



LETTER AGREEMENT NO. 99-76-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

RICK R. DOERING, MANAGER
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

December 14, 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:

The Company and Union have discussed the impact of the new Cal-OSHA Respiratory Protection Program (Section 5144 of Title 8). These regulatory requirements became effective on May 22, 1999. This letter confirms the agreement reached regarding the implementation of these requirements.

1. Identification of Respirator Users - Emergency Responders

While all employees in certain classifications must be clean shaven and wear respirators when assigned certain tasks that are part of their normal job duties (e.g. Title 300 Painters), only a limited number of employees in other classifications need to be clean shaven and prepared to wear respirators in order to respond to emergency situations (e.g. blowing gas).

Attached is a list of the minimum number of DCS employees, by classification and headquarters, that may be required to wear a respirator in order to provide immediate response to an emergency situation. Employees identified as emergency responders will be required to be clean shaven at all times.

The Company will solicit volunteers to serve as emergency responders. Where possible, the Company will group classifications together (e.g. Fitter and Fieldman) when either position can fully perform the duties to make an emergency situation safe.

If there are an insufficient number of volunteers in a classification, the Company will appoint employees in the classification as immediate responders using reverse seniority. When one or more classifications are grouped together (e.g. Fitter and Fieldman), and it becomes necessary to appoint an employee due to insufficient volunteers, the Company will initially appoint the employee with the least service from the combined classifications. Thereafter, the Company will alternate between the classifications grouped together.

The Company will not limit the number of employees volunteering to serve as emergency responders. All employees qualified as emergency responders in identified classifications will be fitted for respirators and available for emergency response.

2. Emergency Overtime

Employees qualified as emergency responders will be the first called out during emergency overtime situations when a respirator may be required (e.g. blowing gas).

3. Job Bidding

The Company will consider the status of volunteers to serve as emergency responders before filling positions through the Title 205 Job Bidding and Transfer System.

In the event there are insufficient volunteers in the headquarters and classification, the job will be filled with the senior bidder who volunteers to serve as an emergency responder and remain clean shaven.

4. Temporary Assignments

The Company will consider the status of volunteers to serve as emergency responders before filling temporary vacancies through Section 205.3.

If there are insufficient volunteers to meet the minimum established number of emergency responders in the classification and headquarters, temporary assignments will be offered to the senior qualified bidder in the headquarters who agrees to remain clean shaven. If there are no volunteers from among bidders in the headquarters, the Company will upgrade the junior qualified bidder within the headquarters.

5. Accommodation

In the event an employee is in a classification that requires that they wear a respirator as part of their normal job duties (e.g. Painter) or if they are involuntarily designated as an emergency responder and they cannot medically be qualified to wear a respirator, the Company and Union will discuss accommodation on a case-by-case basis.

One Year Review

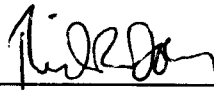
The Company will monitor the use of respirators for twelve months following the signing of this letter agreement. The Company and Union will meet at the end of the twelve month period to review respirator usage and implementation of these procedures.

In addition, the parties agree to meet and discuss any issues which may arise out of this agreement within two weeks of one party providing the other party written notice.

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

April 3 ²⁰⁰⁰ ~~1999~~

By: 
Jack McNally
Business Manager

Summary

OM&C Classification Summary
Data As Of: Oct. 21, 1999

Area	Transmittal City	Title 200											Total T200	Total T200 - Gas Only	Gas Only % by Area
		Dig Ins	Respirator Req'd	Gas Crew Leaders	Fieldman / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cableman/ Cable Foreman	Cable Splicer / Appr.	Other Electric	Total T200			
Employees	Area 1			36	70	18	21	0	16	27	4	192	145		
	Area 2			43	93	34	30	11	0	0	0	211	211		
	Area 3			37	46	36	8	0	0	0	0	127	127		
	Area 4			20	29	11	31	0	0	0	0	91	91		
	Area 5			20	36	9	23	0	0	0	0	88	88		
	Area 6			33	55	21	21	0	0	0	0	130	130		
	Area 7			23	37	26	24	2	0	0	0	112	112		
		Total			212	366	155	158	13	16	27	4	951	904	
Employees Needed	Area 1	228	68	6	11	1			2	4	0	24	18	12%	
	Area 2	422	160	10	20				0	0	0	30	30	14%	
	Area 3	267	41	12	24				0	0	0	36	36	26%	
	Area 4	425	31	5	10				0	0	0	15	15	16%	
	Area 5	207	9	11	20	1			0	0	0	32	32	36%	
	Area 6	409	164	12	24				0	0	0	38	36	28%	
	Area 7	235	81	9	17	1			0	0	0	27	27	24%	
		Total	2193	554	65	126	3	0	0	2	4	0	200	194	21%
			25%	31%	34%	2%	0%	0%	13%	15%	0%	21%	21%		

