

# PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

May 11, 1976

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter and its attachments cancel and supersede all previous material submitted to you on the same subject.

As discussed with members of your staff, Company is establishing a General Services service center in Oakland similar to the Davis Service Center.

In order to staff this facility at Oakland on the same basis as the Davis Service Center, Company proposes the following:

1. Section 300.1 Change the phrase "to the General Construction Service Center at Davis" to read "to a General Construction Service Center at Davis or Oakland."
2. Revise Sections 301.13, 301.14, and 301.15 as proposed on the attached.
3. In Exhibit VI, change "Davis Warehouse of General Construction" to read "Service Center Warehouse of General Construction."
4. Apply the definitions contained in Exhibit VI-K, Job Definitions, General Construction Service Center at Davis of the General Construction Services Department to the Oakland Service Center. Add reference to the Oakland Service Center to this Exhibit.
5. In Exhibit VIII, Job Comparisons, change "Painter (Davis Service Center)" to "Painter (Davis or Oakland Service Center)."
6. Exhibit X. In the basic Wage Schedule and wherever else classification titles are used, change the words "Service Center Davis" to "Service Center Davis or Oakland" in the following classifications:

0160	Carpenter
0166	Carpenter, Rough
0275	Clerk, Parts, Routine

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0310	Clerk, Shop, Senior
0313	Clerk, Shop, First
0314	Clerk, Shop, Routine
0470	Electrician
0488	Electrician, Apprentice
0880	Garageman
1007	Inspector, Mechanical
1085	Materials Leadman
1120	Machinist
1200	Maintenanceman, Tool
1210	Materials Man
1255	Mechanic, Equipment
1258	Mechanic, Equipment, Apprentice
1345	Mechanic, Lead
1596	Operator, Crane
1930	Painter
1933	Painter
2620	Welder
2621	Welder, Apprentice

7. Amend the Lines of Progression in Services Department to include the GC Oakland Service Center. Change "Davis Garage Group" to read "Service Center Garage Group." Each service center shall be a separate headquarters for purposes of promotion and demotion except as noted on the Lines of Progression.

Company also proposes adoption of the attached lines of progression for the Field and Service Center Garage Group line of progression.

Company further proposes to give employees in the Davis Service Center the opportunity to transfer at their request to the new Oakland Service Center for initial staffing of the facility. Such appointment shall be on the basis of qualifications and service. Positions not filled in this manner shall be filled in the usual manner.

If you are in accord with the foregoing 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   
 Manager of Industrial Relations

