



LETTER AGREEMENT NO. 97-80-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

May 1, 1997

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Hydro Generation 94-53 Committee discussed the benefits of clarifying the relationship of Title 200 and 300 employees within Hydro Generation. The committee's goal was to become "best in class" by establishing a co-mingling agreement. Hydro Generation can maintain a stable Title 200 and 300 work force by leveling the work load, leveraging the knowledge and expertise of the work force and providing flexibility to deploy talent to the highest priority work. The subcommittee members are: Tom Moore, John Sandhofner, Tom Carrier, Mike Sigmen, Terry Marymee, Shirley DeLucchi, John Perrault, Bill Tomei, Craig Hill, Sam Tamimi, and John Moffat.

The intent of this proposal is to retain qualified personnel, preserve Title 200 and 300 integrity, to assign complete work packages and supplement crews.

The Company proposes to establish a co-mingling agreement for Hydro Generation based on the following 94-53 Committee recommendations. It is further proposed that this proposal be reviewed in one year following implementation.

This proposal will address the following areas: Job Assignments, Headquartering, Staffing Upgrades, Overtime, Tools and Inclement Weather.

Job Assignments:

Overall job responsibility shall be clearly established before co-mingling begins. A job assignment sheet shall be completed which identifies the following: (Sample Attached)

- ◆ Lead Responsible Supervisor
- ◆ Defined job scope
- ◆ Estimated job duration
- ◆ Crew members names and classifications

Lead Supervisor shall be responsible for job safety which will include IIPP and Emergency Response Plan. Both Title 200 and 300 supervisors will inform their respective co-mingled employees of the information provided on the job assignment sheet.

Headquartering:

There will be no change to Section 202.19 (regular headquarters). Section 302.10 will be modified to accommodate five Hydro headquarters which do not currently meet lodging and restaurant requirements as described in Exhibit XV. (This modification also applies to non co-mingled assignments.)

The five Hydro headquarters are:

- ◆ **Manton**
- ◆ **Rodgers Flat**
- ◆ **Alta**
- ◆ **Tiger Creek**
- ◆ **Auberry**

Title 200/300 employees will observe the same reporting times at the above mentioned headquarters. (This also applies to non co-mingled crews). Title 300 employees, who by reporting to one of the five mentioned headquarters places them in zone 5 (Title 301.4(a)), will be paid an additional allowance to commute from the closest community that meets the requirements in Exhibit XV. The allowance is based on the same schedule found in Section 301.4(a). Employees who are eligible have the option of declining the additional allowance in lieu of driving a company vehicle from the closest community. Changes to this arrangement may be made in advance by mutual consent of supervisor and eligible employee.

Title 300 employees shall be assigned to co-mingled crews by their supervisor by classification as needed.

Title 200 employees will need to sign an annual co-mingling list by December 15 of the previous year to facilitate equitable job assignments. Title 200 employees in a new headquarters will be given an opportunity to sign the annual co-mingling list when they first report. They will be credited average days in their classification. Assignment of Title 200 employees to the crew will be based on specific classifications needed for the defined project. First assignment on any given year is by seniority of employees on the annual co-mingling list. Co-mingling work will be distributed among employees in the same classification on the list as equitably as practical. Listed employees will be credited with refused days.

If there is an insufficient number of Title 200 volunteers available, co-mingling assignment will be made by the appropriate supervisor by classification in reverse seniority until all the necessary positions are filled.

Upgrades given in the following order:

- ◆ Senior qualified person within co-mingled crew within live of progression of the Title holding the job assignment.
- ◆ Senior qualified person within headquarters (T200 on list) or POA (T300) within Title holding job assignment.
- ◆ Senior qualified employee within co-mingled crew, regardless of Title holding job assignment.
- ◆ Senior qualified T200/300 person available.

Overtime Issues (Title 208, 308,212)

Overtime will be offered in the following order for the defined job scope:

- ◆ To the co-mingled crew (the intact work crew has "First Right of Refusal").
- ◆ To the Title crew who has the assignment (if T200, must be on list).
- ◆ To all remaining employees at the headquarters holding job assignment.
- ◆ To Title 200/300 employees at the headquarters or POA.
- ◆ Involuntary overtime will be assigned to the crew holding the job assignment.

Sharing

Tools, Equipment and Facilities may be shared between Title 200/300 crews with concurrence of local supervision.

Inclement Weather Practice

The Co-mingled Crew will follow the Title 200 inclement weather practice.

Either party may cancel the agreement by providing 60 day notice of cancellation.

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: 
Chief Negotiator

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

, 1997

By: 
Business Manager

**CO-MINGLING
JOB ASSIGNMENTS**

Supervisor _____

Job Location: _____

Job Scope _____

Estimated Time: Start _____ End _____

<u>Crew:</u>	<u>Name</u>	<u>Classification</u>	<u>Title 200/300</u>
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Post on Bulletin Board
cc: Local Business Representative

Attachment