



**Pacific Gas and
Electric Company**

LETTER AGREEMENT NO. R2-05-45-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

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

April 4, 2006

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

Dear Mr. Zimmerman:

The cover letter dated September 16, 2003, detailing the understandings of the General Negotiations settlement provided for interim negotiations to address improvements in productivity and safety in Rubber Glove work procedures.

Letter Agreement 05-23, dated May 6, 2005, resulted in an agreement to rewrite Letter Agreement 90-34, increase pay for rubber gloving classifications, review the Troublemaker's job duties, update job definitions and lines of progression (LA 93-53), revise Rubber Glove Procedures and develop the application for a variance to use the procedures.

During the week of August 15, 2005, the following joint committee of IBEW and PG&E came together to discuss what the requirements would be for two-person rubber gloving work procedures: George Lindsey, William Gray, Dave Seiler, Mark Chapman, Les Hudson, Dan Amour, Casey Barker, Vince Zinkl, William Bouzek, Steve Moore, Bob Gerstle, Tom Burks, Al White, Bob Choate, John Moffat, Gary Tognozzi, John Parks, Larry Pierce, and Jim Lauer.

The committee addressed and reached agreements in the following areas. The Company is proposing adoption of their recommendations:

- Modified language within the Lines of Progression.
- An additional chapter within the OM&C Manual specific to two-person rubber glove work procedures.
- Recommend modified language within the Code of Safe Practices to provide consistency with language in other standards.
- Identified requirements within Title 8 that would need to be altered /modified or supplemented to support existing work procedures to perform two-person rubber glove work procedures.

The agreements are noted below:

1. The committee recognizes there are currently lost opportunities for two-person crews to perform work under de-energized conditions. Revisions to the Job Definitions and Lines of Progression will address those lost opportunities. The parties agreed to continue to work on the updating of Exhibit VI-L, last updated in July 1993.
2. The two-person line crew will be the minimum crew size.

Changes to existing language within the existing standards are:

1. OM&C

- a. Two-person rubber glove work procedures for voltages 600v to 21kV shall be performed using the principles of insulate and isolate.
- b. A two-person rubber glove crew working alone shall consist of a rubber glove qualified Electric Crew Foreman and a rubber glove qualified Journeyman Lineman.
- c. When utilizing two-person rubber glove work procedures on a crew of three or more, the crew foreman will be on the job site and readily available to provide necessary guidance. If the crew foreman is not available to provide the necessary guidance, note "b" above shall apply.
- d. The crew foreman shall notify the two-person crew performing rubber glove work procedures prior to leaving the job site. The senior journeyman on site will be upgraded to crew foreman.
- e. Certified rubber glove journeymen at the jobsite, by consensus opinion, shall determine exclusively whether to perform the work utilizing the two-person rubber glove work procedures.
- f. When utilizing a two-person crew, one rubber glove qualified journeyman shall remain on the ground to act solely as an observer to prevent accidents and render immediate assistance if an accident occurs. "Should for any reason the observer be required to perform duties, other than observing, the individual performing the rubber glove work shall exit the contact area."
- g. A qualified observer shall maintain a line-of-sight and clear communications with the person performing rubber glove work and shall be responsible for emergency communications.
- h. The rubber glove foreman will report the crew's work location to the switching center prior to performing work on an energized circuit. Refer to UO Standard S1466.
- i. Insulated work platforms will not be used for two-person crews working alone.

2. Code of Safe Practices recommended changes:

602c.: (Additional Rule)

1. A two-person rubber glove crew working alone shall consist of a rubber glove qualified Electric Crew Foreman and a rubber glove qualified Journeyman Lineman.

- 2. When working under the direction of an Electric Crew Foreman, two-person rubber glove work procedures on voltages at 600 to 21,000 volts nominal phase-to-phase may be performed by two qualified rubber glove Journeymen Linemen.
- 3. Variance Recommendations: On February 23, 2006 the parties met with the California Department of Occupational Safety and Health in Oakland and had these procedures reviewed by the Principal Safety Engineer. It was understood that proposed procedures are in compliance with the Subchapter 5. Electrical Safety Orders, Article 36 i. (d) Observers, therefore a variance is not needed.
- 4. Compensation – A 3% wage increase to Lineman and classifications higher in the line of progression as agreed to in LA 05-23 , effective April 15, 2006. Attached is the revised wage table.

