



LETTER AGREEMENT NO. 97-18-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

10 March 1997

Pacific Gas and Electric Company
Industrial Relations Department
375 North Wiget Lane, Suite 150
Walnut Creek, California 94598

Attention: Mr. David Bergman, Director and Chief Negotiator

Gentlemen:

On January 27, 1997, Union and Company reached agreement regarding the line of progression in the Title 200 Electric T&D Department in the CES Business Unit. Union's committee was comprised of Terry Andreucci, Willie Bouzek, John Kent, Landis Marttila, Darrel Mitchell, and Dave Scott. Representing the Company were Rick Doering, Annette Hope, Bill McLoughlin, John Parks, and Rodger Walther.

A new classification of Electric T&D Assistant will be established. The wage schedule for this classification will be:

Start:	\$ 563.15
End 6 months:	657.85
End 12 months:	752.55
End 18 months:	847.20

Associated with the establishment of this classification, the following items were also agreed to:

1. The classification of Electric T&D Assistant is applicable only in the Electric T&D Department within the CES Business Unit.
2. The job duties of Voltage Tester, Utility Voltage Tester, Inspector, Working Foreman, Labor Foreman, Street Light Maintenceman, and Patrolman will be incorporated in the job definition of Lineman. These classifications will no longer be applicable in the CES Business Unit.
3. The job duties of Field Clerk, T&D Driver, and Groundman will be incorporated in the job definition of Electric T&D Assistant. These classifications will no longer be applicable in the CES Business Unit.
4. Incumbent regular employees currently holding any classification listed in the two items above may remain in the classification as a "Present Incumbent Only" (PIO) status. This provision does not apply to Hiring Hall employees.

5. The entry requirements for the new classification shall be passing the Physical Pre-Employment Test and the Arithmetic Computation Test and completion of the 4-day climbing school. A Class "A" Commercial Driver's License must be obtained within 6 months from entry into the classification. The timing of obtaining the license may be extended by written agreement between Company and Union by the local Business Representative and Human Resources Representative. In the event an individual in this classification has a Commercial Driver's License temporarily revoked or suspended, the individual will remain in the classification during the period without such License.
6. Electric T&D Assistant is a beginning level classification and shall be filled pursuant to provision of Title 205 of the Agreement. However, the sequence of filling open positions shall be 205.5(a), 205.5(b), then 205.5(d), followed by 205.5(c) on an alternating basis.
7. Any individual having "A" bidding/transfer status to any classification listed in items 2 and 3 above shall be considered as having "A" rights and qualified for Electric T&D Assistant. Union and Company will develop a plan to communicate these changes to affected employees.
8. Employees in the Electric T&D Assistant classification will have wage retention when successfully bidding to Apprentice Lineman. That is, their wage rate will be maintained until they progress to a higher pay wage step in the Apprentice Lineman progression.
9. 125 Electric T&D Assistant positions will be filled on a regular basis by September 1, 1997. Upon 125 positions being filled, the then ratio of Journeyman to Electric T&D Assistants may not be decreased.
10. This agreement will not change the bidding/displacement provisions between the CES Lineman position and other Lineman positions.
11. The parties will review all associated lines of progression to make necessary modifications associated with the new classification of Electric T&D Assistant.
12. A two-person committee, with one representative each from the Union and the Company, will be established to address issues that arise as a result of the implementation of the new classification.
13. Electric T&D Assistant and Night Electric T&D Assistant will continue to be "b" bidders to Apprentice Lineman after 12 months.

The modified job description for Lineman in CES shall be:

1100 LINEMAN *

An employee *in the CES Business Unit* who is a journeyman and is engaged in performing all classes of overhead line work of any voltage and all classes of underground distribution system work except on "Network" systems, utilizing non-lead cables rated 25kv or less. May be required to drive a truck and operate associated equipment as assigned. *This classification may also be required to perform the following work: maintains street lights and electroliers, cleans and changes glassware, replaces lamps and defective parts, and performs other miscellaneous work on street lights and street light circuits, testing loads and voltages for purposes of distribution or transmission system regulation or investigation of complaints; calculates and sets compensation for regulators; investigates and inspects pole lines and necessary maintenance, inspecting tower footings, checking tree and weed conditions, routing tree*

trimming and weed control crews with respect to General Order 95, inspects new construction and reconstruction work on overhead or underground lines, patrols and inspects transmission, distribution and telephone lines or cables, checks Company property conditions in the vicinity of street work, inquires into accidents resulting in interruptions of service, contacts customers regarding service. This employee also may be in charge of a crew and equipment installing non-lead underground cable, maintaining manholes, installing hand holes and UG boxes, digging holes, excavations, stubbing poles, clearing right of ways, clearing debris, and the loading delivery and unloading of material and supplies. Background of apprenticeship and experience must be such as to qualify an employee to perform these duties with skill and efficiency. Shall have the personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

