

FOURTH SUPPLEMENTARY AGREEMENT

L.A. 5-1-57

THIS FOURTH SUPPLEMENTARY AGREEMENT made and entered into this first day of May, 1957, by and between PACIFIC GAS AND ELECTRIC COMPANY and LOCAL UNION NO. 1245 of INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (affiliated with the American Federation of Labor-Congress of Industrial Organizations).

W I T N E S S E T H that:

WHEREAS the parties hereto desire to supplement that certain agreement entered into between them on the first day of September, 1952, and thereafter amended on September 1, 1953, July 15, 1954, September 1, 1954, March 1, 1956, July 1, 1956 and January 1, 1957, covering the wages, hours and working conditions of certain therein designated employees of Company, hereinafter referred to as the Agreement of 1952,

NOW, THEREFORE, the parties hereto do agree to supplement the Agreement of 1952 as follows:

Two additional Sections, designated Section 600.4 and Section 600.5, shall be added to Part VI, entitled "Job Definitions" to read as follows:

"600.4 The job definitions applicable to certain classifications of operation, maintenance and construction employees in the Department of Pipe-Line Operations, and the lines of progression between some of such classifications, shall be as set forth in the tabulation entitled 'Job Definitions and Lines of Progression, Department of Pipe Line Operations' which is attached hereto, made a part hereof, and marked Exhibit VI-C."

"600.5 The job definitions applicable to certain classifications of operation, maintenance and construction employees in the Division Garage Departments including the Department of Pipe Line Operations and the lines of progression between some of such classifications, shall be set forth in the tabulation entitled 'Job Definitions and Lines of Progression, Division Garage Departments including the Department of Pipe Line Operations' which is attached hereto, made a part hereof, and marked Exhibit VI-D."

IN WITNESS WHEREOF the parties by their duly authorized representatives have hereby caused these presents to be executed this 15th day of May, 1957.

PACIFIC GAS AND ELECTRIC COMPANY

By *Harold Anderson*
Its Vice President and
Assistant General Manager

And by *J. H. Carr*
Its Personnel Manager

LOCAL UNION NO. 1245 of INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS
(affiliated with the American Federation
of Labor-Congress of Industrial Organiza-
tions)

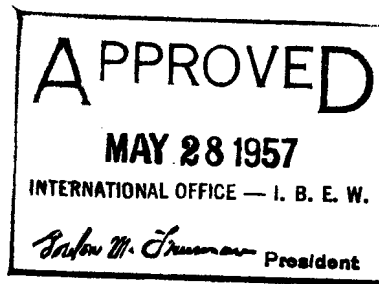
By *Frank D. Gillman*
Its President

And by *Ronald T. Westley*
Its Business Manager

Approved:

_____, 1957

International President
International Brotherhood
of Electrical Workers,
AFL-CIO



JOB DEFINITIONS AND LINES OF PROGRESSION

DEPARTMENT OF PIPE LINE OPERATIONS

PLANT OPERATING

All operating employees may be assigned to perform maintenance or other work during shutdowns or emergencies.

Compressor Engineer

A shift employee who is responsible for the operation of the compressor units and auxiliary equipment and is in direct charge of the operating personnel on his shift.

Auxiliary Engineer

A shift employee who operates and services auxiliary equipment as assigned; reads and logs figures from various recording meter gauges and is required to do necessary cleaning.

Oiler

A shift employee who observes, lubricates, and assists in the operation of equipment in a compressor station; reads pressure and temperature gauges within the plant area; does necessary cleaning and performs minor maintenance work of a preventive or cleaning nature.

PLANT MAINTENANCE

Maintenance Subforeman

An employee who is a working foreman in charge of a crew engaged in installation, repair, and maintenance work in compressor stations. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Plant Mechanic and be familiar with rigging, erection standards, safety rules and other applicable rules and procedures.

Electrician

An employee who is a journeyman and is engaged in testing, repairing, maintaining, and installing all types of electrical equipment in compressor stations and other Company properties. His background of apprenticeship 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.

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 compressor stations. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Plant Mechanic

An employee who is a journeyman and who maintains and repairs compressor engine units and auxiliary equipment in compressor stations. This work is performed in a plant or machine shop and requires the ability to work with machine shop tools. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Apprentice Plant Mechanic

An employee who is engaged in performing Plant Mechanic's work as an assistant to, or under the general direction of a journeyman. In order to gain experience for advancement to Plant Mechanic 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.

Maintenanceman

An employee who is engaged in performing miscellaneous skilled and semiskilled work such as rough or finished carpentry, installation or maintenance of plumbing facilities, repairs and finish to office furniture and general maintenance to housing facilities such as painting and electrical wiring.

