



# LETTER AGREEMENT NO. R1-95-75-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
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SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(510) 933-6060

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MEL BRADLEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

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October 13, 1995

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

Gentlemen:

The Company's workload for (2617) Welders in the Title 300 Station, Substation and Hydro Department varies greatly and is declining. The Company's Gas Construction can use additional Welders. The Company is proposing a method to move those Station, Substation and Hydro resources to Gas Construction.

The Company proposes pursuant to Section 306.10 to allow the Station, Substation and Hydro Welders to voluntarily move to Gas Construction. Placements will be made based on seniority with the senior volunteers given consideration first. The Company plans to initially fill seven positions in Gas Construction. If there are not seven volunteers the unfilled positions will be filled with the junior Welders in the Station, Substation and Hydro Department.

Welders placed in Gas Construction under the provisions of this agreement will be given an opportunity to become qualified Gas Construction Welders. A qualified Gas Construction Welder is one who has passed the American Petroleum Institute(API) welding tests and the Company's Oxy-Acetylene(O/A) welding test. These employees are also covered under the DOT Drug Free Pipeline Program.

The Company proposes the following training:

Welders who voluntarily transfer to Gas Construction:

1. The Company will provide up to 96 hours for welding training and testing one time only. This is exclusive of O/A training and testing.

2. The Company will provide up to 40 hours of training including the testing for O/A welding. this training and testing will be provide in the first six months. Failure of this test will result in the return of the employee to his/her former department or displacement.

3. The Welders will be given two opportunities to take and pass the welding O/A welding test in the first six months.

Welders who are displaced into a Gas Construction Welder position :

1. The Company will provide up to 120 hours of training and testing one time only and excluding O/A welding.

2. These displaced welders will be required to take and pass the O/A welding test within six months after placement as a Gas Construction Welder. Failure to pass the test within six months will result in further 306 action.

3. These Welders will be allowed two opportunities within the first six month period to take and pass the O/A welding test.

Employees will only be given one opportunity to participate in the above training programs.

Promotion of these displaced Welders to Working Foreman "B" in Gas Construction will be based on skill and personal qualification pursuant to Subsection 305.5(d).

In an effort to balance the workload Welders who remain in Station, Substation and Hydro who are qualified and perform work for Gas Construction on DOT covered work will be subject to the provision of the Company's Drug Free Pipeline Program . The Company will also continue to utilize qualified Gas Construction Welders in Power Plants .

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:   
Chief Negotiator

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

Nov 20, 1995

By:   
Business Manager