



# LETTER AGREEMENT

No.

R1-91-21-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Richard Bradford, Manager

Jack McNally, Business Manager

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February 22, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter dated January 23, 1991 on the same subject.

The following is Company's understanding of the agreements reached at the conclusion of our Hydro Water Department Negotiations as part of General Negotiations.

The Job Definitions and Lines of Progression for the Water Systems Repairman, Apprentice Water Systems Repairman, Water System Operator and Utility Water System Operator (Spring Gap) are attached.

All incumbent Water Systems Subforemen and Water Systems Repairmen who are at the top step of their wage rate will be grandfathered to the top step of the new wage rates effective January 1, 1991. All Water Systems Repairmen not at the top step will be placed at the next higher wage step of the Apprentice classification and will be required to meet the training requirements beyond that step, as established by the Apprenticeship program. All incumbent Subforemen and Repairmen will be provided with the newly established training.

The parties agree to establish an Apprentice Water Systems Repairman classification which will be covered by the Master Apprenticeship Agreement. Further, the parties will jointly develop the training program for this classification. Company will provide Union with its initial proposal within 60 days from the date of this letter. All Apprentice Water Systems Repairman jobs will be filled in accordance with Title 205 upon agreement of the training program.

All incumbent Ditch Tenders and Water Facilities Maintenancemen will be reclassified to Water System Operators with their wages adjusted to the corresponding step effective January 1, 1991. The parties also agreed to jointly develop the training program for the Water System Operator classification and Company will provide its initial proposal within 60 days of the date of this letter. The incumbent Utilityman (Spring Gap) will be reclassified to Utility Water System Operator (Spring Gap) and will be placed at the top wage rate, which will equal \$16.20 above the top step of Water System Operator.

Wages for the affected classifications, effective January 1, 1991, are as follows:

0830 Water Systems Subforeman		\$834.45
2069(2066) Water Systems Repairman (Helms) & (Un.) **	Start End 1 Yr	813.20 832.55
2070(2068) Water Systems Repairman & (Un.)		774.45
2067 Apprentice Water Systems Repairman	Start End 6 Mo End 1 Yr End 18 Mo End 2 Yr End 30 Mo	636.10 642.60 661.60 676.20 700.95 718.85
1898 Water System Operator	Start End 6 Mo End 1 Yr	642.85 661.65 675.40
1899 Utility Water System Operator (Spring Gap)		691.60

Further, renamed classifications will be placed in other Water Department lines of progression as appropriate to their former classification status. The newly established (2067) Apprentice Water Systems Repairman will be placed in the "same or higher classification" for the 0418 Truck Driver and (1037) Assistant Meteorological Instrumentman.

If you are in accord with the foregoing and attachment 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   
Manager of Industrial Relations

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

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

, 1991

By   
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSIONDIVISION WATER DEPARTMENT2069 WATER SYSTEMS REPAIRMAN (Helms)

A resident employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. He drives trucks and operates mechanical equipment, such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. He must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools, and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of computer when qualified. May be assigned other work of similar nature as the occasion requires including building maintenance of hydro facilities. His background and experience and the successful completion of formal training must be such as to qualify him to perform this work with skill and efficiency.

In addition, when not engaged in any of the above work, he may also be required to assist other plant personnel in routine plant maintenance assignments. He may also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Next Lower Classifications

2067 Apprentice Water Systems  
Repairman

Same or Higher Classifications

0830 Water Systems Subforeman  
1036 Meteorological Instrumentman  
1905 Water Treatment Plant Operator  
2070(2068) Water Systems Repairman  
& (Un.)  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)

2070 WATER SYSTEMS REPAIRMAN

An employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. He drives trucks and operates mechanical equipment, such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. He must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools, and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of a computer, when qualified. May be assigned other work of similar nature as the occasion requires including building maintenance of hydro facilities. His background and experience and the successful completion of formal training must be such as to qualify him to perform this work with skill and efficiency.

Next Lower Classifications

2067 Apprentice Water Systems  
Repairman

Same or Higher Classifications

0830 Water Systems Subforeman  
1036 Meteorological Instrumentman  
1905 Water Treatment Plant Operator  
2070(2068) Water Systems Repairman  
& (Un.)  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)

2067 APPRENTICE WATER SYSTEMS REPAIRMAN

An employee engaged in performing Water Systems Repairman work as an assistant to or under the general direction of a Repairman or other higher classified employee. In order to gain experience for advancement to Water System Repairman, he may work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

2067 APPRENTICE WATER SYSTEMS REPAIRMAN (cont'd)Next Lower Classifications

0418 Truck Driver  
 0922 Utility Worker (Helms)  
 0945 Utility Worker  
 1898 Water System Operator  
 1899 Utility Water System  
 Operator (Spring Gap)

Same or Higher Classifications

0830 Water Systems Subforeman  
 1036 Meteorological Instrumentman  
 1037 Assistant Meteorological  
 Instrumentman  
 1905 Water Treatment Plant Operator  
 2070(2068) Water Systems Repairman  
 & (Un.)  
 2069(2066) Water Systems Repairman  
 (Helms) & (Un.)  
 2067 Apprentice Water Systems  
 Repairman

1898 WATER SYSTEM OPERATOR

An employee who cleans, patrols, maintains, makes minor repairs to and is responsible for the flow and level of water in canals, flumes, gates, tunnels, syphons, penstocks, gaging stations, canal alarms, spill channels, trash rakes, fish ladders, fish screens, dams, reservoirs and their appurtenant facilities and equipment. Inspects and operates such facilities as assigned. The employee shall maintain and install measuring devices and regulate diversions to customers. The employee is required to fly in a helicopter to perform the duties of the position. If qualified, may be assigned duties involving the need for any Commercial Drivers License. May also be required to operate and provide routine maintenance for water treatment systems (such as chlorination systems) and may be required to pass a Treatment Plant Operators test for State certification to operate such water treatment systems. Residency may also be required. May also be required to operate and provide routine maintenance for weather stations.

In addition, when not engaged in any of the above work, the employee may also be required to assist other water personnel in routine maintenance assignments. May be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday.

Next Lower Classifications

0945 Utility Worker

Same or Higher Classifications

0418 Truck Driver  
 0830 Water Systems Subforeman  
 1905 Water Treatment Plant Operator  
 2070(2068) Water Systems Repairman  
 & (Un.)  
 2069(2066) Water Systems Repairman  
 (Helms) & (Un.)  
 2067 Apprentice Water Systems  
 Repairman  
 1898 Water System Operator  
 1899 Utility Water System  
 Operator (Spring Gap)

1899 UTILITY WATER SYSTEM OPERATOR (Spring Gap)

An employee who performs the duties of a Water System Operator and in addition operates the Spring Gap Tram and patrols lines assigned.

Next Lower Classifications

0945 Utility Worker

Same or Higher Classifications

0418 Truck Driver  
0830 Water Systems Subforeman  
1905 Water Treatment Plant Operator  
2070(2068) Water Systems Repairman  
& (Un.)  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2067 Apprentice Water Systems  
Repairman  
1898 Water System Operator  
1899 Utility Water System  
Operator (Spring Gap)