



LETTER AGREEMENT NO. R2-02-05-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

February 28, 2002

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Pursuant to Section 204.4 of the Physical Agreement, the Company proposes to supersede the Electric Transmission and Distribution Crews Letter Agreement No. R1-00-55. The Company proposes to continue to have transmission crews perform transmission line maintenance and occasional distribution work (see Attachment 1 for initial staffing). 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 Transmission headquarters.
2. Crews will be drawn from the following existing classifications using normal provisions of Title 205:
 - Electric Crew Foreman
 - Lineman
 - T&D Equipment Operator

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. Further, journeymen or above who are demoted or displaced for lack of work into the transmission journeyman classifications and are not qualified or elect not to be, by virtue of declining or not completing barehanding training, will then displace the next least senior employee in the Transmission and Distribution Department as provided for in Section 206.4 of the Agreement.

3. Crews will work under the direction of Transmission supervision.
4. Qualifications for Electric Transmission Crew classifications will include barehanding work procedures. If a 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 same classification in a non transmission area without loss of any current established rights and classification. The headquarters will be within a commutable distance of their current headquarters, or the employee will be returned to a vacancy in his or her classification at the headquarters held immediately prior to bidding to the transmission crews.

Incumbent Transmission Troublemens are exempt from the rubber gloving requirement.

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
6. Prearranged overtime - transmission line maintenance assignments will be given first to transmission crews except in the North Coast area north of Santa Rosa where the distribution crews will be responsible to perform work on wood pole transmission maintenance.
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 crew headquartered within a 60-minute response time, based on skills and equipment needed. Transmission line work is defined as 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.

8. Crews may be assigned to work at any location within the PG&E service territory and on occasion may be assigned work outside of the service territory. When work is to be performed outside of the service territory, Company and Union will negotiate terms and provisions applicable to such assignment, except in mutual aid assignments.
9. Expenses will be paid in accordance with Title 201.

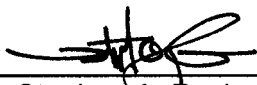
10. For the purpose of Exhibit XVI of the Agreement, Electric Transmission will be combined with Electric T&D (Title 200 & 300).

Upon 30 days written notice, Company or Union may cancel this agreement and amendments to this agreement may be proposed by either party at anytime.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

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

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

May 13, 2002

By: 
Perry Zimmerman
Business Manager

Proposed Staffing of Transmission Crews

Headquarters	# of Employees				Total
	ECF	Lineman	Oper Clerk	Equip Opr	
Table Mountain	1	4	1	0	6
Bellota	1	4	1	0	6
Moss Landing	1	4	1	1	7
Pismo Beach	1	4	1	0	6
Fresno	1	4	1	0	6
Sacramento	1	3	1	0	5
Lakeville	1	3	1	0	5
San Carlos	1	3	1	0	5
Concord	0	0	0	1	1
Midway	1	3	0	0	4
TOTALS	9	32	8	2	51

There will be 23 Transmission Troublemens assigned throughout the company system.