



LETTER AGREEMENT LA 23-38-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
300 LAKESIDE DRIVE
OAKLAND, CA 94612
650.832.8674

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

BOB DEAN
BUSINESS MANAGER

December 18, 2023

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:

Pursuant to Section 304.4 of the Physical Agreement, the parties have agreed to create two new Underground Inspector classifications: Underground Construction Inspector (UGCI) (53239061) and Lead Underground Inspector (53239062). Additionally, the parties have agreed to create one new Underground Construction Inspector – I.C.C. S1 & 47 Certified (Temporary Use Only) classification (53239060). These classifications will be added to the General Construction (GC) Gas Line of Progression, Section 600.13, Exhibit VI-M. The job definitions and lines of progression chart are defined in Attachment 1. This agreement will be incorporated in the next revision to the GC Gas Line of Progression for 'Inspectors.'

The classifications included in this Agreement are covered by the Department of Transportation (DOT) requirements as outlined in applicable letters of agreement and all provisions that apply under the Pipeline Safety Program, including pre-duty and intermittent drug testing.

2023 – 2025 WAGE RATES:

Classification	2023 Wage Rate	2024 Wage Rate	2025 Wage Rate
Underground Construction Inspector (UGCI) (53239061)	\$63.68	\$66.07	\$68.55
Lead Underground Inspector (53239062)	\$68.88	\$71.46	\$74.14

DRIVER'S LICENSE REQUIREMENTS:

The Underground Construction Inspector and Lead Underground Construction Inspector classifications are required to possess a Class "C" Driver's License and are required to enroll in the California DMV pull program.

STAFFING VACANCIES:

1. The Company may fill as many Underground Construction Inspector, Lead Underground Inspector, and Lead Underground Pipeline Inspector-CWI positions as desired.
2. The above vacancies shall be filled pursuant to this Agreement in accordance with the normal provisions of Title 305.

TRANSITION OF INCUMBENTS:

Effective upon implementation, the transition and placement of employees currently incumbent in the positions identified in Attachment 2 shall be as follows:

Construction Inspector (51665126) Notes:

1. Incumbent employees who are designated as Construction Inspectors will be placed into the Underground Construction Inspector classification at the employees' current rate of pay.
2. Opportunities to receive I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certifications will be provided to incumbents based on location and seniority, at Company cost for up to two attempts.
 - a. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
 - b. Incumbents who do not successfully meet the new certification requirement are precluded from further progression within the Line of Progression and inspecting Structural Steel & Reinforced Concrete until such time as requirements are met.

Lead Inspector (52111406) Notes:

1. Incumbent employees who are designated as Lead Inspectors will remain in their current classification until such time that they obtain and maintain the I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certifications.
2. Opportunities to receive I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certifications will be provided to incumbents based on location and seniority, at Company cost for up to two attempts.
 - a. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
 - b. Incumbents who successfully meet the new certification requirement will be placed into the Lead Underground Inspector classification effective the date of completion and will be placed at the established wage rate for that classification.
 - c. Incumbents who do not successfully meet the new certification requirement will remain in their current classification and corresponding wage rate and are precluded from inspecting Structural Steel & Reinforced Concrete until such time as requirements are met.

Lead Pipeline Inspector - CWI (52111405) Notes:

1. Incumbent employees who are designated as Lead Pipeline Inspector-CWI will remain in their current classification and be provided the opportunity to obtain the I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certifications.
2. Opportunities to receive I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certifications will be provided to incumbents based on location and seniority, at Company cost for up to two attempts.
 - a. If the employee is unsuccessful after two attempts, further attempts at training or testing may be made at the employee's own cost and time.
 - b. Incumbents who successfully meet the new certification requirement will remain in their Lead Pipeline Inspector-CWI classification and an hourly premium of three percent of the employee's straight- time rate (rounded to the nearest full cent per hour) shall be applied to wages for time worked.
 - c. Incumbents who do not successfully meet the new certification requirement will remain in their current classification and corresponding wage rate and are precluded from inspecting Structural Steel & Reinforced Concrete.

UNDERGROUND INSPECTION PROMOTION-DEMOTION GEOGRAPHIC AREAS

- 1) Humboldt and North Bay Divisions
- 2) Sacramento, Sierra and Vaca Valley
- 3) North Valley Division
- 4) San Francisco/Peninsula
- 5) East Bay
- 6) Stockton
- 7) San Jose and Coast Valleys
- 9) San Joaquin

****Note:** Exhibit II Promotion-Demotion Geographic Areas for Gas Construction will apply to Underground Inspection, except the following areas do not apply to this Line of Progression: 0) Construction Operation, promotion-demotion area system wide; and 8) Technical Classifications, promotion-demotion area system wide.

This agreement has been discussed with Senior Assistant Business Manager Anthony Brown.

Either the Company or the Union reserves the right to cancel this agreement by giving the other party thirty (30) days written notice.

