



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 05-15-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 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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April 13, 2005

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:

In July 2004, the NLRB certified IBEW Local 1245 to represent Inspectors in the Central Inspection Program of the Company's Customer Energy Efficiency Services Department. Since then, the Company and Union have met to discuss the movement of these employees into the Physical Bargaining Unit. This letter confirms the Company's understanding of the agreement reached.

**Department:**

Customer Energy Efficiency Services Department

**Classification**

**2201 CIP INSPECTOR (Beginning Classification)  
(Customer Energy Efficiency Services Department)**

An employee who is responsible for the inspection of weatherization work installed under PG&E administered Energy Efficiency programs by contractors. In addition, this employee is responsible for implementing the Heating Appliance Repair and Replacement (R&R) program.

The employee will safely perform initial and follow-up inspections of Energy Efficiency Measures installed by PG&E and ensure the billed measures are present, safely installed to program standards, and were feasible.

Employee will be required to use phone and or site visits to schedule inspections and to route work to ensure customer convenience and employee efficiency. Monitor and track overtime and travel time. Determine the most economical and efficient methods to handle peak and non-peak workloads.

Ensure inspection paperwork (including measure quantities, "on-site" time frames, and comments) is complete, accurate, and legible. Data entry work of that paperwork is to be completed accurately and within allotted time frames.

Ensure that time cards and expense reporting are completed accurately and submitted timely.

Handle all customer complaints. Investigate complaint as needed, then resolve or elevate to the proper authority. Follow-up to ensure resolution was achieved. Respond to customer phone, e-mail, and mail inquiries or concerns.

Respond to PG&E Program Manager concerns and requests such as high profile inspections, suspected fraud cases, short notice inspections, and customer complaints.

Perform R&R work including NGAT inspections. Ensure that customers, their homes, and appliances meet program guidelines. Ensure that all field paperwork is completely and accurately filled out. Coordinate R&R process with HVAC contractor, customer, weatherization contractor, and local building officials.

Must have combustion appliance knowledge, Energy Efficiency programs knowledge, and excellent customer and contractor relations, be physically able to lift extension ladder, and physically able to crawl in attics and under houses, and have the ability to assess and appropriately respond to hazardous situations.

**Training Requirements:**

1. Employee must pass one-week NGAT training session, which includes a written and lab test.
2. Employee must pass one-week weatherization training session that includes a written and lab test.

CIP Inspector is a beginning classification in its own department but will be considered next lower to the Gas Service Representative classification. Current CIP Inspectors will not be considered a beginning level classification for purposes of displacement.

**Wages**

|                 |                 |           |
|-----------------|-----------------|-----------|
| 2005 Wage Rate: | Start:          | \$ 766.65 |
|                 | End six months: | \$ 860.05 |

Employees who are \$ 800.00 per week will go to \$ 860.05 on the effective date of this agreement.

**Benefits**

The employees will continue to participate in the Flex Benefit Plan through calendar year 2005. Their current selections for medical insurance, dental insurance, vision insurance, participation in the health care and/or dependent care reimbursement programs, life insurance, flex days, and distribution of unused flex dollars will remain in effect through this year. They will participate in the bargaining unit open enrollment period in the Fall 2005 to determine their coverage in calendar year 2006.

**Bidding Unit**

Same as those currently described in the Agreement.

**Demotion Unit**

Same as those currently described in the Agreement.

**Testing**

The Company will waive pre-employment test for existing CIP Inspectors while they remain in the Department and Inspector classification. Appropriate entry-level test will be determined when validated.

**Displaced Inspectors**

CIP Inspectors who were displaced to new headquarters during the April-May 2004 reorganization will have accelerated rights back to their former headquarters consistent with Sections 206.9 and 205.7 of the PG&E Physical Agreement.

**Other**

The parties agreed that contractors can perform combustion chamber and burner flame examinations related to Low Income Weatherization Program and this work will not fall under the "work normally performed" provisions of Exhibit XVI of the Agreement.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
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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

May 13, \_\_\_\_\_, 2005

By:   
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Perry Zimmerman  
Business Manager