



# LETTER AGREEMENT NO. 05-16-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 14, 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:

Pursuant to Section 204.4 of the Physical Agreement, the Company proposes to supersede the Electric Transmission and Distribution Crews Letter Agreement No. R2-02-05 PGE. The Company proposes to continue to have transmission crews perform transmission line maintenance and occasional distribution work. The Company believes implementation of this proposal will result in transmission line maintenance being performed by highly trained and skilled employees and, therefore, also provide safer work practices.

The following provisions are proposed:

1. Pursuant to the Enabler Clause contained in Titles 202, 205 and 206 of the Physical Labor Agreement, Company will establish Transmission classifications.
2. Crews may consists of the following classifications:
  - Electric Crew Foreman - Transmission
  - Lineman – Transmission
  - Apprentice Lineman – Transmission
  - T&D Equipment Operator – Transmission
  - Transmission Troubleman

In the application of Titles 205 and 206, journeymen and above will not be bypassed pursuant to Section 205.11 for a lack of knowledge, skill or efficiency as a result of job bidding and demotion/displacement for lack of work. Further, journeymen or above who are demoted or displaced for lack of work into the transmission journeyman classifications and are not qualified or elect not to be, by virtue of declining or not completing barehanding training, will then displace the next least senior employee in the Transmission and Distribution Department as provided for in Section 206.4 of the Agreement.

Attached is a list of current headquarters and staffing requirements that may be changed by the Company after meeting and conferring with the Union (Attachment 3).

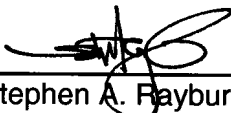
3. Crews will work under the direction of Transmission supervision.
4. Qualifications for Electric Transmission Crew classifications and Transmission Troublemans will include barehanding work procedures.
  - If a journeyman entering a transmission classification does not successfully complete the barehand training, they will be returned to a vacancy in the same classification in a non-transmission area without loss of any current established rights and classification. The headquarters will be within a commutable distance of their current headquarters, or the employee will be returned to a vacancy in his or her classification at the headquarters held immediately prior to bidding to the transmission department.
  - A qualified transmission journeyman who elects not to participate in barehand procedures will not be required to work on energized transmission lines utilizing barehand work procedures, but may be required to participate as part of a barehand transmission crew. This employee will be required to submit bids to non-transmission headquarters. If this employee has not been awarded a bid, based on operational needs, this employee may be returned to a vacancy in his or her classification at the headquarters held immediately prior to bidding to the transmission department.
5. Work to be performed will include, but shall not be limited to:
  - routine miscellaneous tower and wood-pole maintenance
  - routine maintenance on distribution under builds associated with transmission work
  - emergency repair
  - hotwash
  - insulator replacement
  - conductor maintenance
  - right-of-way maintenance
  - pole replacement
  - assist distribution crews in area - small capital projects (transmission and distribution) and during times of emergency response
  - barehand work
  - any FAA-approved Line work performed with the assistance of a helicopter and approved by the Helicopter Subcommittee and Overview Committee including but not limited to the following:
    - Working from a Boswain's Chair (suspended)
    - Suspended Helicopter Basket (mid span)
    - Suspended Helicopter Basket (transfer to a structure)
    - Suspended Helicopter Harness method (transfer to a pole or a structure)
    - Working from a Helicopter skid
6. Prearranged overtime - transmission line maintenance assignments will be given first to transmission crews, if practical.
7. Emergency overtime – pursuant to Title 212 of the Physical Agreement, preferential callout for emergency overtime involving transmission line work will be given to transmission crews as follows:
  - If customers are involved – transmission crew headquartered within 60 miles.
  - If no customers are involved – available transmission crew.
  - If transmission crews are not available and based on skill and equipment needed, a Distribution crew, General Construction crew or available contractor crew will be called out.
  - Transmission line work is defined as 60 kV and above and all steel transmission tower lines.
  - Transmission line crews will also be available to work on distribution outages if needed and not already assigned.

