



LETTER AGREEMENT

NO. R2-94-34-PGE

IBEW



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 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

December 18, 1995

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:

The Company and Union have had ongoing discussions regarding changes in PG&E's business and an evolution of electric meter work. As a result of these discussions, the Company proposes to phase out the Apprentice Meterperson, Sr. Meterperson, and Electric Meter Crew Leader positions.

Company proposes three new classifications in the Electric Meter Line of Progression, a Metering Technician Crew Leader, a Metering Systems Technician, and an Apprentice Metering Systems Technician.

1. Job Definitions

The proposed job definitions, lines of progression, and proposed wage rates for these classifications are included in the following attachments.

- Attachment
1. Metering Technician Crew Leader 2364
 2. Metering Systems Technician & (Un.) 2431 (2432)
 3. Apprentice Metering Systems Technician 2433

A copy of the revised Metering Electronics Technician job definition is included as Attachment 4.

2. Impact on Current Work Force

a. All current Electric Meter Crew Leaders will be reclassified as Provisional Metering Technician Crew Leaders effective January 1, 1996, and will remain as "provisional" until employees complete required training and testing as specified in paragraph 3.

- b. All current Sr. Meterpersons will be reclassified as Provisional Metering Systems Technicians effective January 1, 1996, and will remain classified as "provisional" until such time as a formal apprenticeship program is developed and agreed upon and employees complete required training and testing as specified in paragraph 3.
- c. All current Apprentice Meterpersons will progress through their apprenticeship training and upon reaching "Unassigned" status will be reclassified to Provisional Metering Systems Technicians. If the new apprenticeship program is developed and agreed upon prior to the current Apprentice Meterperson reaching Unassigned status, such employee shall be placed in the new apprenticeship at a step based on a combination of his current apprenticeship and training.

3. Provisional Status

All employees given provisional status will have three years from the establishment of the agreed upon Apprentice Metering Systems Technician training program to complete the necessary training. Any employee failing to complete the requirements of the training program within the three years will be reclassified to their former classification as "present incumbent only."

However, employees cannot hold the Sr. Meterperson PIO classification at a single incumbent headquarters where there is not a Metering Systems Technician classification. These employees will be placed at the nearest headquarters with at least one Metering Systems Technician.

4. Apprentice Training Program

- a. A draft training program has been developed by the Company. An outline of the training program is included as Attachment 5. A joint Company-Union Committee, with up to four members appointed by the Company and up to four members appoint by the Union will review and reach agreement on a final training program. The Company will pay the labor and expense costs of the Union committee members during this joint effort. The joint committee will target reaching agreement on the new training program within 3 months of the signing of this agreement.
- b. The Company may continue to fill positions in the current Apprentice Meterperson classification until the new Apprentice Training Program is approved.
- c. A pre-qualifying test to enter the Apprentice Metering Systems Technician classification will be established by the joint Company-Union Committee. Retesting provisions will be determined by the joint Company-Union Committee.

5. Grievances

The Company and Union have discussed pending Pre-Review Committee Cases 1748, 1809, 1820, 1822, and 1825. As an equity settlement, the parties have agreed to settle these cases and any other related pending grievances by paying the grievants 50% of the difference between the Technician rate and Sr. Meterperson wage rate from the date the grievances were filed until January 1, 1996.

Local Union No. 1245, IBEW

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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: David J. Bergman / SAR
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

Jan 12, 1995

By: Joe McKinley
Business Manager

2364 METERING TECHNICIAN CREW LEADER

An employee who is a Working Foreman in charge of a crew of not more than four persons or an employee who is an assistant to the Supervisor in a large shop (exclusive of himself/herself) engaged in performing all types of Metering Technician work.

In either case, s/he shall have the personal qualifications of leadership and supervisory ability, and the craft qualifications of a Metering Systems Technician, and be familiar with work standards, procedures, accounting practices, and safety rules.

Next Lower Classification

Same or Higher Classification

2431 (2432) Metering Systems Technician & (Un.) - 2364 Metering Technician Crew Leader

Proposed Rate Schedule

2364 Metering Technician Crew Leader

<u>1/1/94</u>	<u>1/1/95</u>	<u>1/1/96</u>
1021.25	1054.45	1088.75
1045.80	1079.80	1144.90

2431 METERING SYSTEMS TECHNICIAN

An employee who has successfully completed an approved apprenticeship program and without direct supervision, performs the following; install, program, test, calibrate, troubleshoot and repair all types of electric/electronic circuits, components and devices related to billing measurement. (May also perform measurement for other business applications.) Performs and/or assists in the analysis of measurement devices.

Install, troubleshoot, program, and operate power quality test equipment, conduct power and load surveys on customer premises and collect data from measurement devices. Operate all test equipment, solid state devices and computer systems necessary to perform the work described above.

Prepare and maintain all records associated with these functions, utilize prints, diagrams and schematics, and provide technical direction /assistance to others. Pre-approves meter/service plans and inspects facilities and installations for compliance with Company Standards and Governmental Regulations.

Maintains a high standard of employee and public safety, public relations and personal appearance.

This classification requires a Class C driver's license.

