

La. 4-13-64A

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
 San Francisco 6
 SUtter 1-4211
 April 13, 1964

In reply please refer to

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:

Attached are revisions to the proposed amendments to the Job Definitions and Lines of Progression for the Division Steam Generation Department, Exhibit VI-B. The original proposal was submitted for your agreement on March 11, 1964. These revisions reflect minor changes to pages 19a, 22, 23, 24, and 26.

The amendments incorporate changes made during the general negotiations of 1963 and other changes agreed to since this exhibit was last amended. Accordingly, the pages of the exhibit are shown as being revised on January 15, 1964.

If you are in accord with the foregoing 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 *[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

April 16, 1964

By *Ronald T. Weakley*
 Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION STEAM GENERATION DEPARTMENTS

OPERATING

Operating employees may be assigned to other duties including maintenance during shutdown.

SENIOR CONTROL OPERATOR

A shift employee who, as an assistant to the Shift Foreman, operates and directs the operation of all equipment in the station together with their related controls and assists in the training of other employees in the proper performance of their duties. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedures, system operating orders, clearance procedures and necessary transactions with the System Dispatcher. In conjunction with his operating duties, he directs and assists in station cleaning.

CONTROL OPERATOR (Avon, Martinez and Oleum)

A shift employee whose duties are confined to the control deck where he is required to operate the controls for boilers, turbine-generators, oil circuit breakers, etc. He also has control over the boiler feed pumps, evaporator pumps, steam supply to the refineries, and all other equipment which is controlled from the control room panels. The Fireman, Turbine Tender and Assistant Control Operator (Oleum) work under his direction and he is responsible for the reception and execution of switching orders.

CONTROL OPERATOR

A shift employee, who is in charge of the control room. His duties include the operation of the plant equipment and switchgear which have their controls in the control room. He must be familiar with equipment operational procedures, system operating orders, clearance procedures and other necessary transactions with the System Dispatcher. In conjunction with his operating duties, he will do necessary cleaning on and around rotating equipment, on the control mechanisms and other moving parts and keep the control room clean.

ASSISTANT CONTROL OPERATOR (Oleum)

A shift employee whose duties are to assist the Control Operator. He must be proficient in and familiar with electrical switchgear and transmission yard, and capable of performing switching in connection with clearing up and

returning to service any of the station or transmission equipment. He also must supplement the Turbine Tender when necessary and have general operating knowledge of all control and supervisory equipment relating to the Control Operator's duties. He will perform the necessary switching or supervise when it is done by others, checking to see that clearance procedure has been properly followed. He works under the direction of the Control Operator and Shift Foreman and will assist and do cleaning in connection with control panels and control area, including relay panels and other critical control equipment.

ASSISTANT CONTROL OPERATOR (Except Oleum)

A shift employee who assists the Control Operator, whose duties include the operation of any of the controls or auxiliary equipment and who is primarily qualified in the operation of turbines, boilers and boiler controls. Does necessary cleaning on and around rotating equipment, control boards, control mechanisms and other moving parts.

AUXILIARY OPERATOR

A shift employee who operates and services auxiliary equipment; does switching under the direction of the Control Operator; also does necessary cleaning about the station, shall be required to operate high pressure boiler feed pumps in emergencies. May direct employees assisting him in the performance of his duties.

WATER TENDER

A shift employee in charge of the operation of the boiler room under the general supervision of the supervisor on shift. He is responsible for cutting boilers in and out of service, operation of feed water, fuel oil and other miscellaneous pumps and auxiliaries, and has direction over the firemen.

TURBINE TENDER (Avon, Martinez and Oleum)

A shift employee whose duties are largely confined to operation of pumps involved in the main processes, such as boiler feed pumps, evaporator pumps, condensate pumps, circulating pumps, air compressors, etc. He also looks after the routine operation of the turbine-generator, including the hydrogen cooling system. As the occasion demands, he is required to assist the Fireman or Control Operator. He works under the general supervision of the Control Operator and/or Shift Foreman. He is also required to do some cleaning in and around control mechanisms and other moving parts.

TURBINE TENDER (Oakland, Potrero and Hunters Point No. 1)

A shift employee who starts, stops and tends the operation of high pressure steam turbines and miscellaneous auxiliary equipment under the direction of the Shift Foreman, including all prescribed checking procedures for the particular plant. He is also required to oil, grease, and do necessary cleaning around the turbine and related equipment.

BOILER FEED PUMPMAN (Potrero)

A shift employee whose duties are largely confined to the operation of the main boiler feed pumps. Required to do his share of necessary cleaning.

FIREMAN HP (Avon, Martinez and Oleum)

A shift employee whose duties are largely confined to the firing of boilers, and who works under the direction of the Control Operator. He has some control over fuel pumps and regulators, checks operation of boilers from flue gas analyzers, changes burners or from one fuel to another as ordered by the Shift Foreman or Control Operator. Has secondary control of the rate of firing and water levels in the boilers, and visibly checks the draft control as handled by the Control Operator. He is also required to do the necessary cleaning around the boiler fronts and generally in the boiler room.

FIREMAN HP (Oakland, Potrero and Hunters Point No. 1)

A shift employee whose duties are largely confined to operation of the controls for the high pressure boilers and other related equipment such as feed water heaters and pumps. He is required to do his share of necessary cleaning.

FIREMAN LP

A shift employee whose duties consist of firing low pressure boilers, operating auxiliaries including boiler feed and fuel pumps, controlling boiler water level, etc. He is required to do his share of the necessary cleaning.

CIRCULATING PUMPMAN (Potrero)

A shift employee whose duties are largely confined to the operation of the salt water pumping equipment in the pumphouse, and other miscellaneous items such as traveling screens, chlorinator equipment, etc., all located on adjoining property and isolated from the station. Required to do necessary cleaning.

WATER SOFTENER OPERATOR (Avon, Martinez and Oleum)

A shift employee who is responsible for the operation of the water softening and treating equipment and performs routine chemical tests. In addition, he may also be required to assist the Control Operator in emergencies. Works under the general supervision of the Shift Foreman but also receives orders direct from the chemist. He performs his share of the necessary cleaning in the chemical laboratory and in the water treating plant, as directed.

OILER

A shift employee whose principal duties are the operating of auxiliaries; including pumps, condensers, oil filters, etc. and the lubrication of equipment. Assists other operating personnel as required, does necessary cleaning and performs minor maintenance work of a preventive or cleaning nature. Specific duties may vary with the design of the plant.

