



**LETTER AGREEMENT
NO. 97-99-PGE**

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
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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

July 17, 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

Dear Mr. McNally:

As you know the Company and Union agreed in January 1996, to replace the Apprentice Meterperson, Sr. Meterperson, and Electric Crew Leader classifications with Apprentice Metering Systems Technician, Metering Systems Technician, and Metering Technician Crew Leader respectively.

As a result of work being done in the 94-53 Committee - Electric Metering and the changes referenced above, Company proposes to revise the Shop Meterperson classification, job definitions and lines of progression.

This letter agreement cancels and supersedes Letter Agreement 89-28.

1. Job Definition and Line of Progression

The proposed job definitions, line of progression, and proposed wage rates are as follows:

1489 Shop Meterperson

An employee who is regularly assigned to work at a System Test and Repair Facility and who tests, calibrates and performs repairs on all types of electric meters and associated equipment. Works as an assistant to Metering Technician when required.

The classification requires a Class C driver's license and passing the ACT.

Next Lower Classification

0924 Utility Worker

Same or Higher Classification

1489 Shop Meterperson
1490 Service Meterperson
2364 Metering Technician Crew Leader
2431 Metering Systems Technician
2432 Un Metering System Technician
2433 Apprentice Metering Technician

Proposed Rate Schedule

1489 Shop Meterperson	<u>8/1/97</u>	<u>1/1/98</u>	<u>1/1/99</u>
Start	815.40	841.90	871.37
End of 6 months	833.20	860.28	890.39
End of 12 months	885.75	914.53	946.54
End of 18 months	938.85	969.36	1003.29

The classification of Shop Meterperson PIO (1485 and Un 1486) will be eliminated.

2. Impact on the Current Workforce

- A. Employees currently holding the Shop Meterperson classification will be placed effective August 1, 1997 in the new wage schedule according to their current wage and step.

3. Training Program

- A. The existing Shop Meterperson Training Program, as described in Exhibit VI-L, Section 600.12, dated 4/12/94, will be discontinued immediately.
- B. Shop Meterpersons will be offered the opportunity complete the following academic training in the period indicated:

Basic Electricity	0-6 month step
Basic Electric Metering	7-12 month step
Basic Electronics	13-18 month step.

- C. Shop Meterpersons will be allowed one opportunity to complete the academic training referenced in Paragraph 3B. In addition, Shop Meterpersons will not be allowed to complete subsequent academic training unless they successfully complete the prior academic training.
- D. Shop Meterpersons who do not successfully complete the academic training may retake the tests in accordance with the following:
 - i Shall be allowed to retake the test upon *an employee's* request any time after one month's time from *an employee's* failure. Shall be allowed two additional retests, spaced at least one month apart.
 - ii Shall pass the agreed-upon test not later than the end of *an employee's* ninth month of training, regardless of the number of retests that *an employee* has requested. Failure to meet this standard of achievement will be cause of *an employee's* removal from the classification in accordance with Paragraph G 6 of the Master Apprenticeship Agreement.
 - iii Progression to the second step of the classification shall be in accordance with Paragraph G 3 and 4 of the Master Apprenticeship Agreement.
- E. Employees holding the Shop Meterperson classification who have successfully completed the academic training described in Paragraph 3A and are successful bidders to the Apprentice Metering Systems Technician classification will be placed at the 6 month step.
- F. In accordance with Apprenticeship Committee Letter 96-40, employees holding the Shop Systems Technicians vacancies are not required to take and pass the pre-qualifying test.

- G. While employees holding the Shop Meterperson classification need not have completed the academic training described in Paragraph 3A, they must take and pass the Apprentice Metering Systems Technician Entrance Exam to be considered qualified bidders to the Apprentice Metering Systems Technician classification. Upon successful award of an Apprentice Metering System Technician classification, the Shop Meterperson shall be placed at the start of the wage schedule except as provided in paragraph 3E.

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: 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

Aug 29, 1997 By: Business Manager