

PACIFIC GAS AND ELECTRIC COMPANY

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August 9, 1983

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Re: Meter Reader Committee

Gentlemen:

Pursuant to our November 23, 1982 and December 2, 1982 Letter Agreements, I am attaching a copy of the agreement reached by the Union/ Company Meter Reader Committee.

It is understood and agreed that the provisions of the attached Agreement shall be effective on the date of the execution of this Letter Agreement; or, as otherwise provided in the Agreement, which is incorporated herein.

If you are in accord with the foregoing and the attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By A. W. Bonbright
Manager of Industrial Relations

The Union is in accord with the foregoing and the attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Aug 26, 1983

By Jack McNally
Business Manager

Job Definitions	1
Inclement Weather	2
Standards	3
Meter Reader Route Assignment	4
Pilot Programs	5
Pesticides and Industrial Chemical Hazard	6
Starting Times	7
Flexitime	8
Rerouting and Maintenance	9
Transportation	11
Performance Audits	14
Floating Holiday	15

Inclement Weather

Hazardous Weather Conditions: Meter Readers are not required to work in weather conditions which represent a real or apparent hazard to the employee's life or health.

Extremely Uncomfortable Weather: Meter Readers on their routes may temporarily cease reading in extremely uncomfortable weather of reasonably anticipated temporary duration.

Company supervisors shall make every effort possible to prioritize accounts to be read on days when extremely uncomfortable weather is reasonably anticipated.

With the supervisor's permission, when available, Meter Readers working in extremely uncomfortable weather may temporarily leave their route areas when necessary to change their clothes, warm up or cool off.

Meter Readers working in extremely uncomfortable weather other than extreme heat, may, with the permission of the supervisor when available, leave the office immediately upon completion of their day's work and still be paid for the full day.

Performance and Productivity: Company and Union recognize that employee performance and productivity are effected by inclement weather.

Lockers: The Company will provide lockers if space is available. If no space for lockers is available, the Company will provide closets if space is available. (Not to be limited to offices only.)

Rainboots Allowance: The Company will provide up to \$45 every two years for rainboots/snowboots. Meter Readers will be required to turn in their receipt for reimbursement.

Meter Reader Route Assignment:

1. Meter Reader "route strings" will be developed by Senior Meter Readers (all field duties) and the supervisor over meter reading (final decision) with maximum participation by Meter Readers effected. A route string is defined as the number of meter books needed to constitute one month's work (approximately 21 routes).
2. Route strings will be bid based on Company seniority.
3. Route string bidding will be implemented in May 1984 to be effective with the "B" serial in June 1984. The procedure for selection will be as follows:
 - A. The supervisor will meet with the most senior Meter Reader (Company seniority) who will bid his/her route string.
 - B. The supervisor will meet with the second most senior Meter Reader who will bid his/her route string. This process will continue until all Meter Readers have bid their route string in seniority order.
4. New route strings will be bid in the same manner set forth above in May of 1984 to be effective until the "B" serial in June 1985. No Meter Reader may bid the same string two years in a row without the consent of local management. Each year thereafter, route strings will be bid in May to be effective with the "B" serial in June.
5. Local offices, by mutual agreement, will have the option of bidding strings or establishing rotational assignments in a manner different than that set forth in Section 3, above.
6. Route strings may be rebid before May of any year in which there is rerouting other than the minor adjustment of several routes. If rerouting occurs before December, rebid until next June. If it occurs after December, then rebid until following June - could result in a 12- to 18-month assignment.
7. Management will retain authority to assign routes on any given day necessary due to sickness, vacations, etc., provided the temporary assignments are equitably distributed among the Meter Readers in the office.
8. Strings vacated permanently will be open for bid to the senior volunteer Meter Reader prior to December 1 of each year. After December 1, vacated strings will be assigned by supervisor.
9. This procedure shall be in effect from year to year unless amended by written agreement between the Company's Industrial Relations Department and the Union's Business Manager.

