



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 20-44-PGE

IBEW



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

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

August 18, 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:

The Master Apprenticeship Agreement (MAA) requires the Joint Apprenticeship and Training Committee (JATC) to establish an Administrative Procedures Manual for each apprenticeship training program.

The Company and Union have agreed that the Administrative Procedures Manual shall consist of specific standards for all apprenticeship training programs. For each newly indentured apprentice, advancement to the next step requires successful completion of the Standards of Achievement as specified in the jointly agreed to Administrative Procedures Manual. The protocol for progression and failure to advance will be consistent with the specifics as identified in this agreement and in the Administrative Procedures Manual.

In no event shall the Administrative Procedures Manual supersede this letter of agreement or the Master Apprenticeship Agreement. Typographical errors, omissions or minor edits to the Administrative Procedures Manual, which have no material effect, shall be made and reported to the JATC. The JATC has agreed that the curriculum and associated qualifications can be updated by the sub-committee as needed, to ensure the program reflects current work practices and procedures. These JATC approved updates will be documented and captured in an Apprentice Committee (AC) letter.

Pursuant to Section 109.2 of the Physical Collective Bargaining Agreement (CBA) and the Master Apprenticeship Agreement (MAA), the Company and Union established a joint training subcommittee to update the Water Systems Repairperson T200 and T300 Administrative Procedures Manual. On July 13, 2018, the JATC approved the Administrative Procedures Manual and training curriculum in AC Decision DEC-17-124.

- Step Progression During Accommodations and/or Work Restrictions

If an apprentice needs accommodations and/or work restrictions, the apprentice must notify the Supervisor; employee will be offered training if modified work is available; Department will work with employee to determine ability to accommodate; employee must be released by treating physician; employee must meet the standards of achievement for the step to be eligible to progress to the next step. Wages will be administered per section 108.2 of the Collective Bargaining Agreement. (See specific language in the Administrative Procedures Manual which is incorporated by reference.)

- Step Progression Test and/or Formal Training Failure & Remediation

If an apprentice fails to successfully pass a step progression, that apprentice will be placed on a 90-Day Action Plan; may not be permitted to progress to the next formal training course as scheduled; will be

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released back to his or her headquarters and must meet the action plan requirements before progressing to the next step. (See specific language in the Administrative Procedures Manual which is incorporated by reference.)

- Wage Rates

Apprentice wages per step are defined in the most recent Exhibit X of the Collective Bargaining Agreement, located on the Labor Relations Intranet webpage.

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

Aug 18, 2020 _____, 2020