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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET · SAN FRANCISCO, CALIFORNIA 94106 · TELEPHONE 781-4211

October 20, 1965

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Lines of progression for the Gas Service Department, San Jose Division, have been prepared and agreement has been reached on a local basis.

Company proposes the attached lines of progression for the above department be made part of Exhibit VI as Pages 13b and 13c.

If you are in accord with the foregoing proposal and the attachments 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 [Signature]
Manager of Industrial Relations

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

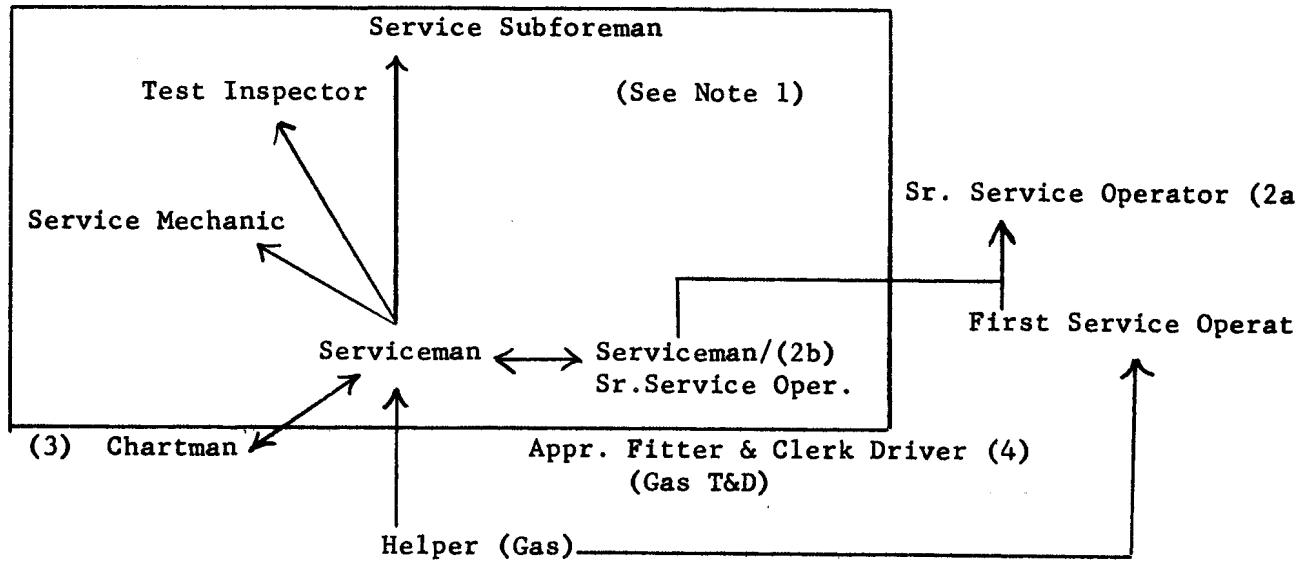
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

October 27, 1965

By [Signature]
Business Manager

LINES OF PROGRESSION

San Jose Division - Gas Service Department



NOTES:

1. Applicable to classifications listed in the box:

For purposes of bidding from one classification in the box to any other classification in the box, an employee will bid as a Serviceman. All the time worked by him in any of the classifications in the box will be counted as time worked in the Serviceman classification.

For purposes of bidding to a job in his present classification in the box, an employee will be credited with all time worked in his present classification and for time worked in any other classification in the box which has an equal or higher wage rate.

- 2(a) Senior Service Operators who have previously attained the top rate of Serviceman shall accrue classification seniority in the Serviceman classification for bidding to Serviceman, Service Mechanic, Chartman, Test Inspector or Service Subforeman.

- 2(b) A Serviceman/Sr. Service Operator who bids on a Senior Service Operator vacancy will have his bid considered under Section 205.7(b) of this Agreement when he is receiving the top pay of Senior Service Operator.

If no bid is submitted on a vacancy in the Senior Service Operator Classification by a First Service Operator at top rate, or by an employee who is in the dual classification of Serviceman/Sr. Service Operator and is not at the top rate of Senior Service Operator, Serviceman shall be considered as the next lower classification to Senior Service Operator. The classification seniority of an employee in the dual classification who is not at the top rate of the Sr. Service Operator classification shall be computed as seniority in the Serviceman classification for bidding to Senior Service Operator vacancies in such cases.

3. The Chartman and Serviceman classifications shall be considered as the same classifications for bidding between such classifications. For bidding to Serviceman, Chartmen shall accrue classification seniority in the Serviceman classification up to a maximum of one year, except that employees who were classified as Chartmen prior to January 1, 1960, shall accrue classification seniority in the Serviceman classification without limit.

4. If no bid is submitted on a vacancy in the Serviceman classification by an employee who is a Serviceman and who is employed in the Division in which the vacancy exists, employees who were Apprentice Fitters as of June 30, 1960, and who have held such classification continuously since that date may bid to Serviceman under Section 205.7(a) of the Agreement and be given credit for their classification seniority up to six months.