



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 19-36-PGE

IBEW



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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696

DIRECTOR

BUSINESS MANAGER

January 13, 2020

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

Dear Mr. _____

The Company and IBEW met to discuss the creation of fire safety positions in consideration of Letter of Agreement 18-19 and Senate Bill 901, the Wildfire Bill. Letter of Agreement 19-05 set forth the Agreement reached by the parties regarding the creation of a new Safety and Infrastructure Protection (SIP) Line of Progression (LOP).

The Joint Company-Union Overview Committee established in LA 19-05 has met and addressed issues associated with the implementation of that Agreement. Additionally, LA 19-18 was developed to aid in the initial staffing phase, which has been completed. Based upon the Joint Committee's agreements, this Letter of Agreement cancels and supersedes LA 19-05 and LA 19-18 with additions and modifications that appear in italics.

Two new fire professional classifications, Safety and Infrastructure Protection Technician (SIP Technician), SAP code 52254758, and Safety and Infrastructure Protection Crew Lead (SIP Crew Lead), SAP code 52254759, will be created as described in the Job Description document contained in Attachment 1. These positions shall be designated as a new department and line of progression within General Construction (GC), Title 300.

Initial Staffing/Crew Make-up - The Company commits to make best efforts to initially staff sixty (60) regular employees or hiring hall employees into this line of progression. The Company intends to staff in a manner that would support having a Lead classification to support each crew. For the purposes of this agreement a "crew" shall be defined as one Lead and one or more non-lead employees. If a crew is comprised of more than four SIP employees an additional lead will be required, provided a qualified lead is available.

Wages: The wages for the Safety and Infrastructure Protection line of progression shall be as follows:

2019 Wage Rates	Safety & Infrastructure Protection Technician	Safety & Infrastructure Protection Crew Lead
Start	\$29.15	\$44.19
End 6 months	\$32.83	
End 12 months	\$36.51	\$46.20
End 18 months	\$40.17	

Promotions/Demotion Geographic Area ('Promo/Demo') – The Promo/Demo geographic area for this LOP shall be the same as the area set forth in Exhibit II, of the Collective Bargaining Agreement (CBA), for Station Substation, and Hydro Construction. Exhibit II, of the CBA will be updated as follows:

STATION, SUBSTATION, AND HYDRO CONSTRUCTION, AND SAFETY & INFRASTRUCTURE PROTECTION

- 1) North Bay and Humboldt Divisions
- 2) Shasta, De Sabla, Colgate, Drum and Sacramento
- 3) East Bay
- 4) San Francisco
- 5) Coast Valleys and San Jose
- 6) San Joaquin and Stockton
- 7) Technical Classifications, promotion-demotion area system wide

Advancement to Lead shall occur, when needed to lead a crew or when the Company determines a need. Lead selection will be based upon the most senior employee who meets the minimum requirements.

Selection Process for SIP Crew Lead – The Company and Union will establish a committee to jointly develop a selection process for qualified bidders to SIP Crew Lead. The selection process will include the following provisions:

1. 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.
2. 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.
3. 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 SIP Crew Lead vacancy.
4. The Overview Committee referenced below will discuss any disputes over the administration of the selection process. If the Committee is unable to resolve the issue, grievances filed under this selection process will be limited to issues relating to the administration of the agreed-to selection process.

Regular Work Hours - Section 302.5 of the CBA shall be modified to apply to the SIP LOP as follows:

Employee's basic workweek shall be regularly scheduled and may start at any hour between 5:00 a.m. and 1:00 p.m. and will consist of consecutive workdays. The regular start times may be adjusted on an every-other-month basis.

No later than March 1, 2019, the Company will inform the Union of the initial regular workweek schedule which will consist of a work day of not more than 12 hours per day and may begin on any day of the week. To enable a schedule that meets the objectives for these unique and newly created classifications, beyond the ability to change regular start times as stated above, the Company may upon thirty (30) days' notice modify schedules one additional time, as stated above, at any time following the initial schedule until March 1, 2020. Excepting changes to the regular start times stated above, following the initial schedule or modified schedule put in place by March 1, 2020, all normal contractual provisions will apply to future schedule changes.

Alternative work-day/work-week schedules created in accordance with this section will follow the generic alternative work schedule agreement with respect to the following: wages, sick leave, vacation, holidays, jury duty, funeral leave, and training classes (Letter of Agreement 93-97: Nine-80 schedules, Letter of Agreement 93-96: Four-10 schedules, and Letter of Agreement 93-98 Twelve-hour schedules).

Nothing in this section limits the ability to establish or make changes to schedules in accordance with other sections of Title 302.

