

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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January 23, 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 letter cancels and supersedes all previous correspondence on this matter. On January 17, 1983, Company and Union met to discuss Company's plans to institute a domestic and small commercial Regulator Replacement Program in place of the former K Regulator Modification Program.

The purpose of this program is to replace all existing three-fourth inch non-relieving domestic and small commercial gas regulators with new regulators having internal relief valves, over a seven-year period, with a projected implementation date of January 1, 1984. Company's primary rationale in undertaking this Regulator Replacement Program involves the fact that many existing regulators contain material which over time deteriorates in quality, contributing to potential failure. This fact plus the gradual disappearance of pilot lights may lead to possible over pressure in house lines.

In order to accomplish this goal within the established time frame Company proposes, pursuant to Section 304.4 of the Physical Agreement, to establish the classification of Field Regulator Changer in the General Construction Gas Department. This classification will exist only for the duration of the Regulator Replacement Program. We expect that it will involve approximately 70 positions. These individuals will participate in a one-week training program to be held in Emeryville, which will provide the skills necessary to change domestic and small commercial regulators in the field.

The primary duties of this classification will be limited to those functions described within this agreement; specifically, the replacement of domestic and small commercial regulators in the field, utilizing special tools and equipment, including the quick change apparatus. The Field Regulator Changer will also identify the need for additional work by Gas Servicemen and take appropriate action to assure timely response, as required. Individuals holding this classification shall not be required to possess the skill and knowledge of the Gas Serviceman classification, or perform the work thereof. Furthermore, such individuals will not be required to enter the premises of the customer at any time. He or she may replace domestic and small commercial meters in conjunction with the regulator in the event said meter is scheduled for replacement. Individuals holding this classification will be considered as next higher to Equipment Operator, Miscellaneous B, (M.E.O.B.), in the General Construction Gas lines of progression Number 3, for purposes of Titles 305 and 306.

During the course of negotiations on this matter, Company agreed to make certain assurances regarding security in the Service Department, and the methods to be utilized in filling these positions. Accordingly, the following shall detail those assurances.

During the term of this Agreement, Company will insure that all Reserve Gas Servicemen are fully utilized through upgrade to Gas Serviceman at any headquarters in which the Field Regulator Changer is in use. Furthermore, there will be no reduction in the number of employees within the Service Department of any headquarters in which the Field Regulator Changer classification is utilized.

In light of Company's need to implement this program in an expeditious manner, parties agreed that Company may temporarily continue its use of a group of 45 employees, which were recently hired or promoted to participate in this program, with the proviso that Company shall immediately begin the process of canvassing geographic areas with the intention of identifying eligible General Construction employees from the M.E.O.B. classification to be scheduled for training pursuant to the provisions of Subsection 305.5(a) of the Physical Agreement, for the purpose of replacing those employees previously assigned to this project. In the event there are insufficient volunteers from the top step of the M.E.O.B. classification, volunteers will be sought from those employees at the beginning level of the M.E.O.B. classification by geographical area. In the event that there are still insufficient volunteers for these positions, Company may hire or assign employees to fill such positions as may be required.

Such first group of 15 employees is to be selected from employees in the East Bay geographical area. Upon completion of the training scheduled to begin on Monday, January 30, 1984, these employees will replace those which were previously hired in East Bay Division for this program.

The second group will be composed of 30 General Construction employees who are selected as provided above, for the purpose of attending the training schools scheduled to be completed by March 16, 1984, and then replacing the remaining 30 employees which were recently hired or assigned to this program. Employees selected in this manner shall have the option of initially being assigned to the geographic area from which such employees were selected.

Any additional positions which may be required for use in the Regulator Replacement Program shall be filled in the usual manner pursuant to the provisions of Title 305 of the Physical Agreement. The classification and 1984 rates of pay are:

2085 Field Regulator Changer

Start	480.25 Per Week
End 6 Mos.	502.10 Per Week
End 1 Yr.	522.10 Per Week
End 18 Mos.	542.15 Per Week
End 2 Yrs.	564.25 Per Week

During the course of the Regulator Replacement Program, it is anticipated that these individuals will be utilized as roving crews, two to a vehicle, with initial concentrations in the San Joaquin, Coast Valleys and San Jose Divisions and the Bay Area. All applicable provisions of Part III of the Physical Agreement will be utilized during and at the conclusion of the domestic and small commercial Regulator Replacement Program.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Boubricht*
Manager of Industrial Relations

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

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

Jan 26, 1984

By *Jack McKinney*
Business Manager

TO: All PG&E Staff
FROM: Darrel Mitchell
SUBJECT: Letter Agreement No. 83-127-PGE
DATE: January 27, 1984

Attached is the signed Letter Agreement with PG&E establishing the classification of Field Regulator Changer.

Please note the following provisions of the letter in order to assure that the agreement is not violated:

1. The duties of this classification are limited to those mentioned in the letter.
2. Field Regulator Changers are not required to have the skill and knowledge expected of a Gas Serviceman.
3. This classification will not be required to enter the premises of a customer at any time.
4. When this classification is being utilized at a headquarters, all Reserve Gas Servicemen at the location are to be used, and the complement of service personnel is not to be reduced.
5. The position is to be filled within the provisions of Section 305.5 of the Agreement. The classification will be listed higher than an MEOB and lower than a Street Fitter in that line of progression. (This position is not a beginning classification.)
6. The employees originally hired by Company for this classification must be removed from the job when an employee is picked through the provisions of 305.
7. The employees in this classification shall have all the applicable rights of the Agreement.

If you have any questions regarding this letter, please call me or Roger.

DM/fz

Attachment