

PACIFIC GAS AND ELECTRIC COMPANY

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

September 29, 1967

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:

In accordance with our commitment during the 1966 General Negotiations and as a result of the discussions at the meetings between Union's Water Department Committee and Company's Committee, Company proposes the following with respect to Water Department classifications and wage rates:

1. Combine the classifications of Flume Repairman, Pipe Fitter, Apprentice Flume Repairman, Apprentice Pipe Fitter, Blacksmith, and Rough Carpenter, into a single classification of Water Systems Repairman with the job definition and lines of progression as proposed in the attached amendment to Exhibit VI-G of the Agreement dated September 1, 1952, and with the following wage rates:

Start	-	\$133.90	per week
End 6 Months	-	\$139.10	" "
End 1 Year	-	\$143.35	" "
End 18 Months	-	\$148.95	" "
End 2 Years	-	\$154.90	" "

Employees who are receiving any of the present Apprentice Pipe Fitter or Flume Repairman rates will be reclassified to Water Systems Repairman at the same progressive step, with credit for time spent in such step toward their future wage progression. Blacksmiths will be reclassified to Water Systems Repairman at \$154.90 per week. Pipe Fitters and Flume Repairmen who have spent six months or more in such classification on a regular basis will be reclassified to Water Systems Repairman at \$154.90 per week. Pipe Fitters and Flume Repairmen who have been in such classifications for less than six months will be reclassified to Water Systems Repairman at \$148.95 per week, with credit for the time spent in their former classification toward their progression to the top wage rate of the classification. Incumbent Rough Carpenters will be reclassified to Water Systems Repairman at the wage step commensurate with the time they have been in the Rough Carpenter classification.

2. Combine the classifications of Subforeman (Pipe) and Subforeman (Flume) into the classification of Water Systems Subforeman, with a job definition as proposed in the attached amendment to Exhibit VI-G, with a wage rate of \$170.40 per week. Incumbent Subforemen will be reclassified to the new Water Systems Subforeman classification and wage rate.
3. Establish the classification of Canal Maintenceman applicable on the Western Canal, with a job definition as proposed in the attached amendment to Exhibit VI-G, with the following wage rates:

Start	-	\$133.90	per week
End 6 Months	-	\$139.10	" "
End 1 Year	-	\$144.90	" "
End 18 Months	-	\$148.15	" "

Incumbent Ditch Tenders on the Western Canal will be reclassified to Canal Maintenceman at the wage step commensurate with their time in the Ditch Tender classification, with credit for time spent in such wage step toward progression to the next wage step.

4. Modify the job definition of the three Water Treatment Plant Operator classifications as proposed in the attached amendment to Exhibit VI-G and increase the wage rates for the three schedules as follows:

Schedule I	-	\$161.30	per week
Schedule II	-	\$158.60	" "
Schedule III	-	\$148.15	" "

5. Revise the wage progression of Water Meter Repairman to the following:

Start	-	\$133.90	per week
End 6 Months	-	\$139.10	" "
End 1 Year	-	\$144.90	" "
End 18 Months	-	\$148.15	" "

6. Revise the wage rate of the Water Serviceman to \$158.60 per week.

7. Revise the wage progression of the Ditch Tender classification as follows:

Start	-	\$130.05	per week
End 6 Months	-	\$133.90	" "
End 1 Year	-	\$139.10	" "

8. Revise the wage progression of the Lake Tender and Ditch Patrolman classifications as follows:

Start	-	\$125.45	per week
End 6 Months	-	\$130.05	" "
End 1 Year	-	\$133.90	" "

9. Eliminate the classification of Electrical Machinist.
10. Adopt the proposed job definitions contained in the attached Exhibit VI-G.
11. Adopt the lines of progression shown in the attached Exhibit VI-G and, in addition, modify the lines of progression for the Hydro Department clerical group to correspond with the proposed line of progression for Field Clerk.
12. Company will continue its study of the San Joaquin Division Water Department organization with the intent of gradually modifying it to conform to the classifications and assignments common to the rest of Company's system.
13. The effective date of this agreement shall be the date of execution by both parties.

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 V.J. 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

By Ronald T. Weakley
Business Manager

October 2, 1967

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION WATER DEPARTMENTS

0840 Water Treatment Subforeman

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.

Next Lower Classifications

Same or Higher Classification

1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II

0840 Water Treatment Subforeman

1897 Water Treatment Plant Operator - Schedule I

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 IV. Since this work may not require his full time services he may also be required to work as a Water Serviceman.

Next Lower Classifications

Same or Higher Classifications

1903 Water Treatment Plant Operator III
2130 Water Meter Repairman
2190 Water Serviceman

0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II

1900 Water Treatment Plant Operator - Schedule II

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 IV. Since this work does not require his full time services, he shall also work as a Water Serviceman.

