



LETTER AGREEMENT NO. R2-96-107-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

21 November 1996

Pacific Gas and Electric Company
Industrial Relations Department
375 North Wiget Lane, Suite 150
Walnut Creek, California 94598

Attention: Mr. David Bergman, Director and Chief Negotiator

Gentlemen:

In recognition of the parties mutual interest in providing service to the users of the PG&E Fleet and to enhance bargaining unit employment security and the Company's flexibility, the Union proposes the following changes as it relates to the Labor Agreement for the Garage (Fleet Services) Department.

A. Title 207

Union proposes to replace the provisions of Section 207.2 of the Agreement and replace the section with the following:

It is recognized that Company has the right to have work done by outside contractors. In the exercise of such right, Company will not make a contract with any other firm or individual for the purpose of dispensing with the services of employees who are engaged in maintenance or operating work.

1. The Company will maintain a vehicles to employee ratio of 35 to 1. This ratio may vary up to 10% plus or minus and be in compliance of this agreement. In the event the ratio of vehicles to employees becomes higher than 10%, the Company will increase staffing levels appropriately as to be in compliance with the ratio. In the event that the ratio of vehicles to employees becomes lower by 10% or more and there are no Hiring Hall employees assigned to Fleet Services and the Company is not contracting work normally performed by Fleet employees, Company may invoke the appropriate section of Titles 206 and 306. The Company maintains the right not to invoke Titles 206 or 306 if the above conditions are met.
2. Vehicles are defined for Item 1 as motor vehicle assigned a Company identification number and owned by the Company per Attachment 1.
3. The Company will provide the Union on a monthly basis or upon request, a list of vehicles and employees. This list will include leased vehicles.

- 4. The employees covered by the ratio include both Title 200 and 300. For the purpose of this agreement employees will be defined as Fleet employees (see General Construction and Division Garage Mechanical Line of Progression booklets). Also included will be the General Construction Field Clerical classifications assigned to Fleet.
- 5. Full service leased and rental vehicles will not exceed 10% of Company owned fleet. Committee agrees to re-visit this issue on an as-needed basis.

B. Garage Department Arbitration 199 Grievance

Company proposes to accept the 94-53 Committee's recommendation and close the case per Attachment 2.

C. Implementation

- 1. The Company will fill 15 Apprentice Equipment Mechanic positions.
- 2. The Company will provide job security to the Title 200 and 300 workforce through the ratio and the Company can co-mingle the workforce. In general, the Title 300 employees will support the Title 300 workforce and the Title 200 employees shall support the Title 200 workforce, but either group can perform work on any Company vehicles or piece of equipment.
- 3. Contracting of work normally performed by the bargaining unit can only occur after the ratio of vehicles to employees has been satisfied.
- 4. Company can utilize the Hiring Hall when appropriate.

Either party may cancel this agreement by providing 60-day written notice. In such event, the conditions in effect at the time of execution of this agreement will be re-established.

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 Union.