- 8. Crews may be assigned to work at any location within the PG&E service territory and on occasion may be assigned work outside of the service territory. When work is to be performed outside of the service territory, Company and Union will negotiate terms and provisions applicable to such assignment, except in mutual aid assignments.
- 9. Expenses will be paid in accordance with Title 201.
- 10. For the purpose of Exhibit XVI of the Agreement, Electric Transmission will be combined with Electric T&D (Title 200 & 300).
- 11. The rate of pay for the classification will be 5% above the equivalent Distribution classifications.
- 12. Employees bidding into the department after the effective date of this agreement will be required to remain in the Transmission Department for five years.

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

May 5, \_\_\_\_\_, 2005

By:   
 \_\_\_\_\_  
 Perry Zimmerman  
 Business Manager

**ATTACHMENT I****0746 ELECTRIC CREW FOREMAN - Transmission**

An employee who is a Working Foreman in charge of a transmission crew of not more than five other employees engaged in all classes of overhead line work, in all classes of underground distribution system-work utilizing non-leaded cables, and in providing electric service to customers; may be required to drive the truck and operate the associated equipment as assigned. ***Must be qualified to perform barehand work procedures.*** Such employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of and two years experience as a Lineman, and be familiar with Company's construction and safety standards, General Orders 95 and 128, accounting procedures, and other applicable rules and procedures.

Such employee when in charge of a crew of four other employees shall be paid at the rate of five percent above the top rate of Electric Crew Foreman.

Notes: For the purposes of applying the five percent upgrade for an Electric Crew Foreman when in charge of a crew of five other employees, if two Electric Crew Foremen are involved, the following conditions will apply:

1. If two crews are combined on an on-going job, the Electric Crew Foreman originally assigned the job will receive the upgrade;
2. If two crews are combined at the initiation of a job, the senior qualified Electric Crew Foreman in the headquarters will receive the upgrade;
3. If two crews are called out for an emergency situation, the senior qualified available Electric Crew Foreman will receive the upgrade. If they are joined while the job is in progress, the Electric Crew Foreman originally assigned will receive the upgrade.

**Next Lower Classification**

1077 *UG Construction Journeyman*  
 1100 (1103) *Lineman (Un.)*  
 1108 *UT Lineman-Burney*  
 2535 *Transmission Troublemán*  
 2540 *Troublemán*  
 2550 *Utility Troublemán*  
**1094 *Lineman Transmission***

**Same or Higher Classifications**

0140 *Cableman*  
 0650 *Subforeman A (G.C.-Line)*  
 0653 *Subforeman B (G.C.-Line)*  
 0683 *Night Cable Crew Foreman*  
 0737 *UG Construction Crew Foreman*  
 0740 *Electric Crew Foreman*  
 0820 *Cable Crew Foreman*  
 0850 *Working Foreman A (G.C.-Line)*  
 0853 *Working Foreman B (G.C.-Line)*  
 2290 *Transmission Cableman*  
**0746 *Electric Crew Foreman – Transmission***

**2535 TRANSMISSION TROUBLEMAN**

An employee who patrols and inspects overhead transmission lines. This may include air, ground, and boat patrolling. Must have the craft qualifications of a Lineman and perform any line work in connection with maintenance, operation and construction of transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware and reinsulation. *May be assigned as a member of a Transmission Crew.* Must possess a valid Class III California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

Notes on Transmission Troubleman Definition:

- 1) Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
- 2) Must be capable of performing transmission live line work.
- 3) Must be able to properly assess the urgency of a problem for correction.
- 4) May be required to travel and stay away from home.
- 5) Switching shall be limited to that normally performed by a Troubleman. Switching on overtime will *include* emergency transmission switching *as well as switching* done in conjunction with patrolling and inspection. This *includes* switching which must be performed on prearranged overtime prior to the beginning of a workday in order to complete work during the workday.
- 6) Normally works alone, but when doing so shall not be required to perform duties beyond that of a Lineman and /or Troubleman. *May work as a member of a transmission crew.*
- 7) The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work, including washing of insulators, major emergency distribution work and distribution work that is directly related to transmission, i.e., under builds, etc.
- 8) Transmission Troublemans are day employees.

