

OCT 13 1981

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

October 12, 1981

Mr. Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Dear Mr. McNally:

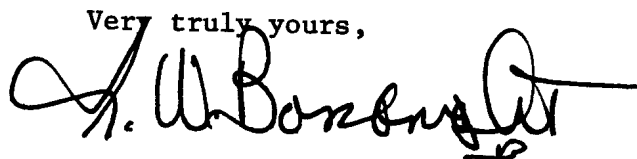
Your letter of September 30, 1981, referring to my letter to you of August 14, 1981, clearly requires an answer.

I do not agree that my statement in Item No. 4 of the August 14 letter is unclear and that it states that the Operator rate at Helms (if necessary) would be the highest System Operator rate established in the Hydro Generation Department. Currently this rate is the System Operator 2 rate, which is paid at Drum and Caribou, among others. This statement is clearly the Company's understanding and not included as part of the agreement since the letter agreement to which all this refers is one dated July 28, 1981, signed by you on July 31, 1981, which is silent on the subject.

With respect to the memories of Messrs. Foss and Le Gare, I have no quarrel. During the oral discussions that led up to the agreement, the Company's Manager of Industrial Relations did, in fact, propose the System Operator No. 1 rate for temporary assignments at the Helms Creek Project. This proposal was advanced by the Company and accepted by the Union in good faith. However, it later became apparent that the Manager of Industrial Relations had acted over-hastily on the assumption that there were certain hydro plants where the No. 1 rate was paid, and the oral agreement on the appropriate System Operator rate was left out of the July 28 agreement.

As a solution to this problem, we suggest that the matter be referred to the Substation and Hydro Plant Rerate Committee, which is currently meeting for its annual overhaul of substation and hydro plant operator rates. I would point out that the use of such a classification is a year away, whereas the filling of the jobs specifically covered in the July 28 agreement has already taken place with the exception of the Water Systems Repairman classification.

Very truly yours,



IWB:RS

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

September 30, 1981

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

Dear Mr. Bonbright:

This letter is in response to your letter of August 14, 1981, concerning the Helms Project Letter Agreement [REDACTED] with specific reference to Item No. 4, Helms Project Rate.

Your statement in Item No. 4 is unclear as to the precise System Operator's rate of pay the parties had agreed upon as being appropriate to the Helms Project.

In discussing this issue with Senior Assistant Business Manager Larry Foss and Business Representative Bryan Le Gare, they assure me that Item No. 5 in my letter of August 10, 1981, reflects, precisely and accurately, the agreed-to appropriate System Operator's rate of pay applicable to the Helms Project.

Therefore, we are requesting a clarification of your Item No. 4 statement as a possible means of resolving this discrepancy.

Very truly yours,

A handwritten signature in cursive script that reads "Jack McNally".

Jack McNally
Business Manager

JM/fr

cc B. Le Gare
L. Foss

PACIFIC GAS AND ELECTRIC COMPANY

PGE



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

August 14, 1981

Mr. J. K. McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Dear Mr. McNally:

This letter is in response to your letter of August 10, 1981 concerning the Helms Project letter agreement (R2-80-72-PGE) and understandings reached during the course of negotiations that were not included in the final package. This letter will serve as Company's understanding and opinion on the items contained in your letter.

1. Company Owned Housing (Helms)

The established rent is currently \$50 per month and is subject to change by bargaining between the parties. The residences will be equipped with telephones, and the current plans are to provide PT&T restricted one plus dialing lines for each residence. The residences will be equipped to receive TV broadcasts.

2. Emergency Transportation

Company will make every effort to provide the employees and their families with emergency transportation via helicopter. If winter weather conditions prohibit the use of helicopters, alternate transportation will be provided which will include emergency transportation and medical supplies. Weather permitting, there will be regularly scheduled trips to Helms throughout the year.

3. Additional Classifications (Helms)

It is anticipated that intermittent employees will be needed in the classifications of Cook, Cook's Helper, and Housekeeper. It is intended that the members of employees' families will be considered for these classifications if they so desire and if they have the necessary qualifications.

Mr. J. K. McNally

-2-

August 14, 1981

4. Helms Project Rate

When it is necessary to utilize electric and hydro operating classifications at Helms, the appropriate rate of pay will be the highest System Operator rate established for the Hydro Generation Department.

