

SEVENTH SUPPLEMENTARY AGREEMENT

THIS SEVENTH SUPPLEMENTARY AGREEMENT made and entered into this first day of February, 1958, by and between PACIFIC GAS AND ELECTRIC COMPANY and LOCAL UNION NO. 1245 of INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (affiliated with the American Federation of Labor-Congress of Industrial Organizations).

W I T N E S S E T H that:

WHEREAS the parties hereto desire to supplement that certain agreement entered into between them on the first day of September, 1952, and thereafter amended from time to time, covering the wages, hours and working conditions of certain therein designated employees of Company, hereinafter referred to as the Agreement of 1952,

NOW, THEREFORE, the parties hereto do agree to supplement the Agreement of 1952 as follows:

An additional Section, designated Section 600.8, shall be added to Part VI, entitled "Job Definitions" to read as follows:

"600.8 The job definitions applicable to certain classifications of operation, maintenance and construction employees in the Division Water Departments and the lines of progression between some of such classifications, shall be set forth in the tabulation entitled 'Job Definitions and Lines of Progression, Division Water

Departments' which is attached hereto, made a part hereof, and marked Exhibit VI-G."

IN WITNESS WHEREOF the parties by their duly authorized representatives here hereby caused these presents to be executed this 29th day of January, 1958

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ L. Harold Anderson
Its Vice President and
Assistant General Manager

And by /s/ H. F. Carr
Its Personnel Manager

LOCAL UNION NO. 1245 of INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
(affiliated with the American
Federation of Labor-Congress of
Industrial Organizations)

By /s/ Frank D. Gilleran
Its President

And by /s/ Ronald T. Weakley
Its Business Manager

APPROVED:
February 7, 1958
International Office - IBEW
Gordon M. Freeman, President

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION WATER DEPARTMENTS

WATER TREATMENT SUBFOREMAN

7-1-61
\$ 135.15

An employee who is a working foreman in charge of the operation and maintenance of the water treatment plants in his area; he also supervises the repair of water meters, the repair, maintenance and operation of water level recorders, pumping plants and pressure systems. He shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a Water Treatment Plant Operator and be familiar with Company's operating standards, safety rules, accounting procedures and other applicable rules and procedures.

7-1-61

WATER TREATMENT PLANT OPERATOR - SCHEDULE I

Auburn
Willits 125.35

An employee who operates one or more full treatment water plants of two to five million gallons per day capacity. He operates all equipment, including pumps, filters and controls; runs all laboratory control tests, except bacteriological, collects bacteriological samples, maintains plant records, performs minor maintenance duties and keeps buildings, grounds and equipment in a clean and orderly manner. He is required to have a Waterworks Operator's Certificate, Grade II. Since this work may not require his full time services, he may also be required to work as a Water Serviceman.

7-1-61

WATER TREATMENT PLANT OPERATOR - SCHEDULE II

lane 123.05

An employee who performs all the duties of a Water Treatment Plant Operator Schedule I, in plants of less than two million gallons per day capacity. He is required to have a Waterworks Operator's certificate, Grade III. Since this work does not require his full time services he shall also work as a Water Serviceman.

WATER TREATMENT PLANT OPERATOR - SCHEDULE III

Colfax
Jackson 111.70
Sonora

An employee who operates one or more water treatment plants involving the partial treatment of water including flocculation, sedimentation and necessary chemical control. He operates all equipment including pumps and controls, runs all laboratory control tests except bacteriological, collects bacteriological samples, maintains all plant records, performs minor maintenance duties, and keeps buildings, grounds and equipment in a clean and orderly manner; he shall be required to have a Waterworks Operator's Certificate, Grade III, after two years of service. Since this work does not require his full time services he shall also work as an Apprentice Pipe Fitter, Apprentice Flume Repairman or Ditch Patrolman.

SUBFOREMAN (PIPE)

126.95

An employee who is a working foreman in charge of a crew engaged in construction and maintenance of domestic water systems. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Pipe Fitter and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

WATER SERVICEMAN

123.05

An employee who has the qualifications of a Pipe Fitter and performs work related to providing and maintaining service to the public such as installing and removing meters, handling complaints and adjustments, locating leaks, testing meters in the field, meter reading and collecting; may be required to install services; may be required to operate a chlorination or pumping plant and to perform minor maintenance in such plants.

