



LETTER AGREEMENT NO. R5-95-25-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

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, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

August 16, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Due to technical and operational changes resulting from new building equipment and systems being installed throughout the General Office Complex, changes in the existing mix of bargaining unit classifications in the General Office Building Department are necessary. Specifically, the newly renovated 215 and 245 Market Street buildings are equipped with advanced building systems and technology unlike any other G.O. facilities. The maintenance and operation of this equipment will require additional technical skills, as well as the need for more Building Technicians/Engineers and fewer Building Mechanics.

Company proposes the establishment of a Joint Company-Union Committee to develop a recommended training program for the engineering-mechanical related classifications in the General Office Building Department (Building Technician, Lead Building Engineer, Building Engineer, Lead Building Mechanic, Building Mechanic, and Utility Person). The Joint Committee will develop the Building Technician Training Program first, followed by the other engineering training programs prior to working on the mechanical training programs. The Committee will seek approval for each training program as soon as each program is completed. The Committee will develop all training programs as expeditiously as possible.

The Committee will consist of three members appointed by the Company and three members appointed by the Union. The Company will pay all related expenses of the Union's Committee Members while working on this project. The Joint Committee will also establish qualifications criteria/tests for advancement to Building Technician. The proposed training program and qualifications criteria/tests will be forwarded to the Joint Apprenticeship and Training Committee for review and approval. If the Company and Union are able to finalize the Technician training program in the next 12 months and the Company elects to fill Building Technician positions within the next 12 months, employees will not be required to pass the entry qualifications exam to be awarded Technician positions, but will be required to participate in the Technician training program.

Company maintains the right to use the negotiated training program outlined in Exhibit VI-H, Section 600.9 of the Agreement, until such time as the Joint Apprenticeship and Training Committee approves programs outlined in paragraph 2 above.

This proposal has been discussed with Union Business Representative Lula Washington.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

Sept 5, 1995

By: 
Business Manager