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 & ELECTRIC COMPANY

By: Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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 11, 2006

By: Perry Zimmerman
Perry Zimmerman
Business Manager

RUBBER GLOVE 3% ADJUSTMENT

CLASS CODE	CLASSIFICATION	STEP	2006 RATE	HOURLY	3% ADJ.	NEW HOURLY	REF	2006 RATE PLUS 3%
0649	SUBFOREMAN A UG	0	\$ 1,678.80	\$ 41.97	\$ 43.229	\$ 43.23	0650	\$ 1,729.20
0649	SUBFOREMAN A UG	6	\$ 1,718.40	\$ 42.96	\$ 44.249	\$ 44.25	0650	\$ 1,770.00
0650	SUBFOREMAN A	0	\$ 1,678.80	\$ 41.97	\$ 43.229	\$ 43.23	5% 0740	\$ 1,729.20
0650	SUBFOREMAN A	6	\$ 1,718.40	\$ 42.96	\$ 44.249	\$ 44.25	5% 0740	\$ 1,770.00
0737	UGC CREW FRMN EL	0	\$ 1,647.20	\$ 41.18	\$ 42.415	\$ 41.13	\$ 50.00	\$ 1,695.20
0737	UGC CREW FRMN EL	6	\$ 1,686.40	\$ 42.16	\$ 43.425	\$ 42.14	\$ 50.00	\$ 1,735.60
0739	ECF +5	SGL	\$ 1,718.40	\$ 42.96	\$ 44.249	\$ 44.25	5% 0740	\$ 1,770.00
0740	ECF	0	\$ 1,597.20	\$ 39.93	\$ 41.128	\$ 41.13		\$ 1,645.20
0740	ECF	6	\$ 1,636.40	\$ 40.91	\$ 42.137	\$ 42.14		\$ 1,685.60
0746	ECF TRANSMISSION	0	\$ 1,678.80	\$ 41.97	\$ 43.229	\$ 43.23	5% 0740	\$ 1,729.20
0746	ECF TRANSMISSION	6	\$ 1,718.40	\$ 42.96	\$ 44.249	\$ 44.25	5% 0740	\$ 1,770.00
0747	ECF TRANSMISSION +5	SGL	\$ 1,804.00	\$ 45.10	\$ 46.453	\$ 46.47	5% 0739	\$ 1,858.80
0998	CMPLNC INSPECTOR	SGL	\$ 1,526.80	\$ 38.17	\$ 39.315	\$ 39.32		\$ 1,572.80
1077	UG CNSTR JRNY EL	SGL	\$ 1,576.80	\$ 39.42	\$ 40.603	\$ 39.32	\$ 50.00	\$ 1,622.80
1093	UN LINEMAN TRANS	SGL	\$ 1,603.20	\$ 40.08	\$ 41.282	\$ 41.29		\$ 1,651.60
1094	TRANS LINEMAN	SGL	\$ 1,603.20	\$ 40.08	\$ 41.282	\$ 41.29		\$ 1,651.60
1100	LINEMAN	SGL	\$ 1,526.80	\$ 38.17	\$ 39.315	\$ 39.32		\$ 1,572.80
1103	UN LINEMAN	SGL	\$ 1,526.80	\$ 38.17	\$ 39.315	\$ 39.32		\$ 1,572.80
1106	LINEMAN GC	SGL	\$ 1,603.20	\$ 40.08	\$ 41.282	\$ 41.29		\$ 1,651.60
1108	UT LINEMAN	SGL	\$ 1,526.80	\$ 38.17	\$ 39.315	\$ 39.32		\$ 1,572.80
1181	HELICOPTER LINE	SGL	\$ 1,763.60	\$ 44.09	\$ 45.413	\$ 45.42		\$ 1,816.80
1182	HELICOPTER SUBF	0	\$ 1,846.80	\$ 46.17	\$ 47.555	\$ 47.56	10% 0650	\$ 1,902.40
1182	HELICOPTER SUBF	6	\$ 1,890.40	\$ 47.26	\$ 48.678	\$ 48.68	10% 0650	\$ 1,947.20
1185	HELICOPTER LINE	SGL	\$ 1,680.40	\$ 42.01	\$ 43.270	\$ 43.26	10% 1106	\$ 1,730.40
1186	HELICOPTER CREW	0	\$ 1,757.60	\$ 43.94	\$ 45.258	\$ 45.24	10% 0740	\$ 1,809.60
1186	HELICOPTER CREW	6	\$ 1,800.40	\$ 45.01	\$ 46.360	\$ 46.36	10% 0740	\$ 1,854.40
2120	CRITICAL CREW FRMN	0	\$ 1,725.20	\$ 43.13	\$ 44.424	\$ 44.42	8% 0740	\$ 1,776.80
2120	CRITICAL CREW FRMN	6	\$ 1,767.60	\$ 44.19	\$ 45.516	\$ 45.52	8% 0740	\$ 1,820.80
2121	CRITICAL LINEMAN	SGL	\$ 1,649.20	\$ 41.23	\$ 42.467	\$ 42.47	8% 1100	\$ 1,698.80
2123	CRITICAL TRANS TMAN	SGL	\$ 1,765.20	\$ 44.13	\$ 45.454	\$ 45.46	8% 2535	\$ 1,818.40
2124	CRITICAL TROUBLEMAN	SGL	\$ 1,681.20	\$ 42.03	\$ 43.291	\$ 43.29	8% 2540	\$ 1,731.60
2125	CRITICAL EL CREW FRMN	SGL	\$ 1,856.00	\$ 46.40	\$ 47.792	\$ 47.49	8% 0739	\$ 1,899.60
2535	TRANS TROUBLEMAN	SGL	\$ 1,634.40	\$ 40.86	\$ 42.086	\$ 42.09	5% 2540	\$ 1,683.60
2540	TROUBLEMAN	SGL	\$ 1,556.40	\$ 38.91	\$ 40.077	\$ 40.08		\$ 1,603.20
2550	UTILITY TROUBLEMAN	SGL	\$ 1,556.40	\$ 38.91	\$ 40.077	\$ 40.08		\$ 1,603.20