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: _____
 Bob Dean
 Business Manager

Dec 20, 2023 _____, 2023

JOB DEFINITIONS

Attachment 1

LEAD UNDERGROUND INSPECTOR

53239062

A qualified employee with the craft qualifications and skills of the Construction Inspector who leads an inspection team, coordinates work, and provides guidance, technical expertise, and logistical support on distribution gas and electric underground contract projects. Such employee shall have the personal qualifications of leadership ability. The Lead Inspector oversees and reviews inspection work, conducts team tailboards, mentors, and helps develop the skills of the team. Assists in root-cause investigations for any reportable events and provides knowledge as a Subject Matter Expert to Estimating, Engineering, Codes & Standards, Academy, and other applicable teams.

In addition, the * Lead Underground Inspector shall:

- Possess (as of the control date of the vacancy) and maintain API 1169, NACE CIP 2, I.C.C. S1 & S47 (Structural Steel & Reinforced Concrete), and any other certifications as required
- *Must have a minimum two years inspection experience including Joint Trench Subdivision and Rule 20A work
- *Have and maintain all required operator qualifications
- *Pass the jointly developed Lead Inspector Technical Test for Distribution, pending JATC approval
- *Pass the leadership assessment, once developed

UNDERGROUND CONSTRUCTION INSPECTOR (UGCI)

53239061

1. The Construction Inspector is a qualified Company representative who performs direct oversight of all Applicant or Contractor installed facilities. This includes distribution steel pipeline coating projects, complex projects, large commercial, industrial and major residential projects, distribution line extensions, service extensions, and civil construction for replacement of overhead with underground electric facilities to ensure compliance with job drawings and specifications; and PG&E standards and specifications over the entire PG&E service territory. May be assigned to inspect coating on transmission pipeline projects. Must have the ability to research, read and interpret drawings.
2. Shall be required to obtain and maintain NACE CIP Level 1 (pipeline coating qualified).
3. In addition, performs corrosion inspection and oversight of corrosion projects, Integrity Management digs, potholing and other work as required. Completes all documentation for associated inspection work.
4. Acts as a liaison between the customer, contractor and all other workgroups that may be involved in the successful completion of the construction project. The Inspector is authorized to suspend contractor work if necessary to ensure compliance with Company standards and safe work procedures.
5. Maintains public and employee safety on site at all times by promoting a positive safety culture, exhibiting an absolute commitment to safety for self and others, and by ensuring all applicable safety rules, regulations and standards are followed.
6. Participates in all Contractor safety and pre-construction tailboard meetings to ensure compliance with Company safety, standards and work procedures. Collaborates with the Contractor to promote teamwork and resolve obstacles to the completion of the project in a safe, cost effective, efficient, productive manner, and to minimize rework. Ensures that equipment and personnel stay on the Right of Way (ROW). Communicates scheduling and scope changes with PG&E management and Contractors as required.
7. Monitors and inspects construction activities during: clearing of Right of Way (ROW), installation of Storm Water Pollution Prevention Plan (SWPPP) and other environmental protection measures, erection of

temporary facilities such as fences and other public safety items, site work, excavation, backfill, site restoration, lowering of pipe, unloading and handling of piping materials, pre-excavation, Ground Penetrating Radar (GPR) and electromagnetic utility location, Electrolysis test station installation, compaction testing, and line markers.

8. Required to maintain all required Quality Assurance/Quality Control (QA/QC) and as-built documentation on site as per PG&E Standards and turn over timely, legible, complete, and error-free to the as-built mapping team at the end of the project. Considers, documents, and communicates compliance requirements of project.
9. Assists in tracking materials, preparing materials receiving reports and logs, or other duties and tasks as needed. Tracks and documents unit quantities, materials used, and project status.
10. Shall be Operator Qualified (OQ) to perform standby at Applicant or Contractor work sites to ensure that all excavation procedures for damage prevention are followed including all applicable standards; that all required prospecting requirements are followed; and that no mechanical equipment is used around existing facilities.
11. Possess and maintain American Petroleum Institute 1169 (API 1169) and NACE International Institute Coating Inspector Program Level 2 (NACE CIP 2) certifications required. (LA 18-05)

The Company will provide training including operator qualifications training as noted below. The Parties agree to update DOT Operator Qualified (OQ) qualifications when necessary.

- 05.02 Pipeline Standby OQ
- 05.01 Non Production Locate & Mark OQ
- - Plastic Visual Inspection OQ
- Plastic Fusion certification
- Excavation Safety – Competent Person training
- OSHA 30 hour construction safety overview
- Working knowledge of QA/QC
- OSHA 510/511 Construction Safety courses
- OSHA 3515/7410 Excavation Safety
- Emergency Response (abnormal conditions, how to make worksite safe)

Desired Qualifications:

1. Possess I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certification

UNDERGROUND CONSTRUCTION INSPECTOR - I.C.C. S1 & 47 CERTIFIED (Temporary Use Only)

53239060

The classification of Underground Construction Inspector – I.C.C. S1 & 47 Certified (Temporary Use Only) will be utilized on a timecard basis only and will not be filled on a regular basis.

