

IBEW-PGE

LETTER AGREEMENT CLARIFICATION  
JOINT UNDERGROUND CREW TRIAL  
R2-88-90-PGE

Pursuant to Letter Agreement No. R2-88-90-PGE, the Steering Committee agrees to the following clarification:

1. The assignment of employees to a "yellow tag" will be for the duration of the trial period except for replacing a "tagged" participant who is absent for an extended period of time; e.g., extended illness or Union Business Leave of Absence.

For the purpose of this clarification, an extended period of time will be 30-calendar days. Upon return of a "tagged" participant for an extended absence, the replacement employee will be returned to their regular classification on agreement by the Steering Committee.

Short-term relief assignments will be handled in accordance with Item 7 of the Agreement, and the relieving employee's work assignments will be limited to their regular job description. The Company will cease and desist the upgrading of back-up personnel to perform the duties of the combination classifications for short-term relief.

2. Attendance at Company training schools will not qualify an employee to be placed on a "yellow tag." However, while attending school, an attendee will be paid \$10 per day not to exceed \$50 per week.

Local committees may agree to additional training which may include centralized training classes and such committees may also agree to include employees who are not on a "yellow tag." However, attendance at centralized classes for those not currently on a "yellow tag" should be for the purpose of back up for long-term relief or permanent assignment.

FOR THE COMPANY:

FOR THE UNION:

David J. Bergman  
Rodney J. Maslowski  
Ronald A. Morris

Ken Ball  
Darrel Mitchell  
Frank Saxsenmeier

By: David J. Bergman

By: Darrel Mitchell

Date: 5-25-89

Date: 5-22-89

cc E Fortier  
F Saxsenmeier  
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A Murray  
D Gurke  
W Greer

## PACIFIC GAS AND ELECTRIC COMPANY

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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:

During 1987 General Negotiations, a commitment was made by the parties to establish an Ad Hoc Committee to negotiate the concept of joint Gas and Electric Underground Construction crews. Based on our recent discussions, the Company recognizes the Union's concern over negotiating a significant and permanent change to the existing lines of progression at a time when the Company is undergoing several other major changes. The Company is therefore willing to initially implement this concept on a trial basis as we do believe it will be a successful operating method and can be adopted on a permanent basis. Furthermore, the Company believes the importance of the joint crew concept extends beyond increased efficiency. We believe it is an essential step towards retaining the business of our existing and future customers, which is a serious concern recognized by both parties. Therefore, pursuant to Item 15a. of the cover letter to our 1987 General Negotiations Settlement Package, the Company proposes the following guidelines to be applicable to a Gas and Electric Underground Construction Crew trial.

A. OVERVIEW

1. A steering committee will be established of three Company members representing the General Office Gas, Electric and Industrial Relations Departments and three Union members. This committee will review all information pertaining to these crews.
2. A local committee comprised of three Company members who are operating supervisors and three Union members who are either journeymen and/or Business Representatives will be established at each trial location. The local joint committee shall develop guidelines for their trial, but such guidelines shall not conflict with this agreement. The local committee will also measure specific results of their trial on an ongoing basis using the criteria as provided for in Attachment I.
3. Individual trials will not exceed 18 months in duration unless otherwise agreed to by both parties.

**B. ESTABLISHMENT**

1. Joint determination of the following:
  - a. Trial locations.
  - b. Duration, up to 18 months, of each trial.
  - c. Trial locations, after initial implementation, may be added if agreed to by both parties.
2. Joint presentation to affected employees.

**C. TRAINING**

1. All training will be a combination of classroom and on-the-job, as outlined in Attachment II, and will be considered as time worked.
2. Additional training to be provided as determined by each local committee.

**D. GENERAL RULES**

1. A qualified gas and/or electric worker (as defined by present standards) to be used when required.
2. Apprentices may be temporarily assigned to a trial crew for training necessary to complete their apprenticeship.

**E. SCOPE OF WORK AND CLASSIFICATIONS**

1. The scope of work will be the installation, repair, and replacement of underground commercial and residential distribution systems.

**Note:**

- (a) Repair and replacement of such systems will be limited to regular working hours, including continuation of a work day as noted in E.9.
  - (b) When it is necessary to perform switching, holding of clearances and related operations, the provisions of Letter Agreement R2-87-12 will apply.
2. There will be no layoffs for the lack of work or demotions for lack of work as a result of this agreement in the headquarters in which the trial experiment is located during the term of the experiment.

**The classifications to be used are:**

- a. Underground Construction Crew Foreman (UCF).

An employee who is a Working Foreman in charge of a crew of not more than five other employees. Such employee, when in charge of a crew of more than five employees, shall be paid at the rate of five percent above their base wage rate.

To be selected from incumbent Gas and Electric Crew Foreman. If there are no volunteers from these classifications, then selections may be made from incumbent Linemen and Fitters.

Rate of Pay:

Electric Crew Foreman	-	\$ 800.85 per week
Gas Crew Foreman		
start	-	\$ current rate
end 6 months	-	800.85 per week

b. Underground Construction Journeyman (UCJ).

An employee who is a working journeyman who may be in charge of up to one other employee.

