



LETTER AGREEMENT

No.

R2-92-6-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

April 24, 1992

Mr. Jack McNally
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

Gerber Compressor Station is one of 4 California PG&E stations delivering gas in Line 400 from Canada. Unique to the Gerber facility is a connecting 3.7 Megawatt steam cogeneration unit. The unit was operational from 1984 until March 17, 1987, when a major fire damaged the cogeneration unit. Since then and presently, the unit has been in "wet layup" which is a maintenance mode preserving the unit from corrosion. The cogen unit was tentatively scheduled to go back on line in Mid 1992. We know believe that it will go back on line early in 1993. Prior to its restart, Company proposes to formalize training and to recognize the uniqueness of the facility..

Therefore, Company proposes pursuant to Section 204.4 of the Physical Agreement the following:

1. Modify Exhibit X, Pipeline Operations Job Definitions and Line of Progression to recognize the uniqueness of the Gerber Cogeneration facility. Establish new classification codes for the following job titles specifically located at Willows District Maintenance Station (in which Gerber is located).

Class Code

Classification

1441	Mechanic Welder-Cogen
1402	Apprentice Transmission Mechanic-Cogen
1415	Transmission Mechanic-Cogen
2423	Gas Transmission Technician-Cogen
1309	Gas Control Mechanic-Cogen
0058	Maintenance Assistant-Cogen

2. Employees currently located in Willows District will be provided with comprehensive training. Details of the training are described in Item 7 below. As the Company will be forced to delay the training and operation of the Gerber facility until sometime in early 1993, Company agrees to apply a 4% premium above their weekly wage rates to the employees covered by this letter of agreement effective June 1, 1992.

The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training he/she will be reclassified to his/her prior classification and the premium will be immediately removed.

The premium will continue to be 4% above the weekly base rate after future wage increases are applied, and the premium will be included in the determination of any future payments, such as bonuses or incentive pay, that would be determined by gross or base pay and shall also be applicable to all straight time paid, overtime paid, pension determination, LTD determination, life insurance payments, 401K Plan contributions, etc.

3. The incumbants will be allowed two opportunities to pass the training. If an incumbant does not successfully complete the training he/she will not receive the cogen designation nor the premium pay. In the event that the failure would cause the headquarters to fall below the minimum staffing requirements outlined below, the Company reserves the right to utilize Section 206 of the Physical Agreement.
4. In order to operate the facility, minimum staffing requirements are as follows:

2 of the 3 Gas Transmission Technicians and Gas Control Mechanics must have successfully completed the training, and
4 of the 8 Mechanic Welders, Transmission Mechanics and Apprentice Transmission Mechanics must have successfully completed the training.

If all current incumbents successfully pass the training, they will all receive the special designation and premium. Once an incumbent leaves Willows District, the Company shall determine whether to reclassify the position to a non-cogen designation.
5. If an employee with the cogen designation leaves the Willows District for any reason, the special designation and premium will be discontinued.
6. In the future when vacancies occur that require the cogen designation, job awards will be made provisionally. Failure to successfully complete the training within 3 months of job award will be cause for removal from the classification.
7. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electrical generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.

GRIEVANCE SETTLEMENT

Grievance #11-182-91-20 alleging that cogeneration work is being done by Pipeline Operations employees outside of their present classifications, is settled upon signing of this agreement.

Either party may cancel this agreement upon giving 30 days written notice to the other party.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager - 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

May 5, 1992

By 
Business Manager