they will receive a 5% increase to their salary. This increase will recognize the completion of the training.

Additionally, effective upon signing of this agreement, classifications in the Towerman Line of Progression will have the helicopter premium incorporated into their base rate of pay and will no longer be eligible to receive the helicopter premium.

Incumbents

Incumbents in the Towerman and above classifications in the Tower Department will be required to complete a training program to ensure they have the knowledge and skills to safely perform the work of a Qualified Electrical Person (QEP) – Towerman.

- The Company and Union will develop and or agree to the training program that incumbents and future new hire employees will attend and be required to pass.
- If an incumbent Towerman fails to complete or satisfactorily pass the training program after three attempts, the incumbent will be classified as a Towerman (PIO).
- If an incumbent Foreman fails to complete or unsatisfactorily pass the training program after three attempts, the incumbent Foreman will be reclassified as a Towerman (PIO). Due to the nature of the work being performed by QEP Towermen, Foremen shall become qualified as QEPs as well.

Employee Removal from Tower Line of Progression

All new hires, bidders, and transfers into the classification of Towerman will be required to complete a Knowledge and Skills Training Program.

Any employee who bids into the Tower Line of Progression and fails to successfully pass any component of the Training Program after three attempts, will be removed from the position in accordance with the provisions of Title 306.

Towerman Job Description:

Perform maintenance and construction work on towers, steel poles, structures and/or related conductors or hardware, and is engaged in performing tower work of any voltage. May be required to drive a truck and operate associated equipment as assigned. Investigates and inspects tower lines, inspects tower footings, checks tree and weed conditions, inspects new construction and reconstruction work on tower lines, patrols and inspects transmission lines, checks Company property conditions, and contacts customers regarding service/access. This employee may also be responsible for the installation and maintenance of equipment including but not limited to tubular steel pole foundations, baywater pile foundation repairs, boardwalks, anchor installations, tower steel erections/modifications, digging holes, excavations, stubbing, clearing right of ways, clearing debris, and the loading, delivery, and unloading of materials and supplies. Towermen will obtain status as a Qualified Electrical Person (QEP) and may perform testing and grounding of de-energized transmission lines, non-emergent stabilization of energized conductors as needed prior to movement of the tower, raising of energized towers, transfer of de-energized and grounded conductors on steel towers associated with tower modifications (i.e. waste cage removal, arm extensions, leg extensions, etc.) work within close proximity of transmission voltages up to and including 500kV, and maintain minimum approach distances. Training, including on-the-job training (OJT), and experience must be such as to qualify an employee to perform these duties with skill and efficiency. This classification will not perform duties that are exclusive to crews (Linemen/Crew Foremen)

Note: The above shall replace helicopter Towerman job description and will eliminate the premium for Towerman traveling to and from the worksite by helicopter.

Towerman Knowledge and Skills Assessment for Qualified Electrical Person (QEP)

Classroom Training

- Tower Climbing/Safety at Heights
- Modified Basic Electricity
- USA Protections of Underground Infrastructure
- Rigging
- Grounding
- Locate and Mark
- Helicopter Training

On-the-Job Training – OJT

- Climbing
- Testing/Grounding
- Reading Prints
- Pre-climbing Tower Inspections
- Climbing Tower Inspections
- Guy Tensioning



LETTER AGREEMENT NO. 17-16-PGE



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

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

ROBERT JOGA
SENIOR DIRECTOR

TOM DALZELL
BUSINESS MANAGER

May 23, 2017

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 and Union have been in discussions about the best way to perform work associated with the Tower Maintenance Program. The parties agreed that classifications in the Tower Line of Progression (LOP) may perform the duties of Painter B or below in the Insulation & Coating (I & C) Line of Progression as outlined herein. In order to ensure the adequate training of newly hired and existing employees in the Tower LOP to perform painting of transmission towers, the Company proposes the following:

STAFFING

Consistent with the parties shared interest in hiring locally from a diverse hiring pool, the Company agrees to make reasonable efforts to hire a total of four crews in 2017 and two additional crews in 2018. In July of 2018, upon request of the Union, the parties agree to discuss the potential hiring of two additional crews in 2019. For the purpose of this agreement, a crew is defined as one (1) Working Foreman C, two (2) Towermen, and two (2) Utility Workers. The Company will fill these positions in accordance with Title 305. If the Company is unable to fill the Towerman positions provided for in this agreement, then the Company will attempt to fill the positions as Utility Workers. When the Company attempts to fill Utility Worker positions, they will attempt to fill half of them by transfer prior to attempting to fill through unrestricted appointment. The other half will be filled by unrestricted appointment.

The following classifications will be utilized:

<u>Classification</u>	<u>SAP Job Code</u>	<u>Legacy Code</u>
Subforeman A	50010179	0651
Working Foreman C	50253775	1608
Towerman	50010430	2520
Utility Worker	50210201	0947

WAGE RETENTION

If Painters bid from the I&C LOP to work on the Tower Maintenance Program, they will have wage retention when successfully bidding to the Tower LOP. Painters will be placed as Utility Workers in the Tower LOP. Their wage rate will be maintained until they progress to a higher pay wage step in the Tower LOP. Painters will receive wage retention so long as they enter into the Towerman classification within six months of bidding to the Utility Worker classification

PAINT TRAINING

Prior to requiring employees to perform coating and painting of transmission towers, the Company will provide employees in the Tower LOP with Lead Awareness training and the proper use of regulators to ensure the safe and proper performance of work associated with the Tower Maintenance Program. These employees will continue to receive on-the-job training to perform the duties of a Painter B and Painter Utility Worker. The following duties will become shared duties between employees in the Tower LOP and the classifications of Painter B or below in the I&C LOP.

SHARED DUTIES

Employees in the Tower LOP working as a member of a crew painting towers may be required to perform certain duties of Painter B and below in the Painter LOP, including but not limited to the use of cleaning tools (hand and mechanical) for surface preparation, application of commonly used protective and decorative coatings, the performance of acceptable removal and installation of insulation material, the use of hand and power suspended staging, and the carrying, assembling, and use of different types of scaffolding including tubular rolling.

To safely and proficiently perform the work associated with the Tower Maintenance Program, employees will be given training, which may occur solely on the job, in the following procedures:

- A. Surface Preparation
- B. Coating Application
- C. Planning and Basic Rigging
- D. Tools and Equipment
- E. Waste and Salvage Disposal Techniques

In recognition of the commitments made in this agreement and of the importance of the collaborative approach taken to perform work associated with the Tower Maintenance Program, the Union agrees not to grieve the contracting out of the work associated with this Program to IBEW Local 1245 signatory contractors through 2019. Following July 2019, any grievances over contracting associated with this Program will be limited to situations where the Union asserts that the annual amount of contracting of work in 2020 or thereafter has exceeded the annual amount of contracting of work in 2019. This agreement is without prejudice to the parties' existing contractual rights relative to contracting out work or to the issue of jurisdiction to perform this work. If the Company anticipates a material change to the scope or amount of contracting of work to be performed in or after 2020, the Company and Union, through the Oversight Committee, will discuss those changes prior to the filing of any grievance.

OVERSIGHT COMMITTEE

The Company and Union shall each appoint two 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. The

Oversight Committee shall also meet and confer over the assessment and advanced placement of new entrants into the Towerman LOP.

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

May 25, 2017

By: S/Tom Dalzell
Tom Dalzell
Business Manager



LETTER AGREEMENT NO. R1-17-40-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 27, 2017

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:

Over the last year, the Company and Union met in an effort to identify and implement improvements to the Apprentice Lineman program as well as improving the staffing process of the entry-level positions in GC Line and Electric T&D Departments.

