



# LETTER AGREEMENT NO. 99-14-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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RICK R. DOERING, MANAGER  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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February 8, 1999

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:

In Letter Agreements 81-12 and 97-69, the Company and Union agreed that bidders to Title 200 and 300 Apprentice Lineman positions who attended the 3-day Climbing School more than 12 months ago must be rescheduled to the school and successfully complete it before attending the 10-day Basic Climbing School.

The Company is now proposing to replace Letter Agreements 81-12 and 97-69 with the provisions below:

Employees who attended the 3 or 4 day Climbing School *more than 36 months ago* must be rescheduled to the school and successfully complete it before attending the 10-day Basic Climbing School.

The intent of the current 4-day Climbing School is to determine whether an employee has the physical ability (dexterity, strength) to successfully perform climbing duties associated with Lineman work and for the employee to determine whether s/he is comfortable climbing and working at elevated levels. The Company believes that it is more appropriate to reevaluate an employee's physical abilities after 36 months, rather than 12 months after successfully demonstrating those skills.

To ensure the safety of employees at the 10-day Basic Climbing School, employees attending the school will now wear fall protection during the first two days of this school.

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:   
Rick R. Doering, Manager 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

Feb 11, 1999

By:   
Jack McNally  
Business Manager