Very truly yours,


LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

11-26-, 1996

By: 
David J. Bergman
Director and Chief Negotiator

PGandE VEHICLE TYPES

Vehicle Type Code	Vehicle Type Description
AAT	ALL TERRAIN VEHICLE
ASN	SNOW VEHICLE
ATA	SNOW VEH.CARRIER-TILTBED
BBO	BOAT - ALL
BBQ	BBQ TRAILER,WHEELS
CBD	BACKHOE/DOZER-CRAWLER
CBH	EXCAVATOR/BACKHOE-CRAWLE
CCR	CRANE-CRAWLER
CDZ	BULLDOZER-D6/D8 OR =
CEB	EARTH BORER-CRAWLER
CLO	LOADER/CRAWLER-1.5+CU.YD
CSB	SIDEBOOM-CRAWLER
CTD	TRENCHER-ROCKWHEEL,CRAWL
CTN	TRENCHER-CRAWLER
FCD	CONNECTOR DOLLY-5TH WHEE
FCG	CARGO VAN-5TH WHEEL
FCP	CONDUCTOR PULLER-5TH WHL
FCW	REEL WINDER 5TH WHEEL
FDU	TRAILER DUMP/END-5TH WHL
FFB	FLATBED TRAILER-5TH WH
FFS	FLAT/STAKEBED-5TH WHEEL
FFT	FLAT/TILT BED 5TH WHL 40
FLB	FLAT/LOW BED-5TH WHEEL
FMS	MOBSUB-50KV OVER-TRLR
FMT	MOBILE EXCITER-SMALL
FMV	MOBILE SVC 5TH WHEEL TRL
FRE	CONDUCTOR REEL-5TH WHEEL
FRL	LOWBED REEL LOADER-5TH W
FSD	FLATBED SGL DROP-5TH WH
FTO	TOOL BODY-5TH WHEEL
FWT	WATER TANKER-5TH WHEEL
G2W	MOTORCYCLE - 2 WHEEL
G3W	MOTORCYCLE - 3 WHEEL
G4W	MOTORCYCLE - 4 WHEEL
HCS	CONCRETE SAW - HAND
HFL	FORKLIFT/PALLETJACK-HAND
HPS	PWR SCREEN/SPOIL CLEANER
PAC	SCUBA AIR COMP-TRAILER
PAP	DOLLY ALL PURPOSE
PAW	ARC WELDER/TRLR MNTD
PBC	BRUSH CHIPPER-TRLR
PBP	CEMENT MIXER
PCB	COND SPLICING CART - TRL
PCD	CEMENT DISPATCHER-TRAILE
PCK	CONDENSATE TANKER-TRLR
PCM	CONCRETE MIXER - TRLR
PCO	AIR COMPRESSOR - TRLR

PGandE VEHICLE TYPES

PCP	CONDUCTOR PULLER - TRLR
PCT	CONDUCT TENSIONER-TRAILER
PCW	COND REEL WINDER - TRLR
PDI	DINING TRAILER
PDT	TANKER GAS/DIESEL
PEB	EARTH BORER-TRLR
PER	EMER REPSONSE TRLR
PFB	FIRE BOX - TRLR
PFI	FIRE PUMP - TRLR
PFL	PIPE FUSION/LEAK REP-TRL
PFO	FIBER OPTIC SPLICING TRL
PFP	FILTER PRESS - TRLR
PGE	GEN/LIGHT PLANT-TRLR
PGU	CONCRETE PUMP TRLR
PHN	HOTLINE TOOL BODY-TRLR
PHP	HYDRAULIC POWER-TRLR
PHY	HYDROSTAT TEST - TRLR
PIW	INSULATOR WASHER-TRAILER
PKT	KITCHEN TRAILER
PLF	LINE FAULT ANALYZER-TRLR
PLL	EASEMENT MACHINE
PMC	MOTORCYCLE/ATV-TRLR,TIRE
PME	BATTERY TRAILER
PML	MAN LIFT-TRAILER
PMT	MOBILE TRANSFORMER-TRLR
PMV	MOBILE SERVICING UNIT
PNG	CNG COMP./PUMP TRAILER
POC	OIL CLEAN/PURIFY-TRAILER
POF	OFFICE TRAILER-ALL SIZES
POS	OIL SUCT/SEPARATOR/TRLR
POT	OIL TANKER-TRAILER
PPC	POLE/CARGO TRAILER
PPD	POLE DOLLY-TRAILER
PPI	PIPE DOLLY - TRLR
PPP	PLASTIC PIPE-TRAILER
PPR	COND SPLICE TRLR
PRE	CONDUCTOR REEL-TRL-HRD2/
PRO	ROLLER/COMPACT-TOWABLE
PRR	RESTROOM TRAILER
PSH	SULFUR/HEXF SERVICE-TRLR
PSM	SNOWMOBILE TRAILER
PSQ	STEAM CLEANER TRAILER
PSR	SPRAY RIG-TRLR
PST	SHOWER TRAILER
PSX	SUB CIRCUIT BRKR SVC-TRL
PSZ	SLEEPER TRAILER
PTC	TRAFFIC CONTROLLER-TRLR
PTL	MOBILE TEST LAB TRAILER
PTO	TOOL BODY-TRAILER

