

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco, California 94106
SUtter 1-4211

February 26, 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:

This cancels and supersedes Company's proposal to you dated April 27, 1964 on amendments to the Job Definitions and Lines of Progression for Central Stores, Exhibit VI-A.

As a result of discussions subsequent to the above date, Company proposes the following:

1. At Decoto Pipe Yard, eliminate the classification of Tallyman and establish in its stead the classification of Senior Warehouseman with the following Job Definition and Wage Rate:

SENIOR WAREHOUSEMAN

An employee who is qualified to perform without direct supervision, and is engaged in performing, subordinate to the employee in charge, both supervisory and routine duties in the substore.

Start - \$128.30 per week
End 1 Year - \$137.20 per week

Reclassify the two incumbents, Mr. R. M. Vasilovich and Mr. L. J. Accornero, to Senior Warehouseman, Decoto Pipe Yard and Plant, at the rate of \$137.20 per week, without reference to the bidding procedure.

2. Revise the Job Definition and Wage Rate of the Sheet Metal Worker as follows:

SHEET METAL WORKER

An employee who is a journeyman and who forms, welds, and unites sheet, rolled, cast and extruded metals, including the fabrication of jobs from

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plans and sketches. Must have working knowledge of metallurgy and pattern drafting. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

<u>Present Wage Rate</u>	<u>Proposed Wage Rate</u>
\$146.70 per week	\$155.30 per week

3. Provide for the eventual elimination of the Benchman classification in the following manner:
 - a. Future vacancies in the Benchman classification will not be filled.
 - b. Offer incumbent Benchmen the opportunity to receive the same training program given to Apprentice Machinists in Central Stores. A Benchman who applies for such training will be required to meet the Apprentice Entrance Requirements for Apprentice Machinist in Central Stores and, if successful, will be entrolled in the formal Apprentice Training Program. Upon completion of such training the Benchman will be re-classified to Machinist. A Benchman who fails to qualify for or to complete the training shall remain as Benchman with continued normal bidding rights as specified in the Lines of Progression and Section 205.7 of the Agreement.

4. The following principles will be applied in determining the applicable wage rate for employees promoted or temporarily upgraded to higher classifications in their normal Line of Progression in the Central Stores Warehouse.
 - a. An employee will not have his wage rate reduced as the result of assignment to a higher classification.
 - b. An employee assigned to a higher classification shall:
 - (i) if he is not at the top of the rate of the next lower classification, be paid at the beginning rate of the higher classification;
 - (ii) if he is at the top of the ~~rate~~ of the next lower classification, be paid at a wage rate of the higher classification which is immediately above the top rate of the lower classification;
 - (iii) for wage progression to the next higher step in such higher classification, be credited with any time accumulated in the higher classification.
 - c. The Letter Agreement on this subject dated August 26, 1960, is cancelled.

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- 5. Amend Exhibit VI-A, Job Definitions and Lines of Progression for Central Stores, as attached, incorporating above proposals and the changes made since the original issue of March 9, 1956.

Company further proposes that the above changes be effective on March 15, 1965.

If you are in accord with the foregoing proposals and attachment, 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 V. A. Thompson
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

March 15, 1965

By Ronald T. Westley
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION

CENTRAL STORES

CENTRAL WAREHOUSE INCLUDING STATIONERY SUBSTORE

STOREKEEPER, SUBSTORE NO. 2:

An employee who is in charge of the Substore where one or two men, including himself, are employed and who is engaged in handling the procurement, receipt, storage and disbursement of materials, equipment and supplies including necessary records, paper work, inventory and local buying duties.

SECTION STOREKEEPER:

An employee who is in charge of a section store and who is engaged in handling the receipt, storage and disbursement of materials; also the handling of stores records, paperwork, and inventory.

CHECKER:

An employee who is qualified and performs without direct supervision the receiving and checking of materials and supplies, and prepares necessary records. May be required to assist a Section Storekeeper.

SENIOR WAREHOUSEMAN:

An employee who is qualified to perform without direct supervision, and is engaged in performing, subordinate to the employee in charge, both supervisory and routine duties in the substore.

