



LETTER AGREEMENT

No. R2-93-15-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

May 18, 1993

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box, 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This cancels and supersedes our letter dated May 14, 1993 on the same subject to make minor changes, e.g. adding Exhibit VI to each page and gender corrections.

Attached is an update of Exhibit VI, Section 600.1, Division Gas Service Department Job Definitions and Lines of Progression. The update is primarily as a result of letter agreement changes and general negotiations. The following identifies changes made:

1. Addition of the 1756 Relief Service Operator in all locations where the 1755 Service Operator appears as "next lower" or "same or higher."
2. 2210 Serviceman job definition reflects changes as a result of the 1990 general negotiations settlement.
3. Letter Agreement 91-87 provides for the additional responsibilities assigned to the 2210 Serviceman to be assumed by the 1401 Service Mechanic. The job definition of the Service Mechanic states that the Service Mechanic "performs all classes of work done by Servicemen..." and therefore requires no modification.
4. Addition of note to the 1405 Service Mechanic classification and 2210 Serviceman classification referencing LA91-74 which assigns certain work to service employees at the discretion of local management.

May 18, 1993
R2-93-15-PGE

- 5. Changes to Training section, as follows:
 - a. Modification of language under TESTS to reflect a single test requirement. This is as a result of the removal of the Spelling and Writing test previously agreed upon.
 - b. Replace references to "Personnel" department with "Human Resources."
 - c. Addition of administrative notes to GAS SERVICE TRAINING SCHOOL section.
 - d. Deletion of reference to Postbidding in GAS SERVICE TRAINING SCHOOL section.
- 6. Addition of Letter Agreement 91-87 to Exhibit.

If you are in accord with the foregoing and attachments 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,

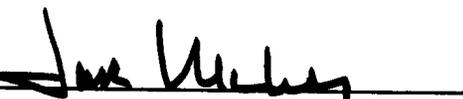
PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager

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

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

, 1993

By 
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION GAS SERVICE DEPARTMENT

EXHIBIT VI AND SECTION 600.1

OF THE AGREEMENT

JOB DEFINITIONS AND LINES OF PROGRESSION

GAS SERVICE DEPARTMENT

1405 SERVICE MECHANIC

An employee who performs all classes of work done by Servicemen and in addition does such work as installation, inspection and adjustment of industrial equipment and maintenance and operation of industrial meter and regulator sets. Makes combustion tests and adjustments on customers' gas burning equipment and investigates high gas bill complaints on industrial and large commercial accounts. May also assist in Gas Servicemen's training programs. Industrial equipment is considered to consist of equipment normally associated with production of articles for commerce such as glass and metal melting, annealing, heat treating, enameling, dehydration, distilling, cutting, welding, and forging, and food preparation in other than retail establishments.

In areas where Company provides inspection of customer solar heating systems, upon successful completion of Company required training program, performs the following:

Inspection of solar heating systems, control circuitry analysis, component checks, system diagnosis, minor adjustments and recommendations to customers on various solar heating equipment, associated clerical work, and accurate detailing of conditions of installed equipment and the extent of work involved in the service.

Next Lower Classifications

Same or Higher Classification

*1755 Service Operator
1756 Relief Service Operator
2210 Serviceman
2220 Utility Serviceman - Jackson

1405 Service Mechanic

*Applicable only if employee has previously qualified as a Serviceman.

NOTE: See LA 91-74 on page 17.

1755 SERVICE OPERATOR

An employee who receives and dispatches operation tags to service employees and routes the day's work. Advises telephone service clerks of current work load and priority of calls in order to permit appropriate commitments to customers. Shall have a complete knowledge of Company's service policies so as to handle properly customer telephone contacts. Should be familiar with the distribution system within the territory assigned. May be required to perform clerical work.

1756 RELIEF SERVICE OPERATOR

An employee who performs the duties of both Service Operator and Serviceman.

