



LETTER AGREEMENT

No. 93-40-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

18 May 1993

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. Ronald L. Bailey
Manager of Industrial Relations

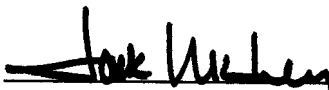
Gentlemen:

Attached is an update of Exhibit VI, Section 600.1, Division Gas Steam Heat Maintenance Job Definitions and Lines of Progression. The update is primarily as a result of letter agreement changes (LA 88-113 and LA 92-37) and 1990 general negotiations. Changes made appear in italics and include the addition of Letter Agreements to the 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 Union.

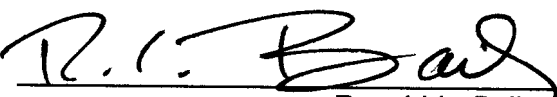
Very truly yours,

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

By: 
Jack McNally
Business Manager

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

PACIFIC GAS & ELECTRIC COMPANY

7/12, 1993 By: 
Ronald L. Bailey
Manager of Industrial Relations



**PACIFIC GAS AND ELECTRIC COMPANY
AND
I.B.E.W., LOCAL UNION 1245, AFL-CIO**

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION GAS STEAM HEAT MAINTENANCE

**EXHIBIT VI AND SECTION 600.1
OF THE AGREEMENT**

REVISED May 1993

REPLACES BOOK DATED August 19, 1985

JOB DEFINITIONS AND LINES OF PROGRESSION

**DIVISION GAS DEPARTMENT
STEAM HEAT MAINTENANCE**

0647 STEAM HEAT CREW FOREMAN

An employee who is a working foreman supervising not more than five employees exclusive of himself engaged in the installation, maintenance, and repair of all steam heat distribution facilities. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a *Maintenanceman* and Steam Serviceman, and must be familiar with, observe and direct others in conformance with the Company's construction and safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

2250 Steam Serviceman

Same or Higher Classifications

0647 Steam Heat Crew Foreman

2250 STEAM SERVICEMAN

An employee who answers all types of steam heat complaints, inspects and provides customer service and who installs, repairs and maintains steam service lines, steam mains and steam meters. May work alone, as part of a crew, or assisted by a *Maintenanceman* or *Utility Worker*.

Next Lower Classifications

1150 Steam *Maintenanceman*
1151 *Certified Welder/*
Maintenanceman-Arc

Same or Higher Classifications

0640 Gas Crew Foreman (Welder)
0641 Gas Crew Foreman (Non-Welding)
0643 Manhole and Duct Crew Foreman
0647 Steam Heat Crew Foreman
0738 *UG Const Crew Foreman (Gas)*
1300 Gas Mechanic
2250 Steam Serviceman

1150 STEAM MAINTENANCEMAN

An employee who, working alone or as part of a crew, installs, maintains and repairs steam mains and appurtenances in the steam heat distribution system. May be required to drive a truck, operate compressors and mechanical equipment such as jackhammers, tampers, and impact tools and perform clerical work associated with those duties. May do incidental burning with oxy-acetylene torch. May be assigned to perform pipe locations and leak surveys and investigations.

Such work may be performed alone, but, where necessary for protection, a *Utility Worker* may accompany *the employee*. While the *Utility Worker's* primary function will be to act as a flagman for the protection of both *of them*; nevertheless, the *Utility Worker* will be expected to provide assistance to the *Steam Maintenanceman*.

Continued

1150 **STEAM MAINTENANCEMAN** (Continued)

Next Lower Classifications

0240 Field Clerk
0419 Truck Driver (Gas)
0427 Light Truck Driver (Gas)
0524 Fieldperson
0930 Utility Worker

Same or Higher Classifications

0465 Heavy Truck Driver (Gas)
0560 (0563) Fitter (& Un.)
0561 Apprentice Fitter
0562 Fitter - Arc
0640 Gas Crew Foreman (Welder)
0641 Gas Crew Foreman (Non-Welding)
0643 Manhole and Duct Crew Foreman
0647 Steam Heat Crew Foreman
0738 UG Const Crew Foreman (Gas)
1078 UG Const Journeyman (Gas)
1150 Steam Maintenceman
1151 Certified Welder/
Maintenceman - Arc
1245 Corrosion Mechanic (On 6/30/66)
1300 Gas Mechanic
1360 Manhole Mechanic
1365 (1366) Measurement and Control
Mechanic (& Un.)
1645 Equipment Operator
1650 Heavy Equipment Operator
2250 Steam Serviceman

*Applicable only to employees classified as Gas Mechanic on June 30, 1966.

