



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. 04-51-PGE

IBEW



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 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

November 12, 2004

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

Dear Mr. Zimmerman:

The Company and Union Ad Hoc Committee for Field Metering have been meeting since January 2003 to discuss the continued evolution of electric metering work. The committee has looked at a variety of issues relating to existing Letter Agreements, Job Definitions and Lines of Progression, and qualifications. The Committee fully expects that discussions will continue on these subjects as this work continues to evolve.

The Committee proposes the following:

A.

1. Job Definitions and Line of Progression

1489 Shop Meterperson:

No change in job description.

New entrants into the position (new hires and transfers) must qualify on the Physical Test Battery and the ACT (cancels LA 97-142).

Beginner's Classification

Proposed 2004 Rate Schedule:

<u>1489</u>	<u>Shop Meterperson</u>	
	Start	\$1039.60
	6 Months	\$1127.60
	1 Year	\$1197.30

2. Impact on Current Workforce

Current Utility Workers (0924) in Electric Meter line of progression will be reclassified and placed into Shop Meterperson (1489) pursuant to Section 204.5. These employees are exempted from meeting the ACT qualification test requirement. This will eliminate Utility Worker as the Beginner's Classification in this line of progression.

For purposes of Title 206, existing Shop Meterpersons (Tom and Rutherford) will not be considered as holding Beginner's Classifications. All other entrants, including the current Utility Workers in the Electric Meter line of progression referenced above, will be Beginner's Classifications.

3. Future Placements

Placement from the Shop Meterperson into the Apprentice Metering Systems Technician classification will be in accordance with the following schedule:

<u>Shop Meterperson</u>		<u>Apprentice Meter Sys Technician</u>	
End 6 months	1127.60	Start	1181.05
End 1 year	1197.30	End 6 months	1200.70
End 18 months		End 1 year	1233.50

Employee so placed will be required to complete the required Apprentice Metering Systems Technician Academic Training Program up to that wage step.

B.

1. Job Definitions and Line of Progression

1491 Electric Field Meterperson (new classification):

An employee who performs the following duties for which the employee has been trained and is qualified: On 240 volt and below self-contained single-phase meters; tests, installs, maintains, programs, replaces batteries, investigates high bill complaints, investigates broken seals, diversion, meter tampering, vandalism, lost meters and other instances of energy theft. Collects data and verifies meter information. Cannot work on any exposed three-phase equipment, or expose any three-phase equipment. Under direct supervision, may assist a Meter Systems Technician in installing and removing non-energized transformer rated services, cannot terminate wires. Assists the Meter Systems Technician, performs necessary paperwork and shop duties.

Notes:

1. The classification requires successful completion of the Physical Test Battery (PTB) and the Arithmetic Computation Test (ACT).
2. This classification requires a Class C driver's license.
3. This position is a next lower classification to the Apprentice Metering Systems Technician (2433).

Beginner's Classification

Proposed 2004 Rate Schedule

<u>1401 Electric Field Meterperson</u>	
Start	\$1039.60
6 Months	\$1127.60
1 Year	\$1197.30

2. Training Program

Incumbents must successfully complete the first year of the Apprentice Metering Systems Technician training program, with minor modification, for the Electric Field Meterperson classification. The modifications include the requirement that incumbents must successfully complete both Basic Electricity and Basic Metering during the first six months, but omits the requirement for Solid State Metering to be completed during the first 12 months. This training must be successfully completed within the first 12 months of holding the classification. Failure to complete this training requirement will subject the employee to demotion and displacement under Section 206.15

3. Job Security

Electric Field Meterperson vacancies will only be established in headquarters where Electric Meter Technician Crew Leads are assigned. The compliment of Electric Field Meterpersons will be limited to 15% of the compliment of Journeyman classifications (Apprentice Meter Systems Technicians, Meter Systems Technicians, and Crew Leads).

4. Impact on Current Workforce

Upon signing of this agreement, Marla See, Service Meterperson Stockton, will be offered the opportunity to be reclassified to the Electric Field Meterperson classification. She must meet the requirements of the position outlined in Item 2 above. Failure to successfully complete the training requirement will subject her to demotion to the Service Meterperson classification.

C.

1. Job Definitions and Line of Progression

2431 Metering System Technician

An employee who has successfully completed an approved apprenticeship program and without direct supervision, performs the following: install, program, test, calibrate, troubleshoot and repair all types of electric/electronic circuits, components and devices related to billing measurement. (May also perform measurement for other business applications.) Performs and/or assists in the analysis of measurement devices.

Install, troubleshoot, program, and operate power quality test equipment, conduct power and load surveys on customer premises and collect data from measurement devices. Operate all test equipment, solid state devices and computer systems necessary to perform the work described above.