Yours very truly,

A handwritten signature in cursive script, appearing to read "J. W. Bonbright".

DJB:ml

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

August 10, 1981

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

Dear Mr. Bonbright:

The text of the attached Helms Project Letter Agreement (R2-80-72-PGE) does not reflect, in total, all of the relevant understandings reached during the course of our recent negotiations on the subject. In consideration of the fact that several of those understandings dealt directly with conditions of employment and also served as part of the total basis in reaching final settlement, we are including them as follows:

1. COMPANY OWNED HOUSING (Helms)

- a. Prior to qualifying for rent-free housing, the established Company housing rent will be \$50 (fifty dollars) per month.
- b. Each residence will be equipped with a PT&T private line, individual number telephone. The phones will be connected, via PG&E microwave, to the Fresno exchange. A PG&E dial service phone will also be installed.
- c. Each residence will be equipped to receive satellite T.V. broadcasts. Company is currently investigating the possibility of expanding antenna capability to include network T.V. transmissions.

Mr. I. W. Bonbright
August 10, 1981
Page 2

2. EMERGENCY TRANSPORTATION

- a. In situations involving medical emergencies, Company will provide transportation to employees and their families via helicopter (A-Star, 6 place). If winter weather conditions prohibit use of helicopter, alternate transportation (Snow-Cat) will be provided. This would include emergency transportation of medical supplies to Helms.
- b. Company plans regularly scheduled trips to Helms at least once a week throughout the year. When appropriate, transportation of employee supplies (foodstuffs, etc.) will be provided.

3. EDUCATIONAL FACILITIES (Helms)

There are no current Company plans to provide for educational facilities, elementary or high school level, at Helms.

4. ADDITIONAL CLASSIFICATIONS (Helms)

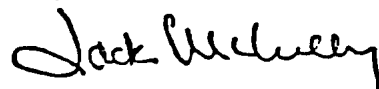
Authorization has been secured for three intermittent employees in the classifications of Cook, Cook's Helper, and Housekeeper. This will provide work opportunity for members of employees' families should they so desire. Additional intermittent jobs beyond the three currently authorized are being considered.

5. HELMS PROJECT HYDRO RATE

When it is necessary to utilize Electric and Hydro Operating classifications at Helms, the appropriate rate of pay will be that of Systems Operator No. 1 (1805). Utilization would include back-up complement in emergency situations and start-up operations.

Inasmuch as the additional items set forth above were part of the Union's overall agreement with the Company with respect to the Helms Project, the Union will assume that the Company agrees that they are part of and incorporated into the Helms Project Letter Agreement unless the Company specifies otherwise in writing within five days of receipt of this letter.

Very truly yours,



Jack McNally
Business Manager

LF/fr

ENCLOSURE

PACIFIC GAS AND ELECTRIC COMPANY

PGE



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

July 28, 1981

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes Company's proposal No. 80-72-PGE, dated October 22, 1980, concerning the Helms Storage Project which is nearing completion and currently ready for staffing.

In conjunction with the staffing of the project, the Company proposes, pursuant to Section 204.4 of the Physical Agreement, to establish the following classifications:

2389 COMMUNICATION TECHNICIAN (Helms)

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing and maintenance of intercommunications systems, telephone switchboards and other terminal equipment, supervisory, power and telephone line carriers, microwave, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, he may be required to investigate, correct or make recommendations for the correction of radio and television interference complaints. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency, and he must have a second-class radiotelephone operator's license. His assignments may include duties normally performed by an Electrical Technician.

In addition, he will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. He may also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, he will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classification

2391 Apprentice Communication
 Technician

Same or Higher Classifications

*0644	Technical Subforeman A
*0645	Technical Subforeman B
0750	Maintenance Subforeman
2390 (2393)	Communications Technician & (Un.)
2389	Communications Technician (Helms)

*Must be a qualified Communications Technician

2402 ELECTRICAL TECHNICIAN (Helms)

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. His assignments may include duties normally performed by a Communications Technician.

In addition, he will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. He may also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, he will be required to work or schedule to ten consecutive workdays, with four consecutive days off.