DAY-OILER (Potrero)

An employee who performs the function of a general utilityman with particular reference to the handling of lubricating oils, receiving fuel oil, keeping lubricating oil filters clean and in working order, and making miscellaneous routine chemical tests in connection with boiler water and circulating water.

CONDENSERMAN

A shift employee who cleans condensers, tests for leaks, plugs or repairs leaky tubes and may be required to do necessary cleaning and perform minor maintenance work of a preventive or cleaning nature.

SHIFT HELPER

A shift employee whose duties consist of assisting any of the shift personnel as directed. Among other things he may be required to assist the employee in charge of the operation in blowing soot and changing boiler fuels. He may also be required to check the operation of the evaporators, take various readings, do necessary cleaning and perform minor maintenance work of a preventive or cleaning nature.

OPERATOR-REPAIRMAN - The Geysers Power Plant

A shift employee who performs operating and maintenance duties. His operating duties include, without supervision and in accordance with written procedures, the operation of the main units and other plant equipment including starting up, paralleling and shutting down the main units, placing into service and removing from service various plant equipment and auxiliaries. Other operating duties include such functions as performing routine chemical tests, lubricating of equipment, replacement of brushes, routine trip and annunciator tests and station housekeeping. His maintenance duties consist of general maintenance work requiring use of bench and hand tools and shop tools. May be required to do welding and cutting with the electric arc and acetylene torch and routine electrical work, as well as such jobs as rough carpenter work, painting, building repair, miscellaneous pipe work and the operation of the crane. He shall test all instruments exclusive of relay testing.

STEAM HEAT ENGINEER

A shift employee who operates boilers and auxiliaries and makes minor repairs in a steam heat station as required.

JANITOR

An employee who does sweeping and cleaning in buildings, grounds, washrooms and toilets.

LINES OF PROGRESSION

STEAM GENERATING DEPARTMENT - OPERATING

NOTES

HUNTERS POINT

Wherever "Hunters Point" is used it means Units 2, 3 and 4 of Hunters Point Power Plant except as otherwise shown.

DUAL CLASSIFICATIONS

Vacancies in dual classifications will not be subject to bid between power plants except between Avon, Martinez and Oleum.

Employees in dual classification shall accrue classification seniority for bidding purposes in the lower of the two classifications which make up the dual classification.

POSTING OF VACANCIES

When posting a vacancy which occurs in a classification more than one step above the beginning job in any plant, successive vacancies, which are expected to occur as a result of filling the original vacancy, may be posted for bid at the same time.

ACCRUAL OF SENIORITY

When an employee bids under Section 205.7a or 205.7c on a vacancy in a plant other than the one in which he is employed, his classification seniority for such bid shall include time worked in his present classification and time worked in any lower classifications from which he could have bid to such vacancy under such Sections.

LINES OF PROGRESSION
OPERATING DEPARTMENT
MORRO BAY POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Senior Control Oper. ↑ Control Operator ↑ Asst. Control Oper. ↑ Auxiliary Operator ↑ Oiler ↑ Shift Helper	Moss Landing, Kern, Hunters Point, Contra Costa, Pittsburg, Oleum and Humboldt Bay Nos. 1 and 2 Avon and Martinez Potrero and Oakland Humboldt Bay No. 3 Moss Landing, Kern, Hunters Point, Contra Costa, Pittsburg and Humboldt Bay Avon, Martinez, Oleum, Potrero and Oakland The Geysers Kern All others, except Humboldt Bay and The Geysers All, except Kern, Humboldt Bay and The Geysers	Asst. Control Oper. Turbine Tender HP Fireman Auxiliary Operator Auxiliary Operator HP Fireman Operator-Repairman Auxiliary Operator Oiler Oiler

LINES OF PROGRESSION
OPERATING DEPARTMENT
MOSS LANDING POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>Plants</u>	<u>Classification</u>
Senior Control Oper. ↑ Control Operator ↑ Asst. Control Oper. ↑ Auxiliary Operator ↑ Oiler ↑ Condenserman ↑ Shift Helper	Morro Bay, Kern, Hunters Point, Contra Costa, Pittsburg, Oleum and Humboldt Bay Nos. 1 and 2 Avon and Martinez Potrero and Oakland Humboldt Bay No. 3 Morro Bay, Kern, Hunters Point, Humboldt Bay, Contra Costa and Pittsburg Avon, Martinez, Oleum, Potrero and Oakland The Geysers Kern All others, except Humboldt Bay and The Geysers All, except Kern, Humboldt Bay and The Geysers Potrero, Oakland and Hunters Point	Asst. Control Oper. Turbine Tender HP Fireman Auxiliary Operator Auxiliary Operator HP Fireman Operator-Repairman Auxiliary Operator Oiler Oiler Condenserman