Yardman

An employee who maintains station grounds, hauls station refuse, and may be required to operate station water supply pumps.

Janitor

An employee who performs required janitorial and housekeeping duties.

MEASUREMENT AND CONTROL

Assistant Field Operator

An employee who has the qualifications of a terminal operator and who assists the Field Operator; performs duties required to determine, for accounting and operating purposes, the quantities of gas received and delivered. Computes meter coefficients needed to compute gas volumes.

Terminal Operator

A shift employee located at a designated terminal station engaged in computing incoming field and outgoing station gas volumes and reporting results to System Gas Control; operates valves to control and maintain pressures; may contact field producers; maintains gas delivery and production on scheduled rates; checks and computes charts. He may also be required to compute meter coefficients and to check and compute gas volumes.

Station Operator

A shift employee located at a designated meter and regulator station whose primary duty is the operation of valves and regulator facilities to control volumes or regulate pressures in accordance with orders issued by System Gas Control. In addition, he shall change, read, and compute meter charts; receive, record and report pressures and volumes at regular intervals of time; and may be required to maintain station grounds and buildings.

Meter Subforeman

An employee who is a working foreman engaged in the installation, service, repair and maintenance of various types of measurement and regulating equipment. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a meter inspector and be familiar with installation standards, safety rules, and other applicable rules and procedures.

Meter Inspector

An employee who is a journeyman and is engaged in the installation, service, repair and maintenance of various types of measurement and regulating equipment such as meters, regulators, metameter transmitters and receivers of telemetering equipment, remote control valves and associated equipment; makes gravity determinations and calculates orifice meter coefficients. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Apprentice Meter Inspector

An employee who is engaged in performing Meter Inspector's work as an assistant to, or under the direction of a journeyman. In order to gain experience for advancement to Meter Inspector 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.

PIPE LINE MAINTENANCE

Repair Subforeman

An employee who is a working foreman in charge of a crew engaged in the maintenance, repair and operation of gas transmission lines and appurtenant facilities. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Mechanic-Welder and be familiar with construction standards, safety rules and other applicable rules and procedures.

Mechanic-Welder

An employee highly skilled in oxy-acetylene and arc position welding, who performs welding, fabrication and Line Mechanic's duties on transmission lines and appurtenant facilities.

Line Mechanic

An employee who, without direct supervision, is engaged in the maintenance, repair and operation of gas transmission lines and the appurtenant facilities and operating heavy mechanical equipment. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. May do welding, in order to gain experience for advancement to Mechanic-Welder.

Line Repairman

An employee who performs general routine repairs and construction type work on transmission lines and appurtenant facilities; operates automotive equipment, patrols pipelines and reads meters and gauges.

GENERAL

Communication Technician

An employee who, without direct supervision, performs installation, field testing, and maintenance work on telephone switchboards, communication systems, and other terminal equipment; and telephone line carriers, microwave, radio, remote signal, remote control, and such telemetering equipment as the carrier transmitters and receivers. His background of experience must be such that he is qualified to perform this work with skill and efficiency. He shall be required to have a second-class radiotelephone operator's license and be able to climb.

Telephone Electrician

An employee who is a journeyman and who performs without direct supervision installation, testing, inspection, repair and maintenance of communication equipment; also, performs general electrical maintenance work

incidental to the operation of gas transmission facilities. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Apprentice Telephone Electrician

An employee who is engaged in performing telephone electrician's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Telephone 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.

Cook

An employee who prepares, cooks, and serves meals in a boarding house, maintains supplies and keeps records of meals served.