1151 **CERTIFIED WELDER/MAINTENANCEMAN-ARC**

An employee with the qualifications of a *Certified Welder/Maintenceman - Arc* who performs specialized work in connection with the installation, maintenance and operation of pipelines and other steam facilities without immediate supervision. Performs arc welding and other duties including complex layouts, hot tie-ins on larger diameter steam pipelines, operating main line valves. Works alone or as part of a crew, installs, maintains and repairs steam mains and appurtenances in the steam heat distribution system. May be required to drive a truck, operate compressors and mechanical equipment such as jackhammers, tampers, and impact tools and perform clerical work associated with those duties. May be assigned to perform pipe locations and leak surveys and investigations.

Such work may be performed alone, but, where necessary for protection, a *Utility Worker* may accompany *the employee*. While the *Utility Worker's* primary function will be to act as a flagman for the protection of both of them; nevertheless, the *Utility Worker* will be expected to provide assistance to the *Certified Welder/Maintenceman - Arc*.

Next Lower Classifications

0524 Fieldperson
0560 Fitter
0562 Fitter - Arc
0930 Steam Utility Worker
1078 UG Const Jrnymn (Gas)
1150 Steam Maintenceman

Same or Higher Classifications

0640 Gas Crew Foreman (Welder)
0738 UG Constr Crew Foreman (Gas)
1151 Certified Welder/
Maintenceman-Arc
1300 Gas Mechanic
2250 Steam Serviceman
2617 Welder - GC
2625 Arc Welder - GC
2626 Certified Welder

2386 CONTROL TECHNICIAN/ELECTRICIAN (Steam Heating System)

An employee who, without direct supervision, tests, calibrates, maintains and may install all steam heat power plant control, monitoring computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, logging or monitoring systems: temperature, pressure, level and flow control, and indicating systems: environmental monitoring equipment and accessories: test and laboratory equipment. In addition, will be required to maintain and install in-plant secondary electrical systems and equipment. May also be required to assist plant engineers in performing and evaluating plant tests. Employee background and experience must be such as to qualify him or her to perform these duties with skill and efficiency.

Note: This position will be a single incumbent classification with no formal line of progression. It would have Title 205 bidding rights back to the line of progression from whence he/she came and for the position in which he/she is qualified. (See attached LA 88-113.)

0930 UTILITY WORKER

An employee who assists any of the Steam Heat maintenance classifications, does semi-skilled work under direction, including the use of all types of tools for work not requiring precision; he may also be required to do incidental truck-driving.

Beginner's Classification.

NOTE: In all types of work, two-man units will not be required to perform any function that would:

1. create a hazard to life or property
2. exceed the capability of manpower, tools, or equipment available.

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

October 28, 1976

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

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

As a result of commitments made during the 1974 negotiations, Company proposes adoption of training programs for the Steam Heat Department.

The training outlined in these courses shall be made available to all employees in the Steam Heat Department. Employees newly appointed to the Helper or Steam Mainman classification shall be required to complete the training during the first year in the Helper or Steam Mainman classification.

In order to complete this training, Company shall supply all needed instructional material and instruction and shall allow a reasonable amount of time during work hours as conditions permit for instruction and study.

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 Company.