PGandE VEHICLE TYPES

PTT	GAS PIPE TAPPING-TRAILER
PVP	VACUUM PUMP - TRLR
PWB	WATER BLASTER-TRAILER
PWC	WELDING CART-TRAILER
PWP	WATER PUMP - TRLR
PWT	WATER TANKER-TRAILER
SAW	ARC WELDER SKID MTD
SCM	CONCRETE MIXER-SKID MTD
SCO	AIR COMPRESSOR SKID
SGU	CONCRETE/GUNITE PUMP-SKI
SVP	VACUUM PUMP-SKIDS
TBT	BOAT TRAILER, TIRES
TCB	CRANE BOOM DOLLY
TCG	CARGO VAN TRAILER
TCY	CONCRETE SAW - TRLR
TDO	DOLLY, GENERAL-TIRES 5TH
TDU	DUMP - TRAILER
TFB	FLATBED TRAILER-TIRES
TFS	FLAT/STAKEBED TRAILER
TFT	FLAT/TILT BED-TRAILER
TLB	FLAT/LOWBED-TRAILER
TPS	POLE STUBBING-TRAILER
VAL	AER. LIFT-16'TO 36'
VAM	MAT'L HAND-16'TO 36'
VAT	TROUBLE/AERIAL TRK-4X4
VBM	BUILD.MAINT-4X2
VBS	BLOWDOWN SEPERATOR, TRK M
VBU	BUS 6X2
VC2	2DR COMPACT PASSENGER CA
VC4	4DR COMPACT PASSENGER CA
VCE	CORR MECH-4X4
VCG	HEAVY M&C MECHANIC
VCK	CONDEN TKR 1T4X4, OV 1T4X
VCM	CRANE MAINT W/CRANE
VCP	CABLE PULLER
VCR	CRANE
VCT	CONDUCTOR TENSIONER 6X4/
VCV	COMMUNICATION TECH-4X2
VCW	COND REEL WINDER 6X4
VCZ	CREW CAB 1T 4X2
VDL	DUMP TRUCK W/LOADER
VDU	TRUCK DUMP OV 6YD
VEB	HOLEDIGGER, TRK MTD 4FT
VEL	ELECTRIC SERVICE-4X2
VEM	ELECT METER TESTER-4X2
VES	ELEC SVC 1T4X4, OV 1T4X2
VET	ELECT. TECH-4X2
VEU	ELECT U/G-4X2
VEV	VOLTAGE TESTER-4X2