Emergency Duty Call-Outs & Availability Requirements - Due to the critical nature of the work performed by these employees on behalf of the public, customers, employees, and facilities, it is expected that employees in these classifications respond and be available during emergencies. The obligation of employee response is of maximum importance within the scope of that intent, and employees who hold these classifications shall not arbitrarily make themselves unavailable and are expected to respond to efforts made to contact them when they are needed at other than regular hours. Employees may be required to use the Automated Roster Call Out System (ARCOS) system for callouts. Additionally, the following call out process will be developed:

ON-CALL DUTY

Employees are required to be on call for emergency response. The general on-call requirements are as follows:

1. Normally on-call will span a period of seven (7) consecutive days. The Company may determine a different period during a given week that is less than seven (7) consecutive days for business needs, but the duration of the on-call period generally will not span greater than seven (7) consecutive days. Employees will not be involuntarily assigned to an on-call period greater than twelve (12) times per year.
2. Employees may be called out via a management employee, the ARCOS system, or a central dispatch. Additionally, in some cases, employees that are on duty may perform the call-out function.
3. Employees will have an opportunity to volunteer for on-call overtime assignments. The Company will make efforts to consider those employees located within 30 minutes automotive travel time, under ordinary travel conditions, from their residence. For emergencies not involving immediate hazard to life or property, Company will consider employees whose residences are located within 60 minutes automotive travel time.
4. If there are insufficient volunteers for an on-call period, employees will be assigned by lowest overtime hours worked, assignment made to the employee with the lowest hours worked.
5. Employees will be allowed to trade on-call assignments with a qualified, equivalent substitute to at any time up until the on-call period has begun. Both the scheduled and the replacement employee are responsible and are required to notify the on-call supervisor about the substitution arrangements and gain approval prior to the on-call period.
6. Once the on-call period has begun, employees may have another employee cover a portion of the assignment with supervisory approval. Portions are defined as a full 24-hour period.
7. Employees on call will be compensated at the rate of two hours of their regular straight-time rate of pay for each day (24-hour period) that they are on call.
8. Employees on call are required to be fit for duty and must report to work in a reasonable amount of time.
9. All applicable overtime provisions apply if the on-call employee is required to respond. In such case, the two hours of standby pay will be included rather than in addition to the overtime provisions.
10. Employees on call will be provided with a cell phone or other device.
11. At the end of each calendar year the on-call schedule will be evaluated such that the same employees are not required to be on call on the same holidays every year.
12. Employees who are on call must notify the on-call supervisor and/or central dispatch if they are unable to meet their on-call responsibilities because of a personal emergency. Once notified, the on-call supervisor and or central dispatch must decide if they will need to fill behind the absent employee. Additionally, if the on-call employee is unable to cover their on-call assignment due to extenuating circumstances, such as an all-hands emergency or an Emergency Operations Center (EOC) event, the Company may seek a volunteer to cover the remainder of the on-call assignment or a portion of the on-call assignment. The volunteer replacement will maintain their position on the schedule. If there are insufficient volunteers, Company shall force in reverse order of seniority. It is understood that an all-hands emergency and or an EOC event may require the Company to assign additional on-call assignments to the remainder of employees at that given headquarters or reporting areas.
13. The Company may establish a full year of on-call assignments, but the on-call schedule shall be made no later than six (6) months in advance. That is, provided language is captured in the introduction or elsewhere to provide flexibility while ramping up that shortens this required advance schedule initially.

Secondary Duties Overtime - The classifications within the SIP LOP will not be scheduled or called out to perform "secondary duties", as stated in Attachment 1, Job Descriptions, on Pre-Arranged Overtime or on Emergency Overtime prior to exhausting the appropriate 212 list (includes the 212 list at headquarters and annual list) or assigning such pre-arranged overtime to classifications qualified and listed on the pre-arranged overtime list for workgroup.

Special Assignments – Section 301.9 will be modified as applied to the SIP LOP as follows:

The Company may assign Fire Safety personnel to temporarily detach from the employee's established headquarters and be assigned to a temporary, emergency, or special job at another location for the duration assigned to such activity or emergency. Consistent with Title 301.9, at the Company's option, employees will be provided base camp lodging and/or meals.

Contracting - The parties recognize that peak work is best accomplished with hiring hall employees or contracting. The Company will give preference to use of hiring hall resources if there are available resources and equipment. If use of hiring hall is not a viable option, the Company will pursue the use of contractors that are signatory to IBEW 1245. If hiring hall and signatory contractor resources are not available, the Company will utilize available public safety fire resources if viable. As a last resort, the Company may utilize any other necessary and available resources.

Department of Motor Vehicles (DMV) Pull - All employees are required to have and maintain a Valid Class C California Driver's License. Employees will be required to participate in the Company's DMV pull notice program to validate employee's valid California Driver's License if the job description requires it.

Within six months of placement in classification, at the Company discretion, employees may be required to obtain their Class A License based upon business need.

Department of Transportation (DOT) - This position is a Department of Transportation covered classification and is subject to random drug and/or alcohol screening. This position may coordinate with public safety officials in the event of a gas pipeline emergency.

EMT Recertification – The Company will administer and pay costs associated with maintaining EMT certification for SIP employees.

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 SIP Crew Lead selection process as described above.

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: [REDACTED]

Director

The Union is in agreement.