The recommended changes to the Apprentice Lineman program from those meetings are proposed as follows:

Pre-Apprentice Lineworker Transition

Effective July 9, 2018, the parties agree to no longer fill the Title 200 and Title 300 Pre-Apprentice Lineworker (PALW) classification and instead fill all Apprentice Lineman positions under the provisions of this agreement. The provisions of Letter of Agreement 10-50 will apply only to those current PALWs and until the last one completes the program in April 2019. Letter of Agreement 10-50 will then be considered as canceled effective April 30, 2019.

Apprentice Lineman Training Program

During 2018, the Apprentice Lineman training program will be revised to adapt to the changes listed in this agreement including the specific PALW courses and remediation plans that will be incorporated into the Apprenticeship. As a result, current Apprentice Linemen hired before July 1, 2018, will have six months reduced from the overall Apprenticeship timeline.

The updated Administrative Manual and Apprenticeship program will be agreed to by a separate Letter of Agreement.

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. Individuals will have one opportunity to enter into the Apprentice Lineman Classification. An employee who previously failed to successfully complete the Pre-Apprentice Lineman Program or Apprentice Lineman program will not be allowed re-entry into the Apprentice Lineman Program.

Class A License

Newly hired Apprentice Linemen 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 three months of entering the classification and a Class A driver's license within six months unless Company is unable to provide timely training.

Regular employees bidding into the position may be required to have or obtain a Class A driver's license per Letter of Agreement 12-32 and 90-113.

Apprentice Lineman Staffing

The staffing commitment from Letter of Agreement 17-21 will be amended. The parties agree to replace the commitment for Pre-Apprentice Lineworker to a commitment for Apprentice Linemen.

Apprentice Lineman Status

The provisions of Section 106.5 are modified for newly hired Apprentice Linemen so that newly hired Title 200 and Title 300 Apprentice Linemen will be considered as probationary employees until such time they progress to the 12-18 month step (which also may be extended under the existing provisions of Section 106.5(3)) and during such probationary period, they may be terminated for unsuitability without recourse to the grievance procedure. When an Apprentice Lineman completes six months of service as defined in Subsection 106.5(b)(3), s/he will attain the status of a regular employee with respect to benefits such as leave of absence, holidays, sick leave, vacation and similar rights. Probationary employees who drop out, fail to progress, or are released from the program will be released by the Company.

Regular employees entering the Title 200 or Title 300 Apprentice Lineman positions will be considered probationary in the program until such time they progress to the 12-18 month step. Any removal from the program during this time period will be first reviewed by a joint Company and IBEW Panel consisting of the Training Manager, a Labor Relations Representative, and an Assistant Business Manager from IBEW Local 1245.

Upon the effective date of this agreement, any regular status Title 200 Apprentice Linemen removed from the classification will be subject to the provisions of Section 206.15 (Letter of Agreement 16-13). Regular employees entering the Title 300 GC Apprentice Lineman position will be subject to the provisions of Title 306.

Bidding and Transfers

As part of the update to the Apprentice Lineman program, the parties have agreed to revise Letter of Agreement R1-05-17 with regard to bidding for Title 200 Apprentice Lineman positions. Specifically, paragraph two is revised as follows:

After the effective date of this agreement, employees hired or bidding into the 50449466 (1117) Apprentice Lineman classification will not have their bids considered under the provisions of Section 205.7 outside of their **headquarters** 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 **headquarters** as a Lineman before their bids will be considered under the provision of Sections 205.7, 305.5, or 305.7 of the Agreement.

There is no change to the Letter of Agreement 05-17 provisions for Title 300 GC Apprentice Lineman 50449467(1118).

Apprentice Lineman and GC Apprentice Lineman vacancies shall be filled with a 1:1 ratio (by Bid or Unrestricted mode) similar to or along the lines of Section 205.5 and 305.8 of the Agreement.

Line of Progression

An updated Title 200 Line of Progression for Apprentice Lineman follows.