*See L.A. 87-112

Notes on Lineman Definition:

It is the intent that the use of a light line crew as the basic work unit in the Overhead Section of the Electric Transmission and Distribution Department be continued. While one and two-man units with a Lineman as the highest classification will be utilized, it is not the intent of the Lineman definition to use other than a line crew on hot primary line construction and maintenance work. Further, it is not the intent to eliminate crews or accomplish the above work or any other line work which cannot practicably or safely be accomplished by a one or two-man unit by combining two or more such units. The Company will provide necessary training and equipment to its employees to ensure that the work can be performed safely and efficiently.

One or two-man units will not be required to:

1. Set poles under the following conditions:
 - a. In primary which has not been cleared and grounded; or
 - b. Over 50 feet in length; or
 - c. Under heavy or congested traffic conditions; or
 - d. Where the pole is top-heavy to the extent that weights are required on the butt-end; or
2. Perform any work on energized primary (taking voltage or current readings is not considered working on energized primary); or
3. Perform any substation switching; or
4. Perform line switching except to de-energize a line for work and to energize same at completion of work; or
5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole line; or

A Lineman working alone will not be required to install a crossarm or underarm molding, or to install or remove mid-span services except with aerial lift equipment and when installation of an associated span guy is not required.

Next Lower Classification

1101 Apprentice Lineman

Same or Higher Classifications

0140 Cableman
 0650 Subforeman A (G.C.-Line)
 0653 Subforeman B (G.C.-Line)
 0683 Night Cable Crew Foreman
 0737 UG Construction Crew Foreman
 0740 Electric Crew Foreman
 0820 Cable Crew Foreman
 0850 Working Foreman A (G.C.-Line)
 0853 Working Foreman B (G.C.-Line)
 1077 UG Construction Journeyman
 1099 Underground Lineman (G.C.)
 (Inc. Only)
 1100 (1103) Lineman (Un.)
 1108 UT Lineman (Burney)
 2280 (2286) Cable Splicer (Un.)
 2283 Night Cable Splicer
 2290 Transmission Cableman
 2535 Transmission Troublemán
 2540 Troublemán
 2550 Utility Troublemán

The job description for Electric T&D Assistant is:

1096 ELECTRIC T&D ASSISTANT

An employee in the CES Business Unit who performs semi-skilled work while assisting a journeyman or Apprentice Lineman. This work may include the use of hand and portable power tools not requiring precision and while under direction. This employee under direction assists in overhead and underground line construction and maintenance and other miscellaneous semi-skilled work. This employee may be required to perform the following duties: field clerical duties for various crews , drive a truck and maneuver it at the job site as required in connection with the maintenance, construction and operation of overhead and underground electrical facilities, assist with ground work, use a computer, maintain tools and material on the truck in good order, operate associated mechanical equipment on the truck, and drive all terrain vehicles.

BEGINNER'S CLASSIFICATION**xxxx NIGHT ELECTRIC T&D ASSISTANT**

A service employee in the CES Business Unit who has the full qualifications of and performs work of a Electric T&D Assistant.

BEGINNER'S CLASSIFICATION

The wage schedule for this classification will be:

Start:	\$ 575.55
End 6 months:	690.75
End 12 months:	769.10
End 18 months:	865.85

ENTRY REQUIREMENTS:

Physical Pre-employment Test Battery (PPT)

- Arithmetic Computation Test (ACT)
- Four Day Climbing School
- Class A Driver's License - must obtain within six months from entry into the classification. An extension may be granted upon agreement with the Local Business Representative and the HR Advisor.

FILLING POSITIONS:

Positions will be filled in the following sequence: Physical Agreement Subsections 205.5(a), 205.5(b), 205.5(d) followed by 205.5(c) on an alternating basis.

PROMOTION OF ELECTRIC T&D ASSISTANT TO APPRENTICE LINEMAN:

Employees promoted from a Electric T&D Assistant to Apprentice Lineman will have their wage maintained until they progress to a higher pay step in the Apprentice Lineman wage steps.

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

Very truly yours,


LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

3-18-, 1997

By: 
David J. Bergman
Director and Chief Negotiator