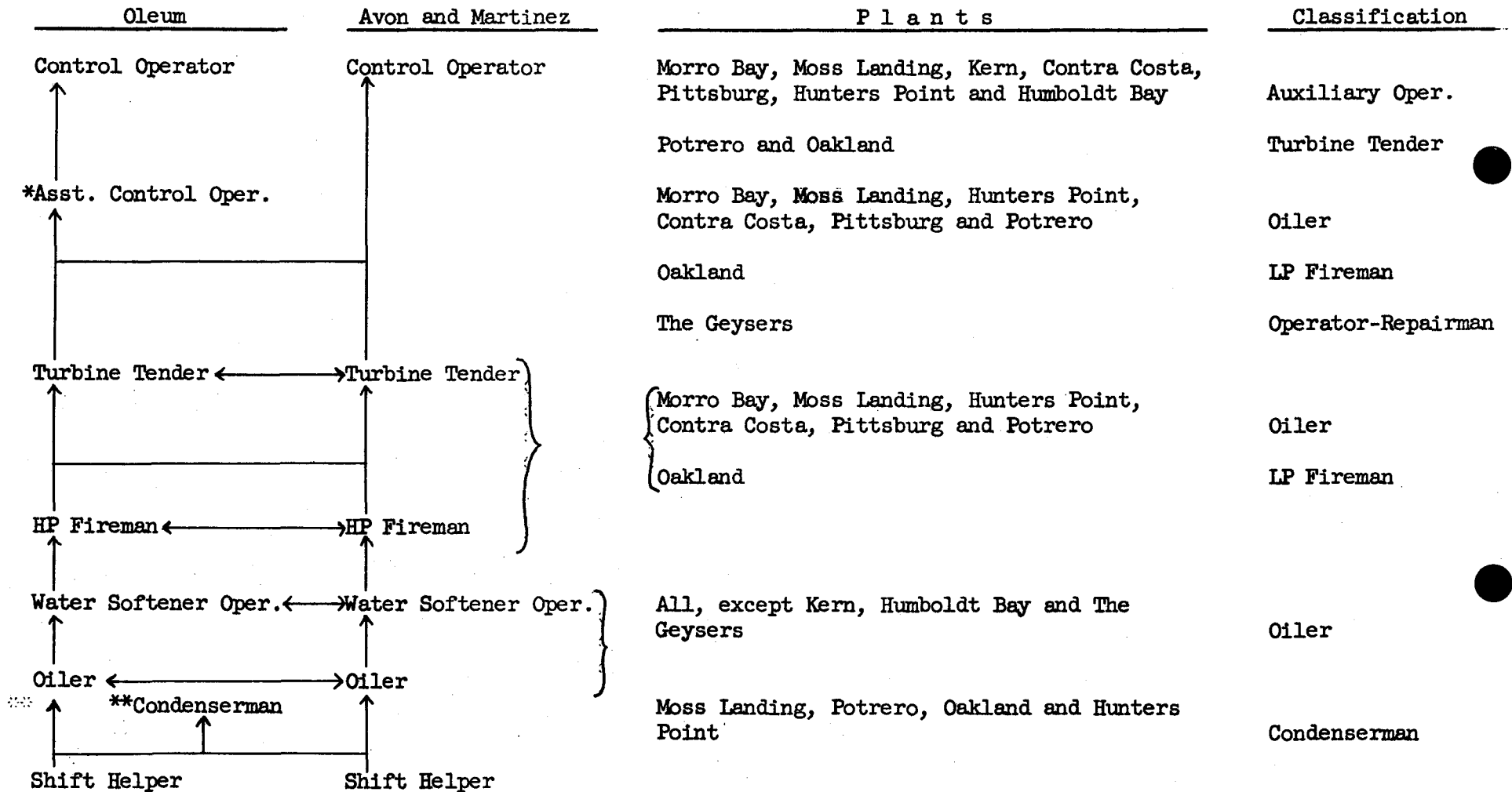
LINES OF PROGRESSION

OPERATING DEPARTMENT

AVON, MARTINEZ AND OLEUM POWER PLANTS

In-plant progression

May bid under Section 205.7a or c to:



*Assistant Control Operators shall accrue classification seniority as Turbine Tenders for bidding to Control Operator at Avon or Martinez.

**Condenserman shall accrue classification seniority as Shift Helpers for bidding to Oiler.

LINES OF PROGRESSION
OPERATING DEPARTMENT
CONTRA COSTA POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Senior Control Oper. ↑ Control Operator	Morro Bay, Moss Landing, Kern, Hunters Point, Pittsburg, Oleum and Humboldt Bay Nos. 1 and 2 Avon and Martinez Potrero and Oakland Humboldt Bay No. 3	Asst. Control Oper. Turbine Tender HP Fireman Auxiliary Operator
↑ Asst. Control Oper.	Morro Bay, Moss Landing, Kern, Hunters Point, Pittsburg and Humboldt Bay Avon, Martinez, Oleum, Potrero and Oakland The Geysers	Auxiliary Operator HP Fireman Operator-Repairman
↑ Auxiliary Operator	Kern All others, except Humboldt Bay and The Geysers	Auxiliary Operator Oiler
↑ Oiler	All, except Kern, Humboldt Bay and The Geysers	Oiler
↑ Shift Helper		

LINES OF PROGRESSION

OPERATING DEPARTMENT

OAKLAND POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Water Tender	{ Morro Bay, Moss Landing, Kern, Contra Costa, Pittsburg, Humboldt Bay and Hunters Point Potrero, Avon, Martinez and Oleum The Geysers	Auxiliary Operator
Turbine Tender		Operator-Repairman
HP Fireman	Morro Bay, Moss Landing, Hunters Point, Contra Costa, Pittsburg and Potrero Avon, Martinez and Oleum	Oiler HP Fireman
LP Fireman	{ All others, except Kern, Humboldt Bay and The Geysers	Oiler
Oiler		Condenserman
Shift Helper	*Condenserman Moss Landing, Potrero and Hunters Point	

*Condenserman shall accrue classification seniority as Shift Helpers for bidding to Oiler.

LINES OF PROGRESSION

OPERATING DEPARTMENT

PITTSBURG POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Senior Control Oper.	Morro Bay, Moss Landing, Kern, Hunters Point, Contra Costa, Oleum and Humboldt Bay Nos. 1 and 2	Asst. Control Oper.
Control Operator		Turbine Tender
	Avon and Martinez	HP Fireman
	Potrero and Oakland	Auxiliary Operator
	Humboldt Bay No. 3	
Asst. Control Oper.	Morro Bay, Moss Landing, Kern, Humboldt Bay, Hunters Point and Contra Costa	Auxiliary Operator
	Avon, Martinez, Oleum, Potrero and Oakland	HP Fireman
	The Geysers	Operator-Repairman
Auxiliary Operator	Kern	Auxiliary Operator
	All others, except Humboldt Bay and The Geysers	Oiler
Oiler	All, except Kern, Humboldt Bay and The Geysers	Oiler
Shift Helper		

LINES OF PROGRESSION
OPERATING DEPARTMENT
HUMBOLDT BAY POWER PLANT
UNITS 1 AND 2

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Control Operator	Morro Bay, Moss Landing, Kern, Hunters Point, Contra Costa, Pittsburg and Oleum	Asst. Control Oper.
	Avon and Martinez	Turbine Tender
	Potrero and Oakland	HP Fireman
	Humboldt Bay No. 3	Auxiliary Operator
Asst. Control Oper.	Morro Bay, Moss Landing, Kern, Hunters Point, Contra Costa, Pittsburg and Humboldt Bay No. 3	Auxiliary Operator
	Avon, Martinez, Oleum, Potrero and Oakland	HP Fireman
	The Geysers	Operator-Repairman
Auxiliary Operator	Kern and Humboldt Bay No. 3	Auxiliary Operator
	All others, except The Geysers	Oiler
Shift Helper		

LINES OF PROGRESSION
OPERATING DEPARTMENT
HUMBOLDT BAY POWER PLANT
UNIT NO. 3

Start-up and Initial Operation

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Senior Control Oper. ↑ Control Operator ↑ Auxiliary Operator ↑ Shift Helper	{ Morro Bay, Moss Landing, Kern, Hunters Point, Contra Costa, Pittsburg, Oleum and Humboldt Bay Nos. 1 and 2 Avon and Martinez Potrero and Oakland Kern and Humboldt Nos. 1 and 2 All others, except The Geysers	Asst. Control Oper. Turbine Tender HP Fireman Auxiliary Operator Oiler

