

# PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

August 2, 1988

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:

Pursuant to Subsections 204.4(b) and 202.16(b) and Sections 205.19 and 206.12 of the Physical Agreement, the following represents Company's understanding of the agreement reached in the recently concluded Rerate negotiations.

- Attachment A Point Assignment and Questionnaire for System Operator Responsibility. This contains the rating system for assessing the level of responsibility for the System Operator classification.
- Attachment B Rerate Proposal. This attachment indicates the revised Substation ratings utilizing the system contained in Attachment A.
- Attachment C Contains items agreed to relative to the Operator-In-Training Agreement and miscellaneous wage and classification items.

The switching Centers' rate of pay changes as indicated in Attachment "B" shall become effective upon the signing of this Agreement.

In the event of a switching center, or hydro plant downgrade, Company also proposes to red circle the present incumbents at their current rate of pay for 6 months. However, they shall receive any GWI, step increase or bonus as may occur. At the end of 6 months, the incumbents will be reclassified to the established rate of pay for their assigned station.

August 2, 1988

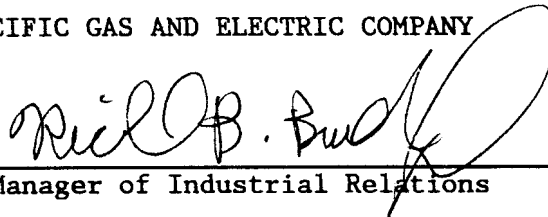
In addition, the parties agree that a system review will be conducted every 24 months except in the event of a significant change in the work load of a station. In such event, either Company or Union may request a re-evaluation for that station. When answering Questions No. 12 and No. 13 (Point Assignment and Questionnaire for System Operator Responsibility), an average of the two 12-month periods will be used.

If you are in accord with the foregoing and the attachments 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

  
\_\_\_\_\_  
Manager of Industrial Relations

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

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

Aug 12, 1988

By

  
\_\_\_\_\_  
Business Manager

ATTACHMENT "A"

POINT ASSIGNMENT AND  
QUESTIONNAIRE FOR SYSTEM OPERATOR RESPONSIBILITY

	<u>ASSIGNED POINTS</u>
1. Number of substation transformer banks that are routinely inspected within jurisdiction including power production. include only those where the inspection sheets are reviewed by the switching center.	<u>4 Per</u>
2. Number of substations and powerhouse switchyards under the center's jurisdiction.	<u>4 Per</u>
3. Number of underground networks.	<u>4 Per</u>
4. Number of transmission lines with switching jurisdiction (as listed in jurisdiction letter).	<u>6 Per</u>
5. Number of synchronous condensers in station.	<u>500 Per</u>
6. Total number supervisory control functions and indicating points. include alarm, status and data points.	<u>3 Per</u>
7. Number of stations or locations from which alarms are received and on which some action must be taken: (Remote only excluding 6). List such alarms as intrusions, remote stations, noller, radio, lease line, etc.	<u>5 Per</u>
8. Does this location have regular customer contact? Include commercial customers.	<u>500 If Yes</u>
9. Does this location have CTAS responsibility?	<u>500 If Yes</u>
10. Number of station circuit breakers and MOAS's within the center's jurisdiction.	<u>6 Per</u>
11. Number of distribution line reclosers and sectionalizers.	<u>4 Per</u>
12. Number of applications. Show the total on Form 62-3470.	<u>5 Per</u>

13. Average number of switching operations per switching programs listed for last year. Use year total - shown on Form 62-3469 - attach same. \_\_\_\_\_
- Example: Location has 1000 switch logs with an average number of operations = 30  
1000 X 30 X .5 = 15,000 points
14. Does the center complete distribution, transmission or generation outage reports? 50 Each
15. Does the center make up Regional/Division daily or monthly operating report? 50 Each
16. Number of generating units in this powerhouse? 5,000 Each
17. Total number of units that are supervisory controlled 1,000 Each
18. Total number of generators in jurisdiction excluding those listed in 16 and 17. Report only those listed in jurisdiction letters. 500 Each
19. Number of qualified facilities reported. 25 Each
20. List reservoir and water delivery systems as to the responsibility involved in the correct and economical operation of the systems as follows:
- RESERVOIRS:
- a. Rated as heavy responsibility 2,000
- b. Rated as moderate responsibility. 500
- c. Rated as minor responsibility. 100
- CANAL SYSTEMS:
- a. Rated as heavy responsibility. 2,000
- b. Rated as moderate responsibility. 500
- c. Rated as minor responsibility. 100
21. Does this center complete generation and/or water reports. 50 Each
22. Does this center perform switching within the switching center, that requires the use of the protective switching suit? 500 If Yes