WAREHOUSEMAN:

An employee who is qualified to perform without direct supervision and who is engaged in performing, subordinate to the employee in charge, routine duties in the warehouse such as loading, unloading, packing and checking shipments. In addition, he operates an electric truck or light truck in transporting materials, supplies or interoffice mail. Performs miscellaneous clerical duties. He shall be able to type with moderate skill.

HELPER:

An employee who is engaged in performing under supervision the routine duties in and around the warehouse such as marking, checking and storing of materials.

CRANEMAN:

An employee who operates a traveling or gantry crane for the purpose of moving materials, supplies or equipment, switching cars, and is responsible for the care of the crane equipment. May be assigned to other duties when not operating the crane.

SLINGER:

An employee who assists the Craneman and who is engaged in preparing a load for lifting, hooking, or unhooking a load or removing a load from the sling during crane operations. May be assigned to other duties when not working on the crane.

PLATFORM SUBFOREMAN:

An employee who is a working foreman engaged in duties relating to shipments received at or disbursed from the Central Warehouse. Supervises employees loading and unloading, checking and storing materials and supplies and does incidental clerical work on documents supporting incoming or outgoing shipments.

JANITOR:

An employee who is engaged in performing all types of janitorial work on the Company premises or section thereof assigned to him.

MACHINE SHOP

SUBFOREMAN:

An employee who shall have the qualifications of a Machinist, and shall be a working foreman called upon by the Foreman to assist him by allocating and supervising work in and around the machine shop.

MACHINIST:

An employee who is a journeyman and who is qualified to do precision work with all types of machine shop tools, both power and bench, and is engaged in the performance of such work in connection with the manufacture, maintenance and repair of all types of machinery. This may include the complete fabrication of a job from plans or sketches, the grinding or shaping of tools, related welding and rigging, and laying out and setting up of jobs. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

APPRENTICE MACHINIST:

An employee who is engaged in performing Machinist's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Machinist, he may be required to 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.

BENCHMAN:

An employee who is engaged in overhauling and repairing all types of mechanical equipment and performing all types of mechanical and minor electrical work on electrical equipment, involving the incidental use of power tools. May include the fabrication of a job from plans or sketches, the grinding and shaping of tools, and the laying out and setting up of jobs.

CERTIFIED WELDER:

An employee who does both electric and acetylene welding to build, reinforce or repair Company materials or equipment. He may lay out metal in accordance with plans or sketches before welding. His background of experience must be such as to qualify him for certification by the State if requested to perform a class of work requiring certification.

ROUTINE WELDER:

An employee who does work requiring moderate skill and accuracy in the use of welding equipment. He may be called on to assist a Certified Welder or other employee.

BLACKSMITH:

An employee who is a journeyman and who makes and repairs articles and tools, sharpens and tempers same and does other miscellaneous jobs requiring the use of hand tools, forge, anvil and triphammer. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

APPRENTICE BLACKSMITH:

An employee who is engaged in performing Blacksmith's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Blacksmith, he may be required to 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.

SHEET METAL WORKER

An employee who is a journeyman and who forms, welds, and unites shapes from metal sheets, stock and tubing including the fabrication of jobs from plans or sketches. Must have working knowledge of metallurgy and pattern drafting. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

APPRENTICE SHEET METAL WORKER:

An employee who is engaged in performing Sheet Metal Worker's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Sheet Metal Worker, he may be required to work alone or under indirect supervision on jobs for which he has been trained or instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

CARPENTER SUBFOREMAN:

An employee who shall have the qualifications of a Carpenter and shall be a working foreman called upon by the Foreman to assist him by allocating and supervising work in and around the carpenter shop.

CARPENTER:

An employee who performs all classes of carpenter work, including cabinet making, joinery, and other work requiring a high degree of precision, employing hand and machine wood working tools. He may be required to do other work such as the repair and maintenance of buildings and fixtures.

CRATER:

An employee, qualified to do rough carpenter work, who crates materials, supplies or equipment, in such manner as to comply with shipping regulations; may perform other rough carpenter work or packing. Must be able to do millwork necessary to the crating operation.