LINES OF PROGRESSION
 OPERATING DEPARTMENT
 HUMBOLDT BAY POWER PLANT
 UNIT NO. 3
 ULTIMATE ORGANIZATION

In-Plant Progression

May bid under Section 205.7 (a) or (c) to:

<u>Classification</u>	<u>Plants</u>	<u>Classification</u>
Control Operator	Morro Bay, Moss Landing, Kern, Hunters Point, Contra Costa, Pittsburg, Oleum, and Humboldt Bay Nos. 1 and 2	Asst. Control Oper.
Assistant Control Operator	Avon and Martinez	Turbine Tender
	Potrero and Oakland	HP Fireman
Auxiliary Operator	Morro Bay, Moss Landing, Kern Hunters Point, Contra Costa, Pittsburg and Humboldt Bay Nos. 1 & 2	Auxiliary Operator
	Avon, Martinez, Oleum, Potrero and Oakland	HP Fireman
	The Geysers	Operator-Repairman
	Kern and Humboldt Bay Nos. 1 & 2	Auxiliary Operator
Shift Helper	All others, except the Geysers	Oiler

LINES OF PROGRESSION
 OPERATING DEPARTMENT
 THE GEYSERS POWER PLANT

In-plant Progression

May Bid Under Section 205.7(c) to:

Classification

Plants

Classification

Operator-Repairman

Morro Bay, Moss Landing, Contra
 Costa, Hunters Point, and
 Pittsburg

Oiler

Avon, Martinez, Oleum, Oakland,
 and Potrero

HP Fireman

All Plants

Mechanic



Shift Helper

Note: Machinists at all power plants who bid on vacancies in the classification of Operator-Repairman will have their bids considered under Section 205.7(c) of the Agreement.

LINES OF PROGRESSION
OPERATING DEPARTMENT
HUNTERS POINT POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>P l a n t s</u>	<u>Classification</u>
Senior Control Oper. ↑ Control Operator ↑ Asst. Control Oper. ↑ Auxiliary Operator ↑ Oiler ↑ Condenserman (Hunters Point and Potrero) ↑ Shift Helper (Hunters Point and Potrero)	{ Morro Bay, Moss Landing, Kern, Contra Costa, Pittsburg, Oleum and Humboldt Bay Nos. 1 and 2 Potrero and Oakland Avon and Martinez Humboldt Bay No. 3 Morro Bay, Moss Landing, Kern, Contra Costa, Pittsburg and Humboldt Bay Avon, Martinez, Oleum, Potrero and Oakland The Geysers Kern All others, except Humboldt Bay and The Geysers All, except Kern, Humboldt Bay and The Geysers Moss Landing, Potrero and Oakland	Asst. Control Oper. HP Fireman Turbine Tender Auxiliary Operator Auxiliary Operator HP Fireman Operator Repairman Auxiliary Operator Oiler Oiler Condenserman

Notes: Employees who are in the classification of High Pressure Fireman, Shift Mechanic or Boiler Feed Pumpman at Potrero, or who have been demoted from such classifications due to lack of work as of the date of this supplementary agreement shall be considered as being in the next lower classification to Auxiliary Operator at Hunters Point. The provisions of Section 205.8 of this Agreement shall not apply to employees classified as Oiler or Condenserman when they bid between Hunters Point and Potrero.

LINES OF PROGRESSION

OPERATING DEPARTMENT

POTRERO POWER PLANT

In-plant progression

May bid under Section 205.7a or c to:

<u>Classification</u>	<u>Plants</u>	<u>Classification</u>
Water Tender	Morro Bay, Moss Landing, Kern, Contra Costa, Pittsburg, Hunters Point and Humboldt Bay	Auxiliary Operator
Turbine Tender		Turbine Tender
Boiler Feed Pumpman	Oakland, Avon, Martinez and Oleum	Operator-Repairman
St. Ht. Engr.		The Geysers
HP Fireman	Morro Bay, Moss Landing, Contra Costa, Hunters Point and Pittsburg	Oiler
LP Fireman		Avon, Martinez, Oleum and Oakland
Circulating Pumpman	All, except Kern, Humboldt Bay and The Geysers	Oiler
Oiler		
Condenserman (Hunters Point and Potrero)	Moss Landing, Oakland and Hunters Point	Condenserman
Shift Helper (Hunters Point and Potrero)		

Notes: Employees who are in the classification of High Pressure Fireman, or Boiler Feed Pumpman at Potrero, or who have been demoted from such classifications due to lack of work as of the date of this Supplementary Agreement shall be considered as being in the next lower classification to Auxiliary Operator at Hunters Point.

