



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. 05-62-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

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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November 7, 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 order to protect our system operators in San Francisco while conducting initial damage assessments when entering indoor substations that are on fire or suspected of being on fire, the Company proposes to utilize the same procedure negotiated for the Electric Maintenance Department, Letter Agreement No. 05-03. The Company and Union have discussed the Fire Entry Procedure for Indoor Substations outlined in the Utility Operations Standard S3102. This Standard addresses the requirement of wearing a respirator for first responders to emergencies caused by fires in the Company's indoor substations. The Company proposes the following to address the Fire Entry Procedure and the impact on employees.

## 1. Identification of Respirator Users - Emergency Responders

While all employees in certain classifications must be clean shaven and wear respirators when assigned certain tasks that are part of their normal job duties (e.g., Title 300 Painters), only a limited number of employees in other classifications need to be clean shaven and prepared to wear respirators in order to respond to emergency situations (e.g., fire in indoor substation).

For the reasons noted above, twenty five (25) percent of Electric Control Center Operations (ECCO) employees in operator classifications in San Francisco will be required to wear a respirator in order to provide immediate response to an emergency situation. Employees identified as emergency responders will be required to be clean shaven at all times.

The Company will solicit volunteers from the operator classifications to serve as emergency responders. All employees qualified as emergency responders will be fitted for respirators and available for emergency response.

The Company will not limit the number of employees volunteering to serve as emergency responders.

However, if there are an insufficient number of volunteers, the Company will appoint employees in the operator classification as emergency responders using reverse seniority. When it becomes necessary to appoint an employee due to insufficient volunteers, the Company will initially appoint the employee with the least Company service at that headquarters. In the event that Company may be required to expand the number of employees required to wear a respirator at the above noted area, prior notification will be provided to the Union.

2. Emergency Overtime

Employees qualified as emergency responders will be the first called out during emergency overtime situations when a respirator may be required.

3. Job Bidding

The Company will consider the status of volunteers to serve as emergency responders before filling positions through the Title 205 Job Bidding and Transfer System.

In the event there are insufficient volunteers in the area and classification, the job will be filled with the senior bidder who volunteers to serve as an emergency responder and remain clean shaven.

4. Accommodation

In the event an employee is in a classification that requires that they wear a respirator as part of their normal job duties or if they are involuntarily designated as an emergency responder and they cannot medically be qualified to wear a respirator, the Company and Union will discuss accommodation on a case-by-case basis.

Review

The parties agree to meet and discuss any issues which may arise out of this agreement within two weeks of one party providing the other party written notice.

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,

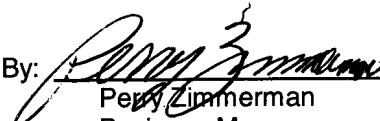
PACIFIC GAS & ELECTRIC COMPANY

By:   
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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 5, 2005

By:   
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Perry Zimmerman  
Business Manager