



LETTER AGREEMENT LA 20-08-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
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MATTHEW LEVY
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

March 30, 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:

This letter captures the agreement reached by the Company and IBEW with respect to the IBEW newly organized System Dispatcher unit. The following details the agreement of the parties:

These positions will be covered by the IBEW Physical Agreement and those Titles and Exhibits, as appropriate, for hourly Region or General Office employees. NLRB Case No. 20-RC-143583 will be added to the Recognition, Section 2.1 of the Physical Agreement.

1. Classifications and Job Definition

With the addition of exempt supervisors on each shift in early 2014, the Company determined that the lead duties of the Senior System Dispatcher were no longer required. Company therefore proposes to combine into one classification the Senior System Dispatcher and the System Dispatcher.

Job Definition

System Dispatcher (51770531)

A shift employee who monitors and directs the operation of the integrated PG&E transmission system to ensure the grid is operated in a safe and reliable manner while minimizing costs to customers and the company. Coordinates and communicates planned or forced equipment outages, system status, unusual events, including the coordination of system restoration following major disturbances. Monitors the day-to-day real-time operations of the PG&E transmission system and works closely with the California Independent System Operator (CAISO) to maintain system reliability including monitoring voltages, coordinating switching actions, preparing for and responding to emergency system events. Also assists in managing the restoration of the transmission system after major disturbances.

Exercises or participates in centralized control over electric transmission lines and other electrical equipment as it pertains to the Bulk Electrical System.

- Directs the area System Operators in the switching steps of 500kv circuit breaker operations for the removal/return of lines and equipment from/to service for routine and emergency work. Coordinates restoration of service following major disturbances.
- Coordinates voltage control in the PG&E area.
- Coordinates operations with the California Independent System Operator to ensure safe and reliable operation of the electric grid while minimizing negative impacts to the customers.
- Transmission Operations: Responsible for monitoring and directing operations on the integrated PG&E bulk electric transmission system to ensure safe and reliable operation of the electric grid while minimizing negative impacts to the customers.

- Monitor transmission switching in all PG&E facilities. Complete all equipment, outage and service reports and logs as necessary.
- Other duties required pursuant to the NERC RC certification to maintain the integrity and safety of the bulk electric system.

2. Job Qualifications

- All current Dispatchers must maintain their NERC certifications at their current level. Within 6 months of the ratification of this letter, all system dispatchers must obtain an RC certification. The Company will provide training and test preparation and will pay for up to three NERC certification tests within the six months. Hires into the position will be required to acquire and maintain Reliability Coordinator (RC) certification level within six months of entrance into the classification.
- The Company will provide training and test preparation and pay for up to three NERC certification tests within the 12 months.
- Shall have two years' experience at a journey level or equivalent as an electric station operator, a steam/hydroelectric/nuclear operator or in a position of operating electric equipment and lines in an electric generating plant or in an engineering position.
- Journeyman System Operators and Lead System Operators with at least two years of experience in PG&E transmission operations will be considered qualified bidders for System Dispatcher vacancies.
- Shall complete ongoing Continuing Education training required to maintain the NERC certification at the RC level (currently 200 hours over three years). Training will be provided by the Company.

3. Selection Process for System Dispatcher

Qualified bidders to System Dispatcher vacancies are subject to the selection process described herein. Company and Union will establish a committee to jointly develop a selection process for bidders to System Dispatcher, which includes the following provisions:

Selection Process for System Dispatcher

Company and Union will establish a committee to jointly develop a selection process for qualified bidders to System Dispatcher. The selection process will include the following provisions:

- A written exam to assess technical knowledge will be developed, with a pool of technical questions to draw from to protect the integrity of the testing process.
- An oral interview panel to assess leadership abilities will be used as part of the selection process. Company and Union will select an equal number of participants on the interview panel. A pool of interview questions/scenarios will be developed to protect the integrity of the interview process.
- The candidates' scores on both the written exam and the interview will be standardized on a 100-point scale and combined such that each is given equal weight in the overall score (50% based on interview, 50% based on written test). The candidate with the highest score will be offered the position, except that if the two or more candidates with the highest scores are within ten percentage points of each other, the position will be offered to the candidate with the greatest service. Candidates scoring below the established minimum qualifying score will not be considered. A candidate may only test once for each opportunity to fill an System Dispatcher vacancy.
- The Overview Committee (below) will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under Subsection 205.14(a) of the Agreement will be limited to issues relating to the administration of the agreed-to selection process.

This process must be completed and implemented prior to the expiration of the 12-month implementation period for NERC certification.

4. Line of Progression

System Dispatchers will be included in the Electric Operations Line of Progression, Section 600.1, Exhibit VI-L.

System Dispatcher- 51770531

Same or Higher

50010339 1805	System Operator	50010341 1809	Lead System Operator
		51770531	System Dispatcher

5. Seniority Application

Company Service will be applied as defined in Section 106.3 and Subsection 106.5(a).

6 Timing of Benefits Conversion

Conversion from A&T benefits to the bargaining unit platform shall occur on the first of the month following ratification of this agreement or if ratification occurs too late in the month to make the conversion, conversion shall occur the first of the next month.

