

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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May 22, 1984

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter will confirm the Company's understanding of the settlement reached on May 22, 1984 between the Company's Negotiating Committee and the Union's Negotiating Committee with respect to Meter Readers.

An Agreement will be written incorporating the August 26, 1983 Letter Agreement and the following additions and modifications. To be included in the yet to be written preamble to that Agreement will be a statement supporting efforts to improve Meter Reader productivity and work quality and the acknowledgement that reading meters has a Company priority second only to restoring interrupted service.

Senior Meter Reader

1. Paragraph Three on Page One of the Senior Meter Reader job definition, as agreed to August 26, 1983, will be modified as follows:

3. Other than provided above, the new Senior Meter Reader positions shall be open to bid by all qualified employees with at least two years' experience as a Meter Reader. (Exhibit A - Lines of Progression is so amended.)

Also change Paragraph Five, Item 3, to read:

- 5.(c) Clerical duties as assigned and field duties as assigned for rerouting and reserialization (final decision reserved to management; includes new account numbers and individual route inspection).

2. Amend Exhibit A (Lines of Progression) to provide that only those Senior Meter Readers who formerly held the classification of Head Meter Reader (in charge of 14 or more Meter Readers) are eligible to prebid to Senior Service Representative II.

3. An employee who has accumulated upgrade time as a Head Meter Reader or Senior Meter Reader will receive credit for such time for the purpose of wage rate progression in the Senior Meter Reader classification.

4. Amend Exhibit VI-F to place (2782) Senior Meter Reader as next lower in the line of progression to (2353) Power Surveyor.

Meter Reader

1. Modify Item 3, Page One, to read:

3. Meter Readers will not be routinely assigned work which falls within the job description of another classification, and when additional work is assigned, route sizes are taken into account.

Add as Item 5 the following:

5. It is part of a Meter Reader's job to return to accounts missed by such Meter Reader.

Inclement Weather

Modify Paragraph Three on Page 2 to read:

3. Company Supervisors shall make every effort possible to prioritize types of accounts to be read on days when extremely uncomfortable weather is reasonably anticipated.

Standards

1. Insert the following in Paragraph Six on Page 3:

Class II Rebates: Establish a monthly system standard of .60/1000 that will be calculated by a four-month accumulation of meters read compared to the total errors made during those same four months. Each consecutive month will be added to the three prior months for the current month's statistics. New employees will be evaluated on a standard established by the Division during their probationary six-month period. These standards will also apply to any employee transferring into the Meter Reader classification from any other Department. Upon obtaining regular status, they will assume the system standard. All offices are to use current standards for the remainder of 1983, if the standard is above .60/1000.

2. Agreed, in principle, to establish a systemwide standard for probationary employees for Class II rebates, subtraction and reading errors.

Meter Reader Route Assignment

1. Add to Item 5 on Page 4:

5. Local offices, by majority vote and mutual agreement, will have the option of establishing route assignments in a manner different than that set forth above. Mutual agreement is considered written agreement between Company's Manager of Industrial Relations and Union's Business Manager.

2. Route string bidding, as agreed to on August 26, 1983, will remain unchanged for all locations except Sacramento District. Sacramento District current route bidding system will remain in effect with seniority to be based on length of time at that headquarters. The conditions and procedures regarding their system will be in accordance with the agreement reached in Review Committee File No. 1519, as interpreted and implemented by the parties in the past.

Starting Time

1. Add to Item 1, Page 7, the following:

1. A dual starting-time option will be determined by a majority vote of all Meter Readers assigned to a headquarters. In the event a tie vote occurs, a second vote will be taken no earlier than 24 hours after the first vote. If there is still a tie, one last vote will occur. If a tie vote still exists after the third ballot, then the status quo will prevail.

Starting-Time Options

Summer (Daylight Savings Time) = 6:30 a.m. and 7:00 a.m. or 7:00 a.m. and 7:30 a.m.

Winter (Standard Time) = 7:00 a.m. and 7:30 a.m. or 7:30 a.m. and 8:00 a.m.

Voting eligibility shall be:

<u>Meter Reader</u>	- <u>Eligible for all votes.</u>
<u>Meter Reader (Temporary Additional)</u>	- <u>Eligible for all votes.</u>
<u>Meter Reader/Utility Clerk</u>	- <u>Eligible for all votes.</u>
<u>Utility Clerk/Meter Reader</u>	- <u>Ineligible for any vote.</u>
<u>Senior Meter Reader</u>	- <u>May vote on starting time option for group, but may not select personal starting time except as outlined below in A.</u>

A. Following are the starting time provisions for Senior Meter Readers:

1. If there are two or more Senior Meter Readers in an office, at least one will report at each starting time. If a dispute arises as to reporting times, Company seniority will prevail in choosing a starting time.
2. If there is only one Senior Meter Reader in an office where the supervisor has only meter reading responsibilities, the Senior Meter Reader will have choice of starting times.

3. If there is only one Senior Meter Reader in an office where Meter Readers are supervised by a Customer Services Office Supervisor or Meter Reading Supervisor with district responsibility, the Senior Meter Reader will take the earliest starting time used by any Meter Reader.
4. In no event will a Senior Meter Reader be required to take a one-hour lunch break.

Rerouting and Route Maintenance

1. Add to Item 1.D. on Page 9 the following:

D. Rerouting task force (includes two or more Meter Readers/Senior Meter Readers plus supervisor coordinator to be used for major rerouting projects) - sign up by Division volunteers. Company selects from sign-up list and pays as Senior Meter Readers. The Meter Reader(s) bypassed by Company's selection shall be compensated at the appropriate wage step of Senior Meter Reader on a one-for-one basis for each junior Meter Reader assigned to the task force. Task force can be moved around Division from office to office. Local office Meter Readers used in project are upgraded to Senior Meter Reader. (This procedure will be used for reestablishing existing task forces upon execution of this Agreement.) These task forces will be established on a district or local office basis when one-way travel time exceeds one hour from headquarters to local office.

2. The provisions of Subsection 18.4(g) of the Clerical Agreement will apply to requests by Division volunteers for assignment to a rerouting task force.

Transportation

1. Modify Item 3.B. on Page 11 to read:

B. Each van pool driver will be required to have a Class III license and proper training in the operation of a Company van, training in CPR and the American Red Cross Multimedia First Aid Course (eight-hour classroom training).

Performance Audits

Include as Paragraph Five on Page 14 the following:

5. For the purposes of training new Meter Readers, Senior Meter Readers may use the Type I and Type II Performance Evaluations. The audits conducted by the Senior Meter Reader will not be used as a basis for disciplinary action nor is it intended that Senior Meter Readers will evaluate employee performance. Audits conducted by the Senior Meter Reader will not be placed in an employee's 701 file.

Settlement of Review Committee Cases

During the parties' discussions, two grievances regarding the Company's application of the August 26, 1983 Meter Reader Agreement were resolved. These cases (Review Committee Nos. 1576 and RC 1579) will be returned to the Review Committee for settlement in accordance with the attached drafts.

It is understood and agreed that the provisions contained herein shall be effective on the date of the execution of this Letter Agreement.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J. M. Bulbright*
Manager of Industrial Relations

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, AFL-CIO

June 6, 1984

By *Joe McKinney*
Business Manager