



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 20-48-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

September 14, 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 parties met to discuss the line of progression within Electric Operations Hydro and as a result of those discussions, the Job Definitions and Lines of Progression (JDLOP) for Section 600.12, Exhibit VI-L, for Division Electric Operating, Hydro Operating and Clerical-Hydro (LA 15-48) will be updated to include this new classification with the next scheduled update to the JDLOP.

As a result of those discussions, Company will create two new classifications:

Lead Hydro Operator (LHO) (SAP 52549067)  
Lead Hydro Operator – Helms (SAP 52549068)

An employee who is a lead in charge of a group engaged in hydro operations. Shall have the personal qualifications of leadership ability, the craft qualifications of a journeyman Hydro Operator and be familiar with Company compliance, safety standards, accounting procedures, and other applicable rules and procedures. There will be at least one Lead Hydro Operator for each of the 5 Hydro Areas (The 5 Hydro Areas and the headquarters within each area are listed in Appendix A, included below in this Letter Agreement).

Major Areas of Responsibilities:

- Coordinates the activities of other employees within the Hydro Operator line of progression in executing the work requirements.
- As an assistant to the Operating Supervisor, may serve as a point of contact with other departments.
- May be asked to perform duties of lower classifications in the line of progression.
- May distribute work to the Hydro operator (including Helms), Roving Operator (Hydro), Utility Roving Operator, Hydro Operator-In-Training, and hydro utility operators.
- Supports the supervisor in other lead duties as assigned, which may include but is not limited to crew scheduling, conducting tailboards, making work assignments and following up, prioritizing and planning work of others and communication with outside agencies.
- May provide lead duties to more than a single headquarters within their area.

Pay Scale Code	SAP Job Code	Next Lower Classifications	Pay Scale Code	SAP Job Code	Same or Higher Classifications
1740	50010334	<i>Roving Operator (Hydro Plants)</i>	4026	52549067	Lead Hydro Operator
1741	50010335	<i>UN Roving Operator</i>	4027	52549068	Lead Hydro Operator (Helms)
1819	50010344	<i>Hydro Operator (Helms)</i>			
1826	50010349	<i>Hydro Operator</i>			
1827	50010350	<i>UN Hydro Operator</i>			

Notes:

- Company shall not be obligated to fill vacant shifts.
- If a Hydro Operator shift isn't filled entirely, the on-shift LHO can be utilized for less than full shift to assume specific shift-type responsibilities but not for the purpose of circumventing the relief protocol.
- If Company elects to fill a full shift, the relief agreement is to be utilized and LHO could be used. The LHO would be last in priority order after all qualified employees in the Line of Progression have been exhausted.
- LHO work hours will be a 4/10 schedule from Monday through Thursday, beginning at 0700, but this does not preclude the parties from locally negotiating hours agreements that differ from this work schedule.

2020 wage rate for Lead Hydro Operator and Lead Hydro Operator (Helms):

10% above the top Hydro Operator 2020 wage rate = \$68.07

10% above the top Hydro Operator 2020 wage rate at Helms = \$73.18

Selection Process for Lead Hydro Operator

- Company and Union will establish an Overview Committee to jointly develop a selection process for all the qualified bidders from the areas where the Leads are being selected.

The selection process will include the following provisions:

- A written Leadership Skills Assessment (LSA) will be selected from previously developed tests published by a third party and approved by the joint Company-Union committee. The LSA will be used as an initial screen of the applicants and only those who pass the LSA will be invited to participate in the technical proficiency exam and interview. Candidates scoring below the established minimum qualifying score will not be considered. Once an employee has passed the LSA, they will be considered qualified to participate in the selection process for any subsequent LHO vacancies and will not be required to take the LSA again unless five or more years have passed since the employee's initial LSA and the control date of the LHO job opening. A candidate may only test once for each opportunity to fill an LHO vacancy.

- For each LHO vacancy to be filled, the Company will invite up to 8 LSA-qualified pre-bidders from the Area where the job is being filled to participate in the LHO selection process (described below). Any Lead(s) selected will be from the Area where the LHO job is being offered.
- 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. Due to logistical complications resulting from COVID-19, there may be a delay in the development and implementation/proctoring of the written technical exam. As an interim process, the parties agree that technical questions will be included as part of the panel interview described below. Technical questions included as part of the panel interview will be objective in nature, meaning that any answer provided will be either correct or incorrect with points awarded accordingly. The technical knowledge question portion of the interview will not include any questions that allow for subjective grading or awarding of points based on any sliding scale or other subjective criteria. Each candidate interviewed during the interim process described herein will be asked the same number of technical questions as part of their panel interview.
- An oral interview panel to further 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' total score in the selection process will be standardized on a 100 point scale, and will consist of 50% technical knowledge questions (written exam or panel interview) and 50% leadership ability questions (panel interview). Generally, the candidate with the highest score will be offered the position, except that if 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.
  - The Overview Committee (described 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.
  - The parties agree pursuant to Sub-Section 7.1 of the Collective Bargaining Agreement and LOA 87-189, the Company may elect to discipline or demote a Lead Hydro Operator for just cause. This may include, but is not limited to, failure to satisfactorily perform the duties of an LHO, failure to provide a safe working environment or lack of craft knowledge.
- Overview Committee  
A joint Company-Union Overview Committee will be established which will consist of two members selected by the Company and two members selected by the Union. This Committee will address issues associated with the implementation of this Agreement. On an ongoing basis, the Committee will also address issues associated with the LHO selection process as described above. The Overview Committee will attempt to resolve issues within forty-five (45) days. Issues that the Overview Committee cannot resolve will be subject to the party's grievance procedure Subsection 102.3(a)(2) and timelines will be waived for the aforementioned forty-five-day period.

Mr. Tom Dalzell

September 14, 2020  
LA 20-48-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 & ELECTRIC COMPANY



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

The Union is in agreement.

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



Sep 16, 2020  
\_\_\_\_\_, 2020

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

**Appendix A**

1. Shasta

- Pit-3 (Switching Center)
- Pit-5 (Switching Center)
- Manton

2. DeSabra:

- Rock Creek (Switching Center)
- Caribou (Switching Center)
- Camp-1

3. Drum:

- Drum (Switching Center)
- Wise (Switching Center)
- Alta
- Auburn Regional Center

4. Motherlode:

- Tiger Creek (Switching Center)
- Angles Camp
- Sonora

5. Kings-Crane Valley/Helms (of Southern Area):

- Auberry
- Balch
- Fresno Operating Center (Switching Center)
- Helms (Switching Center)