Next Lower Classification

2401 Apprentice Electrical
Technician

Same or Higher Classifications

*0644	Technical Subforeman A
*0645	Technical Subforeman B
0750	Electrical Maintenance Subforeman
2380(2381)	Control Technician & (Un.) (DCPP)
2382(2399)	Traveling Control Technician & (Un.) (DCPP)
2385	Shift Control Technician (DCPP)
2396(2394)	Traveling Control Technician & (Un.)
2397(2383)	Control Technician & (Un.)
2400(2403)	Electrical Technician & (Un.)
2418	Instrument Technician (GC)
2402	Electrical Technician (Helms)

*Must be a qualified Electrical Technician or Instrument Technician

1139 ELECTRICAL MACHINIST (Helms)

A resident employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. He performs duties of an Electrician with moderate skill. He is engaged in repairing, installing, and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams, and related facilities. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

In addition, he will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. He may be also assigned to shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, he will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classification1141 Apprentice Electrical
MachinistSame of Higher Classifications

0750	Maintenance Subforeman
1140 (1143)	Electrical Machinist & (Un.)
2390 (2393)	Communication Technician & (Un.)
2400 (2403)	Electrical Technician & (Un.)
1139	Electrical Machinist (Helms)
2402	Electrical Technician (Helms)

2069 WATER SYSTEMS REPAIRMAN (Helms)

A resident employee who is engaged in the construction, maintenance, and repair of all types of water system structures and related facilities and equipment, including water collection and domestic water systems. He drives trucks and operates mechanical equipment such as tractor-grader, backhoe, loaders, and all equipment for general hauling, bulldozing, road maintenance, excavating and other similar work. If required, must possess a Class I Driver's License. He must make welds as required and have good working knowledge of safe rigging practice and be proficient in the use of all types of hand and power tools and in the operation of mechanized equipment associated with this work. May be assigned other work of similar nature as the occasion requires. His background of experience and the successful completion of formal training must be such as to qualify him to perform this work with skill and efficiency.

In addition, when not engaged in any of the above work, he may also be required to assist other plant personnel in routine plant maintenance assignments. He may also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Next Lower Classifications

0418 Truck Driver
0464 Heavy Truck Driver
0945 Helper
1195 Canal Maintencenceman
2430 Ditch Tender
1203 Water Facilities
Maintencenceman

Same or Higher Classifications

0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Service Subforeman
1905 Water Treatment Plant Operator
2070 Water Systems Repairman
2069 Water Systems Repairman (Helms)
2190 Water Serviceman

The successful, and otherwise qualified, bidders to (2389) Communication Technician (Helms), (2402) Electrical Technician (Helms), and (1139) Electrical Machinist (Helms) will be given appropriate training to enable them to perform the operating duties at Helms. This will include the passing of the Electric Switchman training program at the Division Level and participation in the System Operator School (Simulator) at Emeryville.

In addition, Helms classifications will be required to reside at Company residences adjacent to Helms and, for the first two years in the job, pay the established Company housing rent. They will also be required to ride in a helicopter. We expect to have two Electrical Machinists and one of each of the other three classifications.

July 28, 1981

Company further proposes to revise the Job Definitions and Lines of Progression in Exhibit VI-L and Exhibit VI-G of the Physical Agreement to include these new classifications, to amend the Classifications of Resident Employees as shown in the attached Exhibit V, and to include the wage rates for the Water Department Helms classification and Electric Maintenance Department Helms Classification as shown in the attached Exhibit X.

If you are in accord with the foregoing and its attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Bonbright*
Manager of Industrial Relations

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

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

July 31, 1981

By *Jack Weckert*
Business Manager

EXHIBIT V
CLASSIFICATIONS OF RESIDENT EMPLOYEES

Electric Department

Attendant, Station, Hydro
Technician, Communications, Helms
Technician, Electrical, Helms
Machinist, Electrical, Helms

Water Department

Maintenanceman, Water Facilities
Repairman, Water Systems, Helms

Amendment of
Exhibit X

Schedule of Wage Rates of Agreement
Applicable to Helms Classifications
in the Electric Maintenance and Water Departments

Electrical Machinist, Helms	Start	\$539.70
	End 1 Yr.	\$554.30
Communication Technician, Helms	Start	\$574.20
	End 1 Yr.	\$588.05
Electrical Technician, Helms	Start	\$574.20
	End 1 Yr.	\$588.05
Water Systems Repairman, Helms	Start	\$480.60
	End 1 Yr.	\$491.05