Next Lower Classification

Same or Higher Classifications

2230 Reserve Gas Serviceman

1405 Service Mechanic
1755 Service Operator
1756 Relief Service Operator
2210 Serviceman
2220 Utility Serviceman - Jackson

2210 SERVICEMAN

An employee who performs domestic and commercial service work such as gas and routine electric meter operations, gas regulator and monitor adjustments, appliance and control adjustments, diagnosing appliance problems and, when within the scope of Company's service policy, making recommendations to the customer for correction, routine service to all types of gas burning equipment, "no-light" calls, installation and alteration of all domestic and commercial gas meter and regulator sets and installation and maintenance of domestic and commercial gas equipment. May squeeze off ("pinch-off") ruptured plastic services which are visible (and which can be accessed safely) to protect life and property; and may affix approved dead end fittings to squeezed-off plastic services or may install approved mechanical repair couplings to restore service immediately to customers where damage is such that no additional pipe is required to complete the repair. Shall maintain a high standard of public relations and personal appearance.

NOTES:

1. In all types of work, Servicemen will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.
2. See LA 91-74 on page 17.

Next Lower Classification

Same or Higher Classifications

2230 Reserve Gas Serviceman

0190 Chartman
1405 Service Mechanic
*1755 Service Operator
1756 Relief Service Operator
2210 Serviceman
2220 Utility Serviceman - Jackson

*Applicable only if employee has previously qualified as a Serviceman.

2220 UTILITY SERVICEMAN - JACKSON *

An employee who is a Gas Serviceman and, in addition, performs duties of a Water Serviceman.

*For the purposes of Titles 205 & 206, Line of Progression is the same as a Gas Serviceman.

0190 CHARTMAN

An employee who changes, sets or removes gauges and charts on gas distribution system and customers' premises; also, relights customers' appliances; has the necessary experience, and is required to diagnose irregularities in meter and regulator operations.

Next Lower Classification

None

Same or Higher Classifications

0190 Chartman
1405 Service Mechanic
1755 Service Operator
1756 Relief Service Operator
2210 Serviceman
2220 Utility Serviceman - Jackson

2230 RESERVE GAS SERVICEMAN

An employee who has successfully completed the Gas Serviceman's training course and is qualified to perform the duties of a Gas Serviceman. May be assigned Fieldperson or Field Meterperson duties when not upgraded to the Gas Serviceman classification.

Next Lower Classifications

0930 Utility Worker (Steam, Heat or Gas T&D)
0934 Utility Worker (Gas, Plant Maintenance)
0937 Plant Utility Worker (East Bay)
0950 Shift Utility Worker (Gas Plant)
2785 Meter Reader

Same or Higher Classifications

0190 Chartman
0524 Fieldperson
1405 Service Mechanic
1483 Field Meterperson
1755 Service Operator
1756 Relief Service Operator
2210 Serviceman
2220 Utility Serviceman - Jackson
2230 Reserve Gas Serviceman

NOTE: It is not the intent to replace the Fieldperson classification or the Field Meterperson classification. Accordingly, assignment of Fieldperson or Field Meterperson duties to this classification should be for relief purposes or during periods of peak work loads.

TRAINING

Gas Serviceman Training and Reserve Gas Serviceman Classification

(As agreed to in Letter of Agreement dated October 26, 1979, signed November 20, 1979.)

A. Tests

1. Before entering the Reserve Gas Serviceman classification or receiving temporary upgrades to Gas Serviceman, eligible employees will receive comprehensive formalized training at the Gas Serviceman Training School. To ensure that all appointees to the School possess the necessary capabilities to progress through the training program, employees shall not be entitled to consideration for appointment to the Serviceman Training School unless they have first received a passing score on the following test:

Arithmetic Computation Test (ACT)

- a. The Arithmetic Computation Test has been prepared in four forms for test purposes and one additional form for refresher purposes. An employee will be given a practice test and a practice test with answers and correct procedures, upon request, by the Human Resources Department. This should enable the employee to determine what review will be necessary to attain a passing score on the formal test.
 - b. The employee shall be allowed a reasonable length of time for such review, and, on the employee's request, the examination date shall be established by the Human Resources Department.
 - c. The minimum passing grade on this test is 75% (30 correct out of 40 problems). Credit will be given only for those problems that are answered completely correct.
2. Qualifying Procedure

An employee who desires to qualify for entry to the Reserve Gas Serviceman classification, and who, after prebidding to the classification receives notification regarding the qualifying tests which must be completed, shall apply in writing to the employee's Human Resources Department to be tested. After such application has been made, arrangements will be made for the employee to take the test outlined above, if it has not been passed previously.

