



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 22-01-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
BOB DEAN
BUSINESS MANAGER

January 11, 2022

Mr. Bob Dean, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dean:

This letter captures the agreement reached by the Company and IBEW with respect to the IBEW newly organized Outage Planner 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 exempt Region or General Office employees. NLRB Case No. 32-RC-263640 will be added to the Recognition, Section 2.1 of the Physical Agreement.

1. Classification and Job Definition

All incumbent Outage Planner employees are currently classified as "Outage Planner, Expert". These incumbents will be reclassified as "Transmission Outage Coordinator" (TOC) effective January 1, 2022. All future vacancies will be filled as Transmission Outage Coordinator.

Job Definition

Transmission Outage Coordinator (52836491)

An employee with the qualifications of a System Dispatcher or Journeyman System Operator, who is the single point of contact with the California ISO relating to the long and/or short-range transmission grid outage planning and coordination process. Partners with internal and external stakeholders to review applications for work (AFW) on the PG&E transmission system to ensure the grid is operated in a safe and reliable manner while minimizing costs and risks to customers. Coordinates, processes, and submits applications for work to CAISO for approval using guidelines set forth in California ISO Operating Procedures. Responsible for confirming clearance point accuracy in Transmission Operations Tracking and Logging tool (TOTL). Selects and configures the proper equipment in the TOTL "Equipment" field to ensure the California ISO modeling software will be accurately configured. Creates and/or splits work cards in the California ISO Outage Management System when modeling conflicts occur. May act as liaison for the Grid Control Center/Electric Transmission Emergency Center (ETEC) to support emergency events in the Emergency Operation Centers (EOC). May support data requests from different departments (T-Line, Substation, Project Management, Customer Care, etc.) May be assigned to work on short-term outage coordination or long-term outage coordination as described below.

Long-Range Outage Coordinator role:

Responsible for the review of long-range scheduled work on the PG&E Bulk Electric System, typically 59+ calendar days in the future. Responsible for planning and coordinating clearances to ensure that future work can be accommodated while allowing the Grid Control Center to maintain a safe and reliable electrical grid.

- Develops a long range (between 6 weeks to 18 months) outage plan consisting of large capital construction and/or maintenance projects on the transmission grid to ensure the grid is operated in a safe manner while minimizing cost to the company and customers.
- Partners with multiple internal and external parties, including Engineering, Grid Operations, Estimating, etc. to understand the planned work, scope, duration, etc. Works with Maintenance Planners and Project Managers to prioritize jobs and adjust schedules as needed.
- Works with Transmission and Distribution Planning, Project Management, T-Line & Substation Construction and Maintenance, to develop, coordinate and consolidate long term scheduling. Facilitates Quarterly clearance planning meetings develop and refine the Long-Range plan.
- Works with Operations Engineering and Control Centers to determine optimum clearance windows for the long-term maintenance and construction projects.
- Acts as single point of contact between PG&E and other entities (including utilities, generators, and CAISO) to provide information needed concerning operations of the transmission system.
- May provide TAFW Training to field personnel, including Supervisors and Clearance Coordinators.
- Attends Job-Walkdowns and provides input for clearance requirements and special set-ups.
- Assists in TAFW submissions for complex 500kV, 230kV, 115kV & 60/70kV expense & capital project clearances.

Short Range Outage Coordinator role:

Responsible for the review and approval of scheduled work on the PG&E Bulk Electric System and associated telecommunications equipment. Coordinate's clearances to ensure work can be accommodated while allowing the Grid Control Center to maintain a safe and reliable electrical grid.

- Serves as the single point of contact for the California ISO regarding the PG&E Transmission system and telecom equipment impacting the transmission system.
- Ensures that conflicts will not arise when equipment is removed from service. Confirms Operations and Protection Engineers comments are relevant to the work and that adverse overlaps do not exist
- May perform operational planning analysis (OPA) day ahead studies for forecasted peak load with all scheduled and unscheduled outages entered into base-case to ensure that the loss of any element does not cause overloads, islanding, or low/high voltage conditions beyond acceptable limits. This duty is shared with other non-unit classifications.
- Communicates updates and notifications to various parties, including the California ISO, neighboring utilities, Remedial Action Scheme (RAS) Operations, Enterprise Network Operations, Energy Management System (EMS), System Control and Data acquisition (SCADA), Operations Engineers, Protection Engineers, RAS Room Technicians and Power Gen Outage Coordination.

