



# LETTER AGREEMENT LA 24-08-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

March 6, 2024

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:

Attached is the Job Definition and Lines of Progression (JDLOP) for Gas Meter Repair Plant. This update integrates gender neutral jobs and pronouns.

Changes to the Lines of Progression appear in italics.

This JDLOP has been reviewed by Senior Assistant Business Manager Anthony Brown.

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

Mar 8, 2024 \_\_\_\_\_, 2024

**PACIFIC GAS AND ELECTRIC COMPANY**

**AND**

**I.B.E.W. LOCAL UNION 1245**

**LINES OF PROGRESSION**

**in the**

**GAS METER REPAIR PLANT DEPARTMENT**

**REVISED *March 2024***

**REPLACES BOOK DATED *January 1984***

# Contents

<b>SENIOR METER/REGULATOR MECHANIC .....</b>	<b>1</b>
<b>METER/REGULATOR MECHANIC .....</b>	<b>1</b>
<b>PLANT ASSISTANT .....</b>	<b>1</b>
<b>PLANT TECHNICIAN.....</b>	<b>1</b>
<b>PLANT MECHANIC .....</b>	<b>2</b>
<b>Gas Meter Repair Plant Training Program Guidelines .....</b>	<b>2</b>

**SENIOR METER/REGULATOR MECHANIC**

**1376 (50010292)**

An employee who repairs, proves, tests and adjusts any gas meter or regulator. May be delegated to assign work among Meter/Regulator Mechanics and Plant Assistants and furnish them with functional guidance in the performance of such work. Provides quality assurance checks of Meter/ Regulator Mechanics' and Plant Assistants' work.

Pay Scale Code	SAP Job Code	Next Lower Classification
1375	50010291	Meter/Regulator Mechanic

Pay Scale Code	SAP Job Code	Same or Higher Classification
1376	50010292	Senior Meter/Regulator Mechanic

**METER/REGULATOR MECHANIC**

**1375 (50010291)**

An employee who performs the repair, adjustments and tests, not including outtest proving, of any meter or regulator.

Pay Scale Code	SAP Job Code	Next Lower Classification
0055	50010067	Plant Assistant

Pay Scale Code	SAP Job Code	Same or Higher Classification
1376	50010292	Senior Meter/Regulator Mechanic
1375	50010291	Meter/Regulator Mechanic

**PLANT ASSISTANT**

**0055 (50010067)**

An employee who performs certain repair operations as follows:

1. Routine operation of tools and equipment used in disassembling and cleaning meters and regulators for repair such as hand tools, torque wrenches, impact wrenches, torches or soldering coppers, pneumatic chisels, gasket removers, manual blast cleaners, and manual paint spray.
2. Operate intest provers to test meters not over 425 cfh capacity.
3. Operate (start, stop, load and unload meters and regulators, recharge with pre-prepared consumables such as paint, detergent, shot blast grit, etc., remove wastes) machines as:
  - a. Automatic blast cleaner/conveyor
  - b. Automatic paint spray/forced dry conveyor
  - c. Wash/dry machine and conveyor
  - d. Other conveyors
  - e. Detopper-type machines
  - f. Meter table washer
4. Manually clean meter and regulator parts.
5. Test for and repair external leaks on meters and regulators.
6. Prepare equipment and tools for production use.
7. Operate such manually operated materials handling equipment as hoists and dollies.
8. Paint meters and regulators by brush or manual paint spray equipment.
9. May assist others.
10. General housekeeping duties.

Beginner's Classification

**PLANT TECHNICIAN**

**2420 (50010421)**

An employee who services, adjusts, maintains, and repairs plant electronic equipment, except the computer. May assist in developing or

modifying electronic devices useful in plant operation. May be required to perform duties of Plant Mechanic, including welding, if qualified. May be delegated to assign work among employees in other classifications and furnish them with functional guidance in the performance of such work.

Due to nature of this job, there is no line of progression and selection will be made on the basis of employment date and qualifications of demonstrated proficiency/ability in working with:

- a) electrical equipment
- b) electronic equipment
- c) mechanical equipment
- d) gas meter prover calibration and testing

**PLANT MECHANIC**  
**1390 (50316166)**

An employee who services, adjusts, maintains, and repairs plant mechanical, electric, and electromechanical equipment, except automotive. May be required to gas and arc weld. May assist others. May assist in developing or modifying equipment and devices useful in plant operation.

Due to nature of this job, there is no line of progression and selection will be made from qualified personnel on the basis of employment date.

NOTE: EMPLOYEES AT THE FREMONT GAS METER REPAIR FACILITY ARE CONSIDERED AS EAST BAY EMPLOYEES FOR THE PURPOSES OF TITLES 205 and 206, JOB BIDDING, DEMOTION AND TRANSFERS.

**Gas Meter Repair Plant Training Program Guidelines**

All employees in the Plant Assistant, Meter/Regulator Mechanic, and the Senior Meter/Regulator Mechanic classifications must successfully participate in training programs designed for their respective classifications. Each training program consists of several separate units of instruction, designed to be completed in six-month increments. Successful completion of a unit of training involves passing all agreed-to tests for such unit and demonstrating acceptable on-the-job performance.

