



LETTER AGREEMENT NO. R1-03-31-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

October 29, 2003

CXL Superseded by LA 16-23

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The Company proposes, pursuant to Subsection 204.4(b) and Section 304.4 of the Physical Agreement, to replace Letter Agreements R1-96-50, R1-97-21 and R2-01-10 regarding the utilization of a helicopter when working on transmission lines. The joint Union-Company Bare Handing/Helicopter Subcommittee developed the work practice outlined in this letter agreement. Based on the success of the use of skid transfers on transmission lines and other transmission work performed on projects in South San Francisco, Pittsburg and the Livermore Valley, the Company proposes to expand the work performed by the various classifications and to increase the pay rate on a temporary basis when performing electric transmission work utilizing a helicopter.

The Company further proposes to allow any Title 200 or Title 300 Lineman, Electric Crew Foreman, Subforeman, Working Foreman, Transmission Troublemán, Apprentice Lineman or Towerman to perform helicopter line work procedures. A qualified helicopter line worker must have successfully completed the training class that provided specific training in the helicopter line worker procedures and has demonstrated proficiency in the use of the specific helicopter line worker activity in order to be qualified to perform this work.

The training shall be documented and a record of the training shall be placed in the employee's file and placed in the Training Database.

Any Lineman, Electric Crew Foreman, Transmission Troublemán, Subforeman, Working Foreman, Apprentice Lineman or Towerman using helicopter line worker procedures shall be given a temporary upgrade as follows for the full day and those eligible for the Rubber Glove premium will continue to receive the premium in addition to this upgrade:

- Title 300 Linemen will be temporarily upgraded to a rate 10% above the (1106) Lineman GC rate of pay and will be temporarily upgraded to (1181) Helicopter Line Worker – GC.
- Title 300 Subforemen or Working Foremen will be temporarily upgraded to (1182) Helicopter Subforeman – GC and will be paid 10% above (0650) Subforeman rate of pay.

- Any Apprentice Lineman who volunteers to use the helicopter line worker procedures must be in the 2nd step of the apprenticeship or above. When performing the work, the apprentice will be paid at a rate equal to 10% above the appropriate step rate. These apprentices must have successfully completed the training class that provided specific training in the Helicopter Line Worker procedures and demonstrated proficiency in the use of the specific helicopter line worker activity in order to volunteer to perform this work. The temporary class codes are as follows: (1183) Apprentice Lineman – GC Helicopter and (1187) Apprentice Lineman – Helicopter.
- Title 300 Towermen will be temporarily upgraded to (1184) Helicopter Towerman and will be paid 10% above the appropriate (2520) Towerman rate of pay.
- Title 200 Linemen and Transmission Troublemens will be temporarily upgraded to (1185) Helicopter Line Worker. The Helicopter Line Worker rate will be adjusted to 10% above the Title 200 (1100) Lineman rate of pay.
- Electric Crew Foremen will be upgraded to (1186) Helicopter Crew Foreman and will be paid 10% above the (0740) Electric Crew Foreman.

Helicopter line worker activities are to be performed by volunteers only, no employee can be forced to perform these work activities and the activities are limited to skid transfer and washing. Volunteers will be identified at the beginning of the workday from the crews assigned to do the work. All volunteers will be entitled to the temporary upgrade and the apprentices will be entitled to the premium.

Helicopter line workers that have performed this work on the Pittsburg project, the Livermore Valley project, and the insulator change-out project in South San Francisco, and any other project agreed to by the parties will receive a retro-active pay adjustment at the new agreed to rates, for the days that these employees performed these work methods on those projects.

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: 
 Stephen A. Rayburn
 Director and Chief Negotiator

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

Oct 31, 2003

By: 
 Perry Zimmerman
 Business Manager

JOB DESCRIPTION

(Class Code 1185) HELICOPTER LINE WORKER (Temporary use only)
(Class Code 1181) HELICOPTER LINE WORKER – GC (Temporary use only)

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

A Helicopter Line Worker must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

(Class Code 1186) HELICOPTER CREW FOREMAN
(Class Code 1182) HELICOPTER SUBFOREMAN– GC (Temporary use only)

An employee in charge of a crew and who performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and from an external position on a helicopter, performs skid transfers and washing. This work may be performed on both energized and de-energized circuits.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.

(Class Code 1184) HELICOPTER TOWERMAN– GC (Temporary use only)

Performs maintenance and construction work on towers, poles, structures and/or related conductors or hardware and is transported to and from the structures by helicopter.

Must have successfully completed a training class specific to the task being performed before being considered for an upgrade to this position and meet any required FAA regulation.