PIPE FITTER

116.60

An employee who is a journeyman and who installs and maintains pipe, makes up joints, lays and connects services, sets meters, performs necessary welding, and performs other related duties. In addition, he may be required to operate compressors and other equipment. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE PIPE FITTER

start 106.10
6 mos 107.85
1 yr. 111.70

An employee who performs pipe fitter's work as an assistant to, or under the general direction of a journeyman or higher classification. In order to gain experience for advancement to pipe fitter, 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.

BLACKSMITH

123.05

An employee who makes and repairs metal structures, articles and tools, sharpens and tempers same, makes all types of welds (forge, acetylene and electric), heat treats, straightens and does other miscellaneous jobs requiring the use of hand tools, forge, anvil and trip hammer. His background of experience must be such as to qualify him to perform these duties with skill and efficiency.

WATER METER REPAIRMAN

start 107.85
1 yr 111.70
2 yrs 115.25

An employee who tests, repairs and fabricates water measuring devices, keeps records, and performs other related duties as assigned.

SUB-FOREMAN (FLUME)

126.95

An employee who is a working foreman in charge of a crew engaged in construction and maintenance of canals, tunnels, ditches, flumes, pipe lines, reservoirs, dams, gates and other structures; handles the cleaning of canals, ditches and other bodies of water. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a flume repairman and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

FLUME REPAIRMAN

115.25

An employee who is a journeyman and who lays out, erects, and repairs wood and metal flumes and other water system structures; he may be assigned to other repair work of a similar nature as the occasion requires. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE FLUME REPAIRMAN

start 106.10
6 mos 107.85
1 yr. 111.70

An employee engaged in performing flume repairman's work as an assistant to or under the general direction of a journeyman or higher classification. In order to gain experience for advancement to flume 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.

CARPENTER

start 123.05
6 mos 126.95
1 yr. 129.25

An employee who performs all classes of carpentry work including cabinet making, joinery, and other work requiring a high degree of precision. He is required to use all classes of hand and machine wood working tools and may be required to do other miscellaneous repair work including the repair and maintenance of buildings and fixtures. His background of experience must be such as to qualify him to perform these duties with skill and efficiency.

ROUGH CARPENTER

start 106.10
6 mos 107.85

An employee who performs routine carpentry work such as building simple structures, erecting scaffolds, building forms and doing miscellaneous repair work.

DITCH PATROLMAN

start 98.95
6 mos 101.80
1 yr. 104.90

A resident employee who may be required to reside adjacent to a canal and is responsible for the flow of water therein; patrols the section under his jurisdiction and operates, cleans and makes minor repairs to the canal, flumes, gates and other structures; shall install and maintain measuring devices and regulate diversions to customers; may be required to operate a chlorination plant. In addition, he may be required to perform the duties of a lake tender.

LAKE TENDER

start 98.95
6 mos 101.80
1 yr. 104.90

A resident employee who may be required to reside adjacent to a reservoir or diversion dam and operates the gates regulating the storage, discharges and spills; makes regular reports relating to water conditions; may be required to make snow surveys; performs minor maintenance and repair work. In addition, he may be required to perform the duties of a ditch patrolman.

TRACTOR DRIVER (LIGHT OR HEAVY)

Light < 30hp start 107.85
6 mos 111.70
Heavy > 30hp start 115.25
6 mos. 123.05

An employee who operates a tractor for general hauling, bulldozing, road maintenance and other similar work; may be required to drive a truck or operate other mechanical equipment and perform other crew or driving work as required.

TRUCK DRIVER (LIGHT OR HEAVY)

Light < 2T start 107.85
6 mos 111.70
Heavy > 2T 115.25

An employee who drives a truck transporting men, supplies or equipment; loads and unloads the truck; maneuvers it at the job as required; operates equipment on the truck; performs other crew or driving work as required.

HELPER

start 98.95
6 mos 100.70
1 yr 104.45

An employee whose principal duties consist of semi-skilled work while helping the pipe fitter, flume repairman, serviceman, blacksmith, carpenter or subforeman; and in addition does such work as digging holes or ditches, clearing rights of way and handling tools and materials. When receiving the top rate of pay of his classification, he may be required to operate a boat on waterways for breaking ice.

LABOR FOREMAN

Suprsing US workers 111.70
" S/S workers 126.95

An employee who is a working foreman in charge of a crew engaged in general cleaning around lakes, dams, powerhouses and waterways; the maintenance of roads, trails and bridges; the clearing of brush; minor pole line maintenance; loading, delivering and unloading of materials and supplies. He may be required to drive a truck. He must have the personal qualifications of leadership and supervisory ability and be familiar with Company's safety rules and accounting procedures. His crew may include a Truck or Tractor Driver.