MACHINE OPERATOR:

An employee who does work requiring skill and accuracy in the use of certain power tools, machines or equipment such as the drill press, punch press, or some of the more common power-operated machine shop tools or similar work but not requiring the precision and skill of a journeyman. He lays out and sets up work in connection with the routine operation of his machine. He may be called upon to assist a machinist or other employees.

HELPER:

An employee whose principal duties consist of routine semi-skilled work such as assisting the employee in charge. He may be required to prepare and handle tools and materials under the supervision of a journeyman or perform other semi-skilled duties as directed.

TAPPING MACHINE OPERATOR:

An employee who operates portable pipe tapping pressure control equipment for the purpose of tapping gas mains under pressure. He may be called on to operate this equipment at various locations throughout the System. When not engaged in this work he may perform other duties.

MAINTENANCEMAN:

An employee who repairs and maintains buildings and equipment pertaining to the operation thereof; also greases and oils shop machinery and equipment.

ELECTRIC AND UTILITY

ELECTRIC SHOP SUBFOREMAN:

An employee who is a working foreman and who performs and directs the work in the bushing repair shop of the electric and utility section of the Central Stores Shops. In addition, he may be required to assist on bushing repair work at other locations on Company's system and to give advice and direction concerning such work. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an electrician, and a background of experience in bushing repair work. He shall be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

ELECTRICIAN:

An employee who is a journeyman and who is engaged in performing all classes of electrical work. This may include the complete formation and assembly of a job from plans, sketches, or instructions, the drawing of plans for the completion of the supplementary work and for the reassembly of the specific job by other employees. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

APPRENTICE ELECTRICIAN:

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, he may be required to 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.

FILTERMAN:

An employee who maintains and operates filtering and storage tank equipment for transformer and switch oils, prepares samples for testing, maintains records of all oil handled, prepares charges and credits and performs other related duties as directed.

TRANSFORMER REPAIRMAN:

An employee engaged in the shop on repair and maintenance of transformers; may assist an electrician in the overhaul and repair of other kinds of electrical equipment.

PAINTER:

An employee who is regularly engaged in painting such equipment as transformer tanks, regulators, etc.

HELPER:

An employee whose principal duties consist of routine semi-skilled work such as assisting the employee in charge. He may be required to prepare, layout and handle tools and materials under the supervision of a journeyman and perform other semi-skilled duties as directed.

HYDROELECTRIC MAINTENANCE

MAINTENANCE SUBFOREMAN:

An employee who shall have the qualifications of an electrician and be a working foreman; may be in charge of a small crew engaged in station construction and maintenance work.

ELECTRICIAN:

An employee who is a journeyman and who is engaged in performing all classes of electrical work. This may include the complete formation and assembly of a job from plans, sketches, or instructions, the drawing of plans for the completion of the supplementary work and for the reassembly of the specific job by other employees. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

APPRENTICE ELECTRICIAN:

An employee who is engaged in performing Electrician's work as an assistant or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, he may be required to 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.

CERTIFIED WELDER:

An employee who does both electric and acetylene welding to build, reinforce or repair Company materials or equipment. He may lay out metal in accordance with plans or sketches before welding. His background of experience must be such as to qualify him for certification by the State if requested to perform a class of work requiring a certification.

DECOTO PIPE YARD AND PLANT

CRANE OPERATOR:

An employee who operates a mobile crane for the purposes of moving pipe, materials, supplies, equipment, etc. Shall perform minor repair and maintenance work on such crane.

PRIMER OPERATOR:

An employee who operates and maintains a pipe cleaning and priming machine and directs other employees as necessary in the complete operation of cleaning and priming pipe. When not engaged in such work, may perform other duties in the pipe yard and plant such as loading, checking, painting pipe, or wrapping pipe.

WRAPPER OPERATOR:

An employee who operates and maintains a pipe wrapping machine for the

purpose of soil proofing pipe, and directs other employees as necessary in the complete operation of wrapping the pipe. When not engaged in pipe wrapping may perform other duties in the pipe yard and plant, such as loading, checking or painting pipe.