PGandE VEHICLE TYPES

VFB	FLATBED OV 1T 4X4
VFC	FLATBED W/CRANE-4X4
VFD	FLATBED/DUMP TRUCK
VFI	FIRE PUMP
VFM	FIELD MECHANIC-4X2
VFS	FLAT/STAKEBED-4X2
VFT	FLATBED/TILTBED-6X6
VFW	UTILITY VEHICLE-4X4
VGS	GAS SERVICE-4X2
VGT	GAS/DIESEL TANKER
VGU	HVY GAS CREW-2T,U/B COMP
VGW	VACUUM/DIGGER TRUCK
VHG	HEAVY GAS 2T W/SKID COMP
VHL	HVY LINE TRUCK 6X6
VIW	INSULATOR WASHER
VLC	LABOR CREW-4X2
VLG	LIGHT GAS CREW,W/UB COMP
VMC	GAS M&C MECH.VAN-4X2
VME	LT.M&C/CORR.MECH-4X2
VMG	MED GAS CREW W/SKID COMP
VMI	TOWER RAISING CRANE
VML	MED LINE TRUCK 4X4
VMP	MANHOLE PUMPER-4X2
VMR	GAS M&C MECH 4X4
VMU	GAS TAPPING W/CRANE
VMV	MOBILE SERVICING UNIT
VNL	NONLEAD UNDRG SP,OV 1T4X
VPC	PICKUP,COMPACT-4X4
VPM	PIPELINE MAINT-4X2
VPS	PKUP SD COMP 4X4,1T 4X2
VPU	PICKUP-4X2
VPZ	CREW CAB P/U-4X2
VS4	4DR STD PASSENGER CAR
VS8	SNOWBLOWER-6X6
VSC	SUBCOMPACT PASS.CAR
VSG	GAS SERV W/CRANE-1T
VSL	STRT.LIT.MNT.W/AERIL LIF
VSM	SUBSTA.MAINT-4X2
VSR	SPRAY RIG TRLR
VSU	SUBURBAN-4X2
VSV	SVC VEH OV 1T 4X4
VSW	STATION WAGON
VSX	SNOW VEHICLE CARRIER-TRL
VTL	MOBILE TEST LAB-MV
VTM	TRANSIT/CONCRETE MIX6X4
VTT	TRUCK TRACTOR 6X4
VUC	U/G CABLEMAN VAN-4X2
VUG	FLTBED 6X4 DERRICK UG
VUS	U/G SPLICING-4X2

PGandE VEHICLE TYPES

VVC	VAN,COMPACT CARGO-4X4
VVD	VAN,COMPACT PASS-4X4
VVH	VAN-HIGH CUBE 1T 4X2
VVN	CARGO VAN-4X2
VVP	ELECT VAN 1/2, 3/4 TON
VVS	VAN,STEP 4X4,1T 4X2
VWL	WELDING TRUCK-4X2
VWS	WIRE STRING 32-45'AL-4X2
VWT	SPC WATER TRK, OV 1T
V, BL	BACKHOE/LOADER 4X2,4X4
WBP	BACKHOE/LOADER W/PULLER
WCD	CRANE/DIGGER DOLLY W/TRL
WCR	CRANE 40-70 TON
WEB	EARTH BORER - TIRES
WFL	FORKLIFT-TIRES
WFT	FLUME TRACTOR/WASHER
WGR	GRADER/MOTOR PATROL
WHH	HYDRA HAMMER/TAMPER
WLO	LOADER-TIRES
WLS	LOADER/SCRAPER-1.4CU.YD.
WLT	LAWN TRACTOR
WMH	MATERIAL HANDLER-TIRES
WML	MAN LIFT-TIRES
WRO	ROLLER COMPACTOR TIRES
WRR	ROCK RAKE-TOWED-TIRES
WSO	SIDEBOOM LOADER +1 1/2 Y
WSS	SWEEPER/YARD BROOM-TIRES
WTB	TRENCHER-CHAINBOOM TO 42
WTD	
WTL	TOWER LIFTING CRANE
WTN	TRENCHER-TIRES (SMALL)
WUT	UTIL TRANSPORTER
YCO	STATIONARY COMPRESSOR
YEG	STATIONARY ELEC GENERATO
ZSK	CARGO TRLR,W/SKIS & TIRE
ZST	SNOW VEH.CARRIER-TRAILER

FLEET (Garage) DEPARTMENT
94-53 COMMITTEE

ARB 199 SUBCOMMITTEE RECOMMENDATIONS

Los Padres Division Grievance No. LOS-91-16; PRC No. 1603
San Jose Division Grievance No. SJO-93-6; PRC No. 1724
North Valley Division Grievance No. CHI-94-12; PRC No. 1761
General Services Grievance No. DBU-93-7; PRC No. 1792
Sacramento Division Grievance No. SAC-94-34; PRC 1901
Bakersfield Division Grievance No. BAK-94-28; PRC No. 1912
Fresno Division Grievance No. FRO-93-24 and 25; FF No. 5539-93-177

Recommendations:

Los Padres Division Grievance No. LOS-91-15. Pre Review Committee File No. 1603.