- Coordinate's work impacting RAS, SCADA, EMS, RAS controllers, RAS Schemes, and protective relays.
- Process and coordinate telecom requests received via e-mail from ENOC (Enterprise Network Operations Center) or outside entities impacting the protective relays on the PG&E transmission grid, RAS circuits or equipment, microwave circuits, radio communication circuits, UDN circuits, ODN circuits, routers, phones, Building Maintenance, or the ability to monitor PG&E transmission assets via SCADA & EMS. Confirms that all cut outs are accurate in accordance with list of circuits provided by Enterprise Network Operations Center (ENOC). Compiles data and creates cut out instructions from several reviews and ensures that notifications are made to impacted parties. Ensures no adverse overlaps exist for clearances and/or CRQ's.
- Assists with coordination of Annual PACI RAS Test. Collaborates with associated parties within the Western Interconnection, PG&E RAS Operations, System Protection, and Transmission Grid Operations personnel to facilitate necessary switching setups in preparation for annual testing of the WECC-1 Remedial Action Scheme.
- Compiles reviews from Company Operations and Planning Engineers when outside entities submit a notification impacting our equipment.
- Monitor and maintain the PG&E Transmission Outage Coordination e-mail inbox to process and coordinate requests from neighboring utilities and municipalities impacting the PG&E Transmission grid or requiring support of PG&E Transmission Grid Operations personnel.

Notes:

- Generally, TOCs filling the "Long Range Outage Coordinator" role will be assigned to perform long range outage coordinating duties, and TOCs filling the "Short Range Outage Coordinator" role will be assigned to perform short range outage coordinating duties. However, on a limited and exceptional basis, when properly trained, Long Range Outage Coordinator may be assigned to perform the duties of Short Range Outage Coordinators, and vice versa.
- Whenever a vacancy exists in either a Long Range or Short Range Outage Coordinator Role, and the Company intends to fill that vacancy, it will first be offered to existing Transmission Outage Coordinators prior to being filled in accordance with Title 205 of the Physical Agreement.

2. Job Qualifications

- All current Transmission Outage Coordinators must maintain their current NERC certification. Future hires and bidders into the position must hold a NERC certification and will be required to maintain their NERC certification.
- Shall have five (5) years of journey level experience in PG&E transmission dispatching/operations.
- System Dispatchers, Lead System Operators and System Operators with at least five (5) years of experience in PG&E transmission dispatching/operations will be considered qualified bidders for Transmission Outage Coordinator vacancies.
- Shall complete ongoing Continuing Education training required to maintain the NERC certification. Training will be provided by the Company.

3. Selection Process for Transmission Outage Coordinator

Company and Union will establish a committee to jointly develop a selection process for qualified bidders to Transmission Outage Coordinator. 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 a Transmission Outage Coordinator 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.

4. Line of Progression

Pursuant to the enabling clause, Section 205.19, the parties agree that employees in the "Next Lower" or "Same or Higher" classification to the vacancy shall be considered equally pursuant to Section 205.7.

In accordance with 205.13, if there are No Qualified Bidders, the vacancy may be filled by Company at its discretion with an internal or external candidate.

| Next Lower | Same or Higher |
|---------------------------------|--|
| System Operator (52309231) | Transmission Outage Coordinator (52836491) |
| Lead System Operator (52309233) | System Dispatcher (52466108) |
| | System Dispatcher (PIO) (52611522) |
| | Sr. System Dispatcher (PIO) (52466107) |

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 management 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. Compensation

In no event will any pay adjustment (excluding the Short Term Incentive Plan) result in an employee's salary exceeding the salary range maximum.