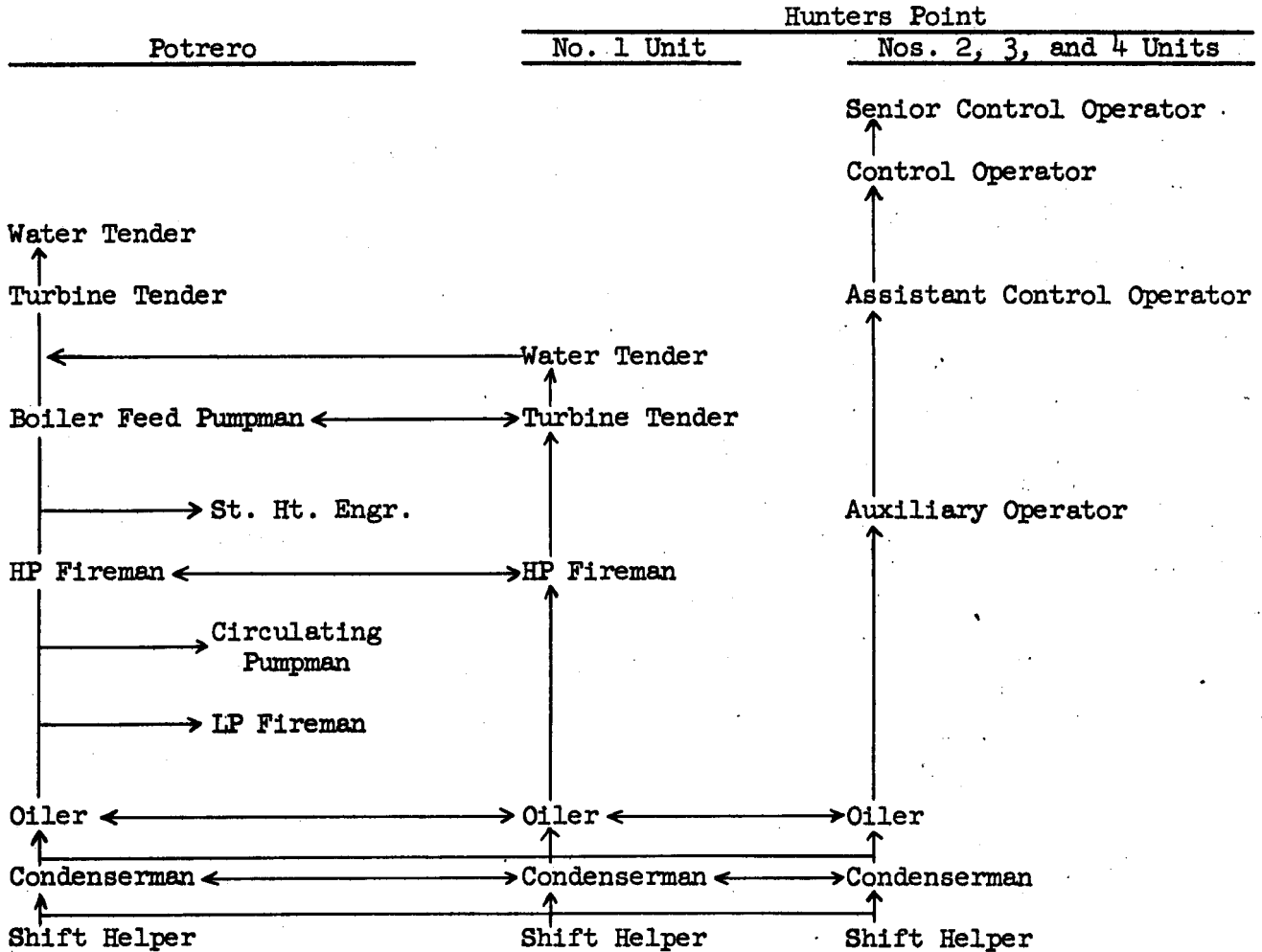
The provisions of Section 205.8 of this Agreement shall not apply to employees classified as Oiler or Condenserman when they bid between Hunters Point and Potrero.

LINES OF PROGRESSION

OPERATING DEPARTMENT

NO. 1 UNIT HUNTERS POINT POWER PLANT

Since No. 1 Unit at Hunters Point will normally be manned on a temporary basis its relationship with plants outside of San Francisco Division is not shown.



LINES OF PROGRESSION

OPERATING DEPARTMENT

KERN POWER PLANT

In-plant progression

May bid under Section 205.7c to:

<u>Classification</u>	<u>Plants</u>	<u>Classification</u>
Senior Control Oper.	Morro Bay, Moss Landing, Hunters Point, Contra Costa, Pittsburg, Oleum and Humboldt Bay Nos. 1 and 2	Asst. Control Oper.
	Avon and Martinez	Turbine Tender
	Potrero and Oakland	HP Fireman
	Humboldt Bay No. 3	Auxiliary Operator
Control Operator	Morro Bay, Moss Landing, Hunters Point, Contra Costa, Pittsburg and Humboldt Bay	Auxiliary Operator
	Avon, Martinez and Oleum	Turbine Tender
	Potrero and Oakland	HP Fireman
Asst. Control Oper.	The Geysers	Operator-Repairman
	All others, except Humboldt Bay and The Geysers	Oiler
Auxiliary Operator	All, except Humboldt Bay and The Geysers	Oiler
Shift Helper		

DEMOTION

In order to provide for the uniform application of the Demotion and Lay-Off Procedure of the Agreement within the Steam Generation Department and at the same time to provide a full staff of trained operators in each plant, the following definitions and procedure shall apply when operating employees in the Department are to be demoted due to lack of work.

I DEFINITIONS

A. The terms "same classification" and "next lower classification in the reverse order of the normal line of progression" as used in Title 206 of this Agreement shall be determined by the following Table:

B. Table: Same classifications - read across
Next Lower Classifications - read down

		Division				
Step	East Bay	San Francisco	Coast Valleys	Humboldt	North Bay	San Joaquin
11.	Sr.Cont. Oper.	Sr.Cont.Oper.	Sr.Cont.Oper.			Sr.Cont. Oper.
10.	Cont.Oper.	Cont.Oper.	Cont.Oper.	Cont.Oper.		Cont.Oper.
9.	Water Tender	Water Tender				
8.	(Asst.Cont. Oper. (Tur.Ten. (1)	(Asst.Cont. Oper. (Tur.Ten. (1)	Asst.Cont. Oper.	Asst.Cont. Oper.		Asst.Cont. Oper.
7.	Tur.Ten. (2)	Boil.Feed. Pump			Operator- Repairman	
6.	(Aux.Oper. (*HP Fire	(Aux.Oper. (*HP Fire	Aux.Oper.	Aux.Oper.		Aux.Oper.
5.		Circ.Pump				
4.	(Wat.Soft. Oper. (LP Fire					
3.	Oiler	(Oiler (Oiler-Day	Oiler			
2.	Condens.	Condens.	Condens.			
1.	Shift Help.	Shift Help.	Shift Help.	Shift Help.	Shift Help.	Shift Help.

*HP Fireman is the next lower classification to Steam Heat Engineer. Employees in Steps 7 through 11 may not displace Steam Heat Engineers unless they have previously held this classification.

1. Turbine Tender at Oakland and Potrero
2. Turbine Tender at Avon, Martinez and Oleum

II PROCEDURE

- A. When an employee is to be demoted due to lack of work, other than by reason of the shutdown of a plant or the discontinuance of one or more shifts in a plant, the procedure outlined in Title 206 of this Agreement shall be followed and the foregoing definitions shall apply. Demotions made under Section 206.2 will be at the plant where the job has been eliminated. Elections to displace an employee with less Company seniority in the same classification under Section 206.4 will be to classifications in the same step as his own classification as shown in the above table.
- B. The following procedure shall apply when operating employees are to be displaced due to the shutdown of a plant or the discontinuance of one or more shifts in a plant.
1. Before one or more shifts is discontinued or a plant is shut down, Company, following discussion with Union, shall decide how many employees in each operating classification and in each plant in the Division may be displaced. A list shall then be prepared showing such information and it shall be posted in the plants to be affected.
 2. An employee who, instead of being demoted in his own plant under Section 206.2 or instead of being laid off, elects under Section 206.4 to displace an employee in another plant shall from such list indicate in the order of his preference the plants in which he elects to displace another employee. Company will endeavor to effect transfers in accordance with the employee's selections on the basis of the classification he holds and his Company seniority, using the above Table to determine his same classification.
 3. After an employee has displaced an employee in another plant, Company will assign him to duties at such plant which it considers him qualified to perform, and pay him the wage rate of the classification to which he has been transferred. Company will then provide instruction and training in an endeavor to qualify him to perform the duties of such classification. When he is qualified, Company shall assign him to the job duties for which he has been trained, but in no case shall his total training period exceed six months from the date his first transfer was effected.
 4. If, at the end of such six month period, Company considers that he is not qualified to perform the duties of the classification to which he was transferred, he shall be demoted in the same plant to a lower classification which he is qualified to fill and shall be paid the wage rate of such classification. Should a question arise with respect to his qualifications, the matter shall be referred to the grievance procedure within ten days of the date on which he was demoted to such lower classification.

