

**Pacific Gas and Electric Company**

215 Market Street  
 San Francisco, CA 94106  
 415/972-7000

April 17, 1990



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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 204.4 of the Physical Agreement, the Company proposes to establish Region Electric Transmission and Distribution Crews to perform on-going transmission line maintenance and occasional distribution work at Divisions' request (see Attachment 1 for initial staffing). To facilitate the establishment of this department, 15 additional positions will be authorized and added to the Physical Bargaining Unit. The Company believes implementation of this proposal will result in transmission line maintenance being performed by more highly trained and skilled employees, and therefore, also provide safer work practices.

The following provisions are proposed:

1. Pursuant to the Enabler Clause contained in Titles 202, 205 and 206 of the Physical Labor Agreement, Company will establish Transmission and Distribution classifications reporting to Regional headquarters.
2. Crews will be drawn from the following existing classifications using normal provisions of Title 205:

Electric Crew Foreman  
 Lineman  
 Groundman

T&D Equipment Operator  
 Field Clerk

In the application of Titles 205 and 206, journeymen and above will not be bypassed pursuant to Section 205.11 for a lack of knowledge, skill or efficiency as a result of job bidding and demotion/displacement for lack of work. This application will cover movement from the Distribution Department to the transmission crews or vice-versa. Section 205.7(b) bidding rights will be extended to employees in the Region who otherwise meet the criteria listed in Section 205.7(b). Further, journeymen or above who are demoted or displaced for lack of work into the transmission journeyman classifications and are not qualified and elects not to be, by virtue of declining or not completing barehanding training, will then displace the next least senior employee in the Distribution Department as provided for in Section 206.4 of the Agreement.

3. Crews will work under the direction of Region Transmission and Substation Department supervision.
4. Qualifications for Region Electric Transmission Crew classifications will include barehanding work procedures once agreement is reached by the barehanding work procedure committee. However, prior to that time, employees bidding to the Transmission and Substation Departments will not be required to barehand as a condition of employment. If an incumbent journeyman elects not to participate in the barehand work procedure or does not successfully complete the barehand training, they will be returned to a vacancy in the Distribution Department without loss of any current established rights and classification. They will be returned to a headquarters within the Distribution Department within a commutable distance of their current headquarters. If another headquarters is not within a commutable distance, the employee will be returned to a vacancy in his classification at the headquarters held immediately prior to bidding to the transmission crews.

Incumbent Transmission Troublemens are exempt from the rubber gloving requirement as provided for in Letter Agreement No. 90-34-PGE.

5. Work to be performed will include, but shall not be limited to:
  - routine miscellaneous tower and wood-pole maintenance
  - routine maintenance on distribution underbuilds associated with transmission work
  - emergency repair
  - hotwash
  - insulator replacement
  - conductor maintenance
  - right-of-way maintenance
  - pole replacement
  - assist distribution crews in area
  - small capital projects (transmission and distribution)
  - barehand work once agreement is reached by the barehanding work procedure committee
6. Prearranged overtime - transmission line maintenance assignments will be given first to Region transmission crews.
7. Emergency overtime - Pursuant to Title 212 of the Physical Agreement, preferential callout for emergency overtime involving transmission line work will be given to the transmission Region crew, headquartered within a 60-minute response time, based on skills and equipment needed. Transmission line work is defined as transmission wood poles, 115 KV and above construction, and 60 KV without any underbuild, and all steel transmission tower lines.

In the event there are no transmission crews within a 60-minute response time as determined from the permanent headquarters to the job location, the callout provisions for the Distribution crews in the local headquarters service area as provided for in Section 212.2 of the Agreement will be followed.

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8. Crews may be assigned to work at any location within the Region and on occasion may be assigned work across Region boundaries.
9. Expenses will be paid in accordance with Title 201.

Upon 30 days written notice, Company or Union may cancel this agreement.

If you are in accord with the foregoing and the attachment 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 Richard B. Bradford  
Manager of Industrial Relations

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

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

April 19, 1990

By Jack McHenry  
Business Manager

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ATTACHMENT 1

Proposed Initial Staffing for Region T&D Crews.

**EAST BAY REGION:**

Headquarters: Only one, Meadow Lane Substation.

Number of Personnel: 1 Electric Crew Foreman  
3 Linemen

NOTE: May add an Equipment Operator  
at a later date.

**GOLDEN GATE REGION:**

Headquarters: Only one, Martin Service Center.

Number of personnel: 1 Electric Crew Foreman  
2 Linemen  
2 Groundmen for Underground

**MISSION TRAILS REGION:**

Headquarters #1: Metcalf Substation.

Number of personnel: 1 Electric Crew Foreman  
2 Linemen  
1 Equipment Operator

Headquarters #2: Price Canyon Substation.

Number of personnel: 1 Electric Crew Foreman  
2 Linemen  
1 Equipment Operator

**SAN JOAQUIN VALLEY REGION:**

Headquarters #1: Bellota Substation.

Number of personnel: 1 Electric Crew Foreman  
3 Linemen

NOTE: May add an Equipment Operator

Headquarters #2: Thorne Avenue, Fresno.

Number of personnel: 1 Electric Crew Foreman  
3 Linemen  
1 Equipment Operator

Headquarters #3: Kern Power Plant.

Number of personnel: 1 Electric Crew Foreman  
3 Lineman