Cook's Helper

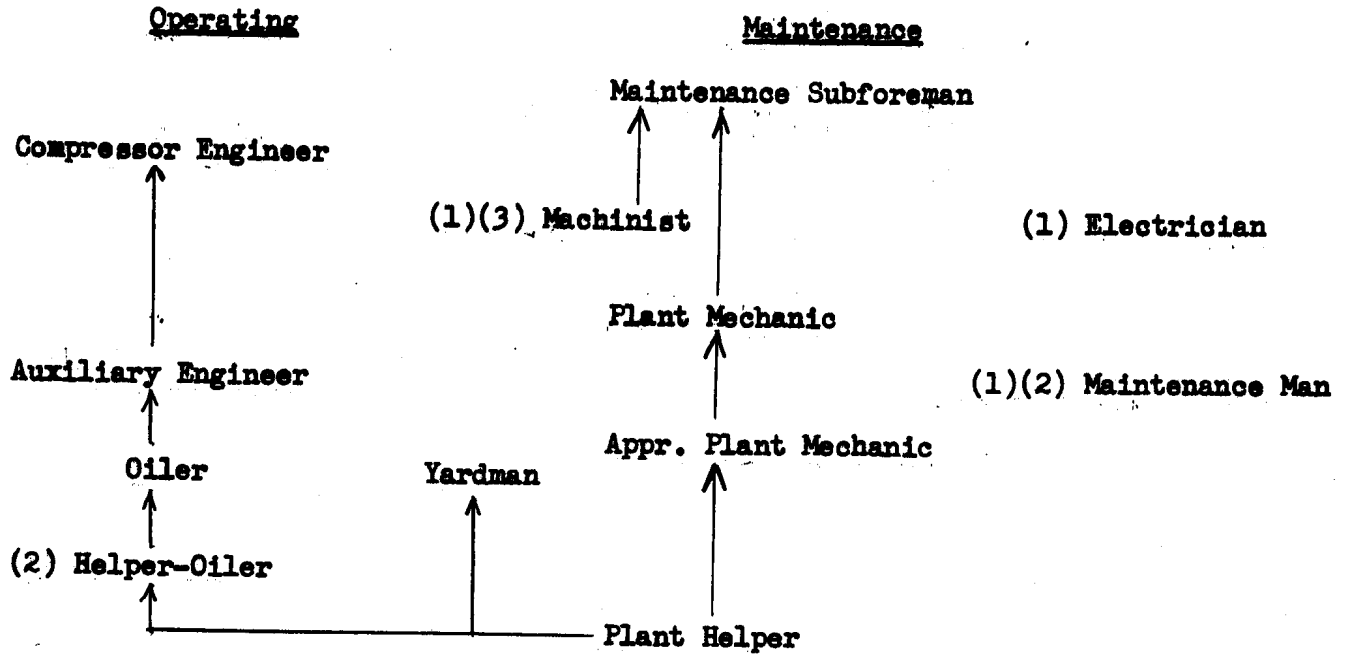
An employee who assists in the kitchen and dining room of a boarding house; also performs janitorial work.

Helper

An employee whose main duties consist of semiskilled work, such as Helper for a Journeyman or Apprentice, including the use of hand tools under direction, or portable power tools under direction for cleaning purposes or other work not requiring precision.

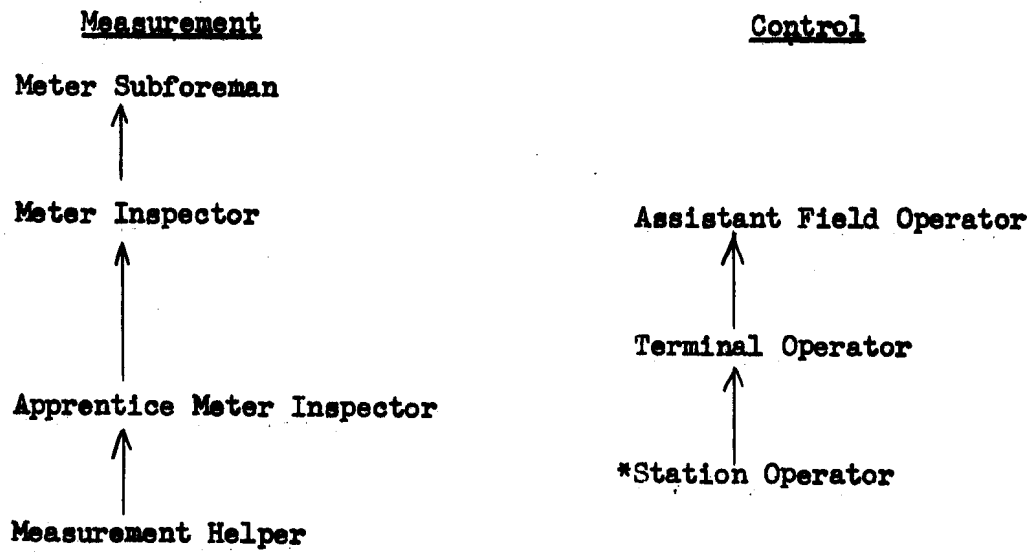
LINES OF PROGRESSION

PLANT OPERATION AND PLANT MAINTENANCE DEPARTMENTS



- (1) There is no next lower classification to Electrician, Machinist and Maintenance Man. Vacancies in these classifications shall be filled in accordance with the agreement.
- (2) Employees classified as Helper-Oiler and Maintenance Man shall accrue classification seniority as Helpers for bidding to Helper-Oiler, Yardman or Apprentice Plant Mechanic.
- (3) Employees classified as Machinist may accrue classification seniority as Plant Mechanics for bidding to Maintenance Subforeman if they are qualified Plant Mechanics.