Next Lower Classifications

1903 Water Treatment Plant Operator III
 2130 Water Meter Repairman
 2190 Water Serviceman

Same or Higher Classifications

0625 Labor Foreman
 0830 Water Systems Subforeman
 0840 Water Treatment Subforeman
 1897 Water Treatment Plant Operator I
 1900 Water Treatment Plant Operator II

1903 Water Treatment Plant Operator - Schedule III

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 IV, after two years of service. Since this work does not require his full time services, he shall also work as a Ditch Tender or Ditch Patrolman, or as an assistant to a ~~Pipe Fitter~~ or Water Systems Repairman.

Next Lower Classifications

0455 Light Truck Driver
 0945 Helper
 1195 Canal Maintencenceman
 1950 Ditch Patrolman
 2430 Ditch Tender
 2540 Lake Tender

Same or Higher Classifications

0440 Heavy Tractor Driver
 0453 Heavy Truck Driver
 0625 Labor Foreman
 0830 Water Systems Subforeman
 0840 Water Treatment Subforeman
 1897 Water Treatment Plant Operator I
 1900 Water Treatment Plant Operator II
 1903 Water Treatment Plant Operator III
 2070 Water Systems Repairman
 2130 Water Meter Repairman
 2190 Water Serviceman

0830 Water Systems Subforeman

An employee who is a working foreman in charge of a crew engaged in construction, maintenance, and repair of canals, tunnels, ditches, flumes, pipelines, services, reservoirs, dams, gates, and other related facilities of the water systems; handles the cleaning of canals, ditches, and other bodies of water. He shall have the

personal qualifications of leadership and supervisory ability, the qualifications of a Water Systems Repairman, and be familiar with Company's construction and safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

1897 Water Treatment Plant Operator I
2070 Water Systems Repairman
2190 Water Serviceman

Same or Higher Classifications

0830 Water Systems Subforeman
0840 Water Treatment Subforeman

2190 Water Serviceman

An employee who has the qualifications of a Water Systems Repairman 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.

Next Lower Classifications

1900 Water Treatment Plant Operator II
2070 Water Systems Repairman

Same or Higher Classifications

0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1897 Water Treatment Plant Operator I
2190 Water Serviceman

2070 Water Systems Repairman

An employee who is engaged in the construction, maintenance, and repair of all types of water systems structures and related facilities, including domestic water systems. He drives trucks and operates mechanical equipment and makes welds as required. He must have good working knowledge of safe rigging practices and be proficient in the use of all types of hand and power tools and in the operation of mechanized equipment associated with this work. He may be assigned to other work of similar nature as the occasion requires including temporary assignments acting as a leadman in charge of a crew consisting of Helpers performing unskilled work. His background of experience must be such as to qualify him to perform this work with skill and efficiency.

Next Lower Classifications

0440 Heavy Tractor Driver
 0443 Light Tractor Driver
 0444 Truck Driver
 0453 Heavy Truck Driver
 0455 Light Truck Driver
 0945 Helper
 1195 Canal Maintencenceman
 1903 Water Treatment Plant Operator III
 1950 Ditch Patrolman
 2130 Water Meter Repairman
 2430 Ditch Tender
 2450 Lake Tender

Same or Higher Classifications

0625 Labor Foreman
 0830 Water Systems Subforeman
 0840 Water Treatment Subforeman
 1897 Water Treatment Operator I
 1900 Water Treatment Operator II
 2070 Water Systems Repairman
 2190 Water Serviceman

2130 Water Meter Repairman

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

Next Lower Classifications

0440 Heavy Tractor Driver
 0443 Light Tractor Driver
 0444 Truck Driver
 0453 Heavy Truck Driver
 0455 Light Truck Driver
 0945 Helper
 1195 Canal Maintencenceman
 1903 Water Treatment Plant Operator III
 1950 Ditch Patrolman
 2430 Ditch Tender
 2450 Lake Tender

Same or Higher Classifications

0625 Labor Foreman
 0830 Water Systems Subforeman
 0840 Water Treatment Subforeman
 1897 Water Treatment Plant Operator I
 1900 Water Treatment Plant Operator II
 2070 Water Systems Repairman
 2130 Water Meter Repairman
 2190 Water Serviceman

1195 Canal Maintencenceman - Western Canal

An employee who operates, cleans and maintains the canal, gates, roads, buildings and other structures associated with it. He shall install, maintain, test and remove measuring devices and services and regulate, check and read the canal flow and diversions to customers. In addition, he may be required to perform other routine duties of a Water Serviceman and be assigned to work on Company's water facilities in the Hydro Development on the Yuba River. Also, he may be assigned duties of a similar nature in other departments during off season periods.

Next Lower Classifications

0440 Heavy Tractor Driver
 0443 Light Tractor Driver
 0444 Truck Driver
 0453 Heavy Truck Driver
 0455 Light Truck Driver
 0945 Helper
 1903 Water Treatment Plant Operator III
 1950 Ditch Patrolman
 2130 Water Meter Repairman
 1430 Ditch Tender
 2530 Lake Tender

Same or Higher Classifications

0625 Labor Foreman
 0830 Water Systems Subforeman
 0840 Water Treatment Subforeman
 1195 Canal Maintencenceman
 1897 Water Treatment Plant Operator I
 1900 Water Treatment Plant Operator II
 2070 Water Systems Repairman
 2190 Water Serviceman

Hours of Work - Canal Maintnanceman

Company and Union are in accord that a Canal Maintnanceman may be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday during the irrigation season.

