



# LETTER AGREEMENT LA R1 20-02-PGE



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

MATTHEW LEVY  
SENIOR DIRECTOR

TOM DALZELL  
BUSINESS MANAGER

June 23, 2020

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:

Company proposes to create a new classification, Vegetation Management Inspector (SAP Code 52435198). The new classification will be incorporated into the Job Definitions and Lines of Progression (JDLOP) for General Construction Line Department, Line of Progression, LA-19-30 and will be updated during the next revision of Letter Agreement 19-30 (Attachment 1).

The Job Description for the Vegetation Management inspector ("VM Inspector") is provided in Attachment 2.

Additionally, the parties agree as follows:

1. The VM Inspector classification shall be GC - T-300

2. **2019 Wage Rate:**

|                |         |
|----------------|---------|
| 0 – 6 months   | \$39.00 |
| End of 6 month | \$42.19 |

3. **Basic Work Week** - Section 302.2 of the CBA shall be modified to apply to the VM Inspector classification as follows:

To enable a schedule with coverage that meets the objectives for this unique and newly created classification, the basic workweek shall be as assigned and may be based upon any one of the following:

- (a) Sunday through Thursday
- (b) Tuesday through Saturday
- (c) Monday through Friday

Following initial assignment to a basic work week, (a), (b), or (c) above, the Company may change an employee's basic work week schedule, not to exceed more than two (2) times per calendar year, to one of other available options [e.g. employee currently assigned to basic work week (a) Sunday through Thursday, may be changed to either (b) or (c)], upon thirty (30) days' notice to the employee.

4. **BIDDING & TRANSFERS**

Section 305.4 and 305.5 shall be modified to include the requirement that employees within a classification in the LOP for 'VM Inspector' seeking to utilize the Temporary/Permanent (T/P) upgrade process to possess all the

required minimum qualifications, including successful completion of testing requirements, prior to the request for T/P Sheet being placed on file.

Section 305.7 shall be modified and/or clarified to provide that employees must meet all of the minimum qualifications, including successful completion of position minimum qualification testing requirements. Upon placing a bid on file, employees must have applicable test request(s) on file prior to a vacancy's control date to be considered an eligible bidder to VM Inspector vacancies. Employees must successfully pass those minimum qualification tests prior to being offered the vacancy and successfully pass the Post Offer Physical Assessment prior to being released to a VM Inspector vacancy.

The VM Inspector will have bidding and transfer rights to Appr Lineman (50449467), Appr Cable Splicer – GC (51754496), and Miscellaneous Equipment Operator – Not Gas (50253878); however, Utility Worker (50010223) will have priority consideration to such promotions/vacancies prior to VM Inspector.

5. **Promotion/Demotion Geographic Area ('Promo/Demo')** – The Promo/Demo geographic area for this LOP shall be the same as the area set forth in Exhibit II, of the CBA, for Line Construction.

**LINE CONSTRUCTION**

- 1) Humboldt, North Bay and San Francisco Divisions.
- 2) Shasta, De Sabla, Colgate, Drum and Sacramento.
- 3) San Joaquin and Stockton
- 4) San Jose and Coast Valleys
- 5) Paint Section: Humboldt, North Bay, San Francisco, Drum, Sacramento, Shasta, De Sabla, Stockton, Colgate, and East Bay
- 6) Paint Section: Coast Valleys, San Jose, and San Joaquin
- 7) East Bay
- 8) Tower Construction

6. **CONTRACTING**

The parties recognize that peak work is best accomplished with hiring hall employees or contracting. The Company will give preference to use of hiring hall resources if there are qualified and competent available resources. If hiring hall is not an available option, the Company will pursue the use of qualified and competent contractors that are signatory to IBEW 1245. The Company may contract work (1) when needed specialized skills or specialized equipment are not available (2) when peak workloads require a temporary increase in the Company's forces with subsequent lay-off of such additional forces; (3) vegetation resource contracting (such as work normally performed by inspectors) to provide ongoing employment for contractors to facilitate availability for support needs.

7. **Incumbent GC Gas Employees**

The five (5) incumbent Gas department, GC employees (listed on Attachment 3), currently performing vegetation management inspection work, will be considered qualified and eligible to continue to perform the work of the VM Inspector and retain their current classification and wage rate.