a. 2022 Salary Ranges

| Classification Title | Minimum | Maximum |
|--|-----------|-----------|
| Transmission Outage Coordinator (52836491) | \$149,486 | \$175,273 |

b. Pay Increases

- Beginning in 2023, the minimum and maximum established salaries will be adjusted according to the negotiated General Wage Increases. Accordingly, individual TOC movement within the salary range will be based in part on the negotiated General Wage Increase (GWI). Additional increases for existing TOC's are outlined in ii below.
- For an employee whose current salary is below the maximum of the salary range, a Progressive Salary Increase (PSI) of not less than 5% shall be granted if an employee's rate of improvement and level of performance warrant it, until the employee reaches the top of the salary range. In the event an employee whose rate of improvement and level of performance warrant a PSI is within 5% of the maximum salary range, they will be granted a sufficient PSI to place them at the maximum of the salary range. If the rate of improvement and level of performance do not warrant a PSI, none will be granted. The PSI will be granted annually on a common date consistent with the process for non-represented salaried employees, currently March 1st. If, at the time the PSI is granted, an employee has been in the classification for less than 12 months, the PSI will be pro-rated as follows:

| Proration Date | Proration Calculation | PSI Increase Percentage |
|----------------|-----------------------|-------------------------|
| March 1 | 12/12ths of 5% | 5% |
| April 1 | 11/12ths of 5% | 4.58% |
| May 1 | 10/12ths of 5% | 4.17% |
| June 1 | 9/12ths of 5% | 3.75% |
| July 1 | 8/12ths of 5% | 3.33% |
| August 1 | 7/12ths of 5% | 2.92% |
| September 1 | 6/12ths of 5% | 2.5% |
| October 1 | 5/12ths of 5% | 2.08% |
| November 1 | 4/12ths of 5% | 1.67% |
| December 1 | 3/12ths of 5% | 1.25% |
| January 1 | 2/12th of 5% | 0.83% |
| February 1 | 1/12th of 5% | 0.42% |

- iii. Incumbent TOC's will have their time as management employees in the Transmission Outage Planner classification counted as time in the TOC classification, and therefore will not be prorated.
 - iv. For the purpose of ii above, an employee's rate of improvement and level of performance will be deemed to warrant a PSI so long as the employee has not been under active counseling for poor work performance during the previous 12 months. Active counseling for the purpose of this section is defined as: during the previous twelve month period (1) two or more instances in which the employee has received written reminders, (2) a decision-making leave, or (3) demotion with cause.
 - v. For an incumbent employee whose current salary is over the maximum of the salary range, they will be frozen at their current salary until the salary range catches up with their current salary and will be eligible for GWI lump sum payments.
 - vi. If an employee will go over the salary range maximum with a future GWI, the employee will receive the portion of the GWI that would place them at the top of the salary range, and the difference will be paid in a lump sum payment.
 - vii. Wage placement for bidders from within the Line of Progression:
 - a) Next Lower will be placed in the salary range at 5% over their current wage but their new wage may not exceed the salary range maximum.
 - b) Same or higher will be placed in the salary range at their current wage (not to exceed the salary range maximum) and will receive GWI's and PSI's in accordance with the above.
- c. Short Term Incentive Plan

Employees will continue to be included in the Company's Short Term Incentive Plan (STIP) that is established for each plan year and will continue at the same participation rate (10%). Participation will be based on the Company's STIP administrative guidelines, as modified by Company from time to time.

8. Performance Standards

Pursuant to Section 7.1, Company may establish performance standards and complete performance evaluations annually on employees, on a timeline consistent with the current performance appraisal process for non-represented salaried employees, resulting in a common PSI (Progressive Salary Increase) date, currently March 1. The performance standards and performance appraisal process may be modified by the Company from time to time. Performance evaluations will not be subject to the grievance procedure nor be used to either support or challenge disciplinary action.

9. Hours of Work

Incumbent TOCs will remain on 4/10 work schedules. Local Agreements will be established for TOCs in each location that will codify the terms of the work schedule and hours in accordance with 202.16(b) of the Physical Agreement and LA 93-96 as is applicable to exempt employees (e.g., vacation, sick leave, holidays, etc.). In addition, the 4/10 work schedules may be cancelled by either party by providing a 30-day written notice.