Legacy 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 Mtcern.
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

Legacy 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

The GC Apprentice Lineman progression (Letter of Agreement 13-29) will be changed as follows:

The Utility Worker GC Line 50010223(0947) will be considered the next lower classification to the GC Apprentice Lineman classification 50449467 (1118). The provisions of Section 305.5 (a) will be modified when filling the GC Apprentice Lineman classification so that a GC Line Utility Worker (0947) will be considered as the next lower within the employee's current promotion/demotion area once the employee has completed six months in the Utility Worker GC Line classification.



LETTER AGREEMENT NO. 19-15-PGE



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

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

May 14, 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:

In 2015, the parties agreed to Letter of Agreement 15-07 and by doing so created a career path for the Towerman classification (Code 50010430) to move into the General Construction (GC) Line of Progression. This career path was then updated with the language of Letter of Agreement 17-40 which eliminated the Pre-Apprentice Lineworker classification.

Following the implementation of the above agreements, the parties have recognized a need to clarify the bidding rights from the Towerman position to GC Apprentice Lineman (Code 50449567). Specifically, the two prior agreements noted that top of the rate Towermen will be released from the five-year lock provided for in Letter of Agreement 07-33 to bid to Title 300 General Construction Apprentice Lineworker positions.

Going forward, the parties agree that the above release from the Letter of Agreement 07-33 lock to bid is only to those GC Apprentice Lineman positions in the Electric Transmission organization. The employee will no longer be released from the provisions of Letter of Agreement 07-33 to bid to Title 300 GC Line positions in distribution.

All other terms and conditions of Letters of Agreement 15-07 and 17-40 are to remain in effect in regard to the Towerman position.

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: _____ s/Matthew Levy

Matthew Levy
Director

The Union is in agreement.

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

CIO

July 22, 2019

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

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

CIO

June 11 _____, 2019

By: s/Tom Dalzell
Tom Dalzell
Business Manager

Retained for Historical Purposes

LETTER AGREEMENT

NO. 93-69-PGE

October 8, 1993

Pacific Gas & Electric Co.
201 Mission Street, Fifteenth Floor
San Francisco, CA 94105

Attention: Mr. David Bergman
Director & Chief Negotiator

Gentlemen:

Pursuant to the provisions of Titles 305 and 306 and the understandings reached at the conclusion of negotiations for the Labor Agreement dated January 1, 1991, and the Union and Company Subcommittees' subsequent discussions, we are submitting the following proposal relative to the Lines of Progression in the General Construction Line Department as they pertain to Titles 305 and 306.

The proposed Lines of Progression are set forth on the attached General Construction Line Department Lines of Progression chart. Other letter agreements, Labor Agreement Clarifications and grievance settlements clarifying the Lines of Progression are also attached. Certain of these letter agreements and clarifications have been modified to reflect other changes that took place subsequent to the signing of the original document. Such changes are identified in each document by **bracketing [] deletions and boldfacing additions**. Each document is incorporated herein as though set forth in full. These Lines of Progression will be effective on execution of 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 Union.

Yours truly,

LOCAL UNION NO. 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 agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

October 15, 1993

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

Attachment: a/s
RS:lm

Retained for Historical Purposes

GENERAL CONSTRUCTION **CLASSIFICATION CONSOLIDATION** **AND LINES OF PROGRESSION**

Duties of Consolidated Classifications

Adoption of this agreement will result in the elimination of several existing classifications and the consolidation of the duties of these classifications into a few newly established classifications. The parties understand and agree that the duties to be performed by the new classifications established by this agreement are limited to those duties formerly assigned to the classifications being eliminated/consolidated into a single classification and any new or additional duties specifically provided for in this agreement. For example, -the consolidated **Utility Worker** [Helper] classification may perform the duties formerly appropriately assigned to the Engineers Aid (field duties), Second Faller, Groundman, Steel Assembly Groundman, Jackhammerman, Laborer, Material Man, Pipewrapper Hand Small, and Hand Large.

Wage Consideration

On the effective date of this agreement, incumbent employees shall be reclassified in accordance with the attached exhibits. If an incumbent is receiving a wage rate which is more than the top of the new consolidated classification, such employee shall not have his wage rate reduced but shall continue to receive his current wage rate and future general wage increases until such time as the employee permanently leaves the classification to which he has been reclassified.