8. **DMV PULL**

- A. All employees are required to have and maintain a Valid Class C Driver's License.
- B. All employees will be required to participate in the Company's DMV pull notice program to validate employee's valid California driver's license, when the job description requires it.

9. **Training Requirements:**

- A. Within one-month of assignment to the Vegetation Management Inspector classification all employees must successfully complete assigned training; which includes but is not limited to the following:
  - 911 Standby training
  - Obtain Working knowledge of QA/QC
  - Computer training

B. Within six-months of assignment to the Vegetation Management Inspector classification all employees must successfully complete the following:

- OSHA 30-hour construction safety overview

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- i. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
- ii. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required OSHA qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.

C. Within six-months of test eligibility, with reasonable flexibility allowed for testing windows, all employees must successfully complete the following:

- Certified Tree Safety Professional (CTSP)

Employees will be provided the opportunity, at Company cost, up to two attempts to obtain the above certification as follows:

- iii. Such retest attempt(s) shall be made and taken within the six-month of eligibility requirement with reasonable flexibility allowed for training and testing windows.
- iv. In the event the employee is unsuccessful after two attempts and does not possess or maintain the required CTSP qualification, the employee will be subject to the release pursuant to Title 106.5(b)(1) or demotion under the provisions of Title 306.

D. Additional training and/or testing Requirements as agreed upon by the Oversight Committee

## 10. Overview Committee

The Company and Union shall each appoint three members to be part of an Oversight Committee. The Oversight Committee will review and attempt to resolve any issues that may arise regarding this Letter of Agreement within the first twelve (12) months. Issues that the Oversight Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) timelines will be waived for the period of time the parties are working to resolve the issue, not to exceed the six (6) month period. Following the initial twelve (12) months, the Oversight Committee may meet thereafter as the parties jointly agree.

Mr. Tom Dalzell

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June 23, 2020  
LA R1 20-02-PGE

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY



By: \_\_\_\_\_  
Matthew Levy  
Senior Director

The Union is in agreement.

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



By: \_\_\_\_\_  
Tom Dalzell  
Business Manager

Jun 25, 2020  
\_\_\_\_\_, 2020

Attachment 1

LA 20-02-PGE Attachment 1

LINE CONSTRUCTION

T&D SECTION  
(notes 5, 10)

EQUIPMENT SECTION

TOWER SECTION  
(notes 11, 12)  
Davis Fab Shop & Material Facility

INSULATION & COATING (PAINT) SECTION

Sub Foreman A Underground (0659) 50010178

Sub Foreman A Overhead (0659) 50010179

Cable Splicer (note 7) (2282) 50010377

Appr Linemen (note 13) (1118) 50449467

Appr Cable Splicer (2285) 50010379

Utility Worker (note 1) (0947) 50010223

Working Foreman B (0107) 50251367

Crane Operator (1613) 50253887

Tractor Operator (1637) 50253879

Backhoe Operator (1612) 50253875

Hole Digger Oper (1690) 50010325

T&D Equip Operator (Temp Only) (note 6) (1661) 50078066

Miscellaneous Equip Oper (notes 6, 7) (1616) 50253878

Sub Foreman B (Tower Section) (0653) 50010181

Weilder AWS Certified (2622) 50072914

Working Foreman D (note 3) (0855) 50010207

Steel Fabricator Leadman (0918) 50010213 Temp Only

Steel Fabricator (0917) 50073119 Temp Only

Field Person Tower (note 7) (0525) 50210150

Utility Worker Tower (note 1) (0947) 50210201

Sub Foreman A (0651) 50010180

Working Foreman C (note 2) (1668) 50253775

Towerman (note 12) (2520) 50010480

Painter B (1925) 50010355

Painter A (1994) 50010354

Working Foreman B (non-climbing) (note 3) (0107) 50251367

Sub Foreman B (0653) 50010181

Painter Utility Worker (notes 1, 6) (1926) 50070802

\*Utility Worker, 50010223 will have priority over VM Inspector, XXXXXXXX to Appr Lineman, 50449467 and Appr Cable Splicer 51754496

Vegetation Management Inspector\* 52435198

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

**JOB DESCRIPTION**

Attachment 2

***Vegetation Management Inspector (SAP code 52435198)***

Performs direct oversight of Vegetation Management work conducted on Electric Distribution or Transmission systems. Responsibilities include overseeing field safety, work quality, customer relations, public safety, permit compliance, and Contractor performance. Job duties are outlined below:

