



LETTER AGREEMENT NO. 02-32-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

August 22, 2002

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Company proposes pursuant to Subsection 204.4 (b) of the Agreement to establish two new classifications, 0998 Compliance Inspector and 0999 Compliance Inspector Underground. These new classifications will help PG&E continue to refine the electric maintenance and construction work process to assure safe facilities for the public, a safe working environment for employees, a reliable electric infrastructure and compliance with all rules and standards. These classifications will verify completed work for accuracy and thoroughness.

0998 INSPECTOR, COMPLIANCE
0999 INSPECTOR, COMPLIANCE UG

Compliance Inspector will possess Journeyman Lineman craft qualifications or Cable Splicer craft qualifications where appropriate. Compliance Inspector will perform duties in accordance with the Electric Distribution Preventive Maintenance Manual including but not limited to the following:

- Perform annual overhead and underground line and equipment patrols
- Perform annual overhead and underground detailed line and equipment inspections
- Produce electric preventive corrective maintenance documents
- Produce auditable overhead and underground line patrol records
- Produce auditable overhead and underground detailed line inspection records
- Perform line maintenance repairs as required

Compliance Inspector shall be qualified through agreed-to training prior to placement into the position and will be required to pass agreed-to qualification testing initially and annually. Job

awards will be pending completion of the initial training. Employees that fail initial and or annual testing will be given two additional attempts to pass within two weeks and may be required to attend an additional training session. Employees that fail to pass initial or annual qualification training will result in disqualification and will be returned to the position of Lineman or Cable Splicer, if appropriate, and will not be eligible for the position of Electric Maintenance Inspector for a period of two years.

Compliance Inspectors will be required to drive and to possess at least a Class C, California Driver's license.

The Company and Union shall develop performance criteria for the Compliance Inspector.

Compliance Inspector will be considered and will be eligible to sign the headquarters 212 lists as a Compliance Inspector and will be called if a Compliance Inspector is needed.

NOTES: to the Compliance Inspector:

1. During times of Division/System emergencies, as declared by the Division Operations Emergency Center, Compliance Inspectors may be required, at management's discretion, to respond to emergencies as a member of a crew or as a first responder. Compliance Inspectors utilized during times of emergencies will be eligible for upgrade to Electric Crew Foreman or Troublemaker per the Agreement.
2. Jobs will be filled initially under the provisions of Section 205.7 (205.4 (h) – new classification in headquarters) with preference given to employees who are in the line of progression and qualified in the following sequence 1) Headquarters 2) Bidding Unit 3) System. After the initial filling of positions the normal sequence of consideration under Section 205.7 will apply.
3. The Company may place up to 2 in 10 non-climbing Compliance Inspectors in a Division in accordance with Subsection 112.10 (b) of the Agreement.
4. The 2002 wage rate of pay for the classification will be \$1,186.75, plus Rubber Glove Premium if qualified, for the Compliance Inspector and will be \$1,228.05 for the Compliance Inspector – Underground.
5. The Company will initially fill these positions area by area to minimize system disruption.
6. Positions not filled by the bidding process may be filled, if possible, by Hiring Hall until such time a qualified bidder becomes available or by a qualified employee at the headquarters on a temporary basis.
7. These Inspectors will be allowed to work in all headquarters throughout the division and beyond division boundaries as needed. Expenses will be paid in accordance with Title 201 of the Agreement.
8. There will be no Title 206 activity as a result of filling these positions. The Inspector will not be eligible for temporary upgrades for less than one week and will only be allowed to take the upgrade if there is a qualified employee to back fill the Inspector position at the headquarters.

9. Transmission line inspection will continue to be done by transmission classifications.

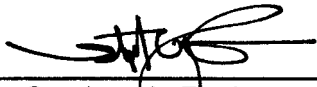
Attached are the Line of Progression and Reverse Line of Progression for these classifications.

Either party may cancel this agreement by providing 90 days written notification. During that 90 days, the parties will meet to determine a process to place employees back on crews.

If you are in accord with the foregoing and agree thereto, 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: 

Stephen A. Rayburn
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

Sept 30, _____, 2002

By: 

Perry Zimmerman
Business Manager

Attachment

Line of Progression

Next Lower Classification:

None

Same or Higher Classification:

0140 Cableman
0650 Subforeman A (GC Line)
0653 Subforeman B (GC Line)
0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC Line)
0853 Working Foreman B (GC Line)
1077 UG Construction Journeyman
1100 (1103) (1106) Lineman (Un.) (GC)
1108 Ut. Lineman (Burney)
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman
2535 Transmission Troubleman
2540 Troubleman
2550 Utility Troubleman

The Normal Line of Progression in the application of Section 206.3 for the Electric Department - Transmission and Distribution

