



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. R1-05-21-PGE

**IBEW**



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 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

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June 7, 2005

Mr. Perry Zimmerman, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Zimmerman:

The parties agreed in the 2003 General Negotiation Settlement Agreement to establish a System Operator Ad Hoc Committee per the following statement:

“Company and Union agree to the following concepts and will establish a System Operator Ad Hoc Committee to discuss and reach agreement on a journeyman re-certification program, an enhanced OIT program, lines of progression and bidding-displacement for Transmission, Distribution and Hydro Operators, an entry-level classification, filling of shifts, alternate work schedules, and wages. It is recommended that this Committee begin its work immediately upon ratification of the Agreement and conclude within six months, unless agreement is reached to extend the timeframe. Upon reaching agreement, an increase as agreed to by the Ad Hoc Committee will be granted to classifications identified by the Committee.”

The Company proposes the following as a result of the ad hoc negotiation:

1. Establish System Operator Transmission and/or Distribution job definitions (see attached)
  - a. Lead System Operator (LSO) – New position
  - b. System Operator
  - c. Apprentice System Operator – Combines OIT and old Assistant Operator job definitions
  - d. Assistant System Operator – New position
2. Separate Lines of Progression - Hydro, Transmission and Distribution
  - a. Revised Line of Progression and Reverse Line of Progression
  - b. Promotion and Demotion units (Distribution and Transmission) – (see attached revised Promotion and Demotion units)
  - c. Utility Operator as shift employee

3. Apprentice System Operator Classification for Transmission and Distribution
  - a. Five-step wage progression
  - b. Company's discretion to fill once 205.7 (b) and (c) bidders have been exhausted.
  - c. Expand the current language to allow the Company at management's discretion to assign an apprentice to a different headquarters one time within his/her area during his/her Apprenticeship.
  - d. Apprentices that reach journeyman status will remain in their Control Center for two years before being allowed to bid another System Operator position outside of his/her current headquarters. This applies to employees who enter the program after the effective date of this agreement.
4. Separate Training Programs - Hydro, Transmission and Distribution.
  - a. Revise current program based on Subcommittee's recommendations
  - b. Use the current HOIT program for Hydro
5. Incorporate a screening test for candidates into the System Operator Line of Progression.
6. The current Hydro System Operators and T&D System Operators maintain their "c" bidding rights across disciplines and the current HOIT's and OIT's are "c" bidders when they top out.
7. Eliminate Division Operator and Grid System Control Operator (GSCO) classifications. The existing personnel at FOC who are currently in the Grid System Control Operator classification will continue to receive GWIs based on the current rate of the GSCO. Personnel who are currently in the Division Operator classification at Golden Gate Control Center (GGCC) will maintain the existing pay differential as compared to the System Operator wages as long as they stay at GGCC.
8. Excluding incumbents, establish a 6% pay premium for those operators assigned to the generation desk work at the FOC. A generation desk premium will be paid for the full shift, regardless of the amount of time worked performing generation duties. This is defined as working 1 hour or more during the operator's shift and will be applied toward all benefits. Incumbents will be addressed as discussed in item 6 above.
9. Eliminate Re-Rate Committee.
10. 6% overall pay adjustment for System Operators in Transmission and Distribution. Initial 3% raise will be implemented on July 1, 2005 for System Operator wages. The final 3% increase will be effective on January 1, 2006.

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:   
Stephen A. Rayburn  
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

June 20, 2005

By:   
Perry Zimmerman  
Business Manager

**ATTACHMENT LA 05-21-PGE**

**1809 Lead System Operator (Transmission and/or Distribution) – New Position**

**Job Definition:**

An employee who is a lead in charge of a group engaged in electric control center operation of the electric system. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a journeyman system operator as may be appropriate and be familiar with company compliance, safety standards, accounting procedures, and other applicable rules and procedures.