5. The placement of an employee who is displaced by the application of paragraphs 2 and 3 shall be governed by paragraphs 2 through 4, inclusive. The placement of an employee who is displaced by the application of paragraph 4 shall be governed by Section A.

C. In the administration of the procedure outlined in Section B

1. San Francisco and East Bay Divisions shall be considered as one Division.
2. Avon, Martinez and Oleum shall be considered as one plant for purposes of the placement of employees who have been displaced in such plants.

III ACCELERATED PROMOTION, WAGE RATES AND SENIORITY

A. As provided for in Section 206.9(b) of this Agreement, the accelerated promotion rights of an employee who has been demoted and transferred to another plant under the procedure of paragraph II above shall be as follows:

1. In the plant to which an employee has been demoted and transferred his accelerated promotion rights shall be to the same step as the classification he held before he was demoted; if there is no classification in the same step, to a classification in the next lower step where there is a classification. Such accelerated rights may not be exercised unless he is qualified to perform all the duties of the classification to which he was transferred, after receiving the training provided for in paragraph II-B-3 above.
2. In the plants other than the one to which he was transferred under the procedure of paragraph II above, his accelerated promotion rights shall be to that classification to which he had bidding rights under Section 205.7(a) or (c) before he was demoted.

B. An employee who is demoted into a classification to which he has not previously held or who is promoted to such classification under the provisions of Section 206.9(b) shall be given the top wage rate for such classification. He shall not be given preferential consideration under Section 205.7(b) until he has worked in the classification sufficient time to have reached the top wage rate had he started at the beginning step of the classification.

MAINTENANCE DEPARTMENTS

ELECTRICAL MAINTENANCE

ELECTRICAL MAINTENANCE SUBFOREMAN

An employee who is a working Foreman engaged in installation, testing, repair and maintenance of all types of electrical equipment in power plants. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an electrician, and be familiar with erection standards and safety rules.

ELECTRICAL TECHNICIAN

An employee who is qualified to perform and who performs without direct supervision the installing, testing and maintaining of electronic and electrical control devices including recording instruments, high speed relays, and incremental, frequency and tie line load controls and the more complicated communication equipment such as the television systems and radio transmitters. He may be required to have a second class radio-telephone operator's license.

ELECTRICIAN

An employee who is a journeyman and is engaged in testing, repairing, maintaining and installing all types of electrical equipment in power plants. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. He may also be required to instruct or advise operating personnel on problems pertaining to electrical equipment.

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.

MECHANICAL MAINTENANCE

MAINTENANCE SUBFOREMAN

An employee who is a working Foreman engaged in installation, repair, and maintenance in power plants. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Machinist or Boiler Repairman and be familiar with rigging, erection standards, boiler repair work and safety rules.

MACHINIST

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools and is engaged in repairing, installing and maintaining all types of mechanical equipment in a power plant. He may be required to do related welding and rigging. His background of apprenticeship and experience must be such as to qualify him to 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.

BOILER REPAIRMAN (High Pressure)

An employee who is a journeyman and is engaged in repairing, installing and maintaining high pressure boilers and related equipment. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. Specific duties and responsibilities vary with the design of the plant and he may be required to do miscellaneous maintenance work at times when there is no boiler work to be done.

BOILER REPAIRMAN (Low Pressure)

An employee who is engaged in repairing, installing and maintaining low pressure boilers and related equipment; may be required to assist in repairing, installing and maintaining high pressure boilers and related equipment. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. Specific duties and responsibilities vary with the design of the plant and he may be required to do miscellaneous maintenance work at times when there is no boiler work to be done.

APPRENTICE BOILER REPAIRMAN

An employee who is engaged in performing boiler repairman's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Boiler Repairman, he may be required to work alone or under indirect supervision on jobs on 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. Since this work may be intermittent in nature, he may also be required to perform the duties of an Apprentice Mechanic; or, after he has reached the top rate of pay as an apprentice, he may be required to perform the duties of a Mechanic.

INSULATION MECHANIC

An employee who is a journeyman and is engaged in applying and removing insulation on equipment in and about the plant, including boilers, turbines and

other types of equipment requiring insulation and/or waterproofing. In addition he may be required to erect or dismantle any staging necessary for his work. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. Since this work may be intermittent in nature, he may also be required to do painting and other maintenance work which normally falls within the Mechanic's classification.

APPRENTICE INSULATION MECHANIC

An employee who is engaged in performing Insulation Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Insulation Mechanic, he may be required to work alone or under indirect supervision on jobs on 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. Since this work may be intermittent in nature, he may also be required to perform the duties of an Apprentice Mechanic; or, after he has reached the top rate of pay as an apprentice, he may be required to perform the duties of a Mechanic.

RIGGER

An employee who is a journeyman and is engaged in performing all classes of power plant rigging, including that necessary for handling heavy machinery. He is also required to make up both wire and manila rope slings and keep all rigging equipment in proper repair. His background of experience must be such that he can be relied upon to handle valuable equipment safely and efficiently. Since this work may be intermittent in nature he may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations.

APPRENTICE RIGGER

An employee who is engaged in performing Rigger's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Rigger, he may be required to work alone or under indirect supervision on jobs on 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. Since this work may be intermittent in nature, he may also be required to perform the duties of an Apprentice Mechanic; or, after he has reached the top rate of pay as an apprentice, he may be required to perform the duties of a Mechanic.

CERTIFIED WELDER

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of power plant equipment and piping. His background of experience must be such as to qualify him to perform specific weld procedures as set up for this classification by Company and to qualify him for certification by the State to perform the specific classes of work required in power plants. He may be required to lay out and erect piping and do necessary welding in connection with its installation. Specific duties and responsibilities vary with the design of the plant and he may be required to do miscellaneous maintenance work, including blacksmithing, at times when there is no welding to be done.

