



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. 06-48-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

TOM DALZELL,  
BUSINESS MANAGER

September 11, 2006

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

Dear Mr. Dalzell:

The Company and Union have met in ad hoc negotiation and in mediation to address issues with the settlement of Grievance No. 16076 concerning the Work and Resource Coordinator position.

The ad hoc committee agreed to the following items and the Company proposes to implement the agreed-to items pursuant to Section 204.4 of the Agreement.

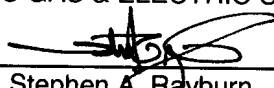
- Establish Work & Resources Coordinator classification within the Physical Bargaining Unit.
- Attached is the Job Description, Line of Progression and wage rate for the classification.
- The classification will be in a new department – Work and Resource Department.
- The Company and Union will establish a joint committee to establish performance standards for the coordinator classification within 6 months.
- Benefit conversion from the Management and A&T plan to the Bargaining Unit plan will be the as soon as practical but not later than January 1, 2007.
- Employees who should have been placed under the provisions of Section 112.10 of the Agreement will have their pay adjusted accordingly.
- Employees who have not complied with the Union Security provisions of the Agreement will be terminated.
- Employees below the end 18-month step will be placed into that step of the wage progression. Employees at or above the 18-month step will be placed at the end 30-month wage progression step.

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

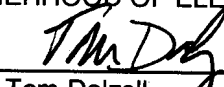
By: \_\_\_\_\_

  
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

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

  
Tom Dalzell  
Business Manager

10/9

\_\_\_\_\_, 2006

**1002 Work and Resource Coordinator**

This employee will ensure that work packages and any other preparation is done in advance so work in the field can be performed when scheduled, may be assigned to check documentation after work is completed, and updates the scheduler and supervisor about progress and delays. This employee must communicate regularly with others involved with Work and Resource planning, engineering, project management, first line supervision, customers and contractors. May be required to work with one commodity or with dual commodities (gas and electric).

Coordinates customer shut downs for jobs to be done, working with Outage Coordinator and Distribution Operations in the planning process.

Employees when qualified will prepare clearance requests to be sent to Distribution Operations.

May be assigned to assist Supervisor in raptor outage investigations and document results with the Raptor Protection Program.

Responsible for attendance at regularly scheduled meetings to provide status or update on outage information or other compliance information and inform the scheduler if additional work needs to be integrated in schedule and assist in completing Help Tickets.

| Next Lower | Same or Higher Classification          |
|------------|--|
|            | 0998 Compliance Inspector              |
|            | 1077 UG Construction Journeyman Elect. |
|            | 1100(1103) Lineman (un)                |
|            | 1108 Ut. Lineman                       |
|            | 0562 Fitter - Arc                      |
|            | 0560(0563) Fitter (Un)                 |
|            | 1002 Work and Resource Co.             |
|            |  |
|            |  |

**Rate of Pay**

| <u>Progression</u> | <u>2006 Hourly Rate</u> |
|--------------------|-------------------------|
| Start              | \$26.35                 |
| End 6 mo           | 29.03                   |
| End 1 yr           | 31.90                   |
| End 18 mo          | 33.80                   |
| End 2 yr           | 35.50                   |
| End 30 mo          | 37.50                   |
|                    |                         |

When Work and Resource Coordinators perform the initial review of jobs prior to construction on energized primary, they will receive the upgrade rate for the full work day at the current rate of \$39.32 per hour, Title 200 Lineman rate.

**Wage Placement:**

Employees currently below the end 18-month step will be placed into that step of the wage progression. Employees at or above the 18-month step will be placed the end 30-month wage progression step.

Work and Resource Coordinators who now are above the top of the range will maintain their rate of pay for up to 36 months or until such time as the rate of pay in the Coordinator classification is equal to or greater than that of the employee's frozen rate of pay, whichever comes first. If at the end of 36 months from when they first became a Work and Resource Coordinator an employee is still paid above the top of the rate, the employee will be placed at the top of the Work and Resource Work and Resource Coordinator rate. The period of 36 months begin with the signing of this agreement.

**Implementation Items:**

**Testing Requirements:**

The Company and Union agree that within 6 months of the agreement of Coordinator classifications, Company will determine the appropriate qualification test for new hires and bids/transfers to this position. The Company will be working with our existing test vendor (PSI) to determine and validate the appropriate test elements, which are expected to be similar to the existing physical and clerical test batteries. The Company will review the final test with the IBEW prior to implementation and involve them in validation.

**Performance Standards:**

The Company and Union agree that within 6 months of the agreement of this position to establish a joint committee to fully develop and implement performance standards for this position.