



LETTER AGREEMENT

No. R1-93-72-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

8 October 1993

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

Attention: Mr. David J. Bergman
Director and Chief Negotiator

Gentlemen:

Due to the changing business climate and the need to accommodate Company's business needs, Union proposes to establish the classification of "Lead Repairperson" at the Davis Service Center Tool Repair Facility pursuant to Section 304.4

In order for Company to become more competitive and to operate the Tool Repair function more efficiently, Company has consolidated the "Specialty Shops" operation with the Tool Repair operation. Due to the decline in certain businesses (i.e., air-conditioning and heat pump repair work), Company no longer has a need for a "Specialty Shops Working Foreman" position. However, there still is a need for a leadership classification for the "Repairperson" to maintain support and continuity to the "Tool Repair Working Foreman".

This position would provide the same type of leadership, training, and responsibility as other "Lead" classifications at the Service Center and will be paid a weekly wage rate of \$914.95. Also, this would enable Company to continue the development of this diversified classification.

The Job Definition for the Lead Repairperson will be as follows:

LEAD REPAIRPERSON (DAVIS SERVICE CENTER)

A qualified Repairperson on a shift where three to seven employees (including himself) are employed, who is subordinate to the Working Foreman or Service Foreman in charge, and who acts as a leadman and performs Repairperson work.

Next Lower Classification

2027 Repairperson

The Lead Repairperson classification would be considered next lower to the Garage Working foreman (0857), consistent with notes 3b, 3c, 3d of the General Construction Fleet Management Department Lines of Progression (R1-91-105-PGE).

The field classifications of Subforeman and Working Foreman include the following note in Exhibit X:

The craft at which the Foreman, himself, is working while supervising the crew is to be included in determining his proper grade of (Working Foreman) Subforeman. The step in which a new (Working Foreman) Subforeman is placed in a particular grade shall be at least 4% over his present craftsman rate, or 4% over the highest rate supervised, excluding specialists such as Trencher, Backhoe Operator, or Hole Digger Operator assigned to the crew. However, if a Trencher Operator, Backhoe Operator, Hole Digger Operator, Crane Operator, Tractor Operator A or Wrapping Machine Operator is assigned to the same job location for the full work day or more, such employee shall be considered to be an integral part of the crew.

The parties agree to add the above footnote to the following Service Center classifications in Exhibit X:


- (0857) Garage Working Foreman
- (0858) Services Working Foreman

It is noted that the footnote already applies to the classification of Subforeman B when used in the Service Center, as this classification is a field classification as opposed to a Service Center classification.

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 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

10-21-, 1993 By:  _____
David J. Bergman
Director and Chief Negotiator