I. Progression of Employees

- A) An employee in the Plant Assistant or Meter/Regulator Mechanic Training Program who has spent six months at their current wage step and who has successfully completed the specified training for that wage step shall be advanced to the next higher wage step of the progressive wage schedule for his/her classification.
- B) An employee in the Plant Assistant or Meter/Regulator Mechanic Training Program who is at the top wage step for their classification and who has successfully completed the specified training for that wage step shall be considered a qualified prebidder to the next higher classification in that line of progression.

II. Failure

- A) An employee who is due to progress to the next higher wage step in the wage progression for their classification who fails to successfully complete the specified training for that wage step shall:
  - 1. Be notified of their inadequate performance in writing prior to the date they are scheduled to receive the next higher wage step. A copy of the written notification shall be furnished to the Union's Business Representative.

2. Be held in their present wage step.
  3. Be allowed a maximum of five months (including three retests of any unit test failed) in which to successfully complete all academic and on-the-job Standards of Achievement specified for that wage step.
- B) An employee who is held at a wage step and subsequently meets all requirements for progression from that wage step (within the time limits set forth) shall:
- I. Receive the next higher wage rate effective the date all such requirements are met.
  - II. Be eligible for further progression of the wage rate once six months have elapsed since that date.
- C) Meter/Regulator Mechanic - First Six Months Training

If an employee who is attempting to meet the Standards of Achievement established to progress from the first to the second step of the wage progression, excluding employees classified as Plant Assistant, fails to meet the established standards, the employee shall be granted an extension of three months in order to meet the established standards. Prior to this extension, notifications will be made as provided in II.A.1. The employee's present wage step will be held. If, after this three-month extension, the employee fails to meet all academic and on-the-job Standards of Achievement specified for that wage step, the employee shall be removed from the classification and demoted in accordance with Title 206 of the Agreement.

D) Plant Assistant - First Six Months Training

If an employee who is attempting to meet the Standards of Achievement established to progress from the first to the second step of the beginning level Plant Assistant classification fails to meet the established standards, the employee shall be granted an extension of one month in order to meet the established standard. Prior to this extension, notifications will be made as provided in II.A.1. The employee's employment status and present wage step will be held. If, after this one month extension, the employee fails to meet all academic and on-the-job Standards of Achievement specified for that wage step, their employment will be terminated.

E) Other than the First Six Months Training

If an employee who is attempting to meet the Standards of Achievement established to progress from other than the first step of the wage progression fails to meet the established Standards within the allotted time (including the five months' extension), the employee's progression shall be reviewed by a subcommittee consisting of one Company and one Union member of the Joint Training Committee. Action of this sub-committee shall be limited to the determination of the further extension of time which is believed to be required to meet the Standards of Achievement. If an additional extension is granted and the employee still fails to meet the prescribed Standards of Achievement to receive the next wage step in the wage progression in the period of time determined by the above subcommittee, the employee shall be removed from the classification and demoted in accordance with Title 206 of the Agreement.

III. Incumbents

- A) Employees who were classified as Plant Assistants, Meter/Regulator Mechanics, or Senior Meter/Regulator Mechanics on the effective date of this Agreement will be required to participate in the training program and associated testing for their respective classifications. However, such incumbents will not be required to pass written tests for further wage progression within their classification. Completion of the training program for incumbents to only the next higher classification in the line of progression will not be used as justification for bypass under Section 205.11 of the Physical Agreement.

- B) Employees who were classified as Plant Assistants or Meter/Regulator Mechanics on the effective date of this Agreement, and who subsequently successfully bid to the next higher classification in the line of progression, will be required to successfully complete all agreed-to standards in order to progress within such higher classification or else be subject to demotion in accordance with the procedure outlined in Paragraphs I I.C. and II.E. above.

#### IV. Testing

- A) For employees covered under I1.C. above, upon failure of the first written test, they shall be allowed to retake the test upon their request any time after one month's time from that failure. They shall be allowed two additional retests, spaced at least one month apart.
- B) For employees covered under II.D. above, upon failure of the first written test, they shall be allowed to retake the test upon their request any time after one week's time from that failure. They shall be allowed one additional retest, spaced at least one week apart.
- C) For employees covered under II.E. above, they shall be eligible to take any required written test a maximum of four times in accordance with the following schedule:
  - 1. First Test - At any time prior to the date on which the employee is eligible to progress to the next higher wage step.
  - 2. Second Test (Retest) - Within one month following the date of the original test.
  - 3. Third Test (Retest) - Within two months following the date of the original test.
  - 4. Fourth Test (Retest) - Within three months following the date of the third test.
- D) A score of seventy-percent (70 percent) shall be considered passing on any required written test in the Plant Assistant, Meter/Regulator Mechanic, or Senior Meter/Regulator Mechanic Training Programs. (Revised January 1, 1984. Exhibit VI-E. -5-)