LABORER

97.35

An employee who performs unskilled work.

FIELD CLERK (Range) 104.55 to 128.25

An employee whose background and experience is such that he has a comprehensive knowledge of the operation and procedures of a general foreman's or foreman's office in the Water Department and who performs the clerical work and assists in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs, assigning jobs to crews, receiving and dispatching customer's complaints, preparing reports, processing time cards, work orders and G.M.'s for the crews or for accounting purposes and maintaining office files and records. His duties may require that he work in the office, in a camp or in the field.

ELECTRICAL MACHINIST

135.15

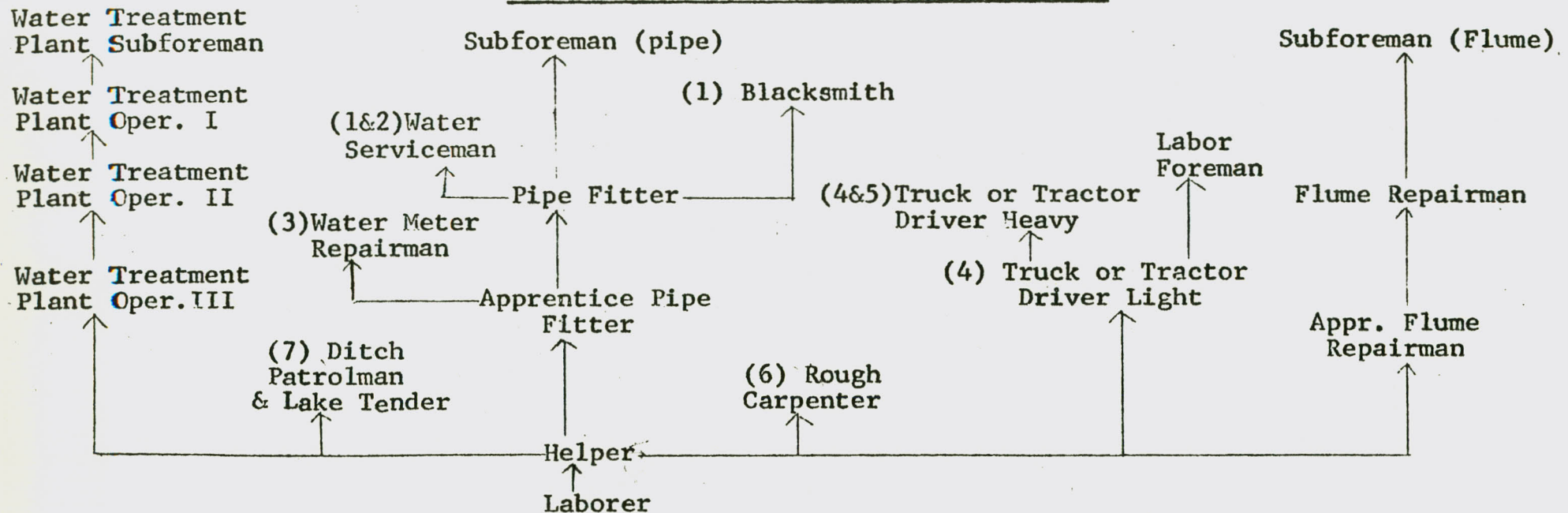
An employee who is a Journeyman Electrician or a Journeyman Machinist, is capable of performing the duties of the other classification with moderate skill, and installs, repairs and maintains high pressure turbine-type water pumps, associated electrical control equipment and wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

DITCH TENDER (added per letter agreement 12/8/60)

start	98.95
6 mos	101.80
1 yr.	104.90

An employee who cleans and makes minor repairs to canals, flumes, gates and other structures and patrols and operates sections of a canal as assigned, being responsible for the flow of water therein. He shall install and maintain measuring devices and regulate diversions to customers and may be required to operate a chlorination plant. In addition, he may be required to perform the duties of a Lake Tender.

LINE OF PROGRESSION - WATER DEPARTMENT



NOTE: Vacancies in the classifications of Carpenter, Electrical Machinist and Field Clerk will be filled on the basis of Company seniority and qualifications.