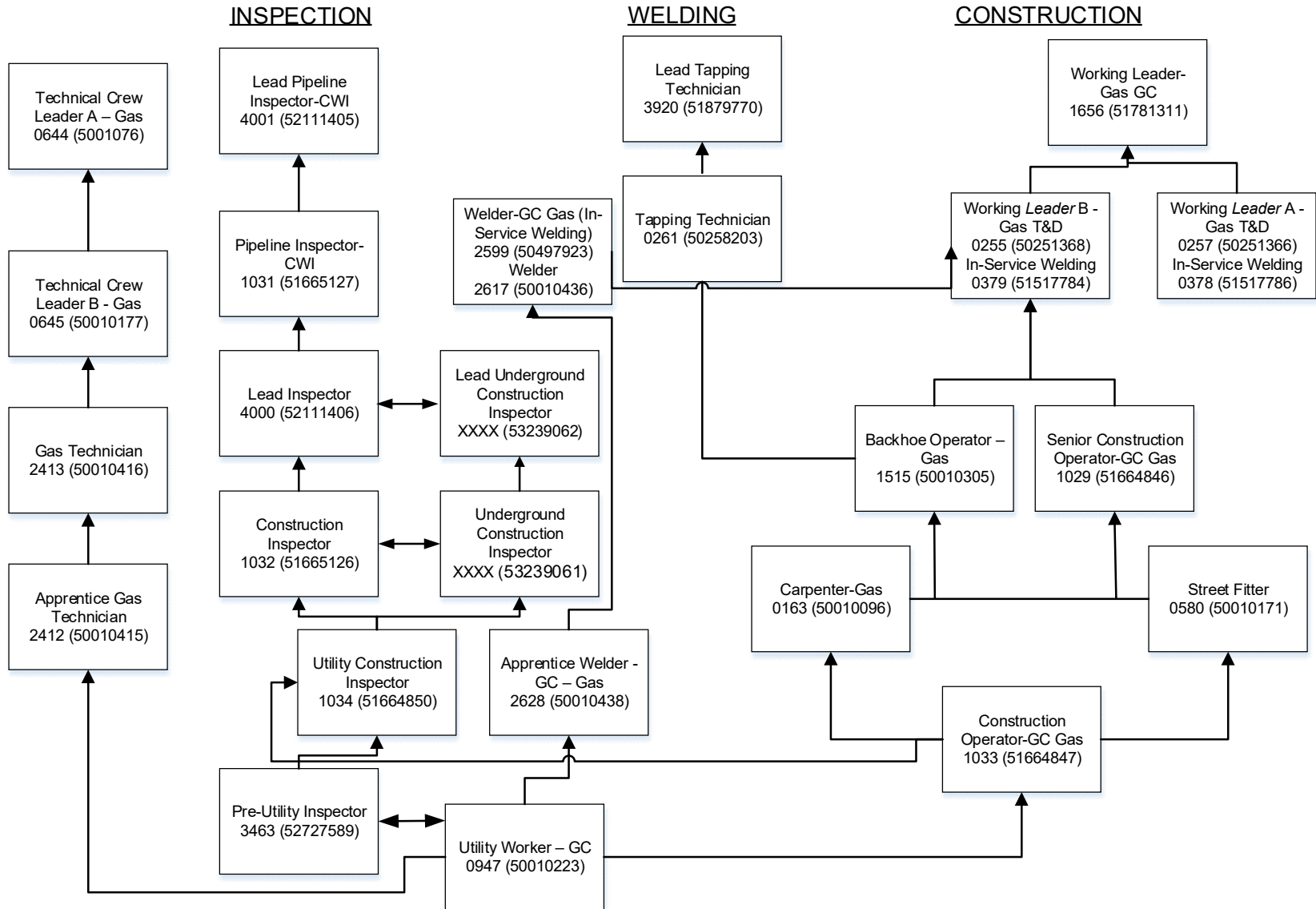
A qualified Underground Construction Inspector will be temporarily paid at a rate of 3% above the base classification rate of Underground Construction Inspector for hours worked when they perform inspections as follows:

1. Structural steel and reinforced concrete

Qualifications required:

- Meet all requirements of the Underground Construction Inspector classification; and
- Possess I.C.C. S1 & 47 (Structural Steel & Reinforced Concrete) certification

General Construction Gas Department



For illustrative purposes only. Refer to job descriptions for additional detail.

Incumbent List for LA 23-XX-PGE

Employee Name	Classification	Headquarter
Bouvier, Robert	Construction Inspector	Vacaville Service Center
Cary, Mike	Construction Inspector	Stockton Regional Office
Corralejo, Jose	Construction Inspector	Chico Service Center & Butte Substation
Fuller, Jacob	Construction Inspector	Vacaville Service Center
Jackson, Warren	Construction Inspector	Auburn Regional Service Center
Kinsella, Kevin	Construction Inspector	Auburn Regional Service Center
Leija, Carlos	Construction Inspector	Rocklin Regional Office
Lemmons, Austin	Construction Inspector	Rocklin Regional Office
Lewis, Devin	Construction Inspector	Stockton Regional Office
Mata, Ernest	Construction Inspector	Stockton Service Center
Redfern, Michael	Construction Inspector	Stockton Service Center
Patee, Thomas	Lead Inspector	Stockton Regional Office
Ellington, Britton	Lead Pipeline Inspector-CWI	Chico Customer Service Office