Next Lower Classification

1100(1103) Lineman (Un.)  
**1094 Lineman Transmission**

Same or Higher Classifications

0140 Cableman  
 0683 Night Cable Crew Foreman  
 0740 Electric Crew Foreman  
**0746 Electric Crew Foreman - Transmission**  
 0820 Cable Crew Foreman  
 2280 (2286) Cable Splicer (Un.)  
 2283 Night Cable Splicer  
 2290 Transmission Cableman  
 2535 Transmission Troubleman  
 2540 Troubleman

**1094 LINEMAN - Transmission**

An employee who is a journeyman and is engaged in performing all classes of overhead line work, of any voltage, and all classes of underground distribution system work except on "Network" systems, utilizing non-lead cables rated 25 kV or less. May be required to drive the truck and operate associated equipment as assigned. **Must be qualified to perform barehand work procedures.** Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency.

Notes on Lineman Transmission Definition:

It is the intent that the use of a light line crew as the basic work unit in the Overhead Section of the Electric Transmission and Distribution Department be continued. While one and two-man units with a Lineman as the highest classification will be utilized, it is not the intent of the Lineman definition to use other than a line crew on hot primary line construction and maintenance work. Further, it is not the intent to eliminate crews or accomplish the above work or any other line work which cannot practicably or safely be accomplished by a one or two-man unit by combining two or more such units. The Company will provide necessary training and equipment to its employees to ensure that the work can be performed safely and efficiently.

One or two-man units will not be required to:

1. Set poles under the following conditions:
  - a. In primary which has not been cleared and grounded; or
  - b. Over 50 feet in length; or
  - c. Under heavy or congested traffic conditions; or
  - d. Where the pole is top-heavy to the extent that weights are required on the butt-end; or
2. Perform any work on energized primary (taking voltage or current readings is not considered working on energized primary); or
3. Perform any substation switching; or
4. Perform line switching except to de-energize a line for work and to energize same at completion of work; or
5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole line; or

A Lineman working alone will not be required to install a crossarm or underarm molding, or to install or remove mid-span services except with aerial lift equipment and when installation of an associated span guy is not required.

6. Perform any work with the aid of Helicopter which has been approved by the FAA, and by the Joint Company/Union Helicopter Committee and the Rubber Gloving/Barehanding Overview Committee, which currently includes the following procedures:
  - Working from a Boswain's Chair (suspended)
  - Suspended Helicopter Basket (mid span)
  - Suspended Helicopter Basket (transfer to a structure)
  - Suspended Helicopter Harness method (transfer to a pole or a structure)
  - Working from a Helicopter skid

Next Lower Classification

**1188** Apprentice Lineman - **Transmission**

Same or Higher Classifications

0140 Cableman  
 0650 Subforeman A (G.C.-Line)  
 0653 Subforeman B (G.C.-Line)  
 0683 Night Cable Crew Foreman  
 0737 UG Construction Crew Foreman  
 0740 Electric Crew Foreman  
**0746 Electric Crew Foreman -Transmission**  
 0820 Cable Crew Foreman  
 0850 Working Foreman A (G.C.-Line)  
 0853 Working Foreman B (G.C.-Line)  
 1077 UG Construction Journeyman  
 1099 Underground Lineman (G.C.)  
 (Inc. Only)  
 1100 (1103) Lineman (Un.)  
 1108 UT Lineman (Burney)  
**1094 Lineman - Transmission**  
 2280 (2286) Cable Splicer (Un.)  
 2283 Night Cable Splicer  
 2290 Transmission Cableman  
 2535 Transmission Troubleman  
 2540 Troubleman  
 2550 Utility Troubleman

**1188 APPRENTICE LINEMAN – Transmission**

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman **assigned to the Transmission Department**. In order to gain experience for advancement to Lineman, may work alone, or under indirect supervision on jobs for which an employee has been trained and instructed. **S/he** may be required to drive the truck and operate the associated equipment as assigned at not less than the starting rate of the T&D Driver. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, may be required to work on live circuits of 600 volts or over. **Maybe assigned to work with distribution crew or general construction in order to complete the necessary training to become a journeyman lineman. In order to progress to the journeyman classification the employee must successfully complete the barehand training and be barehand certified.**

**Requirements to entry the classification are the same as the 1101 Apprentice Lineman classification entry requirements.**