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

By: [REDACTED]

Business Manager

January 17th, 2020

JOB DESCRIPTIONS***Safety and Infrastructure Protection Technician (SAP code 52254758)***

(Department of Transportation covered classification and is subject to random drug and/or alcohol screening)

Performs a variety of primary and secondary duties under the leadership of a Safety and Infrastructure Crew Lead, job duties are outlined below:

Primary Duties:

- Provide emergency first aid at PG&E work sites.
- Provide medical standby at PG&E work sites.
- Conduct safety inspections including defensible space inspections and fuel hazard assessment at PG&E facilities.
- Support PG&E asset protection efforts including mixing and applying retardant.
- Accompany vegetation management crews during wildfire recovery to suppress incidental ignitions per the Authority Having Jurisdiction (AHJ) approval.
- Asset protection at PG&E-owned facilities and may accompany crews, as needed and during wildfires, as permitted by the AHJ.
- Mop up of fire-damaged PG&E assets as authorized by the AHJ.
- May perform PG&E emergency standby duties, as needed by a "competent person" (pursuant to Review Committee (RC) 23487) in coordination with the AHJ or Incident Commander.
- Supports monitoring of weather conditions during potential Public Safety Power Shutoff events.
- May provide continuing medical and technical training and build safety awareness of crews (e.g. tailboards and work observations, confined space).
- Maintain EMT/CPR/AED skills and certification.
- Maintain a status of being physically fit; per the negotiated standard, to include annual testing.
- Maintain all required training as agreed to by the parties.
- Participate in emergency drills, including coordination with the AHJ.
- Required to maintain a Class C license.
- Required to participate in the Employer Pull Notice Program (EPN) with DMV.
- Other duties as agreed upon by the parties in support of PG&E Field Operations.

Secondary Duties:

- Guides for out of area/mutual aid crews during major events
- Debris clean up after a major event
- Patrol duties to observe and report out on facilities
- OEC and Base Camp support
- May support local spill response and clean-up efforts.
- Facility Inspections, including but not limited to walk arounds
- May perform fire extinguisher inspections.
- May assist in the development of fire response playbooks.
- May provide medical and safety training.
- Exterior Substation Patrols – to include installation and corrections for encroachments (e.g. vegetation removal, animal abatement, inspection of facility locks; crushed rock around fence exterior perimeters; install/replace visual barriers on fencing, visual inspection of cameras lights).
- Provide labor support to crews at the direction of a Crew Foreman

MINIMUM QUALIFICATIONS:**Required:**

- EMT 1 Certification
- Class C License
- Physical Test Requirements: *Post Offer Physical Assessment (POPA)*
- New Hires - PG&E Pre-employment Screening

- Basic fire safety training. This requirement can be satisfied by Cal Fire Basic Academy, NWCG FF2, any military FF training, CA SFM FFI Academy or equivalent.
- Demonstrate understanding of Incident Command System (ICS). This can be accomplished with ICS 100/200 or equivalent.
- For all employees, employment tests as determined by the company, which may include the Physical Test Battery, Industrial Skills Test, Post-Offer Physical Assessment, or other new tests deemed appropriate by the Oversight Committee.
- If the Company acquires fire apparatus that requires specific licensing, the Company reserves the right to require incumbents to acquire said licensing at Company expense.

Desired:

Three years of fire protection related experience or Cal-JAC journey certificate in FF EMT or FF Paramedic.

Safety and Infrastructure Protection Crew Lead (SAP code 52254759)

(Department of Transportation covered classification and is subject to random drug and/or alcohol screening)
Performs all of the duties of the lower classification and leads small groups of Safety and Infrastructure Protection Technicians in the performance of their duties, and assists in performing the job duties outlined below:

- In the event of an emergency, Safety and Infrastructure Protection (SIP) Crew Leads will first call 911 for emergency response services.
- In emergency situations, recognition of the Agency Having Jurisdiction (AHJ) command structure.
- May provide training and instruction of use of a variety of hand tools and motorized equipment, such as chainsaws, weed eaters, mowers, pumps, etc.
- Maintains and performs repairs of assigned equipment and performs occasional heavy physical work.
- May lead classroom and field training; assists others in performing accounting, budgeting, personnel, and material management tasks; keeps records; writes and submits reports as required, and does other related work as assigned.

MINIMUM QUALIFICATIONS:**Required:**

Meets all minimum qualifications for the Safety and Infrastructure Technician, plus the following:

- Incident Command System (ICS) training for expanding incidents. This can be accomplished with ICS 300 certification.
- Intermediate Wildland Fire Behavior training. This can be accomplished with S-290 certification.
- Five years' experience as a Safety & Infrastructure Protection Technician or three years as a volunteer or paid Fire Captain with a federal, tribal, state or municipal fire agency.
- Pass the Written Technical Assessment Exam and successful candidate determined by Oral Interview for Leadership Assessment
- Physical Test Requirements: *Post Offer Physical Assessment (POPA)*
- Qualified fire service driver/operator training. This can include CA SFM Fire Apparatus Driver/Operator 1A/1B or equivalent.

Desired:

- *Incident Command System (ICS) 400 certification.*