

## PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

January 27, 1984

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 will supercede our previous correspondence to you on  
 December 22, 1983.

As a result of the October 26, 1983 meeting between the Company and  
 Union regarding the staffing requirements for the Helms Project, it was agreed  
 that Company would rescind the postbidding notice of September 1, 1983, for two  
 Roving Operator positions at the Helms Project.

Upon further Company review of the staffing requirements at Helms, it  
 was determined that the use of System Operators would provide the optimal use of  
 manpower resources in this situation. Therefore, Company proposes, pursuant to  
 Section 204.4 of the Physical Agreement, to establish the following classifications  
 for the Helms Storage Project.

1806 System Operator No. 2 - Helms

A shift employee at the Helms Pumped Storage Plant who has  
 displayed the initiative, ability, operating knowledge and temperament  
 to supervise, and is responsible for the operation of an assigned  
 jurisdiction and is engaged in and/or supervises the issuing of  
 clearances, shifting of loads, and the prompt restorations of service  
 when trouble occurs within the jurisdiction area. He may also be  
 required to operate and control remote or local generating equipment.  
 He makes minor repairs to equipment, performs routine tests on  
 automatic equipment, keeps records, cares for buildings and grounds,  
 and may be required to adjust relay and regulator settings. In  
 addition, he may be required to receive and dispatch calls by  
 telephone or radio dealing with service to customers and with  
 switching operations. He must have a complete knowledge of Company's  
 service policies. He dispatches gas and electric operation tags to  
 service employees in the field. He may also be assigned  
 responsibility for monitoring pressures and flows in the gas  
 transmission and distribution lines in the territory assigned to him.  
 He shall direct and train other operating employees, prepare code  
 switching orders and maintain operating diagrams. 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. Furthermore, Helms classifications  
 may be required to travel in a helicopter.

Rate of Pay

For the purposes of Title 204, this classification will be posted as System Operator No. 2 until such time as the Rerate Committee evaluates the job duties and agrees upon the proper classification. Once the Rerate Committee has established the rate, then a 7.5 percent premium will be added to the rate of pay consistent with the other Helms classifications.

Additionally, Company proposes to establish the Relief System Operator classification for this same location.

During the course of further discussions on this date, Company communicated that, due to the nature of this situation at the Helms Project, it was unable to specify the duration of the proposed operator positions. It was further discussed and agreed that at such time as the Helms Project may not require operating personnel due to the projected full functioning of the automated systems which were designed for this facility, the parties shall meet, prior to any displacements, to discuss the procedure through which such displacements may be implemented.

In further reference to the establishment of the above-proposed positions at Helms, Company will maintain the conditions of employment regarding Company-owned housing, emergency transportation and educational facilities, as has been previously discussed and agreed upon in Union's letter of August 10, 1981, and Company's response thereto dated August 14, 1981. Company will continue to advise the successful bidders to Helms of the remoteness of the plant location. It was further agreed that the Labor Agreement Clarification of Titles 202, 205 and 208, Utilization of Relief Shift Employees, will be utilized as it relates to the System Operators. However, Company will continue to utilize the existing Helms classifications in the same manner that was provided for in Letter Agreement R2-80-72-PGE.

As to the Union's proposal establishing a committee to develop recreational facilities at the plant location, it was agreed to establish a joint Company-Union committee including employees headquartered at the plant to investigate recreational alternatives for presentation to management for its consideration. The issue of Company providing reimbursement for heating, agreement was not reached.

January 27, 1984

However, the Company agreed to review the heating requirements for all Company-provided housing in order to develop a fair and equitable subsidy for all employees headquartered at the site.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By W. Donby  
Manager of Industrial Relations

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

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

Feb 8, 1984

By Jack McKinley  
Business Manager

EXHIBIT V  
CLASSIFICATIONS OF RESIDENT EMPLOYEES

Electric Department

Attendant, Station, Hydro  
Technician, Communications, Helms  
Technician, Electrical, Helms  
Machinist, Electrical, Helms  
System Operator, Helms  
Relief System Operator, Helms

Water Department

Maintenanceman, Water Facilities  
Repairman, Water Systems, Helms