



LETTER AGREEMENT

No.

R2-90-40-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Richard Bradford, Manager

Jack McNally, Business Manager

June 15, 1990

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company has determined that there is a body of work that does not require the technical expertise of a Communication Technician. This work is described in the amended job description for Telecommunications Equipment Installer. It has also been determined, however, that this body of work does require some education and training.

Company proposes the establishment of a 36-month training program to address the need for trained and fully qualified employees to accomplish this body of work.

Company proposes, pursuant to Section 304.4 of the Physical Agreement, to amend the (2392) Telecommunications Equipment Installer classification in the General Construction Station/Hydro Department as follows:

- Amend testing procedure requiring Physical Preemployment Test and ACT.
- Modify Line of Progression (Exhibit 1).
- Training Guidelines (Exhibit 2)
- Amend job description and modify wages.

2392 Telecommunications Equipment Installer

An employee who performs but is not necessarily limited to the following:

Installing - retiring or removing telecommunications equipment including:

1. Cable and wire terminations and testing
2. Equipment racks
3. Equipment shelves
4. Seismic and support bracing
5. Wire DC Power Distribution
6. Telephone and telephone key equipment
7. Safe operation of hand and power tools
8. Splicing cables and wire
9. Housekeeping duties

In addition, the installer may assist a qualified technician in installing, testing, retiring or removing the following equipment:

1. Mobile an microwave radios with antennas and transmission lines
2. Data, telemetry and supervisory systems
3. Dial exchanges
4. Multi-plex
5. Alarm Systems
6. Fiber optic systems
7. Battery and charging systems

Without the supervision and direction of a licensed technician, an installer will not be allowed to:

- Perform specialized final testing procedures or put radio transmitters on the air.

Wage Rate - Telecommunications Equipment Installer

Start	\$641.60
End 6 mos.	661.20
End 1 yr.	684.80
End 18 mos.	704.20
End 2 yrs.	724.25
End 30 mos.	744.95
End 3 yrs.	827.35

The number of Telecommunications Equipment Installers will be limited to 35% of the total number of Communications Technicians, Appr. Communication Technicians and

Technical Subforemen as previously agreed to in Letter of Agreement 85-112. It is not the intent of this agreement to bypass or under utilize the Appr. Communication Technician classification.

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 *Richard B. Koelge*
Manager of Industrial Relations

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

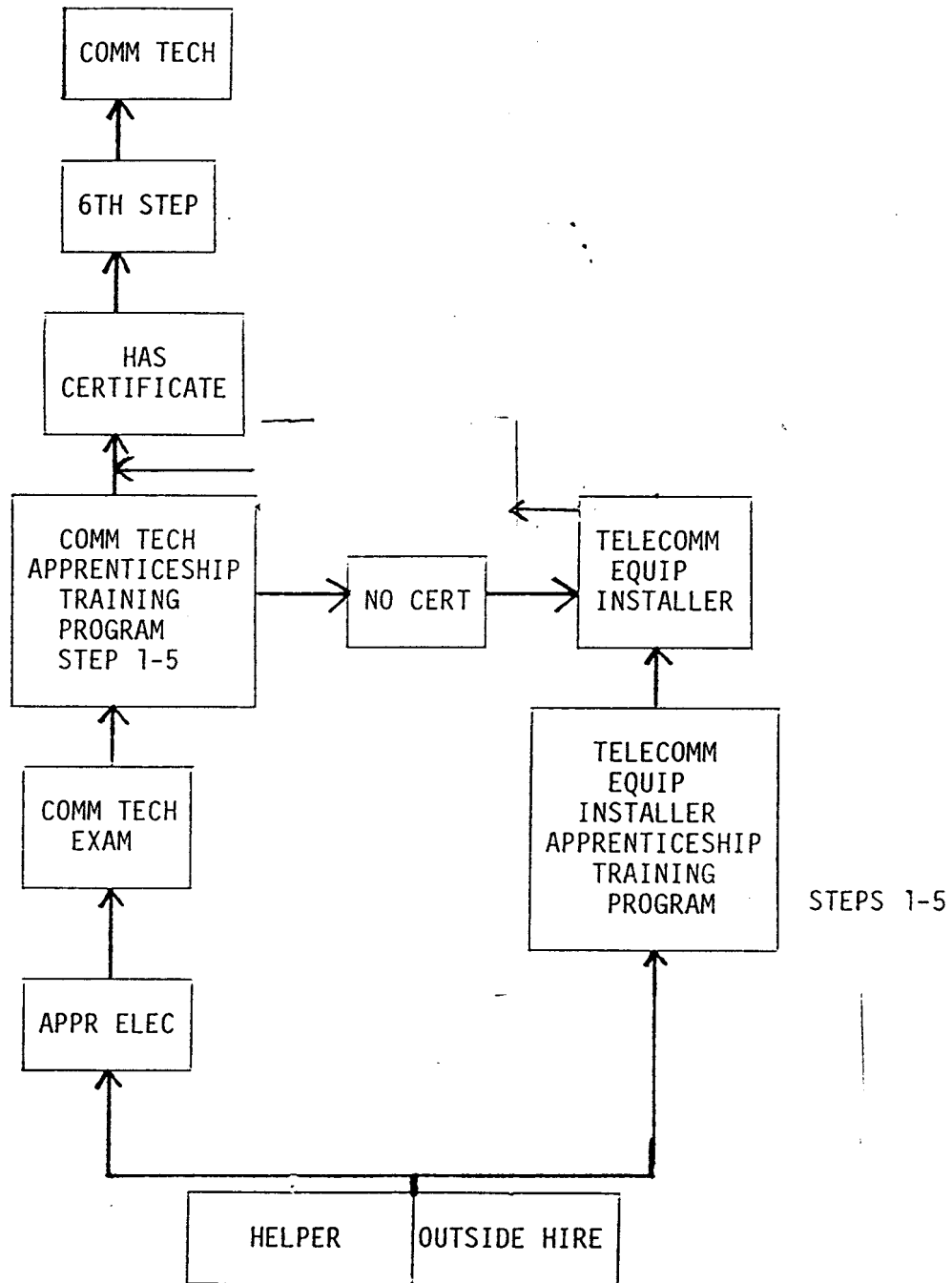
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

June 29, 1990

By *Jack McHenry*
Business Manager

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PROPOSED LINE OF PROGRESSION



SCHEDULE

HOME STUDY	HOURS
B-10 Basic Math	24
B-20 Safety	12
B-40 Rigging	16
B-55 Hand Tools	12
B-35 Introduction to Electricity and Electronics	9
B-56 Power Tools	24
B-65 Conduit Cable Wire	22
B-25 Operating Procedure	18

"ON THE JOB" ASSIGNMENTS	HOURS
1. Safety	48
2. Erect Microwave Terminals	80
3. Erect Microwave Antennas	80
4. Wiring Standards Microwave Equipment	40
5. Wiring Standards Multiplex Equipment	40
6. Wiring Standards Dial Equipment	120
7. Wiring Standards Station Equipment	100
8. Wiring Standards Cable Splicing	40
9. Wiring Standards Battery Systems	40
10. Install Dial Equipment Exchanges	150
11. Install Dial Equipment Key Telephones	120

"ON THE JOB" ASSIGNMENTS	HOURS
12. Install Dial Equipment Telephones	80
13. Install Multiplex Equipment	40
14. Install Data Systems Alarm Equipment	20
15. Install Data Systems Telemetry	20
16. Install Data Systems Supervisory	20
17. Mobile Radio Installation	80