



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 08-29-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
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INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
TOM DALZELL  
BUSINESS MANAGER

December 2, 2008

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95687

Dear Mr. Dalzell:

The parties met to discuss reinstating the Environmental Monitor premium within Gas Transmission and Gas System Operations. The premium was eliminated with the cancellation of the Special Skill Blocks and the signing of Letter of Agreement 07-36.

In follow-up to prior discussions, the Company proposes the following which will serve as the guideline to administer this program within Gas Transmission M&C and Gas System Operations.

**Description:** The former environmental special skill block utilized in the Gas Transmission M&C department in the past was eliminated in LA 07-36. The special skill block was awarded to a qualified employee who was then responsible for performing duties associated with environmental compliance such as managing hazardous materials and waste and the transporting of hazardous material, managing spill response situations and providing guidance to field employees on environmental issues.

This proposal contains the description, responsibilities, qualification requirements and testing procedures associated with Environmental Monitor within Gas Transmission M&C and Gas System Operations.

**Process:**

The process for filling an Environmental Monitor vacancy will be as follows:

1. The District will determine a need for Environmental Monitors.
2. Notification will be posted and Letters of Intent (LOI) solicited in August.
3. These Letters of Intent must be submitted by September 30<sup>th</sup> and will be **current for one year**. Letters of Intent must be submitted between January 1 and September 30 for the following year.
4. The parties will conduct a joint review of the LOI's submitted.
5. The Environmental Monitor premium will be awarded to the most senior qualified employee on November 1.
6. Transition to qualified employee will begin December 1<sup>st</sup> of the current year, with the assignment beginning on January 1<sup>st</sup> of the following year.
7. Vacancies during the year will be filled by appointment of the most senior qualified employee with a current LOI on file.
8. Letters of Intent on file will be reviewed annually on November 1. This allows enough time for employees to transition by December 1<sup>st</sup>, with the Environmental Monitor assignment beginning January 1<sup>st</sup> of the following year.

The employees have to hold a base classification within Gas Transmission M&C or Gas System Operations to be eligible to be an Environmental Monitor within their department. Utility Workers, Maintenance Assistant I, Maintenance Assistant II, and employees holding apprentice classifications within the department are not eligible to hold the EM position. If the most senior employee with a Letter of Intent on file does not have the required 40-hour HAZWOPER training, the Company will provide this training to the employee. Once awarded the Environmental Monitor premium, the employee has up to six months to get the 40-hour HAZWOPER training. However, it is the employee's responsibility to follow up with their supervisor to obtain this training.

**Filling Temporary Vacancies:**

When there is a need to fill a temporary Environmental Monitor assignment for more than one week, the District will announce this vacancy. The temporary vacancy will be awarded to the most senior qualified employee with a Letter of Intent on file. If no Letters of Intent are on file, the District will solicit volunteers. A temporary vacancy is defined as: extended vacation, sick leave (more than one week), Leave of Absence, rotational assignments. The temporary appointment will have specific start and end dates. Rotational assignments or leaves of absence are excluded from participation. Temporary vacancies of one week or less will be covered by the Senior Maintenance Assistant classification.

Note: if an employee were medically precluded from performing this work, they would be temporarily removed from the position and not entitled to Environmental Monitor compensation. Once the employee returns from light duty, they would assume their prior position. (Per February 1996 Labor Management Resume). Employees on light duty/restricted duty who can still perform the duties will continue to hold the position.

**Premiums:**

Environmental Monitor pay is based on the number of weeks the employee held the Environmental Monitor position. Lump sums are paid annually and are usually included in a December paycheck. Those employees working as Environmental Monitors will receive the equivalent \$75 per week (paid annually) if there are no Notices of Violations during the year in the district. If there are one or more violations in the district directly attributable to the responsibilities of the employee receiving the Environmental Monitor premium, the employee's annual premium will be reduced by 25% for each week (paid annually).

**Environmental Monitor****Description:**

The Environmental Monitor will be utilized to perform duties associated with environmental compliance within Gas Transmission M&C (GTM&C) and Gas System Operations (GSO). The Environmental Monitor will work with local supervision and the district assigned Environmental Field Specialist to maintain the environmental integrity of the district/headquarters.

The employee will continue to maintain the skills associated with and perform the duties of their base classification.

**Responsibilities:**

The Environmental Monitor premium includes\* managing hazardous materials and hazardous wastes at specific PG&E facilities including, but not limited to: identification, packaging, labeling, storing, manifesting, and transportation of environmentally sensitive materials and substances, spill response situations and assessment, emergency response situations and assessment, and first responder responsibilities. This position provides supplemental guidance to field employees on environmental issues, coordinates and manifests the periodic district "milk-run", and acts as the primary inspector for weekly and monthly environmental station inspections at un-manned district facilities when the Environmental Monitor is in the district.

\* Note: All GTM&C and GSO field employees receive training in Hazardous Materials and Waste General Awareness (ENVR-0100). This course provides awareness-level training to employees who routinely handle hazardous materials and generate hazardous wastes as required by job classification. Training includes hazardous materials characterization and hazardous waste management, including: identification, packaging, labeling, storing, manifesting, transportation, and first responder awareness.

When the Environmental Monitor is unavailable due to vacation, sick or out of district on special assignment any other GTM&C and GSO employee who has successfully completed Hazardous Materials and Waste General Awareness (ENVR-0100) may perform the weekly or monthly inspections and/or all other responsibilities associated with Hazardous Materials and Waste General Awareness.

Qualification Requirements:

- 1) The employee must hold a base classification within the GTM&C or GSO line of progression.
- 2) Employee must be respirator trained, properly fit tested, and certified.
- 3) Employee must possess an understanding of and applies knowledge in the following areas: Hazardous Waste Management, chemical and physical properties of hazardous materials, Uniform Fire Code, DOT transportation requirements, hazardous waste sampling, and proper use of personal protective equipment, facility environmental plans, storage tank requirements, environmental training records, respirator maintenance and fit testing.
- 4) Successful completion of an approved HAZWOPER training class.\*
- 5) Successful completion of an annual 8-hour HAZWOPER refresher-training course as applicable to maintain competency.

\* Note: An employee who has been awarded the Environmental Monitor premium may be required to attend additional training sessions and show proficiencies in the following areas to maintain the Environmental Monitor premium.

Chemical Hazards and Regulatory Definitions, Hazardous Waste Sampling Protocol, Hazardous Waste Identification, Packaging and Labeling, Hazardous Waste Inspection, Hazardous Waste Manifesting, Land Disposal Restrictions, Hazardous Waste Storage, Hazardous Waste Accumulation, Hazardous Waste Transportation, Hazardous Waste Consolidation, Hazardous Waste Minimization, Hazardous Waste Manual, Incidental Release Response, Contingency Plan Implementation, Environmental Regulatory Record Keeping, Hazardous Material Communication Standard, MSDS, Physical Properties and Behavior of Chemicals, Hazardous Material Container Labeling, AB 2185 (Hazardous Material Inventories), Response to Releases, Decontamination Procedures, Emergency Plan and Procedures, Personal Protective Equipment, Hazardous Material Transportation, HM-126f, Inspections, Monitoring, Record keeping Requirements, Plans and Manuals, Site Specific Knowledge of Hazardous Materials Business Plan, Site Specific Knowledge of Spill Prevention Control and Countermeasure Plan, PG&E Hazardous Waste Manual, Gas Supply Environmental Guidance Manual.

Either the Company or Union may cancel this agreement by providing 90 days advance 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:   
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

December 18, 2008

By:   
Tom Dalzell  
Business Manager