**Major Area of Responsibilities:**

- Coordinates the activities of other control center operators in executing the work requirements at the control center.
- As an assistant to the Operating Supervisor, serves as a single point of contact with other departments. Generally, this interaction will involve requests for work or outage-related situations.
- May be asked to perform duties of lower classifications in the line of progression.
- Control Center “Application for Work” process coordinator:
  - Receives and reviews all applications for work.
  - Provides final approval of schedules and work scope.
  - Distributes work to the planned desk and/or the switch writing desk.

**Notes:**

- (1a) Company shall not be obligated to fill vacant shift<sup>1</sup>
- (2a) If shift isn't filled entirely, on-shift LSO can be utilized for less than full shift to assume specific shift-type responsibilities but not for the purpose of circumventing the relief protocol.
- (3a) If company elects to fill a full shift, the relief agreement is to be utilized and LSO could be used. The LSO would be last in priority order after all qualified employees in the Line of Progression have been exhausted.
- (4a) Company would define start and end times for LSO Static work schedule (e.g., 12 noon to 9 p.m.).

**Next Lower Classification**

1805 (1811) System Operator (Un)

**Same or Higher Classification**

1809 Lead System Operator

**1805 System Operator (Transmission and/or Distribution)**

**Job Definition:**

A shift employee at a designated location who has displayed the initiative, ability, operating knowledge and temperament to supervise and is responsible for the operation of an assigned jurisdiction and is engaged in and/or supervises the issuing of clearances, shifting of loads and the prompt restoration of service when trouble occurs within his/her jurisdictional area. May also be required to operate and control remote or local generating equipment. Makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for

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<sup>1</sup> Consistent with language in Clarification for Utilization of Relief Shift Employees

buildings and grounds and may be required to adjust relay and regulator settings. In addition, may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. Must have a complete knowledge of Company's service policies. Dispatches gas and electric operation tags to service employees in the field. May also be assigned responsibility for monitoring pressures and flows in the gas transmission and distribution lines in the territory assigned to him/her. Shall direct and train other operating employees, prepare code switching orders, and maintain operating diagrams.

NOTE: Above paragraph does not differ from current job definition for System Operator (1805, 1811, 1812)

Next Lower Classification

Same or Higher Classifications

1822 Apprentice System Operator

1809 Lead System Operator  
 1805 (1811) System Operator (Un)  
 1880 Utility Operator

**1880 Utility Operator (Transmission and/or Distribution)**

**Job Definition:**

An employee who performs the duties of a System Operator at unattended substation plants. Will inspect equipment for proper operation, perform switching and routine tests on automatic equipment, adjust relay and regulator settings, performs the cleaning duties, takes readings and keeps records in unattended substations. In addition, may be required to perform routine maintenance work of a preventive or cleaning nature within any such substation and/or power plant, prepare code switching orders, maintain operating diagrams and give switching instructions to Troublemens and other employees.

Next Lower Classification

Same or Higher Classifications

1822 Apprentice System Operator

1809 Lead System Operator  
 1805 (1811) System Operator (Un)  
 1880 Utility Operator

**1822 Apprentice System Operator (Transmission and/or Distribution)**

**Job Definition:**

A shift employee who is engaged in performing an electric operator's work as an assistant to and under the direct supervision of a journeyman Operator. In the course of his/her training, will be required to prepare and perform switching programs, to operate equipment, to keep records, receive and dispatch calls by telephone and radio dealing with service to customers and certain switching operations. In addition, may be required to care for building and grounds. Educational and general qualifications must be such that he/she is considered capable of progressing to a journeyman Operator at any of the Company's transmission and distribution control centers. May be required to assist in maintenance duties at his/her assigned training locations.

NOTE: Above paragraph represents a consolidation of the current job definitions for the Operator in Training (1554) and the current Assistant Operator (1552) positions.

Next Lower Classification

Same or Higher Classification

1823 Assistant System Operator

1822 Apprentice System Operator

**1823 Assistant System Operator (Transmission and/or Distribution) – New Position**

**Job Definition:**

A shift employee who assists the System Operator and performs dispatch and communication duties. Must communicate verbally, electronically, and via pager with control center personnel, troubleshooters, crews, service operators, senior PG&E management, and other departments. Responds promptly to call-out procedures and emergency duties during major events or storms.

