

LA 04-26-60

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

April 26, 1960

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:

Our proposed letter agreement dated March 11, 1960 is withdrawn.

On the basis of the discussions at our meeting of February 2, 1960 and informal discussions since then, Company proposes to substitute, effective March 1, 1960, the attached pages 7 and 7a of the Job Definitions and Lines of Progression for the Substation and Hydro Plant Operation Group.

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 *R. D. Wilson*
Manager of Industrial Relations

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 28, 1960

By *Ronald T. Weakley*
Business Manager

4-26-60

April 28, 1960

Pacific Gas & Electric Company
245 Market Street
San Francisco 6, California

Attention Mr. R. J. Tilson, Manager of
Industrial Relations

Gentlemen:

Enclosed is one signed copy of your letter dated April 26, 1960 regarding the proposed substitution, effective March 1, 1960, of pages 7 and 7a of the Job Definitions and Lines of Progression for the Substation and Hydro Plant Operation Group.

*copy given to
Tilson for
his file
to read*

Very truly yours,

Ronald T. Weakley

Ronald T. Weakley
Business Manager

RTW:do
Encl.

LINES OF PROGRESSION

DEMOTION PROCEDURE

AND ACCELERATED PROMOTION PROCEDURE

SUBSTATION AND HYDRO PLANT OPERATION

Solely for the purpose of the promotion and demotion of Substation and Hydro Plant Operators, the "normal lines of progression", the "next lower classifications" and the "same classifications" as referred to in Titles 205 and 206 of the Agreement, shall be considered as shown on the attached charts.

POSTING OF VACANCIES

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

EMERGENCY RELIEF

Employees classified to perform the duties of emergency relief shall be selected by Company for such duties from among those employees in the appropriate operator classifications at the headquarters involved. The provisions of Title 205 of the Agreement with respect to seniority, qualifications and grievances shall be applicable to such selections.

DUAL CLASSIFICATIONS

A dual Emergency Relief First Operator/_____ or dual Station Attendant/_____ shall accrue classification seniority as a Hydro Plant Second Operator for bidding to Hydro Plant Operating classifications.

DEMOTION PROCEDURE

- A. For purposes of the application of (1) paragraph B-2 below, (2) Sections 206.1 through 206.11 inclusive and (3) Subsections (a) and (b) of Section 206.13 of this Agreement, the substation and hydro plant operation groups shall be considered as one department.
- B. The following procedure shall apply when operating employees are to be displaced due to the permanent shutdown or conversion to automatic operation of a hydro plant or substation.
 1. Company shall give the employees at the hydro plant or substation which is to be shut down or converted as much advance notice as practicable of their impending displacement.
 2. Following such notice, but not less than two nor more than six bidding periods prior to the scheduled shutdown or conversion of a substation

or hydro plant, employees who are to be demoted will have their bids on operating vacancies in the same or lower classification considered under the provisions of Section 206.9 of the Agreement as though they had already been demoted.

3. If, at the time the shutdown or conversion is completed, there are still employees assigned to the hydro plant or substation on a permanent basis the procedure outlined in Title 206 of this Agreement shall apply.

ACCELERATED PROMOTION PROCEDURE

- A. An employee who, under the provisions of Title 206 of this Agreement or Paragraph B above, transfers at a reduced wage rate within the same classification (i.e., from Schedule I to Schedule II) shall be considered as having been demoted within the meaning of Section 206.9 of this Agreement.
- B. An employee who, with no reduction in wage rate has transferred, under Title 206 of this Agreement or Paragraph B above, from one department to the other (Substation and Hydro Generation) may, in order to return his previous department, have his bid on a vacancy in his former department considered under Subsection 205.7(a) or (c) of this Agreement. In computing an employee's classification seniority in such cases, time worked in the same classification in both departments shall be used. Once an employee has returned to (1) his former department (Substation or Hydro Generation) and (2) his former classification and wage rate, under this provision bids made by him thereafter shall receive no further special consideration, but shall be considered as provided in Title 205 of this Agreement.