Classification Affected

*May Demote To

0737 UG Const.Crew Frmn-Elec

0740, 2120 Electric Crew Foreman, Critical
 Electric Crew Foreman (1)
 1077 UG Const.Journeyman-Elec. (1)
 1100 (1103), 1108, 1118 (2121) Lineman & (Un.),
 Ut. Lineman-Burney, Critical Lineman &
 (Un.) (1)
 2535, 2123 Trans. Troubleman, Critical
 Transmission Troubleman (1)
 2540, 2550, 2124 Troubleman & Utility
 Troubleman, Critical Troubleman (1)
 0820 Cable Crew Foreman (2)
 0140 Cableman (2)
 2290 Trans. Cableman (2)
 2280 (2286), 2283 Cable Splicer & (Un.),
 Night Cable Splicer (2)
0998 (0999) Compliance Inspector (UG)

0740 Electric Crew Foreman
 2120 Critical Elec Crew Foreman

0730 UG. Const. Crew Foreman-Elec.
 1100 (1103), 1108, 1118 (2121) Lineman & (Un.),
 Utility Lineman-Burney, Critical
 Lineman & (Un.)
 2535, 2123 Trans. Troubleman, Critical
 Transmission Troubleman (1)
 2540, 2550, 2124 Troubleman and
 Utility Troubleman, Critical Troubleman
 1077 UG Const. Journeyman-Elec.
 0820 Cable Crew Foreman (2)
 0140 Cableman (2)
 2290 Trans. Cableman (2)
 2280 (2286), 2283 Cable Splicer & (Un.),
 Night Cable Splicer (2)
0998 (0999) Compliance Inspector (UG)

1077 UG Const. Journeyman-Elec.

1100 (1103), 1108, 1118 (2121) Lineman & (Un.),
 Ut. Lineman-Burney, Critical
 Lineman & (Un.) (1)
 2280 (2286), 2283 Cable Splicer & (Un.)
 Night Cable Splicer (2)
 2535 Trans. Troubleman (1)
 2540, 2550 Troubleman, Ut. Troubleman (1)
0998 (0999) Compliance Inspector (UG)

- (1) This option applies only if incumbent has previously held an Overhead classification.
- (2) This option applies only if incumbent has previously held an Underground classification.

The Normal Line of Progression in the application of Section 206.3 for the Electric Department - Transmission and Distribution

Classification Affected	*May Demote To
2535 Transmission Troublemán 2123 Critical Transmission Troublemán	1100 (1103), 1108, 1118 (2121) Lineman & (Un.), Utility Lineman-Burney, Critical Lineman & (Un.) 0998 (0999) Compliance Inspector (UG)
2540 Troublemán 2550 Utility Troublemán 2124 Critical Troublemán	1100 (1103), 1108, 1118 (2121) Lineman & (Un.), Utility Lineman-Burney, Critical Lineman & (Un.) 0998 (0999) Compliance Inspector (UG)
1100 Lineman 1103 Unassigned Lineman 1108 Utility Lineman-Burney 1118 Critical Lineman 2121 Unassigned Critical Lineman	1077 UG Const. Journeyman-Elec 1 st 1101, 2119 Appr. Lineman, Critical Appr. Lineman, if cannot, then to 2 nd 0845 Working Foreman 0623 Labor Foreman 0998 (0999) Compliance Inspector (UG) 0990, 1035 Inspector, Ut. Inspector 2550, 2510 Voltage Tester, Ut. Voltage Tester 2280 (2286), 2283 Cable Splicer & (Un.), Night Cable Splicer (2)
0845 Working Foreman	0456 T&D Driver 0458 Field Clerk-Electric T&D 0623 Labor Foreman 0910, 0913 Groundman, Night Groundman 0960 Cableman's Utility Worker 0990, 1035 Inspector, Ut. Inspector 1190 Street Light Maintenceman 1660, 1663 T&D Equipment Operator, Night T&D Equipment Operator 1943 Patrolman 2010, 2013 Manhole Pumpman, Night Manhole Pumpman 1096, 1098 Electric T&D Assistant, Night T&D Assistant
0990 Inspector	0456 T&D Driver

(1) This option applies only if incumbent has previously held an Overhead classification.

(2) This option applies only if incumbent has previously held an Underground classification.

The Normal Line of Progression in the application of Section 206.3 for the Electric Department - Transmission and Distribution

Classification Affected	*May Demote To
1035 Ut. Inspector	0458 Field Clerk-Electric T&D 0910, 0913 Groundman, Night Groundman 0960 Cableman's Utility Worker 1101 Apprentice Lineman 1190 Street Light Maintenceman 1943 Patrolman 2010, 2013 Manhole Pumpman, Night Manhole Pumpman 1096, 1098 Electric T&D Assistant, Night T&D Assistant
0623 Labor Foreman	0456 T&D Driver 0458 Field Clerk-Elec. T&D 0910, 1913 Groundman, Night Groundman 1190 Street Light Maintenceman 1660, 1663 T&D Equipment Operator, Night T&D Equipment Operator 1943 Patrolman 0960 Cableman's Utility Worker 2010, 2013 Manhole Pumpman, Night Manhole Pumpman 1096, 1098 Electric T&D Assistant, Night T&D Assistant
2500 Voltage Tester 2510 Utility Voltage Tester	0456 T&D Driver 0458 Field Clerk-Electric T&D 0910, 0913 Groundman, Night Groundman 0960 Cableman's Utility Worker 1101 Apprentice Lineman 1190 Street Light Maintenceman 1943 Patrolman 2010, 2013 Manhole Pumpman, Night Manhole Pumpman 1096, 1098 Electric T&D Assistant, Night T&D Assistant
1101 Apprentice Lineman 2119 Critical Apprentice Lineman	0180 Cartman (Inc. only) 0456 T&D Driver 0458 Field Clerk-Electric T&D 0910, 0913 Groundman, Night Groundman 0960 Cableman's Utility Worker 1190 Street Light Maintenceman 1943 Patrolman 2010, 2013 Manhole Pumpman and Night Manhole Pumpman 1096, 1098 Electric T&D Assistant, Night T&D Assistant