To be selected from incumbent Gas and Electric journeymen classifications.

Rate of Pay:

Lineman	-	\$ 747.35 per week
Fitter		
start	-	\$ current rate
end 6 months	-	747.35 per week

4. Employees who are in the classifications listed in E.3. above shall:
  - a. Be placed on a "yellow tag" for the duration of the trial period.
  - b. Be paid an additional \$50.00 per week during the trial period.
5. Each trial location will initially establish at least one UCF-Gas, UCF-Electric, UCJ-Gas and UCJ-Electric position.
6. Temporary crew members may be selected from other classifications as needed; e.g., Fitter, Lineman, Fieldman, Helper, T&D Driver, etc.
7. For purposes of short-term relief, i.e., vacation, sick leave, journeymen may be selected from volunteers pursuant to Section 205.3. Such employees will receive \$10 for each day (not to exceed \$50 per week) they are assigned as relief for a regular trial crew member and will be limited to their regular job description.
8. As permanent vacancies occur during the trial period, employees will be selected from volunteers pursuant to Title 205.
9. Employees shall retain Title 208 and 212 rights for their permanent classifications and shall be given preferential consideration for regularly assigned underground work resulting from an extension of the workday or prearranged overtime on non-workdays.

- 10. No employee will have their weekly wage rate reduced as a result of volunteering for one of the above classifications.

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   
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

Sept 19, 1988

By   
Business Manager

COMBINATION UNDERGROUND CONSTRUCTION  
JOURNEYMAN AND FOREMAN CLASSIFICATIONS

MEASUREMENT SYSTEM

- PURPOSE:** To provide a system to measure the effectiveness and benefits of the combination underground construction procedure. The information will be gathered at the participating locations, then reviewed and compiled for overall analysis.
- SCOPE:** Provide each local committee the opportunity to participate in the evaluation, validate the quality of the training and initiate any appropriate changes. The measurement system will be phased in during the trial period.
- DESCRIPTION:** The measurement system will include direct observations of work accomplished and resources utilized. Existing work accomplishment values will be obtained from each local headquarters and a comparison analysis made to measure the effectiveness of the new work procedures.
- RESPONSIBILITY:** The local committees will gather and review information and forward to the steering committee.

Attachment II

**JOINT GAS AND ELECTRIC UNDERGROUND CONSTRUCTION CREWS TRIAL  
TRAINING REQUIREMENTS  
SECTION I**

Introduction

This training is being provided for qualified gas and electric employees who wish to perform work that involves both gas and electric underground systems. These systems will be limited to plastic mains, up to and including four-inch, and service installation work for gas, and 0-25 kv non-lead systems for electric.

Eligible employees are as follows:

<u>Gas</u>	<u>Electric</u>
Gas Crew Foreman	Electric Crew Foreman
Fitter	Lineman
Unassigned Fitter	Unassigned Lineman

Training

The training program will be a 12-month program and will consist of a combination of centralized training and on-the-job training. Qualified employees will receive two weeks of centralized training with future centralized training provided as deemed necessary by the local committees. The remaining time will be on-the-job training. A test will be administered after each basic module of training for the purposes of determining the need for additional feedback to attendees. A training card will be used for every employee for the purpose of assuring that on-the-job training covers all facets of the work and in the proper sequence.

The centralized training will be conducted at the San Ramon Training Center and the Kettleman Apprentice Training Facility.

It is anticipated that three training sessions will be initially required. Union will appoint a committee not to exceed two members to attend the initial 10-day school. The other two sessions shall be attended by one of those committee members. Committee members will serve as attendees/observers at the training sessions to provide liaison with instructors, recommend changes and reinforce the purposes of the joint underground crew concept. Additionally, when Company identifies a need for additional individual feedback, the instructors shall notify the Union Committee and attempt to resolve the issue at that level. Whenever additional assistance is required, a joint referral shall be made to the System Overview Committee for a final determination.

Subsequent to the initial training, the Local Committee shall have the responsibility to recommend additional changes to the Training Program including review of individual progress in implementing the Joint Underground Concept.

An employee demoted from the classification shall not be entitled to receive consideration in volunteering to re-enter the classification. However, upon acceptance by the Company that the employee is qualified and desires to progress, Company may grant consideration to re-enter the classification.

### TRAINING AT KETTLEMAN

- Monday:** Orientation  
Electric System Overview  
Hazards of Electricity  
Grounding  
Accounting, job closing etc.
- Tuesday:** The U.R.D. System  
Job Planning and layout  
U.G. Construction Standards  
Trenching/Trench Configurations  
Enclosures  
Cable
- Wednesday:** Cable Training/Racking  
Cable Identifying  
Marking  
Cable Splicing/Terminations (Combination Class and bench)
- Thursday & Friday:** Cable Splicing/Terminations  
Primary Cable Field Projects

### TRAINING AT SAN RAMON

- Monday:** Orientation  
Gas Safety
- Tuesday:** UG Standards  
Joint Trench
- Wednesday:** Plastic Fusion
- Thursday:** Job Accounting  
Distribution Mapping  
Blue Print Reading
- Friday:** Plastic Fusion