3. Testing Procedure

An employee shall not be entitled to take the ACT test more than a total of four (4) times, notwithstanding that one or more of the tests may be common to other classification entrance requirements. Once an employee attains a passing score or better, the employee will not be required to retake such test to be considered for appointment to the Serviceman Training School. An employee who has failed to receive at least the minimum passing score established for the Reserve Gas Serviceman classification at the first testing, will be eligible to be retested in the following manner:

2nd Testing - Three (3) months, or thereafter, following the date of the first testing.

3rd Testing - Six (6) months, or thereafter, following the date of the second testing.

4th Testing - Six (6) months, or thereafter, following the date of the third testing provided that the employee is able to show satisfactory evidence that the employee has prepared himself or herself to pass the test.

In addition to the testing schedule provided above, an employee who can provide evidence of successful completion of a remedial arithmetic course, offered by an institution accredited by the Western Association of Schools and Colleges or through an extension course offered by an accredited institution for an adult education program, may be retested on the ACT not less than one year from the date last retested. Failure of an employee to provide appropriate documentation as required above will release the company from any further obligation to retest or to consider the employee for vacancies in the apprentice classification.

An employee who fails will be advised when the employee will be eligible for retest. When again eligible, such employee shall request of the local Human Resources department to be retested, and the employee's retest shall be scheduled within 14 days of the request.

The above qualification test may be revised or additional requirements may be established by written agreement between Company and Union. Additional requirements previously established under the provisions of Section 205.11 of the Agreement shall continue to be applicable.

Tests will be administered during regular work hours and corrected under the direction of the local Human Resources Department. An employee who fails a test may request an interview with a representative of the local Human Resources Department for the purpose of discussing the areas of weakness indicated by failure to pass a test.

Should a complaint arise concerning the fairness of the administration or correction of a test, the Union's member of the Local Investigating Committee may refer it to the Chairman of the Apprenticeship Committee. Any such complaint referred shall be reviewed by the Chairman with a Union member of the Apprenticeship Committee prior to the time Company makes a final decision with respect to the test results.

In the event that a dispute arises concerning the employee's eligibility to take the test a fourth time, such dispute may be submitted to the Local Investigating Committee, as provided for in Section 102.8, as soon as practicable except that in no case will such a grievance be given consideration if it is filed more than thirty calendar days following the date the employee was informed in writing by a representative of the local Human Resources Department that the employee will not be allowed to take the test(s) the fourth time.

B. Gas Serviceman Training School

1. Appointment

a) Prebids

The final selection of the qualified prebidder, who will attend the next scheduled session of the School, will be made as soon after the vacancy occurs as possible, but in no case less than two weeks prior to the beginning of the School. Upon successful completion of the School, the employee shall be awarded the vacancy effective the following Monday.

NOTES:

- a) Awards should be made "pending successful completion of Gas Serviceman Training School"
- b) Successful prebidders remain in their current classifications while attending the school and are not tagged as Reserve Gas Serviceman until they report to their new headquarters on the Monday following successful completion of the school.
- c) Notwithstanding the foregoing, Company will make such appointments in accordance with the principles outlined in Section 205.14(a) of the Physical Agreement.

2. Training

The purpose of the School is to provide training in the duties performed by Gas Servicemen. Thus, to determine that the prospective Gas Serviceman will be qualified to advance into the classification of Gas Serviceman, the candidate must complete the Gas Serviceman Training School and receive a passing grade as outlined in Paragraph B.3.

If the appointee is not making satisfactory progress at the School, and the appointee fails to attain and maintain a satisfactory level of performance, the appointee shall be notified of inadequate performance and Company shall immediately notify Union of its action. Thereafter, upon request of Union, a Union and Company member of the Apprenticeship Committee may visit the School to observe the appointee's performance. An appointee who fails to achieve and maintain a standard of performance that denotes the capability of successfully completing the program will be dropped from the School.

3. Requirements for Completion of Training School

Upon completion of the training program, a final examination will be given covering both the academic and shop training received during the period that the appointee attends the School. Fifty points maximum will be given to the written portion of the examination and 70 points maximum will be given to the shop performance portion of the examination in computing the final score.