Incumbent employees who are below the top step of their current classification shall continue to receive progressive wage increases and general wage increases in accordance with the wage schedule of their current or new classification, whichever is higher until they permanently vacate the classification to which they have been reclassified.

New hires or incumbent employees promoted to or demoted to the consolidated classifications on or after the effective date of the agreement shall be paid in accordance with the new wage schedules established by this agreement.

Bidding Rights to Region Classifications

A task force will be established to revise Title 600, Exhibit VI to incorporate, as appropriate, the classifications being established in this agreement, in such a way as to not reduce the current bidding rights of incumbent or future General Construction employees. If such revisions are incomplete as of the effective date of this agreement, the parties shall agree to an interim procedure which does not reduce the current bidding rights of incumbent or future General Construction employees.

Wage Differentials G.C.-Regions

On January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Company and Union shall prepare a list -of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications. The **Utility Worker** [Helper] shall be considered comparable to the Region (0930) **Utility Worker** [Helper]; the new classification of G. C. Fieldperson[man] shall be considered comparable to the Region (0524) Fieldperson[man]; and the new classification of Miscellaneous Equipment Operator shall be considered comparable to a combination of the Region (0465) Heavy Truck Driver and the Region (1645) Equipment Operator.

Working Foreman B and Subforeman A
- Station/Substation/Hydro Department

In the Station/Substation/Hydro Department, the parties agree to add Subforeman A and Working Foreman B classifications in the welding line of progression and Hydro line of progression, subject to the restrictions and limitations noted on the Station/Substation/ Hydro Line of Progression Chart.

Technology

Attached is a list of new classifications, equipment, and job definitions. This list is intended to be inclusive of current duties appropriately assigned to the new, consolidated classification. The parties recognize that technological advances may raise questions about appropriate duties to assign to a classification in the future.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

0947 - UTILITY WORKER [HELPER]

Will replace the following classifications:

- 0050 Engineer's Aid
- 0523 Second Faller
- 0910 Groundman
- 0915 Steel Assembly Groundman
- 1040 Jackhammerman
- 1080 Laborer
- 1205 Material Man
- 1970 Pipewrapper, Hand Large
- 1975 Pipewrapper, Hand Small

Utility Worker [Helper]: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. **Utility Workers** [Helpers] assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. A **Utility Worker** [Helper] in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

Pursuant to Section 306.10, Company agrees not to demote incumbent Pipewrappers, Art Atondo and Donald Cook, for reasons other than lack of work.

Office duties formerly assigned to the Engineer's Aid classification shall be reassigned to the appropriate field clerical classification.

<u>0947 - Utility Worker [Helper]</u>		<u>Wage Rate</u>
(as of 1/1/90)		(as of 1/1/91)
Start:	\$475.70	493.55
6 Mos:	520.75	540.30
1 Yr.:	565.70	586.95
18 Mo:	610.65	633.55
2 Yrs:	636.85	660.75

0525 - G.C.FIELDPERSON [MAN]

Will replace the following classifications:

- 0165 Carpenter C
- 0415 Truck Driver
- 0520 Faller
- 1450 Metalman
- 1573 Compressor Operator B
- 1643 Miscellaneous Equipment Operator B
- 1644 Miscellaneous Equipment Operator C
- 1980 Powderman

Employees in the Fieldperson[man] classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

GC Fieldperson[man] wage rate (Classification Code 0525)

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$643.80	667.95
6 Mo.:	650.60	675.00
1 Yr.:	669.55	694.70
18 Mo.:	690.30	716.20
2 Yr.:	699.80	726.05

GC FIELDPERSON[MAN] - Operates the following equipment:

- Earthworm;
- Gas/electric hoist up to 15 HP;
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws;
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper;
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent; Tugger Air Hoist;
- Air compressor up to 1000 C.F.M.;
- Riding roller, self-propelled;
- Street Sweeper, self-propelled, small; Small
- Snow Cat, such as Bombadier;
- Two-axle truck of 12,000 lb. GVW or over;
- Small tiller type tractor or similar hauling unit, 30 HP and under;

- Industrial material handling truck or tractor including lift and towing; Pump tender;
- Small trencher and other equipment 30 HP and under

Other equipment may be added to the above list by agreement between Company and Union.