WELDER

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of power plant equipment and piping. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. He may also be required to lay out and erect piping and do necessary welding in connection with its installation. Specific duties and responsibilities vary with the design of the plant and he may be required to do miscellaneous maintenance work, including blacksmithing, at times when there is no welding to be done.

APPRENTICE WELDER

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of power plant equipment and piping not requiring a Certified Welder. In order to gain experience for advancement to Welder or Certified Welder, he may work alone or under indirect supervision on jobs on which he has been trained and instructed; must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds; may advance to the classification of Welder or Certified Welder upon completion of apprenticeship training and when a vacancy occurs, provided that satisfactory progress is shown in his ability to make proper welds. Since this work may be intermittent in nature, he also assists other journeymen and mechanics as required.

PIPE FITTER

An employee who is required to lay out, install and repair steam plant piping not involving the use of welding, and also to make repairs or installations in connection with station plumbing. Required to use with reasonable skill all pipe shop tools.

MECHANIC

An employee whose principal duties are the overhaul of machinery and boilers and general maintenance work requiring moderate skill and the use of bench and hand tools and common shop power tools. Duties may also include such jobs as rough carpenter work, painting, repairs to buildings and miscellaneous pipe work. May also be required to operate a crane.

APPRENTICE MECHANIC

An employee who is engaged in performing Mechanic's work as an assistant to or under the general direction of a Mechanic or higher classification for training purposes. May be required to do miscellaneous work such as light rigging, acting as leading man in boiler cleaning crew, incidental painting, etc. In order to gain experience for future promotion 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 the classification of Mechanic.

BOILER CLEANER

An employee who takes the lead in a boiler cleaning crew. Assists in the maintenance and repair of boilers and may also be required to do general maintenance work under the supervision of a Mechanic, Machinist, Boiler Repairman, etc.

TOOL CLERK

An employee who is in charge of the tool room and is responsible for storing, handling, cleaning, sharpening and making minor repairs to tools. Also handles plant maintenance materials and supplies and performs necessary office work relating thereto. Also performs other miscellaneous work when not required in tool room.

TRUCK DRIVER-LIGHT

An employee who drives a truck for the transportation of materials, supplies, equipment and employees. Loads and unloads or assists in loading and unloading. Since this job is intermittent in nature, may be required to perform work of other classifications.

TECHNICAL MAINTENANCE

INSTRUMENT REPAIRMAN

An employee who is a journeyman and is engaged in installing, maintaining, and calibrating all types of automatic control and recording equipment, instruments, gauges and their component parts. His duties require the use of machine tools, hand and bench tools and various types of test equipment. In addition, he may be required to assist in taking readings during plant tests, tabulating and charting test and performance data. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE INSTRUMENT REPAIRMAN

An employee who is engaged in performing Instrument Repairman'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 Instrument Repairman, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition he may be required to assist engineers in taking readings during plant tests, tabulating and charting test data, and technical filing. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

CONTROL TECHNICIAN

A shift employee who, without direct supervision, is regularly assigned to and who maintains, calibrates and services the individual components and integrated systems of all conventional power plant instruments in the plant, all

nuclear instruments, all radiation detection instruments, all counting equipment and accessories; performs contamination and radiation level surveys to assure non-hazardous conditions, maintains records of survey results, instructs shift personnel in proper radiation protection; assists and advises other employees in the decontamination of equipment and the handling, packaging and storing of solid radioactive waste; collects and analyzes samples both radioactive and non-radioactive in accordance with standard procedures and makes recommendations to the appropriate supervisor based on such analysis. May be required to assist an engineer in performing plant tests and evaluating data or to assist shift personnel in handling and operating chemical process equipment and waste disposal plants. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. ()

APPRENTICE CONTROL TECHNICIAN

An employee engaged in performing Control Technician's work as an assistant to or under the general direction of a Technician. In order to gain experience for advancement to Control Technician he may work alone or under indirect supervision on jobs for which it has been determined he has been adequately trained and instructed. The employee's education and general qualifications must be such that he is considered capable of attaining Technician status.

GENERAL

HELPER

An employee whose principal duties consist of semi-skilled work such as helper for a journeyman or apprentice, including the use of hand tools under direction and work in a boiler cleaning crew. In addition, he may be required, under direction, to use portable power tools for cleaning purposes of other work not requiring precision.

LINES OF PROGRESSION

STEAM GENERATING DEPARTMENT

MAINTENANCE

NOTES

HOURS OF WORK - CONTROL TECHNICIANS

Employees classified as Control Technician shall be shift employees and shall be scheduled in such manner that during any given calendar week, four employees will work a rotating shift schedule and the fifth employee will be designated R (relief). The employee who is scheduled as R during any week will be scheduled to work Monday through Friday inclusive from 8:00 a.m. to 4:00 p.m. Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that the employee designated R may be required to assume the hours of work of a non-shift employee provided that:

- (1) He is notified of the change from shift to non-shift hours by quitting time on the day before such change is made, and
- (2) He is assigned duties involving instrumentation or personnel monitoring which directly relate to and are generally on the same clearance as a maintenance crew working a normal schedule of 8:00 a.m. to 4:30 p.m. with a 12 noon to 12:30 p.m. lunch period.

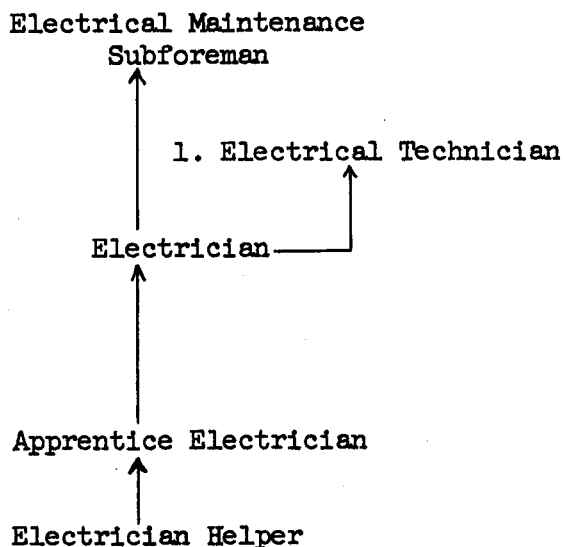
HOURS OF WORK - APPRENTICE CONTROL TECHNICIANS