2430 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. In addition, he may be required to perform the duties of a Lake Tender. 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 routine duties of a Water Serviceman.

Next Lower Classifications

0455 Light Truck Driver
0945 Helper

Same or Higher Classifications

0440 Heavy Tractor Driver
0443 Light Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1195 Canal Maintnanceman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II
1903 Water Treatment Plant Operator III
1950 Ditch Patrolman
2070 Water Systems Repairman
2130 Water Meter Repairman
2190 Water Serviceman
2430 Ditch Tender
2450 Lake Tender

Hour of Work - Ditch Tender

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.

1950 Ditch Patrolman

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.

Next Lower Classifications

0455 Light Truck Driver
0945 Helper

Same or Higher Classifications

0440 Heavy Tractor Driver
0443 Light Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1195 Canal Maintencenceman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II
1903 Water Treatment Plant Operator III
1950 Ditch Patrolman
2070 Water Systems Repairman
2130 Water Meter Repairman
2190 Water Serviceman
2430 Ditch Tender
2450 Lake Tender

2450 Lake Tender

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.

Next Lower Classifications

0455 Light Truck Driver
0945 Helper

Same or Higher Classifications

0440 Heavy Tractor Driver
0443 Light Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1195 Canal Maintencenceman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II
1903 Water Treatment Plant Operator III
1950 Ditch Patrolman
2070 Water Systems Repairman
2130 Water Meter Repairman
2190 Water Serviceman
2430 Ditch Tender
2450 Lake Tender

0625 Labor Foreman

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.

Next Lower Classifications

0440 Heavy Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver

Same or Higher Classifications

0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman

0440 Heavy Tractor Driver

0443 Light Tractor Driver

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.

0440 Heavy Tractor Driver

Next Lower Classification

0443 Light Tractor Driver

Same or Higher Classifications

0440 Heavy Tractor Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1897 Water Treatment Plant Operator I
2190 Water Serviceman

0443 Light Tractor Driver

Next Lower Classifications

0444 Truck Driver
0945 Helper
1950 Ditch Patrolman
2430 Ditch Tender
2450 Lake Tender

Same or Higher Classifications

0440 Heavy Tractor Driver
0443 Light Tractor Driver
0453 Heavy Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1195 Canal Maintencenceman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II
1903 Water Treatment Plant Operator III
2070 Water Systems Repairman
2130 Water Meter Repairman
2190 Water Serviceman

0453 Heavy Truck Driver

An employee who drives a heavy truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as:

- a. A motor vehicle with three axles or more with a gross vehicle rating of 40,000 pounds or more; or
- b. A truck-tractor with a gross combined weight rating of 50,000 pounds or more; or
- c. A truck with two or three axles which, when coupled to a trailer or semi-trailer with auxiliary dollies, has a gross combined weight rating of 50,000 pounds or more.

Two wheel pole or pipe dollies are not considered trailers for purposes of the above.

Next Lower Classification

0444 Truck Driver

Same or Higher Classifications

0453 Heavy Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Plant Subforeman

0444 Truck Driver

An employee who drives a truck (other than a pickup truck) transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

Next Lower Classifications

0443 Light Tractor Driver
0455 Light Truck Driver
0945 Helper
1950 Ditch Patrolman
2430 Ditch Tender
2450 Lake Tender

Same or Higher Classifications

0440 Heavy Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1195 Canal Maintenceman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II
1903 Water Treatment Plant Operator III
2070 Water Systems Repairman
2130 Water Meter Repairman
2190 Water Serviceman

0455 Light Truck Driver

An employee who drives a station wagon or pickup truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which he is assigned.

Next Lower Classifications

0945 Helper
1950 Ditch Patrolman
2430 Ditch Tender
2450 Lake Tender

Same or Higher Classifications

0440 Heavy Tractor Driver
0444 Truck Driver
0453 Heavy Truck Driver
0455 Light Truck Driver
0625 Labor Foreman
0830 Water Systems Subforeman
0840 Water Treatment Subforeman
1195 Canal Maintenceman
1897 Water Treatment Plant Operator I
1900 Water Treatment Plant Operator II
1903 Water Treatment Plant Operator III
2070 Water Systems Repairman
2130 Water Meter Repairman
2190 Water Serviceman

0945 Helper

An employee whose principal duties consist of semi-skilled work while helping a higher classified employee; 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.

Beginner's Classification

0247 Field Clerk

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 GMs 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.

Next Lower Classifications

0265 Routine Hydro Clerk
2714 Clerk C*
2737 Clerk-Machine Operator C*
2745 Clerk-Steno C*
2755 Clerk-Typist C*

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
0244 Field Clerk (G.C.)
0263 Senior Hydro Clerk
0264 First Hydro Clerk
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
2020 Quartermaster
2710 Clerk A*
2713 Clerk B*
2730 Supervising Clerk B*
2743 Clerk-Steno A*
2744 Clerk-Steno B*
2753 Clerk-Typist A*
2754 Clerk-Typist B*

* In Division Electric and Water Departments.