The "Performance Examination" will be conducted in accordance with the attached "Instructions For Performance Examination."

A total final score of 80 points or more of the available 120 will constitute successful completion of the School.

An employee who fails to attain a score of 80 or more points will be notified of the failure in writing and will be allowed one additional attempt to pass the final examination at the School. Prior to leaving the School, any employee who has failed the final examination will be counselled by an Instructor as to the reasons for such failure. An employee who is, again, the top bidder to a vacant Reserve Gas Serviceman position will be scheduled to return following the next scheduled session, at the time the final exam is to be given, and allowed to retake only the final examination. During the week prior to the beginning of the School, such employee shall be assigned to work under the direction of the Division Trainer or other local Serviceman training supervisor.

Company will not give further consideration, under Section 205.8, to the bid of an employee who has failed to receive a passing score on the retest.

An employee who is dropped from the School, or who has completed the training program provided at the School but who has failed to receive at least 80 points, will not be rescheduled to the School except as above.

A fourth week of School will be scheduled, as soon as practicable, after an employee has accumulated six months' time as a Serviceman. A final grade of 67 or more out of a possible 100 points, during the written and performance testing for this course, constitutes a passing grade. An employee who fails the fourth week of training will remain in such employee's present wage progressive step and be granted a second opportunity to pass the final examination as soon after two months following the date of failure as practicable. An employee who fails the retest will be removed from the classification and demoted in accordance with Title 206 of the Physical Agreement.

4. Administration

If a dispute should arise concerning an employee's appointment to the School, or failure to successfully complete the program, or eligibility to be retested, such dispute may be referred to the Local Investigating Committee as provided for in Section 102.8, provided that the time limits referred to in Section 102.6 are observed.

C. Appointments to Vacancies or Temporary Upgrades

1. An employee who was formerly classified as a Reserve Gas Service man or was in a classification higher thereto in the Lines of Progression of the Gas Service Department and who was demoted therefrom for any reason other than incompetency, will not be required to satisfy the entrance requirements or attend the School in order to be reappointed to the former classification.
2. An employee who has attempted but failed to pass the tests as covered in Paragraph A above or who attended but failed to complete the Gas Serviceman Training School will not be considered:
 - a) For appointments, under the provisions of Title 205 of the Agreement, to vacancies in the Reserve Gas Serviceman classification, or
 - b) For temporary upgrades to Serviceman except for short periods of time due to exceptional situations caused by operating requirements.

3. A Reserve Gas Serviceman will be assigned to a "day" schedule during the first six months of Serviceman assignments. Other assignments will be made only if operating conditions are such that there are no other Servicemen available to work or it is necessary due to an emergency situation.

If a dispute should arise concerning Company's application of Sections 205.11 or 205.14 of the Agreement in making an appointment to a vacancy or upgrade in the subject classification, it may be referred by Union to the Local Investigating Committee, and the provisions contained in Section 102.8 of the Agreement will be applicable. Such referral shall be made as soon as practicable after an employee has been notified in writing of disqualification, but in no event later than the time provided for in Section 102.6.

GAS SERVICEMAN TRAINING REVIEW PROGRAM

84-127-PGE

**PACIFIC GAS AND ELECTRIC COMPANY
245 Market Street, San Francisco, California 94106**

April 24, 1985

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

Pursuant to the Company and Union negotiating committees' understanding on September 7, 1984, this letter cancels and supersedes all other agreements regarding the Gas Serviceman Quality Auditors Manual. The committee agreed to change the title to Gas Serviceman Training Review.

As a result of the 1983 general bargaining, the Company and Union agreed to review the Gas Serviceman Training Review Procedure.

Company and Union agreed, pursuant to Section 600.1, Exhibit VI, to formalize and revise the Gas Serviceman Training Review Procedure and Manual and standardize the reviewing of Gas Servicemen on a system-wide basis as follows.

The Gas Serviceman Training Review Procedure will be used in a positive manner by supervisors and Servicemen to maintain a high level of service to Pacific Gas and Electric Company customers. It is not the intent of the Gas Service Training Review Procedure to be utilized as a disciplinary process; however, recognizing its use as one measure of performance, it may identify areas where there is a need for additional training in the area of Servicemen's work skills and performance.