Grievance contends that contracting is occurring and the department is below the floor numbers.

There was no evidence in the report that contracting was going on but since the filing of the grievance the floor number of 387 has been exceeded.

This case should be closed without adjustment.

San Jose Division Grievance No. SJO-93-6. Pre Review Committee File No. 1724.

Grievance contends that contracting was occurring on the system and that the headquarters was down by one.

There is no evidence in the report that contracting was going on but agreement was reached in PRC 1792 that the General Office garage was contracting.

This case should be closed in accordance with PRC 1792 settlement.

Building and Land Services Grievance No. DBU 93-07. Pre Review Committee File No. 1792.

Grievance contends that the Company is contracting out work while not maintaining the floor number. The work contracted out is as follows: body work, air conditioning, front end, transmission service, smog certification, detailing, oil changes, tire changes, and brakes.

It was determined by the committee that some of the work performed by contractors is work normally performed by the bargaining unit. An example is oil changes, transmission fluid changes and brakes.

The floor number in March 1993 was 383, six below the high number March 1992 or 389.

North Valley Grievance No. CHI-94-12, Pre-Review Committee File No. 1761.

Grievance contends that the Company is contracting and is below the floor number for the Garage Department.

There was no evidence of contracting out of work. The allegation that if Title 300 employees performed work it is contracting is not true. There was no evidence that the Davis garage contracts work normally performed by the Title 200 workforce.

This case should be closed without adjustment.

Sacramento Valley Grievance No. SAC 94-34, Pre Review Committee No. 1901.

The grievance contends that the Company has lowered the floor number while contracting.

The work in question is smog inspections, radiator, upholstery, front end alignment, glass, body work, speedometers, warranty work and specialized equipment.

Based on the language of Arb 201:

"The scope of bargaining unit work is defined on a system-wide basis, and the exchange of proposals which led to 88-104 reaffirmed the parties' intent to apply its terms and definitions on a system-wide basis. As a corollary, the unusual practices at one or two locations cannot control what is bargaining unit work normally performed on a system-wide basis. Neither will the unusual work practices, occupy a fraction of their time, or two or three employees provide a basis for a determination of bargaining unit work."

There is not a violation and this case should be closed without adjustment.

Kern Division Grievance No. BAK-94-28, Pre Review Committee File No. 1912.

Grievance contends that contracting is occurring and the Garage Department is below the floor number.

The committee agreed that some "de minimus" contracting occurred pursuant to Title 207. It was also determined the proper notification was not made.

The violation of de minimus contract provision prohibits the use of de minimus contracting for 12 months at the headquarters. This case is closed without further adjustment.

Fresno Division Grievance No. FRO-93-24 and FRO-93-25, Fact Finding Case No. 5539-93-177.

Grievance alleges that the Company is contracting and reducing the number of bargaining unit employees.

The committee determined that some of the work contracted in the Fresno Garage is work normally performed by bargaining unit employees.

The Company was below the floor number 389 and contacting in violation of 88-104.

Discussion and Disposition:

The floor number for the garage has changed by several different means. A reduction of 46 through voluntary measures and by not contracting for the last 12 months.

The committee is aware that contracting has occurred while the Company was below the floor number. The committee agrees that an adjustment should be made and in the spirit of partnership agreed to fill an additional 15 Apprentice Equipment Mechanic positions. The 94-53 Committee has also developed a staffing level recommendation. The Company will also use the Hiring Hall to supplement the work force. A proposal is also being developed to address a method to determine appropriate staffing levels in the future for both Title 200 and 300.

These cases should be closed without further adjustment.

Sam Tamimi, Co-Chairman 94-53
Fleet Committee

Date

John Moffat, Secretary 94-53
Fleet Committee

Date