

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

February 13, 1985

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:

As a result of our discussion on January 25, 1985, Company proposes the establishment of a permanent Underground Gas and Electric Utility Installation Crew to install new residential gas and electric services as follows.

Until Company and Union agree to the contrary, assignments to Utility Underground Installer and Underground Installer will be made on a temporary basis in accordance with the provisions of Section 205.3 of the Labor Agreement.

This work will be performed by a Utility Underground Installer or higher classification (who has been appropriately trained) with the assistance of an Underground Installer or another Utility UG Installer. The Underground Installer will not be required to perform splicing or terminating alone or as part of a crew.

The temporary classifications, wages and job descriptions consist of the following:

1041 Utility UG Installer (\$667.45)

An employee who is in charge of a working unit/crew of one to five additional employees engaged in the installation of new UG residential services. Shall have the personal qualifications of leadership and supervisory ability, and be familiar with G.O. 112, G.O. 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment.

GasNext Lower Classifications

0560 Fitter
 0562 Fitter - Arc
 0563 Unassigned Fitter
 * **1042 UG Installer
 1300 Gas Mechanic
 * **1645 Equipment Operator
 * **1650 Heavy Equipment Operator

Same or Higher Classifications

0640 L.C. Foreman
 *0641 L.C. Foreman
 1041 Utility UG Installer

ElectricNext Lower Classifications

*1042 UG Installer
 *1660 T&D Equipment Operator

Same or Higher Classifications

0140 Cableman
 0683 Night Cable Subforeman
 0740 Line Subforeman
 0820 Cable Subforeman
 *0845 Working Foreman
 1041 Utility UG Installer
 1100 Lineman
 1103 Unassigned Lineman
 2280 Cable Splicer
 2283 Night Cable Splicer
 2286 Unassigned Cable Splicer
 2540 Troubleman

*Must have successfully completed ACT.

**Applicable to those employees who have completed the Fieldman/Equipment Operator Training Program. However, this will not apply to those employees who, through no fault of their own, were not scheduled to attend the training program on a seniority basis.

- Notes:
- A. Work units/crews will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
 - B. A minimum of three employees is required to install services in excess of 2 inches or inserts in excess of 1½ inches.
 - C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this agreement regarding new UG residential secondary service, including splicing and the associated substructures. Hot termination and meter installation is limited to 600 volts or less providing special training has been provided.

1042 UG Installer (\$556.65)

An employee who, as part of a unit/crew is engaged in the installation of new underground residential plastic gas and electric distribution construction services. Shall be familiar with G.O. 112, G.O. 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment. Assists the Utility UG Installer or higher classifications.

GasNext Lower Classification

0419 Truck Driver
0524 Fieldman
(18-month step)

Same or Higher Classifications

0465 Hvy. Truck Driver
*0524 Fieldman
(24-month step)
0560 Fitter
0562 Fitter - Arc.
0563 Fitter, Unassigned
1041 Utility UG Installer
1042 UG Installer
1300 Gas Mechanic
1645 Equipment Operator
1650 Hvy. Equipment Operator

ElectricNext Lower Classification

0456 T&D Driver
1943 Patrolman
1190 Str. Lt. Maintenceman
0960 Cableman's Helper

Same or Higher Classifications

0149 Cableman
0623 Labor Foreman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0990 Inspector
1041 Utility UG Installer
1042 UG Installer
1100 Lineman
1103 Unassigned Lineman
2280 Cable Splicer
2283 Night Cable Splicer
2286 Unassigned Cable Splicer
2540 Troublemán

*Applicable to those employees who have completed the Fieldman/Equipment Operator Training Program. However, this will not apply to those employees who, through no fault of their own, were not scheduled to attend the training program on a seniority basis.

Notes: A. Work units/crews will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.

- B. A minimum of three employees is required to install services in excess of 2 inches or inserts in excess of 1½ inches.
- C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this agreement regarding new UG residential secondary service.
- D. Will act as an assistant to the Utility UG Installer or higher classifications in the performance of cable termination, splicing, and meter installation.

The crew/unit will report to Gas supervision.

Company will provide training for all employees working in the underground utility work unit. The following is a description and schedule of the training:

Underground Utility Work Unit/Crew Training

- 1. Administration:
 - 1.1 All training, qualifying and reviewing of personnel for assignment to an underground utility work unit shall be administered jointly by the Division Gas and Electric instructors.
 - 1.2 Company shall provide training, as listed in Items 3.1 through 3.3 below, when ten (10) or more Electric T&D employees within a Region have submitted prebids to Utility UG Installer or UG Installer.
- 2. The following training will be required for Gas T&D employees:
 - 2.1 Two days of classroom training based on the material and instruction received at the initial two-day, non-lead splicing course.
 - 2.2 Three days of actual on-the-job training to qualify personnel in the proper installation of secondary underground services.
 - 2.3 Two days of on-the-job observation and review of work procedures by the Division instructors.
- 3. The following training will be provided for Electric T&D employees subject to the provisions of 1.2 above:
 - 3.1 Three days of Division classroom and hands-on training based upon the expanded Plastic System Training Course.
 - 3.2 Three days of actual on-the-job training to qualify personnel in the proper installation of plastic gas services.
 - 3.3 Two days of on-the-job observation and review of work procedures by Division instructors.

Further, it has been agreed that employees working in Utility Underground Installer and Underground Installer classifications would be on a voluntary basis. A Gas T&D employee may at any time request and be granted the right to return to his regular classification and duties. An Electric T&D employee, upon successful completion of the required training, will be considered as having volunteered for such assignments as they occur, in accordance with the provisions of Section 205.3 of the Labor Agreement, for a period of 12 consecutive months.

Company also agreed that no employee would be displaced, demoted or reassigned to different work for lack of work as a result of this agreement. Employees classified as UG Installer will be subject to the non-lead splicing course for the purpose of familiarizing them with the work process. However, in the assignment of duties, note D of the UG Installer classification will govern.

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. D. Bright*
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

March 8, 1985

By *Jack Wehner*
Business Manager