Note: Electronic Metering Technicians who are successful bidders will be required to fulfill one of the following.

- A. Previously held Metering Systems Technician classification.
- B. Previously had 9 months of on-the-job training as a Metering Systems Technician within the preceding 24 months.
- C. Complete 9 months of on-the-job training in the Metering Systems Technician Classification.

Next Lower Classification

2433 Appr. Metering Systems Technician

Same or Higher Classification

0760 Electric Meter Crew Leader (PIO)
2364 Metering Technician Crew Leader
2411(2422)Metering Electronics Tech & (Un.)
2431 (2432) Metering Systems Technician (Un.)

Proposed Rate Schedule

2431 Metering Systems Technician	<u>1/1/94</u>	<u>1/1/95</u>	<u>1/1/96</u>
	977.45	1009.25	1042.05

2433 APPRENTICE METERING SYSTEMS TECHNICIAN

An employee enrolled in the apprenticeship program and engaged in performing Metering Systems Technician work as an assistant to or under the general direction of a technician. To gain experience for advancement to Metering Systems Technician, an apprentice may work alone or under indirect supervision on jobs for which the employee has been trained and demonstrated proficiently. The employee's educational and general qualifications must be such that the employee is considered capable of attaining technician status.

Note: A test and study guide have been established by written agreement between Company and Union under the provisions of Section 205.11. The successful bidder, applicant or new hire shall be required to pass the test. A total score of 70 percent is necessary to meet this test requirement.

Next Lower Classification

1489 Shop Meterperson
 1488 Apprentice Meterperson(PIO)
 1480 Senior Meterperson (PIO)
 0924 Utility Worker (Elec. Meter)

Same or Higher Classification

2433 Apprentice Metering Systems Technician

Proposed Rate Schedule *

2433 Apprentice Metering Systems Technician

	<u>1/1/94</u>	<u>1/1/95</u>	<u>1/1/96</u>
Start	849.40	877.05	905.55
End 6 Mo.	863.55	891.65	920.65
End 1 Yr.	887.10	915.95	945.75

* Progression through the Apprenticeship is based on performance and passing periodic tests associated with established wage steps.

2411 METERING ELECTRONICS TECHNICIAN

An employee who is permanently assigned to and normally works in a system meter test and repair facility without direct supervision and regularly performs product analysis, testing, calibrating and repair of electronic circuits and components related to metering equipment and associated systems. The background of training and experience must be such as to qualify the employee to perform these duties with skill and efficiency.

Notes: 1. A test and study guide have been established by written agreement between Company and Union (LA 86-78-PGE, page 25) under the provisions of Section 205.11. The successful bidder, applicant or new hire shall be required to pass the test. A total score of 70 percent is necessary to meet this test requirement. This test will only apply in the event that there are no qualified bidders from the established line of progression for this position.

2. Metering Systems Technicians who are successful bidders will be required to fulfill one of the following:

- A. Previously held Metering Electronic Technician classifications, or
- B. Previously had 9 months of on-the-job training as a Metering Electronic Technician.
- C. Complete 9 months of on-the-job training in the Metering Electronics Technician classification.

Next Lower Classification

2421 Appr. Metering Electronics Tech.

Same or Higher Classification

0760 Electric Meter Crew Leader (PIO)
2364 Metering Technician Crew Leader
2411 (2422) Metering Electronics Tech & (Un.)
2431 (2432) Metering Systems Technician (Un.)

METERING SYSTEMS TECHNICIAN APPRENTICESHIP PROGRAM

The following is the proposed outline for the Metering Systems Technician Apprenticeship Program.

1. **Basic Electricity and Electronics**
 - a. Basic Electricity
 - b. Electronics
 - c. Metering Math and Lab Testing

2. **Meters and Vectors**
 - a. Theory
 - b. Lab
 - c. Practical Application
 - d. Measurement equipment identification
 - e. Instrument Transformers

3. **Special Equipment**
 - a. Test instruments
 - b. Lab
 - c. Interface Equipment

4. **Computer Training**
 - a. Laptop
 - b. Systems LAN, EMI, TP, etc.
 - c. DOS, Windows and Windows Applications Software
 - d. Special Meter Programs and Troubleshooting Software (LIM, MVLT, etc.)

5. **Drawings, Records and Associated Paperwork**
 - a. Diagrams
 - b. Schematics
 - c. Standards
 - d. Forms

6. **Rates and Tariffs**

7. **Measurement Installation**
 - a. Single and poly phase
 - b. Transformer-rated
 1. Secondary
 2. Primary
 3. Transmission
 - c. Co-generation, QFs and Inter Tie Metering

8. **Auxiliary Electronic Devices**
 - a. Load Survey equipment
 - b. Totalizers
 - c. Pulse Initiators
 - d. Recorders
 - e. Isolation Relays
- 9 **Safety**
- 10 **Communications**
 - a. Installation
 - b. Testing
 - c. Troubleshooting
- 11 **Testing All Measurement Devices**
- 12 **Troubleshooting All Measurement Devices**
- 13 **Customer Contact**
 - a. Revenue protection
 - b. ECIs.