23. Has the center been assigned transmission voltage control responsibility by Power Control? 100 If Yes
- a. Does center have manual control over voltage control equipment used in (23)? 100 If Yes
24. Does this center have 500kV responsibility? 20,000 If Yes
25. Has this center been assigned the Region fire contact center? Record a "yes" if the center is required to notify other division headquarters. 100 If Yes
26. How many authorized Journeymen shift operators are there at this location, excluding relief operators?

Example:

The total compiled points divided by the authorized shift positions then added to the compiled points = final point total.

If location has 4 authorized shift operators and a total of 40,000 points.

$$\frac{40,000}{4} = 10,000$$

40,000 + 10,000 = 50,000 total survey points.

27. Do the operators have physical switching responsibilities within the center:
- |                                |             |
|--------------------------------|-------------|
| a. Heavy (26 or more breakers) | <u>3500</u> |
| b. Moderate (10-25 breakers)   | <u>2000</u> |
| c. Minor (1-9 breakers)        | <u>1000</u> |

REGION POINT ASSIGNMENTS

## ASSESSSED

<u>STATION/PLANT</u>	<u>PREVIOUS ASSESSSED POINTS (1982)</u>	<u>PRESENT RATING</u>	<u>CURRENT POINTS</u>	<u>PROPOSED RATING</u>
<u>GOLDEN GATE</u>				
SFDO	115,824	1	108,471	1
SAN MATEO/BELMONT	43,794	1	80,000	1
MARTIN	25,051	3	15,136	2
MISSION	9,872	3	16,575	2
<u>MISSION TRAIL</u>				
CUPERTINO	67,550	3	39,134	2
DIABLO CANYON	-----	3	63,404	1
EDENVALE	92,996	1	60,358	1
METCALF	68,816	1	63,550	1
MORRO BAY	58,141	1	42,225	2
MOSS LANDING	5,971	1	70,840	1
SALINAS	62,144	1	43,660	2
SANTA CRUZ	23,076	3	35,343	2
<u>SACRAMENTO</u>				
*AUBURN	-----	-	-----	2
CHICO	31,168	2	43,265	2
COTTONWOOD	56,040	2	44,513	2
MARYSVILLE	48,649	2	48,340	2
ROUND MOUNTAIN	12,114	3	60,728	1
TABLE MOUNTAIN	30,024	1	85,402	1
VACA DIXON	78,873	1	104,602	1
<u>SAN JOAQUIN</u>				
BAKERSFIELD	56,840	2	67,186	1
BELLOTA	18,256	3	30,661	2
FRESNO	97,119	1	92,993	1
LOS BANOS	34,230	1	62,249	1
** MERCED	48,387	2	59,706	2
MIDWAY	52,226	1	64,341	1
STOCKTON	78,269	1	69,520	1
TESLA	26,626	2	90,884	1

<u>STATION/PLANT</u>	ASSESSED			<u>PROPOSED RATING</u>
	<u>PREVIOUS ASSESSED POINTS (1982)</u>	<u>PRESENT RATING</u>	<u>CURRENT POINTS</u>	
<u>REDWOOD</u>				
FULTON	41,073	2	55,419	2
HUMBOLDT	33,879	3	44,391	2
IGNACIO	31,404	3	42,566	2
MENDOCINO	32,760	3	44,924	2
TULUCAY	23,645	3	41,543	2
<u>EAST BAY</u>				
DIABLO	69,139	1	103,993	1
MISSION	49,199	2	57,376	2
MORAGA	16,328	3	51,785	2
NEWARK	53,430	1	61,942	1
PITTSBURG/CO CO	28,690	3	50,856	2
STATION "C"	57,087	1	65,092	1
STATION "G"	48,031	2	29,450	2
<u>HYDRO</u>				
CARIBOU	54,388	2	48,436	2
DRUM	41,485	2	55,672	2
PIT 3	30,904	3	44,233	2
PIT 5	24,044	3	42,270	2
ROCK CREEK	19,934	3	40,059	2
WISE	41,498	3	48,620	2
TIGER CREEK	31,768	3	49,163	2

RAW POINT TOTAL OF QUESTIONS 1 THROUGH 27 FROM QUESTIONNAIRE FOR SYSTEM OPERATOR RESPONSIBILITY

SYSTEM OPERATOR NO. 2 = 59,999 AND BELOW

SYSTEM OPERATOR NO. 1 = 60,000 AND ABOVE

\* AUBURN SWITCHING CENTER TO REMAIN AS CURRENTLY RATED UNTIL COMPLETION OF JURISDICTIONAL CHANGES, AT WHICH TIME AUBURN WILL BE RATED.