- Supports oversight of vegetation projects, including field operations such as tree assessment, tree trimming, and other work as required.
- Supports the compliance with vegetation management program scope, contract adherence, and PG&E standards and specifications over the entire PG&E service territory.
- Participates in Contractor safety and tailboard meetings to ensure crews follow Company and regulatory (e.g. OSHA) safety, standards and work procedures. Vegetation Management Inspectors are authorized and expected to suspend Contractor work when necessary.
- Acts as a customer relations representative on behalf of PG&E.
- On site supports the coordination between Contractors, Communities, Agencies, First Responders, and all other PG&E workgroups & stakeholders that may be involved in the successful completion of the vegetation project.
- Liaison to the Contractors to resolve obstacles to the completion of the work in a safe, cost effective, efficient, timely, and productive manner, such as managing time and expenses (T&E) in the field, in order to minimize rework and drive quality.
- Maintains personnel stay focused on the assigned job and the appropriate equipment is used. May approve scheduling and scope changes in the field with PG&E management and Contractors as required.
- Encourages public, contractor, and employee safety on site at all times by promoting positive leadership, positive safety culture, good catches, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed. Performs and documents Safety Observations and Good Catches.
- Ensures compliance with all applicable regulations which may include, but are not limited to: Annual permits, Encroachment permits, Traffic Control Plans, railroad permits, Caltrans permits, and environmental protection measures as documented on Environmental Release to Construction.
- Proficient in electronic devices and documentation proficiency. As assigned, completes electronic and paper-based documentation and reporting.
- Required to maintain a Class C driver's license.
- Required to participate in the Employer Pull Notice Program (EPN) with DMV.

**MINIMUM QUALIFICATIONS:****Required (Pre-Placement into VM Inspector):**

- Valid Class C Driver's License with no major incidents
- Proficient in English. Proficiency in Spanish is desired
- High School diploma or GED
- Computer Skills Assessment – MS Word and Excel
- Employment tests/assessments as determined by the company, which may include the following:
  - Physical Test Battery
  - Industrial Skills Test
  - Vegetation Management safety & technical knowledge and competency assessment
  - Post-Offer Physical Assessment
  - or other new tests deemed appropriate by the oversight committee.
- Must meet one of the experience requirements below:
  - Five (5) years of experience as a tree crew climber/tree crew foreman with at least two (2) years of line clearance certification **OR**

- Five (5) years of experience as a Vegetation Management Pre-Inspector and Certified Arborist **OR**
- Five (5) years of experience as a Registered Professional Forester **OR**
- Five (5) years of experience as a Utility Inspector or higher classification with at least one (1) year of vegetation management experience **OR**
- Four (4) years of Military Service with honorable discharge and at least one (1) year additional year of vegetation management inspection experience

**Must Successfully Complete all Training (Post Placement into VM Inspector - such as those noted below):**

- OSHA 30-hour construction safety overview (Must be completed within six months of start date)
- Certified Tree Safety Professional (CTSP) (Must be completed within six months of test eligibility)
- 911 Standby training (Must be completed within one month of start date)
- Working knowledge of QA/QC (Must be completed within one month of start date)
- Computer training (e.g. completion of forms, uploading of documents, accessing GIS) (Must complete within one month of start date)

Incumbent GC Gas  
Employee List  
Attachment 3

|          | <b>Incumbent Names:</b> | <b>Classification:</b>                             | <b>Current wage rate:</b> |
|----------|-------------------------|--|---------------------------|
| <b>1</b> | Jennifer Duncan         | Senior Construction Operator-<br>GC Gas (51664846) | \$55.84                   |
| <b>2</b> | Mathew Tellini          | Utility Worker – GC<br>(50010223)                  | \$40.42                   |
| <b>3</b> | Sheldon Amos            | Working Foreman A - Gas<br>T&D (50251366)          | \$60.95                   |
| <b>4</b> | Michael Cavanaugh       | Construction Operator-GC<br>Gas (51664847)         | \$45.19                   |
| <b>5</b> | Ernest Mata             | Utility Construction Inspector<br>(51664850)       | \$51.61                   |