



LETTER AGREEMENT NO. R1-23-02-PGE



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS
375 N. WIGET LANE
SUITE 130
WALNUT CREEK, CA 94598
925.974.4461
MATT 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 30, 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:

The Company and IBEW Local 1245 discussed the parties' shared desire to revise the Title 300 Station Mechanic classification to expand Station Mechanic job duties to include performance of less complex electrical duties.

This letter confirms the agreement reached by the parties on the following items:

1. Classification

The roles, responsibilities and job qualifications for the Station Mechanic classification will be revised as follows:

STATION MECHANIC
(53050068)

Under the general direction of a journeyman Electrician, or direct supervision of a journeyman Electrician when an electrical hazard exists, installs, builds, or removes cable trays, structures, HV equipment, CB, TXFR, ARSW, and bus (wire/tubing, angle); performs high voltage terminations on de-energized grounded conductors, vehicle grounding, rigging, hand excavation, conduits (flex and rigid), ground grids, and aerial work; pulls wire; backfill/compaction; phoning/megger wires. With adequate training and under direction, will be required to use hand tools and portable power tools.

Class "C" Driver's license is required.

The Job Definitions and Line of Progression for the General Construction Station, Substation and Hydro Department will be updated during the next revision of LA 18-20.

2. 2023 Wage Rate

The 2023 wage rate associated with the Station Mechanic (SAP Code 53050068) classification will be as follows:

SAP Code	Classification	2023 Wage Rate
53050068	Station Mechanic	Start: \$49.98 End 1 Yr: \$51.76

3. Existing Station Mechanic Incumbents

All current Station Mechanics as December 31, 2022 will be reclassified to Station Mechanic Present Incumbent Only (PIO) (SAP 50010287), effective February 1, 2023, and will continue with their existing wage rate, which is included below for reference.

SAP Code	Classification	2023 Wage Rate
50010287	Station Mechanic (PIO)	Start: \$48.53 End 6 Mo: \$49.98 End 1 Yr: \$51.76 End 18 Mo: \$53.23 End 2 Yr: \$54.74 End 30 Mo: \$56.33 End 3 Yr: \$60.22

If an existing Station Mechanic (PIO) chooses to bid or promote into a Title 300 Apprentice Electrician (50010157) position, they will be provided wage protection at their current wage rate and will be held at this wage rate until such time as the rate of pay for the progressive wage step of the apprentice classification is equal to or greater than that of the employee's protected wage rate. Regardless of the employee's protected wage rate, they will be required to meet the Standards of Achievement for each step of the apprenticeship program in accordance with the Administrative Procedures Manual. If an existing Station Mechanic (PIO) is unsuccessful in the Title 300 Apprentice Electrician Training Program, they will be returned to their previous Station Mechanic (PIO) position.

- 4. Station Mechanics (53050068) who successfully bid or promote into Title 300 Apprentice Electrician (50010157) positions will be provided wage protection at their current wage rate and will be held at this wage rate until such time as the rate of pay for the progressive wage step of the apprentice classification is equal to or greater than that of the employee's protected wage rate. Regardless of the employee's protected wage rate, they will be required to meet the Standards of Achievement for each step of the apprenticeship program in accordance with the Administrative Procedures Manual.
- 5. A committee of subject matter experts will be convened to discuss potential expansion of existing on-the-job training, impromptu training, and/or creation of an internal training program for Station Mechanics in the Transmission Substation M&C department.
- 6. The parties agree to cancel Letter Agreements R1 84-15 and Letter Agreement R2 84-40.

This proposed agreement has been reviewed by Senior Assistant Business Manager Bob Gerstle.

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: 
Matt Levy
Senior Director

The Union is in agreement.

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



Jan 31, 2023, 2023

By: _____
Bob Dean
Business Manager