-----

\*\* MERCED WILL HAVE ITS POINTS RE-EVALUATED TO DETERMINE WHETHER THE CURRENT ASSESSED POINTS ARE ACCURATE.

1. Operator-In-Training Agreement

- a. Add language to Section 7; the OIT agreement to read:

"When an OIT fails the Operator-in-Training program and is demoted into another work group, the employee's bid will not be considered to another Apprentice classification that the employee had not held prior to being an Operator-in-Training, for a period of one year after the demotion."

- b. Add language to C1 of the agreement that states, "During this assignment, he may be required to assume all the duties of a System Operator as described in the job definition. The employee will be paid at the appropriate rate of pay of the station."

2. Journeyman Operator Proposed Changes

- a. Operators transferring to a new location will remain at the new base pay until they assume shift. The "Rewrite of September 18, 1979 letter concerning the placement in New Wage Steps - Electric Operators: dated January 2, 1980 will be cancelled.
- b. When considering qualified switchmen for overtime switching at unattended stations, System Operators will be considered before Electricians, but after Relief Operators, Utility Operators, Roving Operators, or Troublemens. The practice of Electricians switching for their own work will continue.

3. In reference to Arbitration Case 133, Letter Agreement 87-112, Section 3, Paragraph 1, is amended to read, "When an employee, classified as an Electrician, is assigned to perform station or plant bus switching and is not under direct supervision of a Working Foreman or exempt supervisor during the time switching is performed, such employee will be compensated at 2.047% over their base rate for the work time involved but in no case less than eight hours at the straight rate of pay.





FOR INTRA - COMPANY USES

Attachment "D"

Company Proposal

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS

FILE NO. 741.1

RE LETTER OF

SUBJECT Rewrite of September 18, 1979 Letter Concerning the Placement in New Wage Steps - Electric Operators

January 2, 1980

MESSRS. F. C. MARKS	S. E. HOWATT
J. L. KIRKEGAARD	J. A. FAIRCHILD
R. D. MULLIKIN	G. N. RADFORD
R. E. METZKER	V. H. LIND
G. F. CLIFTON, JR.	R. J. LaRUE, JR.
R. C. ATKINS	C. R. MARTIN
R. A. DRAEGER	

This letter cancels and supersedes the letter dated September 18, 1979, concerning placement of Electric Operators in wage steps.

Company's intent has not changed in establishing the two-step rate of the various System Operator classifications which allow an employee assigned a particular station ample time to learn a new jurisdiction and prepare himself to stand watch efficiently and safely. Therefore, the following guidelines are to be used for all System Operator placements:

1.) All journeyman Operators on the effective date of the Rerate Agreement, July 17, 1979, will automatically be placed at the top rate of pay of their respective classifications, if applicable on such date.

2.) Provisional Operators on the effective date of the Rerate Agreement, July 17, 1979, will be placed in the wage step commensurate with the time spent at the designated station, e.g., a Provisional Operator with four months accrued time at a location would be placed at the starting rate of pay and be given four months credit toward the top rate of pay.

3.) All placements in journeyman Operator classifications subsequent to July 17, 1979, will be as follows:

- a. The starting rate of the System Operator classification to which he is assigned, or
- b. The wage step determined by the time previously spent at the designated station, e.g., a System Operator who bids a station and had formally worked at that particular station for six months or more would go to the top rate of pay of that station.

January 2, 1980

- c. Transfers within Divisions to the same level of responsibility or lower, i.e., a 1 to a 1 or a 1 to a 2 may be placed at the top rate of pay if the operating jurisdiction is of a similar nature.

If you have any questions, please contact D. J. Bergman (Ext. 1125) or D. R. Davis (Ext. 3685).

  
I. WAYLAND BOOBRIGHT

DJBergman(1125):jac

cc: EBLangley, Jr.  
HPBraun  
JYDeYoung  
RKMILLER  
FCBuchholz  
DRDavis  
WAFlowers  
JNYLARRAZ  
Div. Pers. Mgrs.  
Div. Elec. Supts.  
SThomas, IBEW