FORK LIFT OPERATOR:

An employee who operates a fork lift truck to transport pipe, materials, supplies or equipment and performs minor repairs and maintenance work on such truck. When not engaged in operating the fork lift, may perform other routine duties in the pipe yard and plant.

TAR POT OPERATOR:

An employee who is responsible for the operation of the tar pots and performs such duties as lighting the burners, maintaining proper heat, charging the pots with tar, keeping the tar at the proper level to feed the pipe wrapping machines and keeping his work area clean. During the night work period he shall also do such routine maintenance work as changing screens, cleaning and making adjustments as instructed by the Plant Maintenance man or day crew.

SENIOR WAREHOUSEMAN:

An employee who is qualified to perform without direct supervision, and is engaged in performing, subordinate to the employee in charge, both supervisory and routine duties in the substore.

SLINGER:

An employee who assists the Crane Operator and who is engaged in preparing a load for lifting, hooking or unhooking a load, or removing a load from the sling during crane operations.

PLANT MAINTENANCEMAN:

An employee who is qualified to perform and is engaged in performing all types of maintenance and repair work in the pipe yard and plant, including maintaining all shop and pipe handling, painting and wrapping machinery. Must be proficient in the use of bench, hand and power tools necessary for such work. Shall also perform minor electrical repair work and make tools used in the processes of the plant.

HELPER:

An employee who is engaged in performing semi-skilled routine duties in and around the pipe yard and plant. May be required to assist warehousing and maintenance employees as directed.

PIPEMAN:

An employee whose principal duties consist of routine work in a pipe priming or wrapping crew. Shall perform semi-skilled or unskilled work as directed.

JANITOR:

An employee performing all types of janitorial work in the pipe yard and plant.

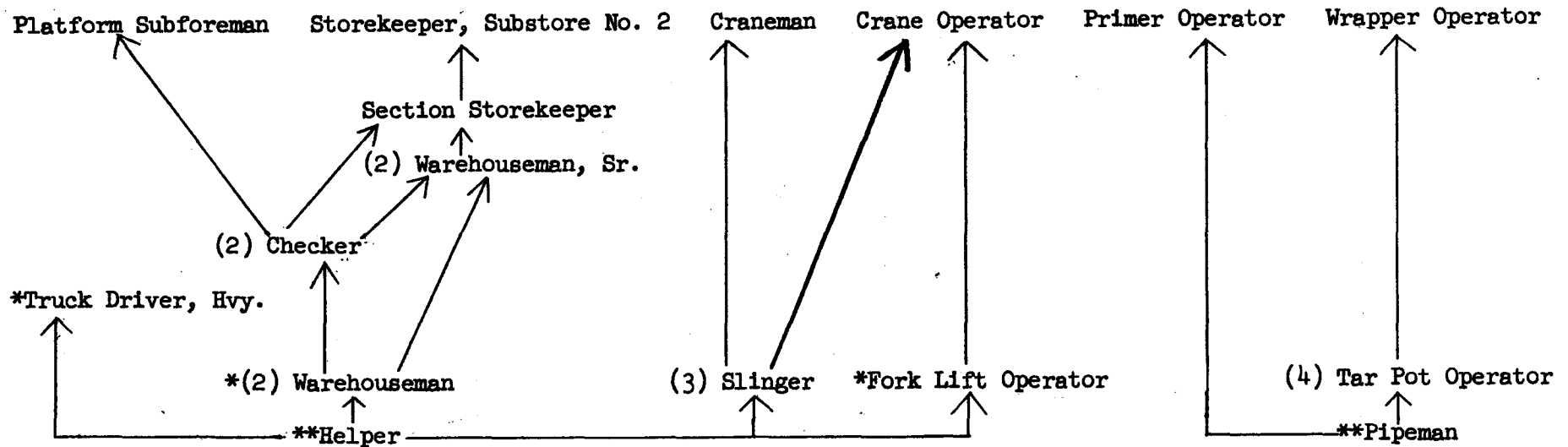
Exhibit VI-A

CENTRAL STORES

LINES OF PROGRESSION

EMERYVILLE WAREHOUSE INCLUDING STATIONERY WAREHOUSE AND DECOTO PIPE YARD AND PLANT

Plant Maintenance (1)



