



LETTER AGREEMENT NO. R1-97-28-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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

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

JACK MCNALLY, BUSINESS MANAGER

April 8, 1997

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:

Due to the need to recruit and hire journeyman Lineman outside the Company, the Company proposes to establish a New Hire Lineman Training Program for newly hired Title 200 and 300 Linemen.

The Company is currently recruiting and hiring Linemen from throughout the United States. Applicants for Linemen positions come from a broad range of utilities employing different safety practices, work methods, and operating systems. To ensure employee and crew safety and maximize efficiencies, the Company would like to establish a centralized 3 week New Hire Lineman Training Class that would cover PG&E safety practices, work methods, construction standards, tools & equipment, and operating systems. One week would include rubber glove procedures. The Union will have two hours during the orientation to brief employees on information regarding IBEW Local 1245.

Attached is an overview of the training program. This proposal has been discussed with Senior Business Representative Landis Marttila and the Joint Apprenticeship & Training Committee.

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.

April 16, 1997

By: 
Business Manager

JOURNEYMAN LINEMAN ORIENTATION

I. OVERVIEW OF COMPANY

A. PG&E Vision and Mission Statement

- 1. Safety**
- 2. Customer Focus**

B. Service Area

- 1. Geographical Area**
- 2. Square Miles**
- 3. Number of Customers**

C. Number of Employees

- 1. Gas/Electric/Administrative**
- 2. Employee to customer ratio**

D. Company Facilities

- 1. Transmission System Overview**
- 2. Distribution System Overview**
- 3. Generation System Overview**

E. Organization Overview

- 1. General Office**
- 2. Divisions**
- 3. General Construction**
- 4. Union Representation**
 - a. IBEW**
 - b. ESC**

F. Regulatory Documents Overview

- 1. Cal OSHA - Title 8 (in lieu of Fed OSHA)**
- 2. G. O. 95/128 (in lieu of NESC)**

G. Company Documents Overview

- 1. APR Book (Injury and Illness Prevention Program [IIPP])**
- 2. Policy**
- 3. Standard Practices**
- 4. CES Standards**
- 5. CES Guidelines**
- 6. General Operating Instructions (G.O.I)**
- 7. Construction Manual (OH & UG)**
- 8. Grounding Manual, etc.**

• Note: *Appropriate documents will be detailed during each module.*

II. SAFETY (“Accept The Challenge”)

A. APR Book (Code of Safe Practices)

1. Stan Skinner’s Opening Letter
2. Synopsis using the table of contents
3. Discuss IIPP
4. Standard practice 726-8
5. “Scope” and “Knowledge” Section 1, Rules 1 and 3

B. Tailboard Briefing (APR 42)

C. Work Area Protection (APR 26) and (Work Area Protection Guide)

D. Pole Testing (APR 414 and 417) (C-D-G 0023)
Field Demonstration

III. EMERGENCY PROCEDURES

A. First Aid (1-day) Red Cross Certification

B. C. P. R. (1-day) Red Cross Certification

C. Radio Procedures (Emergency Use)

D. Aerial Lift/Digger Derrick Operations including:

1. Upper Controls
2. Lower Controls
3. Body Harness (fall arrest)
4. Aerial Rescue Procedures
5. Sky Genie

Note: Items A thru D meet the training requirements for ground personnel on a Rubber Glove Crew

E. Pole Top Rescue

IV. ELECTRIC SYSTEM OPERATION

A. General Operating Instructions (G. O. I.)

1. Definition
2. Clearances
3. Non-Tests
4. Banked Secondaries
5. Field switching (loop/parallel systems)

V. CONSTRUCTION DOCUMENTS

A. Job Package

1. Compress
2. Print Reading
3. Material
4. Sketches and Symbols

B. Using The Overhead Construction Manual

1. Index/Section Overview
2. Standard framing dwg. 066196
3. Other types of framing (triangle steel, vertical, etc.)
4. Low voltage "secondary" framing

C. Using The Underground Construction Manual

1. Index/Section Overview
2. Conduit System
3. Discuss existing CIC, DB
4. URD/UCD design
5. 200/600 amp. systems

D. Gas and Electric Service Requirements (Green Book)

VI. DISTRIBUTION

A. Overhead Transformer Applications

B. Other Overhead Equipment Applications
Capacitor Banks, Reclosures, Regulators, Boosters, etc

C. Overhead Switches

- D. Underground
 - 1. Transformers (subsurface/padmout-live/dead front)
 - 2. Switches (subsurface/padmout)
 - 3. Separable Connections
 - 4. Enclosures (various)
 - 5. Cable Types
 - 6. Cable Terminations
 - a. Elbows (dead break/load break)
 - b. Splices
 - c. Stress cones

- E. Confined Space Requirements (APR 44)

VII. PROTECTIVE GROUNDING MANUAL

- A. Overhead Transmission
- B. Distribution
 - 1. Overhead
 - 2. Underground
- C. Vehicles

VIII. CONNECTORS

- A. Conductor Preparation
- B. Ampact Tool Operation
 - 1. Selecting the right connector/cartridge
 - 2. Hotstick method
 - 3. Hand held method

IX. RIGGING

- A. Overview of PG&E Equipment
- B. Safe Working Loads
- C. Demonstrate installing transformers using the fiberglass transformer gin and steel "Wilson" transformer gin.

X. LIVE LINE “HOTSTICK” WORK METHODS

A. Safety Rules

B. Introduction

1. Type of tools “Hotsticks” approved for use
2. Hot rope/blocks/gin poles, etc.
3. Protective cover-up
4. Aerial lift and digger derick attachments

C. Field Projects

1. Three phase tangent insulator replacement using gin pole.
 - a. Tie top insulator using hot tie (top and side tie)
 - b. Tie top insulator using hot performed tie (top and side tie)
 - c. Clamp top insulator
2. Three phase tangent insulator replacement using aerial lift with umbrella arm attachment.
 - a. Tie top insulator using hot tie (top and side tie)
 - b. Tie top insulator using hot performed tie (top and side tie)
 - c. Clamp top insulator
3. Install double deadends in three phase tangent construction

D. Operating fused cutouts, disconnects and load break tools (C-D-G-008)

IX. POLE ASSESSMENT AND REPORTING (FACTS)

A. Process

B. Priority