RUBBER GLOVE 3% ADJUSTMENT

0083	HH ELECT FOREMAN GC	SGL		\$ 42.96		\$ 44.25	0650	\$ 1,770.00
0084	HH ELECT FOREMAN GC	SGL		\$ 42.96		\$ 44.25	0650	\$ 1,770.00
0085	HH LINEMAN	SGL		\$ 40.08		\$ 41.29	1106	\$ 1,651.60
0086	HH LINEMAN	SGL		\$ 40.08		\$ 41.29	1106	\$ 1,651.60
0103	HH HELI LINE WORKER	SGL		\$ 44.11		\$ 45.46	1181	\$ 1,818.40
0104	HH HELI LINE SUBFOREMAN	SGL		\$ 46.18		\$ 48.68	1182	\$ 1,947.20
0197	HH LINEMAN	SGL		\$ 38.17		\$ 38.17	1100	\$ 1,526.80
0178	HH TROUBLEMAN	SGL		\$ 40.86		\$ 42.09	2535	\$ 1,683.60
0224	HH ECF	SGL		\$ 40.91		\$ 40.91	0740	\$ 1,636.40
0285	HH ECF	SGL		\$ 40.91		\$ 42.14	0740	\$ 1,685.60
0398	HH COMPL INSPECT.	SGL		\$ 38.17		\$ 39.32	0998	\$ 1,572.80
1295	HH TROUBLEMAN	SGL		\$ 38.91		\$ 40.08	2540	\$ 1,603.20