

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

June 27, 1984

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:

The following proposal pertains to our discussion on June 25, 1984 regarding the establishment of an Underground Gas and Electric Installation Crew. Please refer to my attached letter dated, July 13, 1983, regarding this subject which also includes the revised wage rate for Utility Underground Installer and Underground Installer.

We propose the continuation of the Efficiency Experiment in the Gas T&D Department throughout the Company system to November 1, 1984 based upon the understanding that either party has cancellation rights under this Agreement by giving 30-days notice.

Company will provide Union with a proposal for the establishment of appropriate conditions for continuation of underground service work and a permanent Underground Gas and Electric Utility Installation Crew to install gas and electric services, as well as data on the results of the efficiency test as soon as possible. It was agreed that Company and Union will meet to discuss this proposal at 10:00 a.m., on July 17, 1984, in our conference room at 245 Market Street.

We believe the continuation of the underground service work to November 1, is important based on the following:

1. The Efficiency Experiment in the Gas T&D Department proved to be beneficial and productive.
2. The employees involved liked the work and the results.

3. Our customers and contractors believe this procedure is much more efficient than the normal procedures. We need to capitalize on and maintain this positive image.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *H. 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

*July 6*, 1984

By *Jack McHenry*  
Business Manager

Local Union 1245  
International Brotherhood  
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

July 5, 1984

Mr. I. W. Bonbright  
Manager of Industrial Relations  
Pacific Gas and Electric Company  
245 Market Street, Room 444  
San Francisco, CA 94106

Dear Mr. Bonbright:

Pursuant to your conversation with Ron Fitzsimmons on July 3, 1984, Letter Agreement 84-83-PGE is signed with the understanding that the date mentioned in the third paragraph should read July 26, 1984, and the revised wage rate for the Utility UG Installer (1041) should be \$635.95.

Further, it is understood that the footnote, "applicable to those employees who have completed the Fieldman/Equipment Operator Training Program", under the Utility UG Installer and UG Installer, will not apply to those individuals who through no fault of their own were not scheduled to attend the Training Program on a seniority basis.

Very truly yours,

  
Jack McNally  
Business Manager

DM/fz

## COPY

July 13, 1983

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

Dear Mr. McNally:

This letter cancels and supersedes all other correspondences submitted to you relative to the establishment of an underground gas and electric installation crew. As a result of the "204.4" meeting of May 24, 1983 and your letter of June 22, 1983, Company, pursuant to Section 204.4 of the Physical Agreement, hereby notifies Union of its intent to implement an efficiency experiment in the Gas T&D Department throughout Company's system. The experiment will consist of establishing an underground gas and electric utility installation crew to install gas and electric services and is planned to start after July 15, 1983.

The temporary classifications, wages and job descriptions consist of the following:

\$636.00 (Revised)

1041 Utility UG Installer (wage \$602.80 per week)

An employee who is in charge of a working unit of one to five additional employees engaged in construction work. Shall have the personal qualifications of leadership and supervisory ability, and be familiar with G.O. 112, 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment.

Next Lower Classifications

1042 UG Installer  
 0560 Fitter  
 0562 Fitter - Arc  
 0563 Unassigned Fitter  
 \*0524 Fieldman  
 \*1645 Equipment Operator

Same or Higher Classifications

0640/0641 L.C. Foreman

\*Applicable to those employees who have completed the Fieldman/Equipment Operator Training Program.

- Notes:
- A. Work units will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
  - B. A minimum of three employees is required to install mains or services in excess of 2 inches or inserts in excess of 1- $\frac{1}{4}$  inches.
  - C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this experiment of residential secondary service, including splicing and the associated substructures. Hot termination and meter installation is limited to 600 volts or less providing special training has been provided.

\$528.40 (Revised)

1042 UG Installer (wage \$500.85 per week)

An employee who, as a part of a unit is engaged in underground plastic gas and electric distribution construction work. Shall be familiar with G.O. 112, 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment. Assists the Utility UG Installer or higher classifications.

Next Lower Classification

- 0561 Apprentice Fitter  
(18-month step)
- 0524 Fieldman  
(18-month step)

Same or Higher Classifications

- 0560 Fitter
- 0562 Fitter - Arc
- 0563 Fitter, Unassigned
- 0561 Fitter, Apprentice  
(24-month step)
- \*0524 Fieldman  
(24-month step)
- \*1645 Equipment Operator
- 1300 Gas Mechanic
- 1041 Utility UG Installer

\*Those employees who have completed the Fieldman/Equipment Operator Training Program.

- Notes:
- A. Work units will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
  - B. A minimum of three employees is required to install mains or services in excess of 2 inches or inserts in excess of 1- $\frac{1}{4}$  inches.
  - C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this experiment of residential secondary service.

- D. Will act as an assistant to the utility UG Installer or higher classifications in the performance of cable termination, splicing and meter installation.

The experimental crew will report to Gas supervision.

Before implementation, Company will conduct a training program for all employees involved in this efficiency experiment. The following is a description and schedule of the training:

Underground Utility Work Unit Experiment Training

1. Administration:

1.1. All training, qualifying and reviewing of personnel for the underground utility work unit experiment shall be administered jointly by the Division Gas and Electric instructors.

2. Required Training:

2.1. Two days of classroom training based on the material and instruction received at the initial two-day, non-lead splicing course, on April 6 and 7, 1983.

2.2. Three days of actual on-the-job training to qualify personnel in the proper installation of secondary underground services.

2.3 After the underground utility work unit experiment has commenced, two days of on-the-job observation and review of work procedures by the Division instructors.

As was discussed at the May 24, 1983 meeting, it was agreed that employees participating in this experiment would be on a voluntary basis. An employee at any time may request and be granted the right to return to his regular classification and duties. Further, Company agreed that no employee would be displaced, demoted or reassigned to different work for lack of work as a result of this experiment. Employees classified as UG Installer (1042) will be subject to the non-lead splicing course for the purpose of familiarizing them with the work process. However, in the assignment of duties, Note D of the UG Installer classification will govern.

During the six-month experiment, Company will parallel the experiment Division-by-Division by continuing to perform the work in the same manner that it is currently being done for the purpose of compiling data to determine if this work process increases efficiency of operations. The data will be forwarded to the Union on a weekly basis as provided for in Subsection 204.4(a) and will include the data on parallel work assignments.

Sincerely,

J. Wayland Bonbright