MEASUREMENT AND CONTROL DEPARTMENT



*There is no next lower classification to Station Operator. Vacancies in this classification will be filled in accordance with the agreement.

PIPE LINE MAINTENANCE DEPARTMENT AND GENERAL

Pipe Line Maintenance

Repair Subforeman



Mechanic-Welder



Line Mechanic



Line Repairman



Line Helper

General

Communication Technician



Telephone Electrician



*Apprentice Telephone Electrician

Cook



Cook's Helper

*There is no next lower classification to Apprentice Telephone Electrician. Vacancies in this classification shall be filled in accordance with the agreement.

JOB DEFINITIONS AND LINES OF PROGRESSION
DIVISION GARAGE DEPARTMENTS
INCLUDING DEPARTMENT OF PIPE LINE OPERATIONS

GARAGE SUBFOREMAN

An employee who is a working foreman in charge of a crew engaged in automotive maintenance and repair work; may be in charge of a small garage or act as an assistant to a foreman in a large garage. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Senior Mechanic and be familiar with Company's safety standards, accounting procedures and other rules and procedures.

SENIOR MECHANIC

An employee who is a journeyman and who performs all types of motor vehicle maintenance and repair work, including the maintenance and repair of air compressors and other special equipment. This work shall include repairs to mechanical and electrical equipment and the overhaul of major units and may include body and fender work, welding and brazing, minor painting, preventive maintenance, minor machine tool work and the completion of job tags and other paper work in connection with his job. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

MECHANIC

An employee who performs general motor vehicle work under the direction of a journeyman or supervisor, or without direct supervision performs work involving minor repairs such as the routine relining of brakes on passenger cars and 1/2 or 3/4 ton commercial vehicles, motor tune-ups, servicing and preventive maintenance. Completes job tags and performs other paper work in connection with his job.

APPRENTICE MECHANIC

An employee who performs mechanic's work as an assistant to or under the general direction of a Mechanic or Journeyman. The employee's educational and general qualifications must be such that he is considered capable of attaining Journeyman status.

GARAGEMAN

An employee who acts as a helper for a Mechanic or Journeyman or, under indirect supervision, does all types of automotive service work including dispensing fuel, checking and dispensing oil, greasing, washing, cleaning, polishing, changing and repairing tires, preventive maintenance inspections which do not require adjustments or repair, battery servicing and any necessary janitorial work.

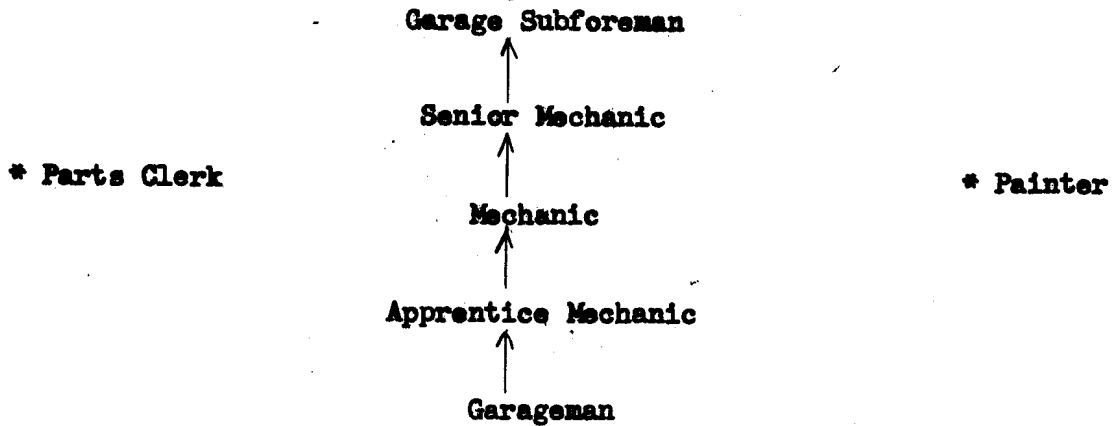
PAINTER

An employee who is engaged in painting automotive equipment or other types of painting, may be required to perform routine automotive maintenance work.

PARTS CLERK

An employee with a thorough knowledge of automotive parts and stores procedures, who performs without direct supervision duties which include the purchasing, storing, issuing and requisitioning of automotive parts and tools. He may also be required to perform clerical work and assist in the administrative work of the Foreman's or General Foreman's office.

LINE OF PROGRESSION



*There is no next lower classification to Painter or Parts Clerk, vacancies in these classifications will be filled in accordance with the provisions of the agreement.