**Next Lower Classification**

1823 Beginner's classification

**Major Area of Responsibilities:**

- Handles the dispatch responsibilities utilizing the appropriate outage-related software programs
- Handles assigned communication/notification responsibilities. Communication mediums include: face-to-face interactions, paging, updating software programs, radio and phone interactions.

1809	Lead System Operator	(2 Steps)	(shift employee)
1805	System Operator	(6 Steps)	(shift employee)
1822	Apprentice System Operator	(2 Steps)	(shift employee)
1823	Assistant System Operator	(2 Steps)	(shift employee)
1880	Utility Operator*	(2 Steps)	(shift employee)

\*Utility Operator job definition and wages to remain the same. Change requested is to add to exhibit 3 of the Company-Union agreement as a shift employee.

**Electric Control Center Operations**  
**Establish Journeyman Recertification Program**  
*Transmission and Distribution Control Centers*

<b>Promotion Unit for T&amp;D</b>	<b>Demotion Unit for T&amp;D</b>
<p>BIDDING UNIT 20            AREA 29</p> <p>Humboldt            North Valley            Auburn            Vaca-Dixon            Round Mountain            Table Mountain            Fulton            Russian River            Ignacio</p> <p>AREA 30</p> <p>Golden Gate            San Mateo            Pittsburg            Newark            Tesla            Diablo            East Bay            Mission</p> <p>Area 31</p> <p>DeAnza            Edenvale            Moss Landing            Metcalf            Diablo Canyon            Central Coast            San Luis Obispo</p> <p>Area 32</p> <p>Fresno Operating Center            Los Banos            Stockton            Yosemite            Fresno            Kern            Midway</p>	<p>DEMOTION UNIT 13            AREA 37</p> <p>Humboldt            North Valley            Auburn            Vaca-Dixon            Round Mountain            Table Mountain            Fulton            Russian River            Ignacio</p> <p>AREA 38</p> <p>Golden Gate            San Mateo            Pittsburg            Newark            Tesla            Diablo            East Bay            Mission</p> <p>Area 39</p> <p>DeAnza            Edenvale            Moss Landing            Metcalf            Diablo Canyon            Central Coast            San Luis Obispo</p> <p>Area 40</p> <p>Fresno Operating Center            Los Banos            Stockton            Yosemite            Fresno            Kern            Midway</p>

### **Internal and External Screening Process for the Assistant and Apprentice System Operator**

- Add or incorporate testing elements that test for retention ability.
  - PTB (Physical Test Battery) and OTB (OIT Test Battery) may remain status quo.
  - Testing to be reviewed by the Company's Human Resources Department and additional tests may be added to the screen process.
  
- Upon contingent acceptance of a position, employee must attend an orientation class, pass a written and oral exam.
  - Class would include an overview of the System Operator program, basic electricity concepts, basic troubleshooting, appropriate documentation, and communication skills. Class review should not exceed 2 hours (HR-PSOS).
  - Upon completion of the class, the prospect must pass a written exam (HR-PSOS).
  - The prospect must also pass an oral simulation (see attachments A and B).
  
- The Written exam would assess the candidate's ability to communicate, multi-task, retention and attention to detail.
  
- The verbal simulation would involve setting up a simple scenario of electric trouble:
  - The prospect would need to demonstrate the following:
    - Ability to understand basic electricity concepts.
    - Ability to safely handle the simple electric fault.
    - Ability to communicate with multiple individuals while handling the situation.
    - Ability to document the situation and status.
  
- Upon successful completion of the tests, the prospect will be awarded the position on a regular basis. If unsuccessful, the following would apply:
  - Internal bid offers would be rescinded upon any unsuccessful qualification of either the written exam or oral simulation.
  - Internal applicants are permitted to apply for one additional testing opportunity, but cannot be scheduled for at least 6 months of the initial testing date.
  - External applicants will be limited to one testing opportunity and if unsuccessful will be excluded from any future consideration.