Area 1

OM&C AREA 1 Classification Summary
Data As Of: Oct. 11, 1989

Area	Transmittal City	Dig Ins	Respirator Rec'd	Title 200									Total T200	Total T200 - Gas Only	Gas Only % by HQ
				Gas Crew Leaders	Fieldman / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cableman/ Cable Foreman	Cable Splicer / Appr.	Other Electric				
AREA 1 Employees	DALY CITY			5	9	2	3					1	20	19	
	HALF MOON BAY			1	1	1							3	3	
	SAN CARLOS			10	14	4	8				2		38	36	
	SAN FRANCISCO			20	46	11	10			16	25	3	131	87	
	Total				36	70	18	21	0	16	27	4	192	145	
Area 1 Needed	DALY CITY	26	8	1	2								3	3	18%
	HALF MOON BAY	12	5	1	1	1							3	3	100%
	SAN CARLOS	110	30	2	4								6	6	17%
	SAN FRANCISCO	80	25	2	4					2	4		12	6	7%
	Total	228	68	6	11	1	0	0	0	2	4	0	24	18	12%
	% of all Employees			17%	16%	6%	0%		13%	15%	0%	13%	12%		

Area 2

Title 200													
Area	Transmittal City	Dig Ins	Respirator Req'd	Gas Crew Leaders	Fieldman / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cablemen/ Cable Foreman	Cable Splicer / Appr.	Other Electric	Total T200	% by HQ
AREA 2 Employees	HAYWARD	17		4	12	4	9	0				29	
	FREMONT	34		7	8	4	1	0				20	
	LIVERMORE	41		3	12	3	3	1				22	
	CONCORD/ANTIOCH	143		13	30	12	5	3				83	
	OAKLAND/RICHMOND	187		16	31	11	12	7				77	
	Total	422	0	43	93	34	30	11				211	
Area 2 Needed	HAYWARD	17	7	2	4							6	21%
	FREMONT	34	13	2	4							6	30%
	LIVERMORE	41	7	2	4							6	27%
	CONCORD/ANTIOCH	143	71	2	4							6	10%
	OAKLAND/RICHMOND	187	62	2	4							6	8%
	Total	422	160	10	20	0	0	0	0	0	0	30	14%
	% of all Employees			23%	22%	0%	0%	0%	#DIV/0!	#DIV/0!	#DIV/0!	14%	

Area 3

Area	Transmittal City	Dig Ins	Respirator Req'd	Title 200								Total T200	% by HQ	
				Gas Crew Leaders	Fieldmen / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cablemen/ Cable Foreman	Cable Splicer / Appr.	Other Electric			
AREA 3 Employees	SANTA CRUZ			3	6	3	1						13	
	SALINAS			3	4	3	1						11	
	WATSONVILLE			1	2	2							5	
	KING CITY			1	2								3	
	HOLLISTER			1	2								3	
	MONTEREY			4	2	1	1						8	
	CUPERTINO			8	11	9	1						29	
	CINNABAR			9	6	9	2						26	
EDENVALE			7	11	9	2						29		
	Total			37	46	36	8	0	0	0	0	0	127	
Area 3 Needed	SANTA CRUZ	45	1	1	2								3	25%
	SALINAS	15	2	1	2								3	27%
	WATSONVILLE	3	1	1	2								3	60%
	KING CITY	15	0	1	2								3	100%
	HOLLISTER	20	0	1	2								3	100%
	MONTEREY	35	12	1	2								3	38%
	CUPERTINO	25	7	2	4								6	21%
	CINNABAR	70	12	2	4								6	23%
EDENVALE	39	6	2	4								6	21%	
	Total	267	41	12	24	0	0	0	0	0	0	0	36	28%
	% of all Employees			32%	52%	0%	0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	28%	