10. Overtime

Transmission Outage Coordinators (TOC) are exempt positions and overtime is not required under the Fair Labor Standards Act or California Wage and Hour Laws. However, Transmission Outage Coordinators will be eligible for compensation at the straight-time rate of pay for work beyond normal work schedules, subject to the conditions below:

1. Prior authorization from a supervisor, manager, or director within the department to work beyond normal daily work schedule or on a non-workday is required.
2. Employee works at least one (1) hour beyond the normal daily work schedule or works on a non-workday. On normal workdays, only the time beyond the initial one hour beyond the normal work schedule will be compensated. On non-workdays, all time worked will be compensated.

The offering of Overtime assignments to TOCs will continue at the discretion of management. However, the Company will first consider TOCs that volunteer for overtime assignments prior to requiring an employee to perform overtime work. In addition, Short Range TOCs will be utilized for overtime assignments involving short range outage coordinating duties, and Long-Range TOCs will be utilized for overtime assignments involving long range outage coordinating duties. However, on a limited and exceptional basis, when properly trained, Long Range Outage Coordinators may be assigned to perform the duties of Short-Range Outage Coordinators, and vice versa.

11. Meals

Transmission Outage Coordinators (TOC) will only be reimbursed for meals when they are traveling overnight for business purposes or other approved business needs. Supervisor approval is required for reimbursement.

12. Vacation/Sick Leave

Vacation that was previously scheduled will be honored, until the next vacation sign-up process commences in accordance with Section 111.13.

There will be no charge for vacation taken in increments of less than four (4) hours; however, if at least four (4) hours are taken, all vacation hours for that day will be charged. On holidays, two (2) hours of vacation if available, will be used to provide for ten (10) hours of pay in accordance with current practice.

Transmission Outage Coordinators shall be charged sick leave in four (4) hour increments, with no charge made for increments of less than four (4) hours. Once the four (4) hour threshold is met, additional sick leave will be charged in hourly increments.

13. Company Headquarters Assignments

Incumbent Transmission Outage Coordinators will have their current reporting locations established as their regular company headquarters. A list of regular headquarters assignments for each incumbent Transmission Outage Coordinator is included as Attachment A to this Agreement.

Company may fill future TOC vacancies at any regular Company headquarters, in accordance with the provisions of Title 205.

14. Rocklin and Vacaville Headquarters

Transmission Outage Coordinators may be assigned to work at either the Vacaville Grid Control Center (VGCC) or Rocklin Grid Control Center (RGCC). The Company will endeavor to accommodate employee preferences at each of these work locations.

Temporary headquarters assignments will be in accordance with the normal provisions of Title 200, except that when temporarily assigned to work at the VGCC or RGCC, employees will be paid travel time and mileage more than their normal commute. The Company may determine the number of employees required to work in either Rocklin or Vacaville. Company will offer opportunities to work in each headquarters 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 at either location, employees will be assigned by reverse seniority.

15. Minimum Standard for Work Attire

Transmission Outage Coordinators 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).

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 agrees.

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

Jan 14, 2022
_____, 2022

By: 
Bob Dean
Business Manager

Attachment A
Regular Headquarters Assignments for Incumbent Transmission Outage Coordinators

| | |
|----------------------|--|
| Brian Cawaring | 3655 Cincinnati Ave. Rocklin, CA 95765 |
| David Douglass | 4940 Allison Pkwy. Vacaville, CA 95688 |
| John Fagnani | 3655 Cincinnati Ave. Rocklin, CA 95765 |
| Christopher Georgen | 4940 Allison Pkwy. Vacaville, CA 95688 |
| Clarence Montegrande | 4940 Allison Pkwy. Vacaville, CA 95688 |
| Jason Reed | 3551 Pegasus Dr. Bakersfield, CA 93308 |
| Anthony Smith | 3655 Cincinnati Ave. Rocklin, Ca 95765 |