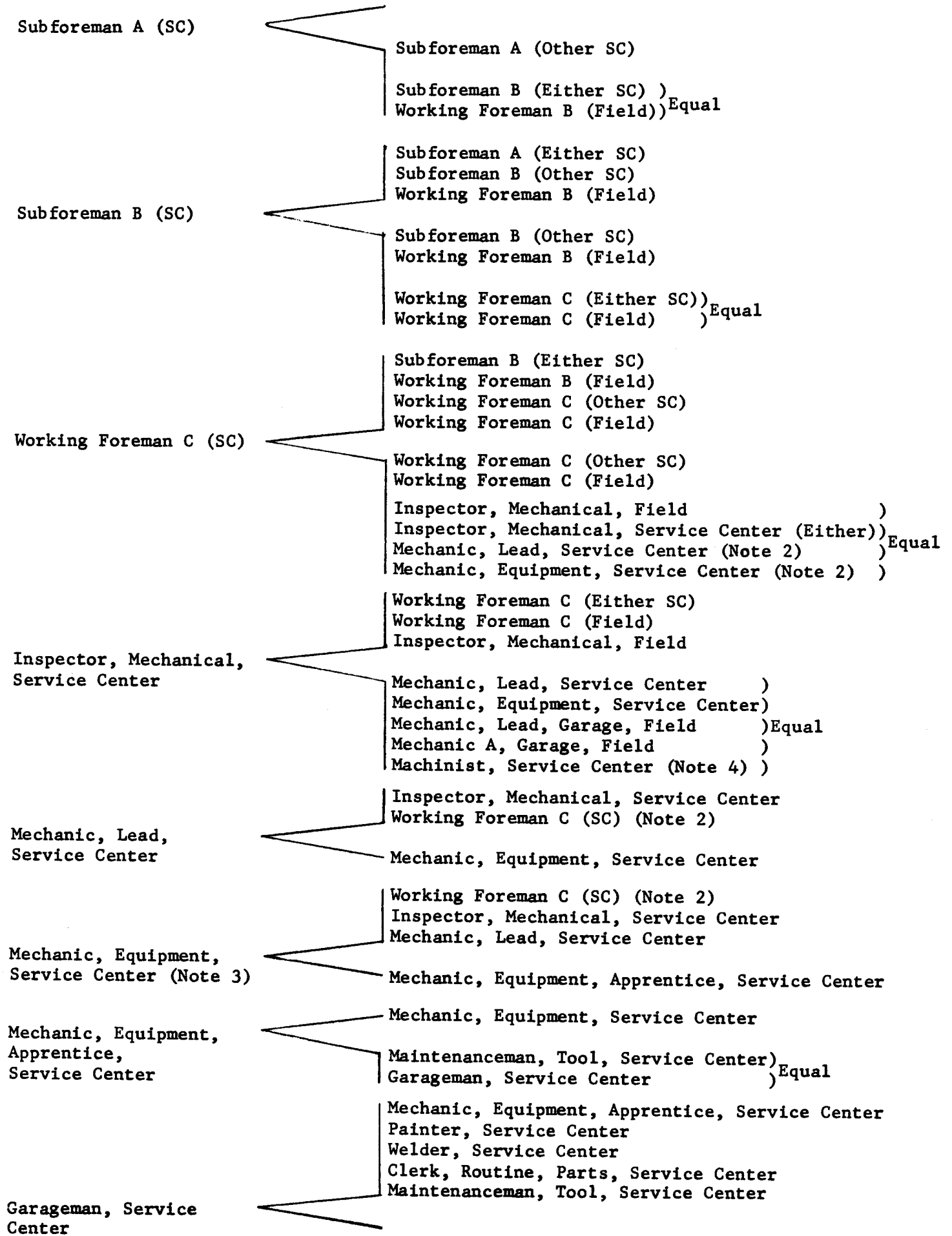
The Union is in accord with the foregoing and the attachments and it agrees thereto as of the date hereof.