Area	Transmittal City	Dig Ins	Respirator Req'd	Gas Crew Leaders	Fieldman / Filter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cableman/ Cable Foreman	Cable Splicer / Appr.	Other Electric	Total T200	% by HQ
AREA 4 Employees	Fresno/Clovis			11	13	7	17					48	
	Bakersfield			8	14	4	11					37	
	Ridgecrest			1	2		3					6	
	Total			20	29	11	31	0	0	0	0	91	
Area 4 Needed	Fresno/Clovis	272	15	2	4							6	15%
	Bakersfield	130	10	2	4							6	16%
	Ridgecrest	23	6	1	2							3	50%
	Total	425	31	5	10	0	0	0	0	0	0	15	16%
	% of all Employees			25%	34%	0%	0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	16%	

Area 5

Title 200													
Area	Transmittal City	Dig Ins	Respirator Req'd	Gas Crew Leaders	Fieldmen / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cablemen/ Cable Foreman	Cable Splicer / Appr.	Other Electric	Total T200	% by HQ
AREA 5 Employees	STOCKTON			7	16	4	13					40	44%
	JACKSON			1	2	0	0					3	
	MODESTO			5	8	0	5					18	
	MERCED			3	4	4	5					16	
	LOS BANOS			1	0	1	0					2	
	TRACY			1	2	0	0					3	
	MANTECA			1	2	0	0					3	
	OAKDALE			1	2	0	0					3	
	Total			20	36	9	23	0	0	0	0	68	
Area 5 Needed	STOCKTON	58	6	2	4							6	44%
	JACKSON	0	0	1	2							3	100%
	MODESTO	77	1	2	4							6	54%
	MERCED	38	2	2	4							6	68%
	LOS BANOS	1	0	1		1						2	100%
	TRACY	7	0	1	2							3	100%
	MONTECA	7	0	1	2							3	100%
	OAKDALE	19	0	1	2							3	100%
	Total	207	9	11	20	1	0	0	0	0	0	32	36%
	% of all Employees			55%	56%	11%	0%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	36%	

Area 6

		Title 200											
Area	Location	1999 YTD Dig Ins	Resp. Required - Use 40%	Gas Crew Leaders	Fieldman / Filter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cableman/ Cable Foreman	Cable Splicer / Appr.	Other Electric	Total T200	% by HQ
AREA 6 Employees	SI - Auburn			5	9	2	4	0	0	0		20	
	SI - Marysville			3	6	3	5	0	0	0		17	
	SA - Sacramento			10	18	6	0	0	0	0		34	
	SA - Yolo			3	6	2	0	0	0	0		11	
	SA - Solano			3	10	3	0	0	0	0		16	
	NV - Chico			4	4	4	6	0	0	0		18	
	NV - Redding/Red Bluff			5	2	1	6	0	0	0		14	
												0	
	Total			33	55	21	21	0	0	0	0	130	
Area 6 Needed	SI - Auburn	95	38	2	4							6	30%
	SI - Marysville	15	6	2	4							6	35%
	SA - Sacramento	227	91	2	4							6	18%
	SA - Yolo	12	5	1	2							3	27%
	SA - Solano	19	8	2	4							6	38%
	NV - Chico	21	8	2	4							6	33%
	NV - Redding/Red Bluff	20	8	1	2							3	21%
	Total	409	164	12	24	0	0	0	0	0	0	36	28%
	% of all Employees			36%	44%	0%	0%					28%	

Area 7

Area	Transmittal City	Dtg Ins	Resp. Required - Use 40%	Gas Crew Leaders	Fieldman / Fitter	Equipment Operator	Other Gas	Truck Driver, Heavy	Cableman/ Cable Foreman	Cable Splicer / Appr.	Other Electric	Total T200	% by HQ
AREA 7 Employees	SAN RAFAEL			7	16	5	5					33	
	VALLEJO			2	3	3	3					11	
	NAPA			3	4	2	2					11	
	PETALUMA			2	3	4						9	
	SANTA ROSA			4	8	9	13	1				35	
	UKIAH			2	2	1						5	
	EUREKA			3	1	2	1	1				8	
	Total			23	37	26	24	2	0	0	0	112	
Area 7 Needed	SAN RAFAEL	30	12	2	4							6	18%
	VALLEJO	15	6	1	2							3	27%
	NAPA	25	10	1	2							3	27%
	PETALUMA	31	12	1	2							3	33%
	SANTA ROSA	90	24	2	4							6	17%
	UKIAH	20	8	1	2							3	60%
	EUREKA	24	9	1	1	1						3	36%
	Total	235	81	9	17	1			0	0	0	27	24%
	% of all Employees			39%	46%	4%	0%	0%	#DIV/0!	#DIV/0!	#DIV/0!	24%	