G. C. Field**person**[man] may be required to perform the following duties:

- Performs metalman duties
- When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber;
- When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone.)
- When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two-inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two-inch or larger, length including fitting(s) exceeds five feet, number of meters exceeds one, or a manifold is required, the Street Fitter classification shall be used.)

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate driver's license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned to equipment requiring said licenses.

Current employees as of January 1, 1991, in classifications higher than the Field**person**[man] who are subsequently affected by Title 306 will not be adversely impacted as a result of the Field**person**[man] licensing requirements.

Employees who enter the Field**person**[man] classification after the implementation date of January 1, 1991 will be required to possess the Class A California driver's license and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California driver's license and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Field**person**[man] on a regular basis, he/she will be accommodated as follows:

One unlicensed Field**person**[man] per 20 licensed **Fieldperson**[man]. In computing this ratio, all Field**person**[man] will be included (both those classified at the time of implementation and Field**person**[man] entering the classification after implementation).

1646 - MISCELLANEOUS EQUIPMENT OPERATOR

Will replace the following classifications:

- 0435 Special Driver
- 0457 Line Truck Driver
- 0461 Heavy Truck Driver
- 1640 Miscellaneous Equipment Operator A
- 1844 Tractor Operator C
- 1570 Compressor Operator A

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned the duties of the former Heavy Truck Driver, Line Driver or Special Driver classification.

Current employees as of January 1, 1991, in classifications higher than the Miscellaneous Equipment Operator who are subsequently affected by Title 306 will not be adversely impacted as a result of the MEO licensing requirements. Employees in classifications higher in the Line of Progression to the MEO may voluntarily elect to maintain a Class A driver's license, in which case all costs for obtaining and maintaining shall be paid by Company. An employee who progresses to a classification higher than MEO, in the event of a demotion pursuant to Title 306, shall be allowed up to 60 calendar days to obtain a Class A driver's license if such employee does not already possess such license.

Miscellaneous Equipment Operator - Wage Rate

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$723.80	750.95
6 Mo.:	742.35	770.20

MISCELLANEOUS EQUIPMENT OPERATOR (Classification Code 1646)

Operates the following equipment:

- Dozer, smaller than D-4- or equivalent, with or without a side boom or equipment;
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton;
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom;
- Crane, swing, self-propelled, up to and including 5 ton;
- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system;
- Truck tractor operator coupled with one or more trailers;
- Three-axle truck;
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work;*
- Boom truck without a personnel bucket under 10 tons;**
- Hydrauger;

* See Line Department Lines of. Progression Chart, Note 7

** See Station/Hydro Department Lines of Progression Chart, Note 8

- Gas/electric hoist over 15 HP;
- Motor Patrol, less than 115 HP, when not grading to stake or grade;
- Trencher, Boom Type, such as Ditch Witch, or equivalent;
- Concrete Pump;
- Tensioners and Pullers (see separate listing of pulling and tensioning equipment);
- Large Snow Cats;
- Drill, Liner, self-propelled air trac or equivalent;
- Cross Country vehicles such as Dragon Wagon or equivalent;
- Flume washer.

Other equipment may be added to the above list by agreement between Company and Union.

[Tractor Operator B]

[Tractor Operator A]

1840 - TRACTOR OPERATOR

Eliminate the present Tractor Operator B and Tractor Operator A classification title, establish a new Tractor Operator classification title utilizing existing Tractor Operator A classification code of (1840)

All employees currently classified as Tractor Operator B and Tractor Operator A shall be assigned to the Tractor Operator classification and wage rate.