Further, it was agreed that a committee of equal numbers representing the Union and the Company will be established to audit and analyze an experimental test to be conducted in representative areas of the Company including large and small districts. This test will be conducted to determine the feasibility of having the Serviceman being reviewed accompany the reviewing supervisor during the review of his or her work tags during every review that is being performed on a Serviceman's work tags. The experimental test will run for a period of six months, and the Company and Union committee will analyze the results on a monthly basis. Based upon the results of the experimental test, a decision will then be made as to whether or not this system should be expanded system wide. The committee will commence on the date both Company and Union sign this agreement.

To establish consistency and standardization in the Gas Serviceman Training Review Program, reviewing supervisors will receive formal training in the review procedures. This will be accomplished by having them attend a three-day course at the Gas Servicemen's school, where practicable; or a comparable General Office standardized training program in the division(s).

All reviewing supervisors will have a copy of the Gas Serviceman Training Review Manual in his/her possession during a service review. A copy of the Gas Serviceman Training Review Manual will also be available to Servicemen in every headquarters where Servicemen are headquartered.

There will be a minimum of 200 credits on each Serviceman reviewed. Servicemen will be encouraged to comment on the review, using the back of the review form regarding the work review at the time of the review.

Company and Union agreed to revisions to the Gas Serviceman Training Review Manual as contained in the attached document.

If you are in accord with the foregoing and the 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 /s/ I. W. Bonbright
Manager of Industrial Relations

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

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

May 23 , 1985

By /s/ Jack McNally
Business Manager

PACIFIC GAS AND ELECTRIC COMPANY
245 Market Street, San Francisco, California 94106

August 7, 1986

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

As you are aware, the recently completed Gas Serviceman Training Review Pilot Program was established to determine the feasibility and benefits of having Gas Servicemen and Reserve Gas Servicemen accompany Reviewers as their work is being reviewed for the purpose of training in addition to other training being provided. Following an evaluation of the results of the pilot, Company proposes that the following be adopted as the Gas Serviceman Training Review Program:

- A. For the period between the time Gas Servicemen/Reserve Gas Servicemen pass the three-week Serviceman School and the time they have successfully completed the fourth week of advanced training, all reviews will be conducted in the presence of the Gas Serviceman/Reserve Gas Serviceman being reviewed.
- B. For the period between the time Gas Servicemen/Reserve Gas Servicemen have successfully completed the fourth week of advanced training but have not attained the 30-month pay step:
 - 1) If the Gas Serviceman/Reserve Gas Serviceman did not have an opportunity to ride along on a Regional and/or General Office review, he/she will be required to ride on the next Regional and/or General Office review.
 - 2) Once the Gas Serviceman/Reserve Gas Serviceman has ridden on a Regional and General Office review, and has successfully completed the fourth week of training, subsequent Ride Alongs will be voluntary, except as provided in D and E below, and limited to Division reviews. In the event, the Gas Serviceman/Reserve Gas Serviceman does not receive at least two Division reviews per 12 months worked as a Serviceman, he/she will be scheduled to ride along on other reviews up to a limit of two.
 - 3) Riding on Division reviews is voluntary except as provided in D and E below.
 - a) Upon successful completion of the fourth week of advanced training, the Serviceman/Reserve Serviceman must indicate in writing (see Attachment A) which option he/she prefers. The employee will receive one copy and the Gas Service Supervisor will receive one copy.
 - b) The employee may change his/her selected option by submitting an option change form (see Attachment B). The change will become effective 24 hours from the time the change form is received by the Service Supervisor. The employee will be allowed one change per calendar year.

- C. Servicemen/Reserve Servicemen who have attained, or will shortly attain, the 30-month pay step at the time of implementation of the Training Review Ride Along guidelines will be allowed to make a choice as to whether or not they want to ride with a Reviewer one time per year for two years.
- 1) The Serviceman/Reserve Serviceman must indicate in writing which option he/she prefers (see Attachment C). The Serviceman will receive one copy and the Service Supervisor will receive one copy.
 - 2) The Service Supervisor will have one year from the date the employee turns in the Training Review Ride Along option form to schedule the first Ride Along with a General Office, Regional, or Division Reviewer. The second Ride Along will be scheduled within one year from the date of the first Ride Along.
 - 3) The employee may change his/her selected option once by resubmitting the form and completing the change option section. The change will become effective 24 hours from the time the change form is received by the supervisors.
- D. A Serviceman/Reserve Gas Serviceman may request in writing to his/her supervisor to ride on any additional reviews being conducted on his/her work.
- E. Notwithstanding any of the above, a Gas Service Supervisor may require any Gas Serviceman/Reserve Gas Serviceman to ride along on any review if the supervisor believes that the participation may improve the employee's work performance.

