



# LETTER AGREEMENT NO. R1-97-30-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

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

JACK MCNALLY, BUSINESS MANAGER

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April 4, 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:

The Fleet 94-53 committee agreed to establish a number of new apprentice positions. Concerns raised were how to ensure quality training, how to ensure consistent training and how to minimize hardship on employees. The committee agreed to centralize the control of the training and to revise and update the current training program as well as to have the same program for both Title 200 and 300 employees. In order to minimize the impact on employees it was agreed to establish apprentice positions geographically and to have the instructors travel to the various job sites. These geographical locations had garages large enough to provide a wide variety of work and a complement of journeyman to support the apprentice's training. Special assignment will be used to move apprentices to perform work assignments that unique to a specific garage.

Company proposes to minimize the hardship on the Title 300 apprentices, pursuant to Section 304.4 of the Agreement, to establish an Apprentice Equipment Mechanic in the Field for Title 300. This classification will be the same as the Apprentice Equipment Mechanic that currently exists for Service Centers including class code, line of progression and pay. This proposal eliminates the need to train the apprentices in Davis just to transfer them to the field upon completion of their program. This transfer in some cases results in household moves.

An employee placed into one of these positions will be treated the same as a Service Center employee and will not be subject to transfers. Any assignment away from the headquarters will be governed under the provisions of Section 301.14. Currently the headquarters identified are Oakland, Richmond and Madera (Gregg Sub), however, other headquarters may be added by Agreement between the parties.

The Company further proposes, pursuant to Section 206.12 of the Agreement, that assignments made under the provisions of Subsection J5 of the Master Apprenticeship Agreement be modified. The modification would allow for an assignment to be up to 55 road miles from an apprentice's training headquarters and the employee can cross divisional boundaries for placement. Employees required to move to a headquarters beyond 30 road miles from their current residence will be eligible for a one time moving allowance of \$ 2800. The \$ 2800 will be paid in accordance with the provisions of Section 206.8 of the Agreement. The effective date of this modification will be January 1, 1997. There is no proposal to change the normal application of Section 205.7 of the Agreement.

Either party may cancel this agreement by providing 30 day written notice. If this agreement is canceled, apprentices in the program at the time of cancellation will continue under the terms of this agreement until they complete their training.

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