1. Water Servicemen or Blacksmiths shall accrue classification seniority as Pipe Fitters for bidding to Subforeman (Pipe).
2. Water Servicemen shall be considered as Water Treatment Plant Operators III for bidding to Water Treatment Plant Operator I, II or III.
3. Water Meter Repairmen who have classification seniority as Apprentice Pipe Fitter shall retain such classification seniority for bidding to Pipe Fitter or Apprentice Pipe Fitter.
4. Truck or Tractor Drivers shall accrue classification seniority as Helpers for bidding to Apprentice Pipe Fitter or Apprentice Flume Repairman, and if such an employee is the successful bidder he shall be given credit for the time spent as a Truck or Tractor Driver with a pipe or flume crew in the appropriate Apprentice classification up to a maximum of six months.
5. Truck or Tractor Drivers (Heavy) shall accrue classification seniority as Truck or Tractor Drivers (Light) for bidding to Labor Foreman.
6. Rough Carpenters shall accrue classification seniority as Helpers.
7. Ditch Patrolman and Lake Tender shall be considered as the same classification and employees in these classifications shall accrue classification seniority as Helpers for bidding to other classifications

EXHIBIT VI-G

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Revised 6/1/59 (5/13/59)

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C O P Y

II-A-1(k)

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6

February 26, 1959

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

The Company has recently completed a water treatment plant at Colfax for the partial treatment of domestic water in that area. In order to man this new plant, Company proposes to establish the classification of Water Treatment Plant Operator, Schedule III with a weekly wage rate of \$97.20.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ R. J. Tilson
Manager of Industrial Relations

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

April 1, 1959

By /s/ Ronald T. Weakley
Business Manager

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C O P Y

II-A-1(k)

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6

May 13, 1959

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Effective June 1, 1959, Company proposes to modify the Lines of Progression for the Water Department found on page 6 of Exhibit VI-G to provide that Water Treatment Plant Operator, Schedule I and II, be considered as the same classification for bidding purposes. Company further proposes to modify footnote 2 to read as follows:

"Water Servicemen shall be considered as Water Treatment Plant Operators III for bidding to Water Treatment Plant Operator I, II or III."

The purpose of this change is to permit employees classified as Water Treatment Plant Operator III to be considered as being in the next lower classification to Water Treatment Plant Operator I in Divisions where no Water Treatment Plant Operator II is employed.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ R. J. Tilson
Manager of Industrial Relations

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

August 28, 1959

By /s/ Ronald T. Weakley
Business Manager

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C O P Y

PACIFIC GAS AND ELECTRIC COMPANY

II-A-1(k)

245 Market Street
San Francisco 6

July 6, 1960

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Company has recently reviewed the lines of progression in the Water Department. As the result of this review, Company proposes that the footnote applicable to the Water Meter Repairman be modified to provide that a Water Meter Repairman who has completed the apprenticeship for the Pipe Fitter classification may accrue classification seniority as an Apprentice Pipe Fitter for bidding to Pipe Fitter and to provide that a Water Meter Repairman who has not completed such apprenticeship would have to do so before being considered as being in the next lower classification to Pipe Fitter.

The present line of progression gives no credit in the Apprentice Pipe Fitter classification to a Water Meter Repairman who has completed this classification and tends to make the Water Meter Repairman a dead-end job.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

BY /s/ R. J. Tilson
Manager of Industrial Relations

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

August 3, 1960

By /s/ Ronald T. Weakley
Business Manager

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PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street

San Francisco 6

December 8, 1960

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Our proposed letter agreement dated December 1, 1960, is hereby withdrawn.

During the last few years there has been a tendency to discontinue the residence requirements for some Ditch Patrolmen and to establish the headquarters of these employees at regular Company headquarters rather than adjacent to the employee's home. Under these circumstances, it would seem unnecessary to consider as resident employees certain employees presently classified as Ditch Patrolmen. Therefore, Company proposes to establish the classification of Ditch Tender and to reclassify certain Ditch Patrolmen to this classification without posting the new jobs for bid since there will be no actual vacancies.

The proposed job definition and wage rate are as follows:

Ditch Tender

An employee who cleans and makes minor repairs to canals, flumes, gates and other structures and patrols and operates sections of a canal as assigned, being responsible for the flow of water therein. He shall install and maintain measuring devices and regular diversions to customers and may be required to operate a chlorination plant. In addition, he may be required to perform the duties of a Lake Tender.

Wage Rate

Start	\$ 95.20 per week
End 6 Months	\$ 98.05 per week
End 1 Year	\$100.90 per week

Local Union No. 1245

-2-

December 8, 1960

Hours of Work

Company and Union are in accord that a Ditch Tender may be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday.

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 Company.

Yours very truly,

PACIFIC GAS & ELECTRIC COMPANY

By /s/ R. J. Tilson
Manager of Industrial Relations

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

December 21, 1960

By /s/ Ronald T. Weakley
Business Manager

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