



LETTER AGREEMENT NO. 96-45-PGE



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

June 19, 1996

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

Dear Mr. McNally:

Due to safety-related concerns, Company proposes to modify the language in the October 1993 General Construction Line Department Line of Progression (LA R2-81-12, page 10), the July 1993 Division Electric Department Line of Progression (Exhibit VI-L, page 12), and Letter Agreement 96-13 regarding the Apprentice Lineman Climbing School. Proposed changes are based on the fact that some bidders to Apprentice Lineman positions come from other lines of progression and may not be familiar with electric line work. Specific changes are noted below:

1. Centralization of 3-Day Climbing School

In an attempt to ensure consistency and the safety of students attending the Climbing School, the Company will replace the Division and General Construction 3-day Climbing Schools with a 4-day Centralized Climbing School in Livermore effective immediately. The 3-day day school has been increased to 4 days to include the use of fall protection equipment and related training to ensure the safety of students attending this school.

Employees who are the senior bidders for a pending Apprentice Lineman vacancy will receive first priority to attend the 4-day school and scheduling of students shall be in order of their job award date. After considering employees with a pending job award date, bidders will be scheduled to attend the 4-day school in order of their Company seniority.

The temporary provision of combining the 3 and 10-day Climbing Schools outlined in Letter Agreement 96-13 will be discontinued. Employees will be required to complete the 10-Day Climbing School after completing the 4-Day School.

2. Job Preview

In order to give bidders from outside the line of progression a realistic job preview, qualified bidders for Apprentice Linemen vacancies from outside the line of progression shall be scheduled to spend one day with a local electric department crew. Employees from outside the line of progression who are offered an Apprentice Lineman vacancy and who have not yet completed a one day job preview will complete the job preview before attending the 4-day Climbing School.

3. Additional Opportunities to Successfully Complete Climbing School

Employees who attend, but fail to satisfactorily complete the Climbing School in their first attempt will continue to have a second opportunity to attend the Climbing School, but current restrictions on requesting attendance (within 30 days) shall be dropped. Employees shall be able to exercise their option to attend the Climbing School a second time at any time.

4. Six Month Review

The changes noted above will be in effect for the next six months to evaluate their effectiveness. At the end of six months, the parties will determine if these changes should be permanently made.

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.

June 26, 1996

By: 
Business Manager