7. Training

The Company may provide employees within the operating line of progression the opportunity to train as system dispatchers and change shifts as provided in LOA R1-89-131 in order to facilitate training assignments. Such assignments will not be considered upgrades under Section 204.3 and will not require adjustments in pay.

-If a System Operator is assigned a System Dispatchers shift that System Operator shall be entitled to an upgrade in pay in accordance section 204.3

-Employees will be considered qualified to fill a System Dispatcher shift if they are qualified in their AOR (North, Central, South) and have their RC certification. Employees who have completed their System Dispatcher Qualification Card shall receive preferential treatment for the purposes of System Dispatcher shift filling.

8. Compensation – 2020 Wage Rates

51770531 System Dispatcher Single Rate: \$78.72

52466107 Sr. System Dispatcher (PIO) Single Rate: \$86.60

- Sr. System dispatcher is a Present Incumbent only position. Future Vacancies will be filled as System Dispatchers.
- New pay rates will be processed by the next bi-weekly pay period following ratification that is practicable.

STIP

Employees' participation in the Short-Term Incentive Plan (STIP) will continue until the date of ratification of this agreement, following which they will no longer participate in STIP. Employees must be in a STIP eligible position on the last day of the applicable quarter to be eligible to receive that quarter's payout, in accordance with the Company STIP guidelines.

9. Hours of Work

System Dispatchers will remain on the existing 12-hour, six-week rotation work schedule. A factored rate will be created for pay purposes as a method of standardizing hours within a work week.

To compensate current employees for adjustments to their current compensation structure; Present incumbents will receive 8 hours per week of Straight time paid at 1.5x rate of pay while they remain in the System Dispatcher role. The Company may change the System Dispatchers schedule one time per year to mirror the schedule of the System Operators at the GCC.

10. Overtime

Prearranged Overtime For the purpose of tracking and equal distribution of prearranged overtime (POT) hours in accordance with Title 208, employees will transition to zero POT hours upon ratification of this agreement. The current local POT procedure in place for System Operators at the GCC will apply.

Emergency Overtime: For purposes of tracking and distribution of emergency overtime (EOT) hours, employees will transition to zero EOT hours upon ratification of this agreement. The current local EOT sign-up and tracking procedures in place for System Operators at the Vacaville GCC will apply.

ARCOS: The Company may utilize the automated overtime call-out system for the purpose of tracking overtime POT or EOT and/or calling out employees Company will notify the Union prior to implementing ARCOS.

11. Vacation

Vacation that was previously scheduled will be honored where operationally feasible, until the next vacation sign-up

process commences in accordance with Section 111.13. The local procedures in place for requesting unscheduled vacation for System Operators at the Vacaville GCC will apply.

12. Rocklin and Vacaville Headquarters

Transmission Grid Control Centers, System Dispatchers and Sr. System Dispatchers (PIO) may be assigned to work at either the Vacaville Grid Control Center or Rocklin Grid Control Center. The Company will endeavor to accommodate employee preferences at each of these work locations. Employees assigned to work in Rocklin will be paid travel time and mileage in excess of their normal commute to Vacaville GCC. The Company may determine the number/classifications of employees required to work in either Rocklin or Vacaville. Company will offer opportunities to work in Rocklin first to volunteers. If there are more volunteers than needed, Company will make selections by seniority. Company may bypass senior volunteers if their commute costs exceed those of another volunteer. If there are insufficient volunteers to work in Rocklin, employees will be assigned by reverse seniority.

13. Minimum Standard for Work Attire

Transmission and Distribution Control Center employees within the System Operator LOP shall maintain a minimum standard for work attire, consistent with maintaining a safe and professional environment. Such attire will require long pants, skirts/dresses, closed-toed hard-soled shoes, and shirts or blouses/dresses that cover shoulders and midriff (IBEW clothing consistent with the criteria above and fire-resistant (FR) clothing acceptable).

14. Bidding Restrictions

Upon ratification, incumbents will remain in the Grid Control Center for 36 months before being allowed to bid or transfer to any other position outside of the GCC. Such employees may still bid or transfer for promotions/demotions that are within the line of progression and headquarters.

New hires and bidders into Transmission System Dispatcher, shall remain in their Control Center for five years before being allowed to bid or transfer to another position outside of his/her current headquarters. Such employees may still bid or transfer for promotions/demotions that are within the line of progression (LOP) and headquarters. Employees who bid or transfer into a new classification within their line of progression will not be required to begin a new five-year retention period.

15. The Company may assign all System Operator activities to a Transmission System Dispatchers, regardless of duration. This includes the option of utilizing a Transmission System Dispatcher who is already at work to fill an entire vacant shift, whether the Transmission System Dispatcher is on straight time or overtime. If the Company elects to fill a vacant shift that requires a call out, the current shift-filling protocol (Relief Agreement or Local Agreement) will continue to be followed.

16. Joint Oversight Committee

A joint Company-Union Oversight Committee will be created and will include up to three members selected by the Union and up to three members selected by the Company. This Committee will address issues related to the implementation of this agreement.

All other provisions of the collective bargaining agreement and supplements thereto, shall apply.

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

April 2nd, 2020

By: _____



Tom Dalzell
Business Manager