Prepare and maintain all records associated with these functions, utilize prints, diagrams and schematics, and provide technical direction /assistance to others. Pre-approves meter/service plans and inspects facilities and installations for compliance with Company Standards and Governmental Regulations.

Maintains a high standard of employee and public safety, public relations and personal appearance.

This classification requires a Class C driver's license.

Next Lower Classification

2433 Appr. Metering Systems Technician

Same or Higher Classification

0760 Electric Meter Crew Leader (PIO)

2364 Meter Tech Crew Lead I

2370 Meter Tech Crew Lead II

2411(2422) Metering Electronics Tech & (Un.)

2431 (2432) Metering Systems Technician
(Un.)2. Training Requirements

Note: Metering Electronics Technicians who are successful bidders will be required to fulfill one of the following:

- a) Previously held Metering Systems Technician classification
- b) Previously had 18 months of on-the-job training as a Metering Systems Technician within the preceding 24 months.
- c) Complete 18 months of on-the-job training in the Metering Systems Technician classification.

D.

1. Job Definitions and Line of Progression**2364 Metering Technician Crew Leader**

An employee who is a Working Crew Lead in charge of not more than ten (10) persons, exclusive of him/herself engaged in performing all types of metering work.

S/he shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a Metering Systems Technician and be familiar with work standards, procedures, accounting practices and safety rules.

Crew Leads will receive a 5% wage increase when in charge of more than four (4) employees excluding him/herself but not to exceed 10 employees, exclusive of him/herself. Persons entering this classification will be classified as Metering Technician Crew Lead II (2370), coded as Present Incumbent Only (PIO), and will maintain the 5% wage increase while holding the classification.

2. Impact on Current Workforce

Existing employees with a base classification of Metering Technician Crew Lead (2364) who meet the eligibility requirements described above as of December 31, 2003 or after will be reclassified to the Metering Technician Crew Leader II (2370) (PIO) classification with the 5% wage adjustment, retroactive to the appropriate date. Crew Leads whose position meets the criteria as of December 31, 2003, but who have not actively performed this work (e.g., rotational assignments or inactive payroll status) will be tagged into the classification upon returning to their base. These employees who have not actively performed in the Metering Technician Crew Leader II capacity are exempted from receiving the retroactive adjustment.

Employees temporarily upgraded, as referenced in Attachment A, to Metering Technician Crew Lead (2364) who meet the eligibility requirements on December 31, 2003 and after, will receive the 5% adjustment for the applicable period of upgrade. If the temporary assignment results in the filling of a vacancy, Company will determine whether the position will be maintained as a Crew Lead II based on the current staffing situation at that headquarters.

Details outlining the impact for each headquarters are described on Attachment A. Company agrees to discuss consideration and inclusion of any other employee who meets the criteria; however, was inadvertently excluded from the attached list.

3. Future Vacancies

Metering Technician Crew Lead vacancies will be posted as Meter Technician Crew Leader I, with a determination made on the appropriate wage rate at the time of placement.

The Ad-Hoc Committee recognizes there is currently a dispute regarding work jurisdiction and SONP's on three-phase meters in the grievance procedure. The Company agrees to abide by the outcome of that decision, once it is resolved in determining who can perform that work.

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 ELECTRICAL WORKERS, AFL-CIO

Dec 6, _____, 2004

By: 

Perry Zimmerman
Business Manager

**Electric Meter Ad Hoc Committee
Crew Lead Matrix**

Headquarters	Fill or Reclassify as Meter Tech Crew I	Fill or Reclassify as Meter Tech Crew Lead II	Retroactive Wage Adjustment?
San Carlos	1		No
San Francisco		1	Retroactive to 12/31/03
Cinnabar		1	Retroactive to 12/31/03
Cupertino	1		No
Salinas			Retroactive adjustment for D. Olvera for period 12/31/03 to 8/4/04 (daily upgrade, directed work of 5 until 8/4/04)
Fresno		1	Retroactive to 12/31/03 for L. Fields
Selma		1	Retroactive to 12/31/03
Bakersfield		1	Retroactive adjustment for C. Hashim to 12/31/03
San Luis Obispo		1	Retroactive adjustment for R. Bjorklund to 3/2/04
Merced		1	No adjustment for C. Williams (on rotation to mgmt since 12/31/03) Retroactive adjustment for S. Waggoner to 7/1/04
Stockton		1	Retroactive to 12/31/03
Woodland		1	Retroactive to 12/31/03
Marysville	1		No
Santa Rosa		1	Retroactive to 12/31/03
Tulucay	1		No
Total	4	10	