The Normal Line of Progression in the application of Section 206.3 for the Electric Department - Transmission and Distribution

Classification Affected

***May Demote To**

0458	Field Clerk-Electric T&D	0252	Asst. Foreman's Clerk
		0456	T&D Driver
		0910, 0913	Groundman, Night Groundman
		0960	Cableman's Utility Worker
		1190	Street Light Maintenceman
		1943	Patrolman
		2010, 2013	Manhole Pumpman and Night Manhole Pumpman
		1096, 1098	Electric T&D Assistant, Night T&D Assistant
1660	T&D Equipment Operator	0456	T&D Driver
1663	Night T&D Equipment Operator	0458	Field Clerk-Electric T&D
		1096, 1098	Electric T&D Assistant, Night T&D Assistant
0456	T&D Driver	0180	Cartman (Inc. only)
		0910, 0913	Groundman, Night Groundman
		0960	Cableman's Utility Worker
		1190	Street Light Maintenceman
		1943	Patrolman
		2010, 2013	Manhole Pumpman and Night Manhole Pumpman
		1096, 1098	Electric T&D Assistant, Night T&D Assistant
1190	Street Light Maintenceman	0180	Cartman (Inc. only)
		0910, 0913	Groundman, Night Groundman
		2010, 2013	Manhole Pumpman, Night Manhole Pumpman
		1096, 1098	Electric T&D Assistant, Night T&D Assistant
1943	Patrolman	0910, 0913	Groundman, Night Groundman
		2010, 2013	Manhole Pumpman, Night Manhole Pumpman
		0810	Cartman (Inc. only)
		1096, 1098	Electric T&D Assistant, Night T&D Assistant
0820	Cable Crew Foreman	2290	Trans. Cableman
0683	Night Cable Crew Foreman	0140	Cableman
		2280 (2286), 2283	Cable Splicer & (Un.), Night Cable Splicer

The Normal Line of Progression in the application of Section 206.3 for the Electric Department - Transmission and Distribution

Classification Affected	*May Demote To
2290 Transmission Cableman	2280 (2286), 2283 Cable Splicer & (Un.), Night Cable Splicer
0140 Cableman (S.F.)	2280 (2286), 2283 Cable Splicer & (Un.), Night Cable Splicer
2283 Night Cable Splicer(S.F.)	1st 2281 Appr. Cable Splicer, if cannot
2280 Cable Splicer	then to
2286 Un. Cable Splicer	2nd 1660, 1663 T&D Equipment Operator, Night T&D Equipment Operator
	0456 T&D Driver
	0458 Field Clerk-Elec. T&D
	0910, 0913 Groundman and Night Groundman
	0960 Cableman's Utility Worker
	1190 Street Light Maintenceman
	2010, 2013 Manhole Pumpman and Night Manhole Pumpman
	1096, 1098 Electric T&D Assistant, Night T&D Assistant
2281 Apprentice Cable Splicer	0180 Cartman (Inc. only)
	0456 T&D Driver
	0458 Field Clerk-Electric T&D
	0910, 0913 Groundman, Night Groundman
	0960 Cableman's Utility Worker
	1190 Street Light Maintenceman
	1660, 1663 T&D Equipment Operator, Night T&D Equipment Operator
	2010, 2013 Manhole Pumpman and Night Manhole Pumpman
	1096, 1098 Electric T&D Assistant, Night T&D Assistant
0960 Cableman's Utility Worker (S.F.)	2010, 2013 Manhole Pumpman, Night Manhole Pumpman
	0180 Cartman (Inc. only)
	0910, 0913 Groundman, Night Groundman
	1096, 1098 Electric T&D Assistant, Night T&D Assistant
0180 Cartman (Inc. only)	1943 Patrolman
	0910, 0913 Groundman, Night Groundman
	2010, 2013 Manhole, Pumpman, Night Manhole Pumpman

*The Normal Line of Progression in the application of Section 206.3 for the Electric Department -
Transmission and Distribution*

Classification Affected

***May Demote To**

2010 Manhole Pumpman (S.F. & E.B.)

0910, 0913 Groundman, Night Groundman
2013 Night Manhole Pumpman
1096, 1098 Electric T&D Assistant, Night
T&D Assistant