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

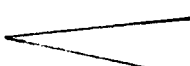




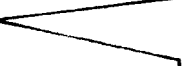




May 19, 1976

By   
 Business Manager

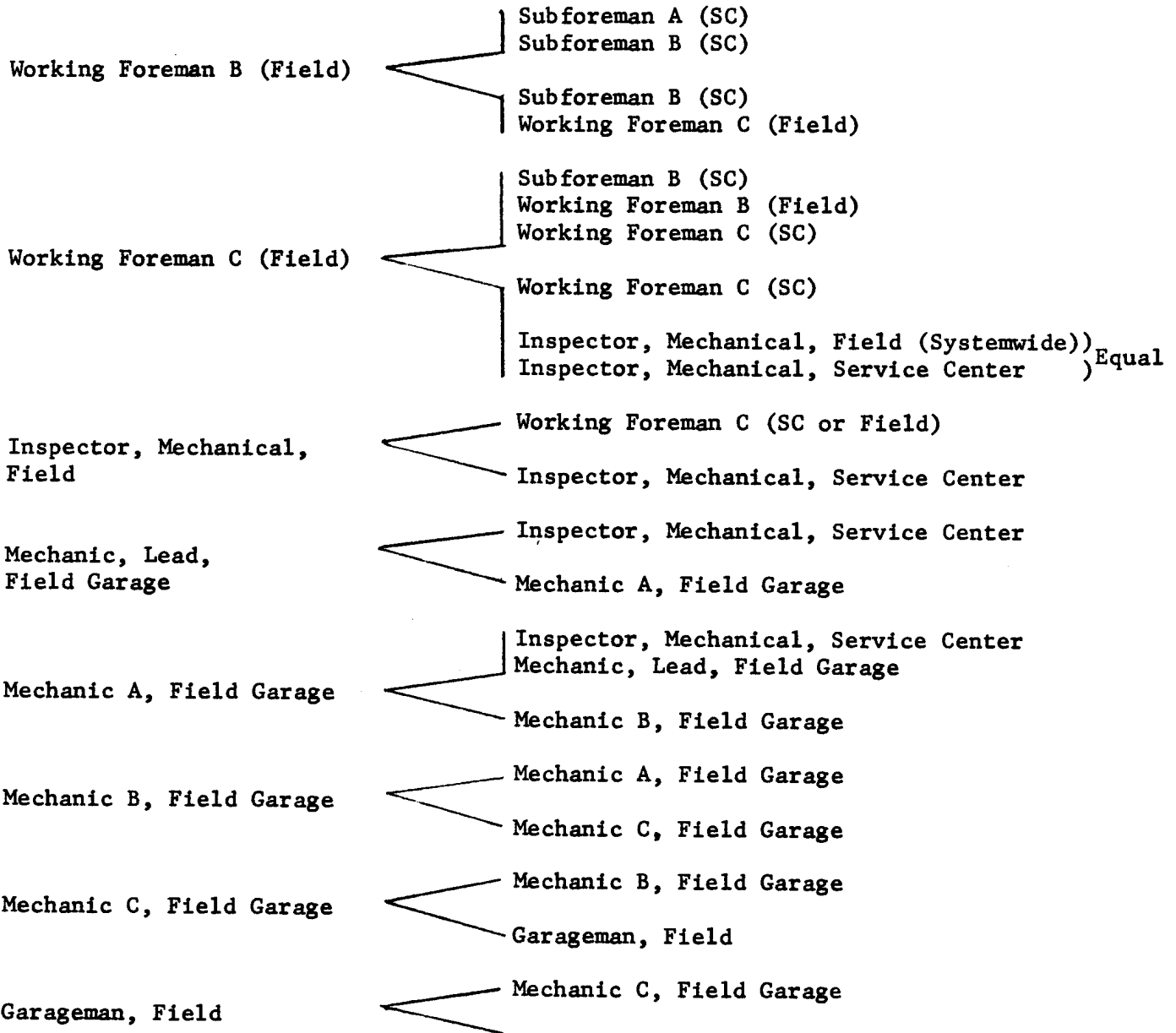
LINES OF PROGRESSION  
 GENERAL CONSTRUCTION SERVICES DEPARTMENT  
 SERVICE CENTER (SC) GARAGE GROUP



SERVICE CENTER (SC) GARAGE GROUP - continued

Machinist, Service Center		Inspector, Mechanical, Service Center (Note 4) Mechanic, Equipment, Service Center (Same SC) New hire, Journeyman Machinist
Working Foreman D (SC)		Working Foreman D (Other SC) Clerk, Routine, Parts, Service Center) Painter, Service Center )Equal Carpenter, Service Center )
Painter, Service Center		Working Foreman D (SC) Maintenanceman, Tool, Service Center) Garageman, Service Center )Equal
Clerk, Routine, Parts, Service Center		Working Foreman D (SC) Maintenanceman, Tool, Service Center) Garageman, Service Center )Equal
Carpenter, Service Center		Carpenter, Rough, Service Center
Carpenter, Rough, Service Center		Carpenter, Service Center Maintenanceman, Tool, Service Center) Garageman, Service Center )Equal
Welder, Arc		(Red Circle Rate)
Welder, Service Center		Maintenanceman, Tool, Service Center) Garageman, Service Center )Equal
Electrician, Service Center		Field Station Department
Maintenanceman, Tool, Service Center		Carpenter, Rough, Service Center Mechanic, Equipment, Apprentice, Service Center Painter, Service Center Welder, Service Center Clerk, Routine, Parts, Service Center Garageman, Service Center