Tractor Operator - operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8;
- Case, 850, 1150;
- IH, TD-9, TD-15, TD-20, TD-25;;
- C., HD-6, HD-11, HD-16, HD-21;
- Drott over 5 ton to 18 ton,
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20;
- Loader, crawler mounted, 1-1/2 cubic yard and over;
- Whirley, swing crane;
- Motor patrol over 115 HP or when grading to stakes or grade;
- Tractor, crawler side boom, 10 ton and over.

Other equipment may be added to the above list by agreement between Company and Union.

EXHIBIT I

Delete the following classifications due to obsolescence:

Service Center	0856 - Working Foreman "C"
Field Classifications	0050 - Engineer's Aid
	0165 - Carpenter C
	0415 - Truck Driver
	0435 - Special Truck Driver
	0457 - Line Truck Driver
	0461 - Heavy Truck Driver
	0520 - Faller
	0523 - Second Faller
	0910 - Groundman
	0915 - Steel Assembly Groundman
	0947 - Utility Worker [Helper]
	1040 - Jackhammerman
	1080 - Laborer
	1205 - Material Man
	1450- Metalman
	1570 - Compressor Operator A
	1573 - Compressor Operator B
	1640 - MEOA
	1643 - MEOB
	1644 - MEOC
	1843 - Tractor Operator B
	1844 - Tractor Operator C

1970 - Pipe Wrapper, Hand Large
1975 - Pipe Wrapper, Hand Small
1980 - Powderman

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

LA	Subject	Page(s)
LA R1-01-31 10/31/03	<i>Removed. Cancelled and Superseded by LA 16-23</i>	<i>n/a</i>
LA R2-09-08 9/11/09	<i>Removed. Cancelled and Superseded by LA 16-23</i>	<i>n/a</i>
LA 10-50 12/30/10	<i>Removed. LA R1-17-40 eliminates Pre-Apprentice Lineman effective 4/30/19</i>	<i>n/a</i>
LA 15-07 4/17/15	<i>Update Chart Sections—T&D, Equipment, Tower and Paint.</i>	<i>1</i>
LA 15-23 7/3/15	<i>Added to Apprentice Cable Splicer eligibility through Job Bidding requirements</i>	<i>7</i>
LA 16-23 7/14/16	<i>Updated Note 10 in LOP Chart with LA 16-23 which cancelled and superseded LA R2-09-08. Added Letter Agreement</i>	<i>2, 34</i>
LA 16-33 8/25/16	<i>Updated Towerman Helicopter job description</i>	<i>8</i>
LA 16-33 8/25/16	<i>Added Towerman Letter Agreement</i>	<i>37</i>
LA 17-16 5/25/17	<i>Added Letter Agreement. Classifications in the Tower Line of Progression may perform the duties of Painter B or below in the Insulation & Coating (I&C) LOP.</i>	<i>40</i>
LA 17-16 5/25/17	<i>Wage protection for Painter A (50010354) and Painter B (50010355) when successfully bidding to the Tower LOP.</i>	<i>8, 9</i>
LA R1-17-40 11/27/17	<i>Added Letter Agreement Eliminates T300 Pre-Apprentice Lineman (50368700) classification and cancels LA 10-50 effective 4/30/19</i>	<i>43</i>
LA R1-17-40 11/27/17	<i>Added note regarding wage treatment for MEO's bidding into T300 Apprentice Lineman job.</i>	<i>3</i>

LA R1-17-40 11/27/17	Added note regarding wage treatment for Towerman bidding into T300 Apprentice Lineman job.	3
LA 19-15 7/22/19	<p>Added Letter Agreement.</p> <p>Release from the LA 07-33 lock to bid is only to those GC Apprentice Lineman positions in the Electric Transmission organization. Employees will no longer be released from the provisions of LA 07-33 to bid to Title 300 GC Line positions in distribution.</p>	47
LA 19-19 6/11/19	<p>Added Letter Agreement.</p> <p>Establishes new requirement to successfully pass Three-Day Climbing course prior to entry into Apprentice Lineman positions</p>	49