



LETTER AGREEMENT NO. R1-01-41-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

STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

September 19, 2001

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes to cancel and supersede Letter Agreement 98-67, the training of Electric T&D Apprentice Linemen. The parties agreed that some Title 200 and Title 300 Apprentice Linemen have not had an opportunity to be exposed to certain tasks on their regular crews due to a lack of that type of work in their area. It was agreed that all training requirements specified in the Apprentice Lineman program must be completed prior to the achievement of journeyman Lineman status. To facilitate the completion of all training, the following is a modification to the guidelines agreed to in Letter Agreement 98-67. The Company proposes the following for making temporary training assignments for designated tasks with a specific duration for Apprentice Linemen in Electric T&D Departments. The intent of this agreement is to keep training assignments away from the apprentice's designated headquarters as short as practical consistent with training requirements.

1. The Company may assign Title 200 Apprentices to Title 300 Crews and Title 300 Apprentices to Title 200 Crews for training purposes. These assignments will not be made to avoid the payment of overtime to the regular crew members or to rectify staffing deficiencies.
2. Title 200 Apprentices assigned to Title 300 shall work within the Title 200 Section of the Agreement during the assignment, including Titles 201 (Expenses) and Title 203 (Inclement Weather Practice). Title 300 Apprentices assigned to a Title 200 Crew will continue to be paid at the Title 300 wage rate and will continue to fall under the Title 300 working conditions.
3. Training assignments of more than 50 miles will be made only if
 - The apprentice volunteers for the assignment or,
 - The training assignment (work) is not available or cannot reasonably be made available within 50 miles.

Employees will assume the schedule of the crew at the temporary headquarters. The Company and Union will continue to monitor the mileage limitation and agree to meet and discuss it further should it impact operations. To facilitate a consistent and timely notification process, the attached form will be used.


4. The specific training task and duration will be identified in writing and communicated to the Apprentice and Union Business Representative at least 48 hours prior to the assignment. The Joint Apprenticeship & Training Committee will also be notified of all assignments and will be responsible for monitoring and tracking these assignments.
5. During the training assignment, functional supervision of the apprentice will be assumed by the receiving supervisor.
6. Any dispute regarding these assignments will be subject to the grievance procedure (Title 102) with the option of expedited referral to the Joint Apprenticeship & Training Committee for a recommendation of settlement, after the timely filing of a grievance.

Either party may cancel this agreement by providing the other party 30 days written notice.

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 AND ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director & Chief Negotiator

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

LOCAL UNION NO. 1245
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

Sept 24, 2001

By: 
Perry Zimmerman
Business Manager

**UTILITY OPERATIONS
Notification of Training Assignment**

IBEW Union Business Representative: _____

Date: _____

The following: T200 or T300 employees:

Employee Name(s)	Step in Apprentices Program	Current Headquarters	Current Work Days/Hours
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Sending Supervisor: _____

LAN ID: _____

Company Phone No. _____

PROPOSED

Will be Assigned to: T200 or T300 employees:

Temporary Headquarters: _____

Work days/Work Hours: _____

Receiving Supervisor: _____

LAN ID: _____

Company Phone No. _____

Training Assignment Start Date: _____

Training Assignment End Date: _____

Specific Training to be accomplished:

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-
-
-

Guidelines to be followed:

- Training to develop required technical skills/experience not available at work location.
- Training assignment restricted to 50 miles or less from work location unless work is not available or cannot reasonably be made available within 50 miles.
- Training assignments to be kept as short as practical, consistent with training requirements.
- Notify apprentice and Business Representative at least 48 hours prior to assignment start date.

Reference materials: LOA R1-01-41
IBEW Contract Sections 201, 203 and T300.

cc: IBEW Business Representative
Joint Apprenticeship Training Committee/Industrial Relations