LINES OF PROGRESSION  
 GENERAL CONSTRUCTION SERVICES DEPARTMENT  
 FIELD GARAGE MECHANIC GROUP



Refer to Service Center Lines of Progression for complete listing of classifications considered next lower or higher to Service Center classifications listed above.

GENERAL CONSTRUCTION SERVICES DEPARTMENT  
GARAGE GROUPS

NOTES

1. (a) Each Service Center shall be a separate entity for purposes of promotion and demotion except as shown on the Lines of Progression.  
(b) Where more than one classification is listed as a group in the next lower line of progression, they shall be given consideration in the order shown, unless specifically marked as equal.  
(c) For consideration for transfer between Service Centers or between Field and a Service Center where no provision is made in the lines of progression, an employee must have on file with the Manager of Services Department a written request for transfer.
2. Employee must have held the classification of Mechanical Inspector (Field or Service Center) for a minimum of six months.
3. If there is no eligible Apprentice Equipment Mechanic, Service Center, at a Service Center where there is a need for an Equipment Mechanic, Service Center, the following will be considered equally:
  - Field Garage Mechanic A (Transfer Request on File)
  - Equipment Mechanic, Service Center (Transfer Request on File)
  - Garageman, Service Center (If he has held the classification of Field Garage Mechanic A or Equipment Mechanic, Service Center)
4. Machinist must have held the classification of Equipment Mechanic, Service Center, or Field Garage Mechanic A for a minimum of six months.

GENERAL CONSTRUCTION SERVICE CENTER EMPLOYEES  
AT DAVIS OR OAKLAND

- 301.13 An employee regularly assigned to a General Construction Service Center shall not be subject to transfer to other job locations as are field employees and shall not be entitled to a per diem allowance or other expense allowance while at the Center. If, however, Company offers such an employee a transfer to the field which he accepts, he may file a Class A Residence Certificate, if qualified, or he will be considered to have a Class B Residence based on the Center.
- 301.14 When an employee who is regularly assigned to a General Construction Service Center is assigned to temporary work at such distance from his established headquarters at the Center that it is impracticable for him to return thereto or to his regular place of abode, he shall be allowed actual personal expenses for board and lodging for the duration of such assignment, provided that he boards and lodges at places designated by Company. The time spent by such an employee in traveling to such temporary job at its beginning and from it at its conclusion and any expense incurred therein shall be paid by Company.
- If on his non-work days any such employee remains at such designated places, his expenses for board and lodging on such days shall be paid by Company, but if he goes elsewhere for his personal convenience, Company shall not reimburse him for any expense he incurs thereby. If any such employee returns to his home for his non-work days, including any holiday which immediately precedes or follows his non-work days, Company at its option shall:
- (a) Allow him the equivalent of any savings it realizes in his board and lodging costs, or
  - (b) Provide round-trip transportation by Company vehicle between his temporary headquarters and his regular Service Center headquarters and pay him travel time in each direction, such travel time to be considered as time worked.
- 301.15 If a field employee is transferred to a General Construction Service Center the following conditions will apply:
- (a) If he requested such transfer and is accepted as regularly assigned to a General Construction Service Center, he shall not be entitled to an expense allowance at the Center.
  - (b) If he is transferred to a General Construction Service Center other than at his own request and for temporary assignment at that location, he shall be entitled to the full expense provisions of this Title for field employees. If after being at the Center for a time, such an employee is offered and accepts a regular assignment to a General Construction Service Center classification and rate, he then shall become ineligible for further expense allowance at the Center.