Yours very truly,

By /s/ I. W. Bonbright
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

July 8, 1977

By /s/ L. L. Mitchell
Business Manager

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LA 88-113-PGE

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

August 30, 1988

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

Attention: Mr. Jack McNally, Business Manager

Gentleman:

The Company proposes the establishment of a Control Technician/Electrician in the Steam Heat Department, Golden Gate Region. For some time the Steam Heat Department has been contracting out technical work associated with the instrument maintenance work. This has been practical because of the particular abilities of one contractor who will no longer be available for this work. As a consequence, Golden Gate Region is proposing the following classification:

2386 - CONTROL TECHNICIAN/ELECTRICIAN (STEAM HEATING SYSTEM)

Job Definition

An employee who, without direct supervision, tests, calibrates, maintains and may install all steam heat power plant control, monitoring, computer, alarm and indicating systems, and their individual components. These will include but are not necessarily limited to digital and analog computer controls, logging or monitoring systems: temperature, pressure, level and flow control, and indicating systems: environmental monitoring equipment and accessories: test and laboratory equipment. In addition, will be required to maintain and install in-plant secondary electrical systems and equipment. May also be required to assist plant engineers in performing and evaluating plant tests. Employee background and experience must be such as to qualify him or her to perform these duties with skill and efficiency.

Job Bidding

This position will be a single incumbent classification with no formal line of progression. This position will be subject to the formal bidding procedure with each bid receiving individual evaluation. If there are no qualified bidders available with the Company, the Region will fill the position from outside the Company.

August 30, 1988

Bidding Out Of The Classification

An employee who is appointed to this position from another line of progression will have Title 205 bidding rights back to the line of progression from whence he/she came and for the position in which he/she is qualified.

Demotion Rights

The employee in the classification will be allowed to demote in the last line of progression held prior to assuming the Control Technician/Electrician classification. If the position is filled by a person hired directly into the job from outside the Company, the employee will be allowed to demote to Steam Mainman in the Steam Heat Department.

Relief Upgrade

There would not be any pressing need to relieve behind this position because of the ability to pre-plan most of the work (or delay maintenance).

Rate of Pay

Equivalent to a Control Technician which is \$813 per week.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/Richard B. Bradford
Manager of Industrial Relations

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

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

Sept 26, 1988

/s/Jack McNally
Business Manager

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LA 92-37-PGE

PACIFIC GAS AND ELECTRIC COMPANY
201 Mission St., 1513 A
San Francisco, CA 94105

March 18, 1992

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

Attention: Mr. Jack McNally, Business Manager

In 1988 Company and Union agreed to the establishment of the 2386 Control Technician/Electrician in Steam Heat with the provision that the incumbent would have Title 205 bidding rights back to the line of progression from whence he/she came and for the position in which he/she is qualified. (See attached LA 88-113.)

Company therefore proposes, pursuant to 204.4(b) of the Physical Agreement, to amend Title 600.3, Exhibit VI-B Steam Generation and Nuclear Power Generation, to include the 2386 Control Technician/Electrician in the following classification lines of progression, with the proviso as noted:

Same or Higher Classification

- (1) 2366 Apprentice Electrical Control Technician
- (1) 0332 Tool Maintenance Clerk-Electrical
- (2) 2365 Electrical Control Technician
- 0468 Electrician
- 0472 Electrician - DCPP
- 0477 Traveling Electrician
- 0479 Traveling Electrician - DCPP
- (2) 2397 Control Technician
- (2) 2396 Traveling Control Technician
- (2) 2090 Instrument Repairman
- (2) 2097 Traveling Instrument Repairman
- (2) 2380 Control Technician
- (2) 2382 Traveling Control Technician
- (2) 2385 Shift Control Technician
- (2) 2096 Instrument Repairman - DCPP
- (2) 2099 Traveling Instrument Repairman - DCPP
- (2) 0334 Tool Maintenance Clerk - Instrument
- (3) 0482 Apprentice Electrician
- (4) 2398 Apprentice Control Technician

- (1) *If previously held the classification of Electrician*
- (2) *If previously held the classification of Control Technician*
- (3) *If previously held the classification of Electrician employee is restricted under Section 205.7*
- (4) *If previously held the classification of Control Technician employee is restricted under Section 205.7*

This proposal has been discussed with Business Representative, Ed Caruso.

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/Ronald Bailey
Manager of Industrial Relations

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

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

April 16, 1992

By /s/Jack McNally
Business Manager

