



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 05-23-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

May 6, 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:

The Company and Union have met a number of times to discuss the Rubber Glove Agreement pursuant to the provision of the 2003 General Bargaining cover letter item below:

#### **Item 4. Interim Negotiations**

##### **Rubber Glove Premium**

**Company and Union agree to meet to discuss improvements in productivity and safety.**

The Union committee members were Bob Choate, Howard Stiefer, Larry Pierce, Rich Cowart, Casey Barker, Bob Gerstle, George Lindsey, Willie Bouzek and Tom Burks. The Company committee members were Gary Tognozzi, John Parks, Les Hudson, Dan Robertson, Cary McDermott, Dave Seiler and Jim Lauers. On April 29, 2005, the parties reached agreement and, as a result, the Company is proposing the following pursuant to that table agreement.

Re-write Letter Agreement 90-34 with the following modifications:

##### Overview Committee

- Eliminate reference to "electromagnetic fields" in third sentence
- Elimination of the Rubber Gloving Committee and the Bare Handling Committee and make their issues as part of the Overview Committee.
- Eliminate EMF Committee and make part of Section 105.3 of the Physical Agreement

##### Application

- Delete "of incumbent journeyman....."
- Add: Compliance Inspector and Apprentice Lineman
- Delete (1109) Utility Troubleman – Oakhurst
- Delete fourth paragraph – "Incumbent journeyman who elect....."
- Delete fifth paragraph – "Barehanding Training"
- Delete sixth paragraph – "The parties agree to negotiate...."

Retention of Live Line Tools

- Eliminate "on all line trucks in service" and replace with "at all job locations where live line procedures may be performed"

Certification

- Add language that includes Hiring Hall classifications that perform barehanding and rubber gloving procedures to be certified by PG&E.

Basic Rubber Glove Line Crew

- Basic line crew unit will be two people.

Compensation

- The current 6% rubber glove premium will be shown in Exhibit X of the Agreement as part of the base wage and not as a premium.

The parties also agreed to the following:

- 3% wage increase when the agreement is signed to Lineman and classifications higher in the line of progression (see attached wage schedule).
- 3% wage increase when the necessary variances are approved by the State to Lineman and classifications higher in the line of progression.
- The Overview Committee will be responsible after the procedures have been in place to look at "gain sharing" or any other economic consideration for the added skills and training.
- Review the Troubleman's job duties and other classifications that will benefit from this wage increase.
- Basic line crew unit will be two people.
- The parties further agree that the Job Definitions and Lines of Progression be modified to reflect the agreed to changes and to update the July 1993 Revision, LA 93-53-PGE.
- A joint committee is being formed to revise the Rubber Glove procedures, to develop the application for the Rubber Glove variance, and to develop a communication plan.

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.

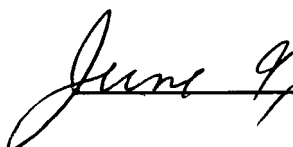
Very truly yours,

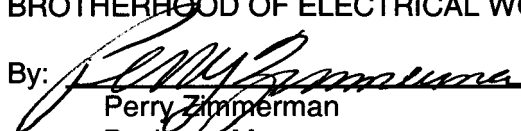
PACIFIC GAS & ELECTRIC COMPANY

By:   
 \_\_\_\_\_  
 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

  
 \_\_\_\_\_, 2005

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

Rubber Glove Premium and Wage Adjustments for Electric T5/6/2005 Journeyman T200 and T300

Class Code	Classification	Progression	Current Rate	Rate w/Rubber Glove Premium	3% Adjustment	Rounding	Add'l Pay	Comments
0998	Compliance Inspector	sgl	\$ 1,335.00	\$ 1,415.10	1457.553	\$1,457.60		
0740	Electric Crew Foreman	start	\$ 1,396.30	\$ 1,480.08	1524.48034	\$1,524.50		
		end 1 yr	\$ 1,430.55	\$ 1,516.38	1561.87449	\$1,561.90		
0739	Electric Crew Foreman, 5 ee	sgl	\$ 1,502.10	\$ 1,592.23	1639.99278	\$1,640.00		
1186	Helicopter Crew Foreman (Temp)	start	\$ 1,535.95	\$ 1,628.11	1676.95021	\$1,676.95		
		end 6 mo	\$ 1,573.65	\$ 1,668.07	1718.11107	\$1,718.15		
1185	Helicopter line Worker (Temp)	sgl	\$ 1,498.50	\$ 1,588.41	1636.0623	\$1,636.10		
1100	Lineman	sgl	\$ 1,335.00	\$ 1,415.10	1457.553	\$1,457.60		
1103	Unassigned Lineman							
1108	Utility Lineman							
2540	Troubleman	sgl	\$ 1,360.90	\$ 1,442.55	1485.83062	\$1,485.85		
2550	Utility Troubleman							
0737	Underground Construction Crew Foreman	start	\$ 1,396.30	\$ 1,480.08	1524.48034	\$1,524.50	\$50/wk	added after adj.
		end 1 yr	\$ 1,430.55	\$ 1,516.38	1561.87449	<del>\$1,516.40</del>	\$50/wk	
						<del>\$1,561.90</del>		
1077	Underground Construction Journeyman	sgl	\$ 1,335.00	\$ 1,415.10	1457.553	\$1,457.60	\$50/wk	added after adj.
0746	Electric Crew Foreman - Transmission	start	\$ 1,466.20	\$ 1,554.17	1600.79716	\$1,600.80		
		end 1 yr	\$ 1,502.10	\$ 1,592.23	1639.99278	\$1,640.00		
0747	Electric Crew Foreman - Transmission +4		\$ 1,577.25	\$ 1,671.89	1722.04155	\$1,722.05		
2535	Transmission Troubleman	sgl	\$ 1,428.95	\$ 1,514.69	1560.12761	\$1,560.15		
1094	Transmission Lineman	sgl	\$ 1,401.80	\$ 1,485.91	1530.48524	\$1,530.50		

Rubber Glove Premium and Wage Adjustments for Electric T5/6/2005 Journeyman T200 and T300

Class Code	Classification	Progression	Current Rate	Rate w/Rubber Glove Premium	3% Adjustment	Rounding	Add'l Pay	Comments
1181	Helicopter Line Worker	sgl	\$ 1,542.00	\$ 1,634.52	1683.5556	\$1,683.60		
1182	Helicopter Subforeman - GC	start	\$ 1,614.45	\$ 1,711.32	1762.65651	\$1,762.70		
		end 6 mo	\$ 1,652.55	\$ 1,751.70	1804.25409	\$1,804.30		
1106	Lineman	sgl	\$ 1,401.80	\$ 1,485.91	1530.48524	\$1,530.50		
0650	Subforeman A - GC Line only	start	\$ 1,467.65	\$ 1,555.71	1602.38027	\$1,602.40		may need new class code
		end 6 mo	\$ 1,502.30	\$ 1,592.44	1640.21114	\$1,640.25		