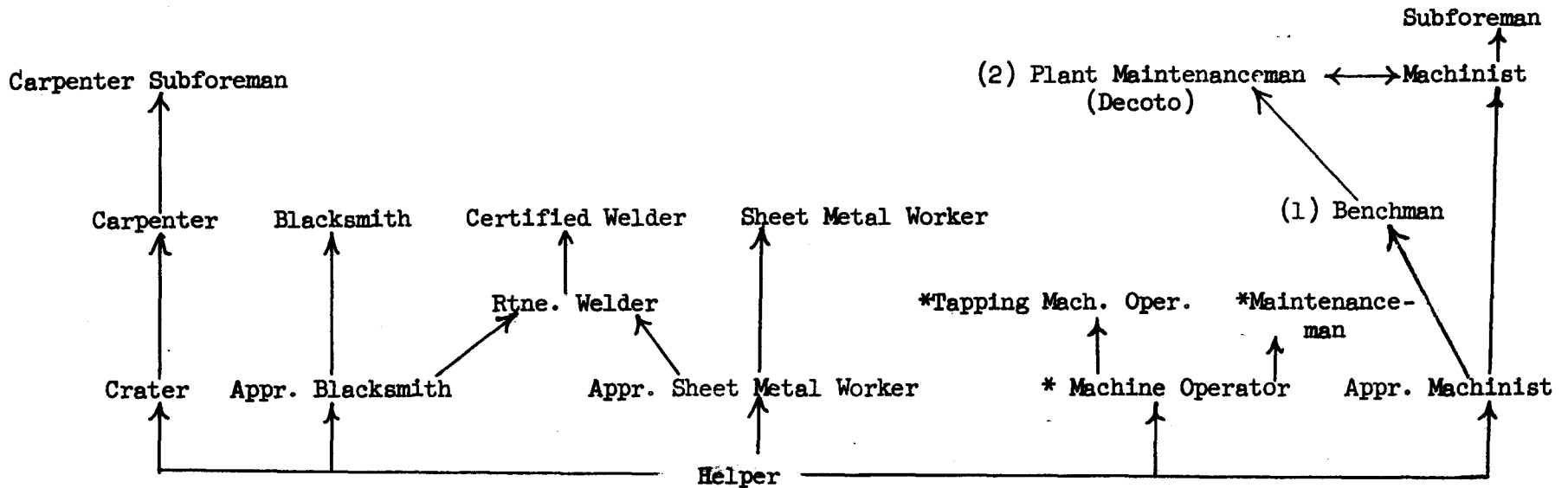
* Employees in these classifications shall accrue classification seniority as Helpers for bidding to Warehouseman, Slinger, Fork Lift Operator and Truck Driver, Hvy.

** Helper and Pipeman are considered as beginning classifications.

1. Benchman shall be considered as the next lower classification to Plant Maintenance.
2. Checker and Warehouseman shall be considered as the next lower classification to Warehouseman, Sr.; Checker and Warehouseman, Sr. shall be considered as the next lower classification to Section Storekeeper.
3. Slingers must have worked on the crane to which they are bidding before being considered qualified for the classification of Crane Operator.
4. Tar Pot Operators shall accrue classification seniority as Pipeman for bidding to Primer Operator.