**Attachment "A" – Oral Simulation Orientation**

**Simulation Schematic**

1. Draw single line schematic on board containing two Circuit Breakers "A" and "B", along with five Air Switches, #1 (Closed), #2 (Closed), #3 (Open), #4 (Closed) and #5 (Closed)
2. Indicate Car-pole accident between switches #4 and #5
3. Show power flow arrows from each CB source

**Tailboard of candidate**

1. Hypothetically candidate is a qualified System Operator
2. Map schematic is as shown with no hidden issues
3. Based on the schematic, the individual is responsible for guiding field personnel in alleviating the situation
4. Individual is tailboarded on the following:
  - a. Diagram: Components and their understanding
  - b. All equipment must be manually operated by all field personnel
  - c. Introduce the "911" dispatcher role player and how to contact
  - d. Introduce the three troublemen role players and how to contact
  - e. Inform the individual other role player may call in as employee, supervisor, customer or hospital
  - f. Each time individual desires to contact role player, use radio transmission (Control to T-man #1) or by phone "ring, ring" to 911 dispatcher

**Role players and simulation**

Panel member #1 - Sets the stage and can role-play field personnel

Panel member #2 - Role-Plays a persistent 911 dispatcher who describes the accident scene to the candidate and demands "an estimated time of arrival". Wire is energized with family of four trapped in car.

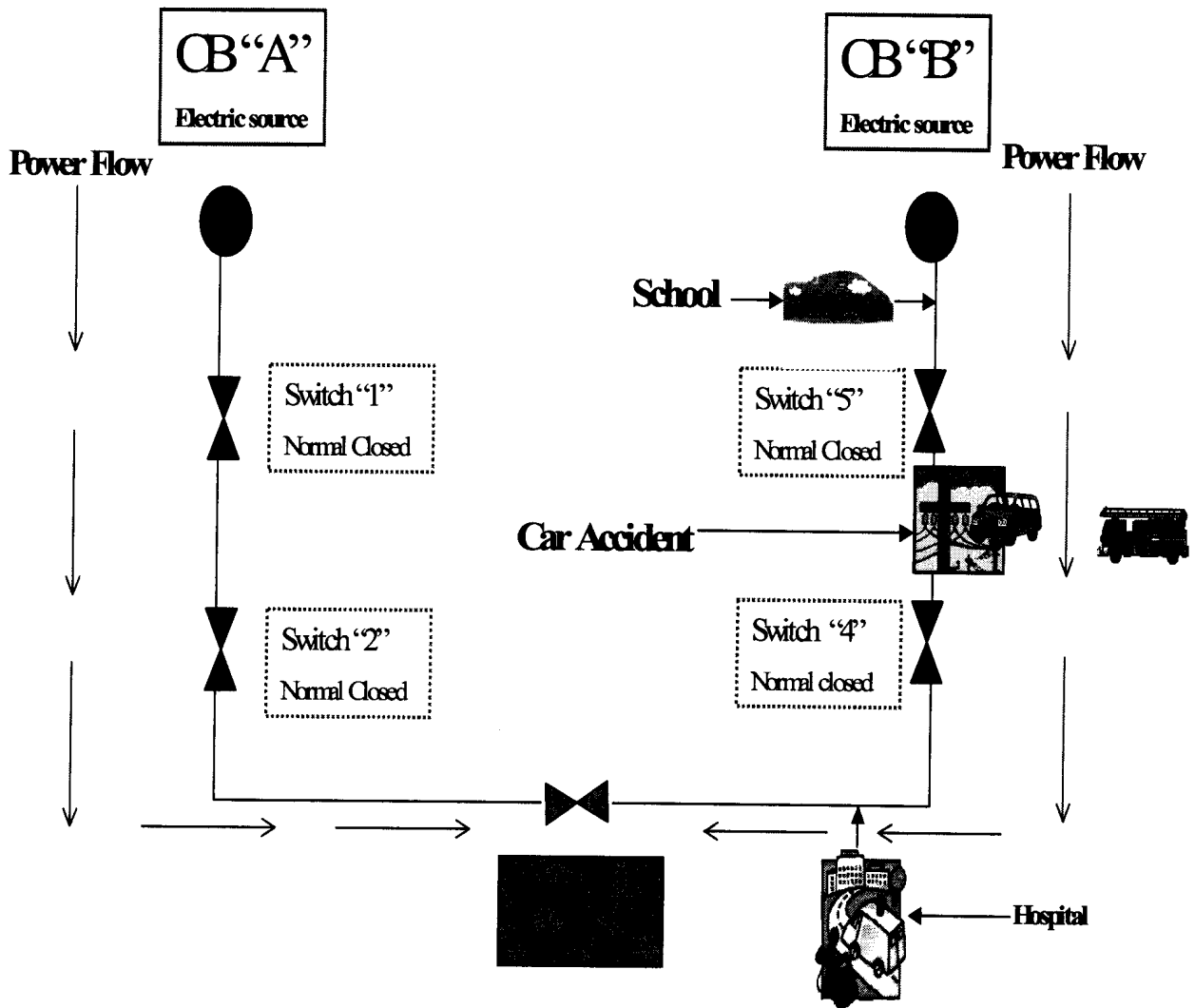
Panel member #3 – Role-Plays a 30 year T-man and realizes the candidate is green. When the candidate asks them to open a particular switch, they react in the following manner:

1. Tries to convince the candidate to use his suggested switch
2. Tells them that he's been doing this job a long time and knows what's best.
3. Refuses to open switch at first and then decides to do so (Switch flashes over and T-man is killed)
4. Any panel member can role-play either a supervisor, customer, employee or hospital personnel by simply "ring, ring."

**Evaluation Process**

- |   |                              |                             |
|---|------------------------------|-----------------------------|
| Did candidate prioritize his/her correctly?                 | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Did candidate handle all required communications properly?  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Did candidate take all required actions in a timely manner? | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Did candidate perform all actions in a safe manner?         | Yes <input type="checkbox"/> | No <input type="checkbox"/> |

Attachment "B" Scenario Simulation



**Two Pay Increase Iterations**

**Beginning July 1, 2005**

	Start	End 6 mo	
1809 Lead System Operator	\$1,532.90	\$1,569.70	Start is 4.59% above System Operator End 6 mo is 7.1% above System Operator

	Start	End 6 mo	End 12 mo	End 18 mo	End 24 mo	End 30 mo	
1805 System Operator	\$1,248.00	\$1,297.25	\$1,346.45	\$1,395.65	\$1,422.10	\$1,465.60	3% above current System Operator Pay of \$1422.90.

**Beginning January 1, 2006 (Dependent on wage re-opener discussions. Using July 1, 2005 wage as illustration)**

	Start	End 6 mo	
1809 Lead System Operator	\$1,562.65	\$1,600.15	Start is 4.59% above System Operator End 6 mo is 7.1% above System Operator

	Start	End 6 mo	End 12 mo	End 18 mo	End 24 mo	End 30 mo	
1805 System Operator	\$1,248.00	\$1,297.25	\$1,346.45	\$1,395.65	\$1,444.85	\$1,494.05	6% above current System Operator Pay of \$1422.90

	Start	End 6 mo
1880 Utility Operator	\$1,274.20	\$1,289.40

	Start	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	
1822 Apprentice System Operator	\$900.45	\$943.90	\$987.35	\$1,074.20	\$1,161.10	\$1,248.00	\$900.45 is based on start pay of current OIT Increases are higher in the more complicated phases (phase 4 to 5)

	Start	End 6 mo	End 12 mo	End 18 mo	End 24 mo	
1823 Assistant System Operator	\$739.85	\$786.35	\$832.85	\$879.30	\$925.80	Modeled after 1 year Utility Worker (\$739.85 to 925.80)

**Premiums**

FOC Gen Desk	6% above System Operator Pay
Relief Premium	Same as today
Shift Premium	Same as today