**Next Lower Classifications**

0180 Cartman  
 0456 T&D Driver  
 0458 Field Clerk - Electric T&D  
 0910 Groundman  
 0913 Night Groundman  
 0960 Cableman's Utility Worker  
 1190 Street Light Maintenceman  
 1660 T&D Equipment Operator  
 1943 Patrolman  
  
 2010 Manhole Pumpman  
 2013 Night Manhole Pumpman  
**1096(1097) (Nt) Electric T&D Assistant**

**Same or Higher Classifications**

0140 Cableman  
 0623 Labor Foreman (Electric T&D)  
 0683 Night Cable Crew Foreman  
 0820 Cable Crew Foreman  
 0845 Working Foreman  
 0990 Inspector  
 1099 Underground Lineman (G.C.)  
       (Inc. Only)  
 1101 Apprentice Lineman  
**1188 Apprentice Lineman - Transmission**  
 2280 (2286) Cable Splicer (Un.)  
 2281 Apprentice Cable Splicer  
 2283 Night Cable Splicer  
 2290 Transmission Cableman  
 2500 Voltage Tester  
 2510 Utility Voltage Tester\*  
 2520 Towerman (G.C.)

**1662 T&D EQUIPMENT OPERATOR - Transmission**

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, *condor* and other equipment. Will be required to drive trucks. Must possess Class A Driver's License *and the appropriate endorsements*.

Next Lower Classifications

0456 T&D Driver  
 0458 Field Clerk - Electric T&D  
 0623 Labor Foreman

Same or Higher Classifications

0140 Cableman  
 0683 Night Cable Crew Foreman  
 0737 *UG Construction Crew Foreman*  
 0740 Electric Crew Foreman  
**0746 Electric Crew Foreman  
 Transmission**  
 0820 Cable Crew Foreman  
 0845 Working Foreman  
 0990 Inspector  
 1077 *UG Construction Journeyman*  
 1100 (1103) Lineman (Un.)  
**1094 Lineman - Transmission**  
 1108 *Utility Lineman (Burney)*  
 1660 T&D Equipment Operator  
 1690 Hole Digger Operator (G.C.)  
 2280 (2286) Cable Splicer (Un.)  
 2281 Apprentice Cable Splicer  
 2283 Night Cable Splicer  
 2290 Transmission Cableman  
 2500 Voltage Tester  
 2510 Utility Voltage Tester  
 2535 Transmission Troubleman  
 2540 Troubleman  
 2550 *Utility Troubleman*  
**1188 Apprentice Lineman - Transmission**



**ATTACHMENT 2****2005 Wages**

Class Code:	Classification:	Progression:	Rate:
1188	Apprentice Lineman - Transmission	Start	\$ 1,081.25
		End 6 Mo.	\$ 1,110.75
		End 1 Yr.	\$ 1,150.30
		End 18 Mos.	\$ 1,182.85
		End 2 Yr.	\$ 1,222.10
		End 30 Mo.	\$ 1,254.20
1094	Lineman - Transmission		\$ 1,401.80
0746	Electric Crew Foreman - Transmission	Start	\$ 1,466.20
			\$ 1,502.10
0747	When in Charge of a Crew of 4 Other Employees		\$ 1,577.25
2535	Transmission Troublemán		\$ 1,428.95
1662	T&D Equipment Operator – Transmission	Start	\$ 1,231.90
		End 6 Mo	\$ 1,279.30

**ATTACHMENT 3**

The Staffing of Transmission Crews is currently as follows but may change by the Company after meeting with the Union.

Headquarters	# of Employees				Total
	ECF	Lineman	Oper Clerk	Equip Opr	
Table Mountain	1	5	1	0	7
Bellota	1	4	1	0	6
Moss Landing	1	4	1	1	7
Pismo Beach	1	4	1	0	6
Fresno	1	5	1	0	7
Sacramento	1	3	1	0	5
Lakeville	1	4	1	1	7
San Carlos	1	3	1	0	5
Concord	0	0	0	1	1
Midway	1	3	0	0	4
<b>TOTALS</b>	<b>9</b>	<b>35</b>	<b>8</b>	<b>3</b>	<b>55</b>