Pesticides and Industrial Chemical Hazard

1. The Company will provide all Meter Readers a copy of the Pesticide Worker Safety Regulations and will include in a new employee orientation.
2. The Company will establish a training program for Meter Readers regarding pesticides and industrial chemical hazards and will provide to the Readers on a regular basis.
3. A respirator will be provided and fitted to Meter Readers where necessary soon as possible.
4. Meter books and accounts should be coded by the Meter Readers regarding any of the above hazards.
5. The Senior Meter Reader will contact the agricultural commission regarding pesticide hazards.
6. Communication equipment will have to be researched further. (Company may want to consider a call-in plan for drive routes.)
7. We agree that safety equipment should be provided where necessary. (Include dust mask where appropriate.)
8. The issue on hazardous dumps will have to be studied further.
9. Company is sending a letter to the Divisions on detection of asbestos at meter locations and action to take to protect against any potential health hazards.

Flexitime

Company agrees to three flexitime pilot tests in a large, medium and small office. These tests will run for a period of at least three months, but will not exceed six months. These pilots will give the individual Meter Reader the option of starting work anytime between 7:00 a.m. and 8:30 a.m. and finishing 8½ hours later. The one exception to this will be on days when the Company schedules first aid, safety, accident prevention, tailboard or group meetings. On these occasions, all Meter Readers will be expected to report to work at the designated meeting time. Company will give a minimum notice of 48 hours prior to the meeting time. Company will select offices for these pilot tests which will be separate from van pooling pilot-test offices.

- B. Computer Assist Route Sizing Program - This program will provide an analysis of every route to establish a continual route size monitoring program.
 - C. Electronic Meter Reading Device - Upon implementation of this device, route maintenance needs will be continually monitored.
4. The above agreement will be reviewed in January 1984. Any changes to the above agreement will apply to any task force established after the letter agreement has been finalized in 1984.

use of walkie-talkies will be expanded to be included in the other two pilots.

- B. The Company, with the assistance of Meter Readers, will identify clean restrooms available for Meter Readers use in each van pool route prior to the start of the pilot program.
- C. Meter Readers should be picked up for trips to a bathroom as often as requested (either prearranged with the driver, requested over the walkie-talkie or by phoning the office for pick up).

5. Breaks

- A. Meter Readers assigned to the van will adhere to existing Company rules concerning breaks until the completion of the pilots without prejudice to the positions of either party regarding any future grievance.

6. Lunch

- A. All Meter Readers will be provided time off for lunch between the hours of 11 a.m. and 1 p.m. The Company will determine the number of shifts and the number of Meter Readers assigned to each shift. Eating in the van will remain an option to each Meter Reader.
- B. Delayed lunch - If a Meter Reader's time off for lunch is delayed because it is ordered or caused by supervisor, then the Meter Reader shall be paid at the overtime rate for work performed during the regular lunch period.
- C. Meter Readers will be provided the option to take their time off for lunch after they have completed their route, even if it is subsequent to the normal 11 a.m. to 1 p.m. lunch period.

7. Inclement weather

- A. All provisions of the Union/Company agreement on inclement weather will apply to Meter Readers working in the van pool.
- B. Each van will be equipped with a secured storage space with the key assigned to the van pool supervisor. Meter Readers participating in the van pooling pilots will be provided lockers or closet space at their headquarters in addition to the limited storage space in the van.
- C. Ice water, air conditioning, defrosters and a heater will be provided in all vans.

8. Miscellaneous

- A. Paperwork performed in the van by Meter Readers when the van is moving will be at the option of the Meter Reader.

Performance Audits

Exempt Meter Reader Supervisors will perform Type I (impromptu audits). Impromptu audits will be distributed equitably among employees, provided that Meter Readers whose performance dictates may be audited on that particular aspect of their performance more frequently than usual. An immediate oral review of each impromptu audit shall be conducted in the field. If there is any question as to the equitable distribution of impromptu audits within an office, all relevant information on impromptu audits of other Meter Readers in the office will be provided to the Shop Steward and the Union.

Exempt Meter Reader Supervisors will conduct Type II (performance evaluation) audits twice a year. The exempt Meter Reader Supervisor will inform the Meter Reader being audited that he/she is being audited before the audit begins.

Type III (vehicle inspection) audits will continue as presently conducted by the Divisions.

Employees will receive a copy of any audit (Type I, Type II or Type III) within two workdays after completion of the audit.