CENTRAL STORES DEPARTMENT

LINES OF PROGRESSION: MACHINE AND CARPENTER SHOPS

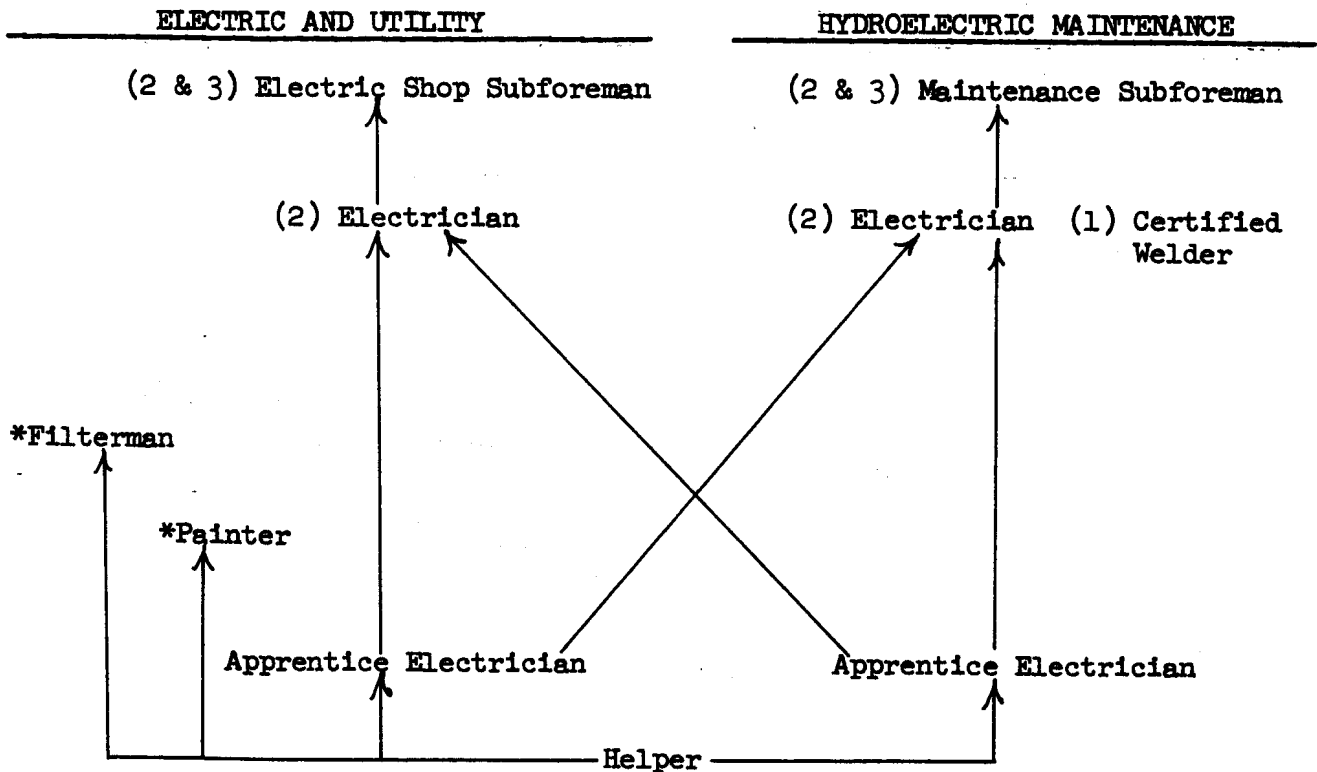


* An employee in any one of these classifications will accrue classification seniority as a Helper for bidding to any one of the apprentice classifications. He shall be given six months' classification seniority as an Apprentice Machinist if he is the successful bidder on such job and has spent at least one year in one or more of these classifications.

1. A Benchman may bid to Apprentice Machinist as an Apprentice Machinist and be given credit for all time he has previously spent as an Apprentice Machinist. If he has never been an Apprentice Machinist but has spent at least six months as a Benchman, he shall be given six months' credit as an Apprentice Machinist. If a Benchman has completed his apprenticeship for Machinist, he shall accrue classification seniority as an Apprentice Machinist for bidding to Machinist.
2. A Plant Maintenceman shall accrue classification seniority as a Machinist if he has completed 30 months as an Apprentice Machinist.

CENTRAL STORES DIVISION

LINES OF PROGRESSION: ELECTRIC SHOP



- * An employee in any one of these classifications shall accrue classification seniority as a Helper for bidding purposes.
- 1. Routine Welder in the Machine Shop shall be considered as the next lower classification to Certified Welder.
- 2. An Electrician in Electric and Utility shall be considered as being in the next lower classification to Maintenance Subforeman if he has had experience in the Hydro group. An Electrician in Hydroelectric Maintenance shall be considered as being in the next lower classification to Electric Shop Subforeman if he has had experience in the Electric and Utility group.
- 3. Employees in these classifications shall accrue classification seniority as electricians for bidding from one of such classifications to another in accordance with footnote 2 above.