Employees classified as Apprentice Control Technician shall be day employees and shall be regularly scheduled to work Monday through Friday. Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that an Apprentice Control Technician may be assigned to either an afternoon or night shift provided that:

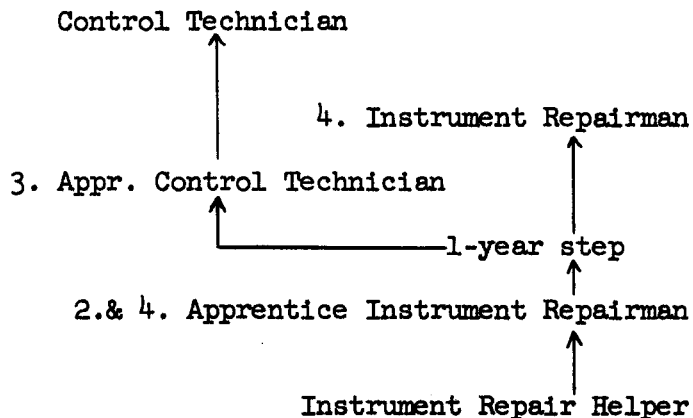
- (1) He is notified of the change from day to shift status before quitting time of the last work day in the previous workweek, and
- (2) He is assigned to a specific shift for one week (Monday through Friday), and
- (3) He is assigned to such shift in order to develop required skills in processes not normally performed on the day shift and which will be required for his progression to Control Technician, and
- (4) The hours of the shift to which he is assigned shall be the same as existing shifts for Control Technicians.

LINES OF PROGRESSION

ELECTRICAL MAINTENANCE

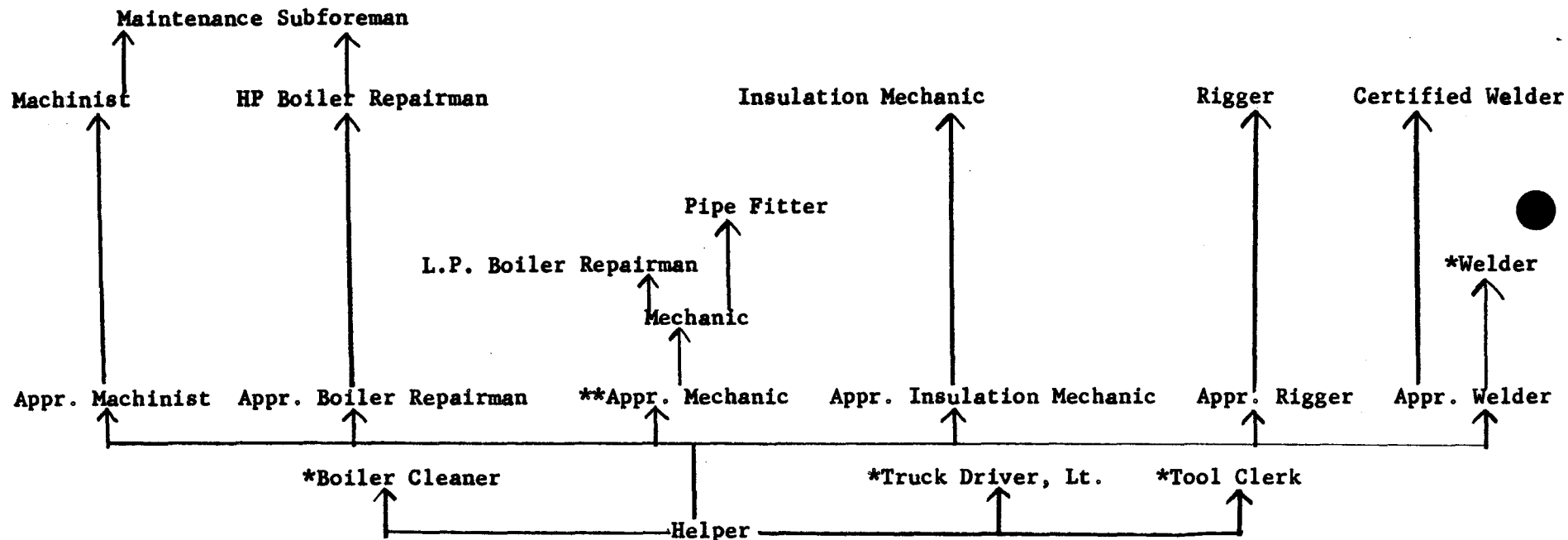


TECHNICAL MAINTENANCE



1. Electrical Technicians shall accrue classification seniority as Electricians for bidding to Electrical Maintenance Subforeman.
2. Apprentice Instrument Repairmen may bid to Apprentice Machinist as Apprentice Machinists and be given credit for their classification seniority up to one year.
3. An employee in the Apprentice Control Technician classification who was formerly an Instrument Repairman may bid back to such former classification as an Instrument Repairman, and the time spent as an Apprentice Control Technician shall accrue in the Instrument Repairman classification for bidding to Instrument Repairman.
4. An employee who is classified as Instrument Repairman or Apprentice Instrument Repairman who is at or above the 18-month step of such classification may bid to Apprentice Control Technician as an Apprentice Control Technician and, if awarded such classification, shall be placed in a wage step commensurate with his demonstrated ability and qualifications.

**LINES OF PROGRESSION
MECHANICAL MAINTENANCE**



*Employees in these classifications shall accrue classification seniority in the next lower classification for bidding to a higher classification in the line of progression.

**Apprentice Mechanics may bid to Apprentice Machinist as Apprentice Machinists and be given credit for one-half of their classification seniority up to one year.

NOTE: When the original vacancies in the classifications of Apprentice Insulation Mechanic, Apprentice Boiler Repairman and Apprentice Rigger are filled, preferential consideration will be given to qualified employees who have been working with the corresponding journeyman on a regular basis.

CLERICAL DEPARTMENT

SENIOR PLANT CLERK

An employee who has the qualifications of a First Plant Clerk, performs clerical work and is the lead clerk in a plant office directing the work of the other Plant Clerks.

FIRST PLANT CLERK

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in steam plant office work and the normal amount of judgment accompanying that knowledge. May be required to perform secretarial work including taking dictation. May be assisted by a Routine Plant Clerk.

ROUTINE PLANT CLERK

An employee who performs routine clerical work requiring a basic knowledge of established Company steam plant office procedures and elementary accounting principles; may operate PBX Board; in training for advancement to First Plant Clerk upon completion of his training and when a vacancy occurs. Must have a high school education or its equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand prior to promotion to First Plant Clerk.

LINES OF PROGRESSION