If you are in accord with the foregoing and attachments 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 /s/ I. W. Bonbright
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

November 21 , 1986

By /s/ Jack McNally
Business Manager

EXHIBIT A

Division Training Review Ride Along Option Form

**I would/would not like to ride with the Reviewer whenever a Division
(circle choice)**

Training Review is conducted on my work.

Date: _____

Employee's Name _____
(print)

**Employee's
Signature** _____

Date Recd. by Supvr. _____

Supervisor's Name _____
(print)

**Supervisor's
Signature** _____

EXHIBIT B

Division Training Review Ride Along Option Change Form

**I would/would not like to ride with the Reviewer whenever a Division
(circle choice)**

Training Review is conducted on my work.

Date: _____

Employee's Name _____ **Employee's**
(print) **Signature** _____

Date Recd. by Supvr. _____ **Supervisor's**
Supervisor's Name _____ **Signature** _____
(print)

EXHIBIT C

Training Review Ride Along Option Form

To be completed by employees who have attained the 30-month pay step at the time of implementation of the Training Review Ride Along guidelines.

**I would/would not like the opportunity to ride with a Training Reviewer.
(circle choice)**

Date: _____

Employee's Name _____
(print)

**Employee's
Signature** _____

Date Recd. by Supvr. _____

Supervisor's Name _____
(print)

**Supervisor's
Signature** _____

EXHIBIT D

Training Review Ride Along Option Change

I would/would not like the opportunity to ride with a Training Reviewer.
(circle choice)

Date: _____

Employee's Name _____
(print)

Employee's
Signature _____

Date Recd. by Supvr. _____

Supervisor's Name _____
(print)

Supervisor's
Signature _____

R1-91-74-PGE

AUGUST 30, 1991

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:

Energy efficiency work, including installation and inspection, has historically been non-bargaining unit work. From time to time, Company and Union have entered into letter agreements to provide for the assignment of some of this work to bargaining unit employees (e.g., LA 89-102, LA 90-185).

The workload of the Gas Service Department systemwide fluctuates, and Gas service employees, when trained, are capable of performing some of this work. Therefore, pursuant to Subsection 204.4(b), Company proposes to assign the following work to Gas Servicemen at the discretion of local management:

- Enhanced HVAC/Appliance maintenance and energy systems adjustments
- Home energy audits/energy education (i.e., energy savings plan)
- Ceiling insulation inspection
- Energy savings device installation such as:
 - water heater blankets and pipe wrap
 - low flow shower heads
 - faucet aerators
 - duct wrap
 - compact fluorescent lighting
- CEE program related marketing material distribution

Training will be offered to volunteers on the basis of seniority by headquarters. In the event Reserve Gas Servicemen are utilized for this work, they will be upgraded to the Gas Servicemen classification.

This agreement in no way abrogates Company's right to continue to have such work performed by non-bargaining unit employees or contractors. In addition, such work shall not be considered "work normally performed by the bargaining unit" pursuant to Letter Agreement 88-104 or any other provisions of the labor agreement.

This agreement may be cancelled by either party upon 30 days written notice to the other of such cancellation.

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 /s/RLBailey
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

Sept 10, 1991

By /s/Jack McNally
Business Manager

R1-91-87-PGE

AUGUST 6, 1991

LOCAL UNION NO. 1245, INTERNATIONAL
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

During the 1990 general negotiations, the parties agreed to additional responsibilities for the Serviceman classification and a moderate wage adjustment.

Pursuant to Section 204.4 of the Physical Agreement, Company proposes the same additional responsibilities be applied to the Service Mechanic classification (1405) and the identical wage adjustment effective upon the execution of this Letter Agreement.

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 /s/Dave Bergman
Director and Chief Negotiator

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

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

August 19, 1991

By /s/Jack McNally
Business Manager