

# PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco 6

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June 11, 1962 LOCAL 1245, I.B.E.W.

In reply please refer to

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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 proposed Job Descriptions and Lines of Progression for the classifications in the Electric Underground Department to be effective June 15, 1962.

These definitions are the result of Company-Union committee meetings which concluded on June 4, 1962.

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 *W. J. Korman*  
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

June 15, 1962

By *Ronald T. Weakley*  
Business Manager

JOB DEFINITIONSELECTRIC UNDERGROUND DEPARTMENTUNDERGROUND SUBFOREMAN

An employee who is a working foreman in charge of a crew engaged in construction and maintenance of underground or submarine facilities. He may be assigned to drive the truck. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Cable Splicer, and be familiar with the Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

CABLE PULLING SUBFOREMAN

An employee who is a working foreman in charge of a crew and its equipment engaged in pulling underground electric cables and wires of all sizes, types, lengths and number of conductors into and out of pipes, conduits, and duct lines and other necessary work in conjunction with the pulling of cables. When not engaged in such work, he shall perform work in connection with the construction and maintenance of underground manholes, vaults, splice boxes, duct lines and similar structures. He shall have the personal qualifications of leadership and supervisory ability and be familiar with the Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

CABLEMAN

An employee who has the qualifications of a Cable Splicer, is familiar with the underground system and has the experience and ability to analyze quickly cable and equipment troubles and to restore service promptly by replacing fuses, switching, disconnecting defective cables or apparatus, making repairs, etc. When not engaged in such work he shall perform any type of Cable Splicer's work; is familiar with Company's standards, procedures and safety regulations.

CABLE SPLICER

An employee who is a journeyman and who is engaged in splicing cables of any kind or voltage for the connection of cable, transformers, junction boxes and other equipment in the underground or overhead systems or stations. May be required to perform other underground work such as preparing cable racks, pulling in and racking cables, maintaining equipment in the underground system, etc. He shall install and maintain services, meters and equipment including conduit and wiring up to the meter on customers' premises and shall handle trouble in such installations. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE CABLE SPLICER

An employee who is engaged in performing Cable Splicer's work as an assistant to or under the general direction of a Journeyman. On jobs for which he has been trained and instructed, and only for purposes of gaining experience and proficiency for advancement to Cable Splicer, may work alone when under the

indirect supervision of an employee who has attained journeyman status. He may also be required to work alone on repetitive routine jobs not involving cable splicing such as tagging, mapping, electrolysis, flameproofing, replacing tanks and adjusting pressure on nitrogen pressure systems. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

#### CARTMAN

An employee who assists a Cable Splicer by handling and preparing tools and materials for the splicer's use; is responsible for keeping material and tools in good order and assists in general housekeeping on the splicer's cart or truck, drives the truck, guards open manholes, prepares reports and requisitions, accounts for material used and salvaged, prepares time cards and installation sketches. This classification is considered as a part of the apprenticeship for journeyman Cable Splicer.

#### CABLEMAN'S HELPER

An employee who assists a Cableman by handling and preparing tools and materials for the Cableman's use, is responsible for keeping materials and tools in good order and assists in general housekeeping on Cableman's truck, drives the Cableman's truck, guards open manholes, receives and transmits telephone or radio orders, prepares reports and material requisitions, accounts for material used and salvaged, prepares installation sketches and time cards. He shall have the qualifications of a Cartman.

#### TRUCK DRIVER, UNDERGROUND

An employee who drives a truck, maneuvers it at the job as required in connection with cable pulling, moving transformers, etc., acts as a field clerk for the crew, taking care of time cards and material records; is responsible for keeping materials and tools in good order on the truck; may be required to assist as a helper.

#### RIGGER (CABLE BARGE)

An employee who is qualified by training and experience and is capable of performing with reliability and safety all classes of rigging in connection with the laying and maintenance of submarine cables; operates engine and hoist in connection with such work; makes up both wire and fibre rope slings; keeps rigging and equipment in proper repair, and performs other submarine cable work as assigned.

#### LAUNCH CAPTAIN

An employee who operates the launch in connection with the installation, repair and maintenance of submarine cables; operates the launch as required, or other work in inland waters; keeps log of operations; looks after and maintains launch, cable barges and equipment thereon, and the wharf where the launch and barges are moored. He must be able to qualify and obtain the licenses and permits required in order to operate the launch on inland waters.

### HELPER

A semiskilled employee who assists in underground or submarine construction and maintenance work, may perform miscellaneous work in manholes and other locations; may use hand or portable tools under direction; except that in manholes or vaults, may use such tools only while assisting an employee who has attained journeyman status.

### MANHOLE PUMPMAN

An employee engaged in the cleaning and maintenance of manholes and vaults, drives trucks, operates pumps, inspects for leaks and reports conditions found, and prepares sketches on the forms provided.

### ELECTRICIAN SUBFOREMAN

An employee who is a working foreman in charge of a crew which, except for splicing of lead covered cables, or cables which, when live, are energized in excess of 750 volts, is engaged in performing all classes of electrical work including conduit and wiring on customers' premises and in conjunction with low voltage service conductors. Such a crew may also be engaged in making temporary repairs to any type cable in locations where there are no Cable Splicers or Cable Splicers are not immediately available and in splicing nonlead cables in the streetlight system. He may be assigned to drive a truck and shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrician and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

### ELECTRICIAN

An employee who is a journeyman and who, except for splicing of lead covered cable, or cables which, when live, are energized in excess of 750 volts, is engaged in performing all classes of electrical work including conduit and wiring on customers' premises and in conjunction with low voltage service conductors. He may be required to make temporary repairs to any type cable in locations where there are no Cable Splicers or Cable Splicers are not immediately available and also to splice nonlead cables in the streetlight system. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

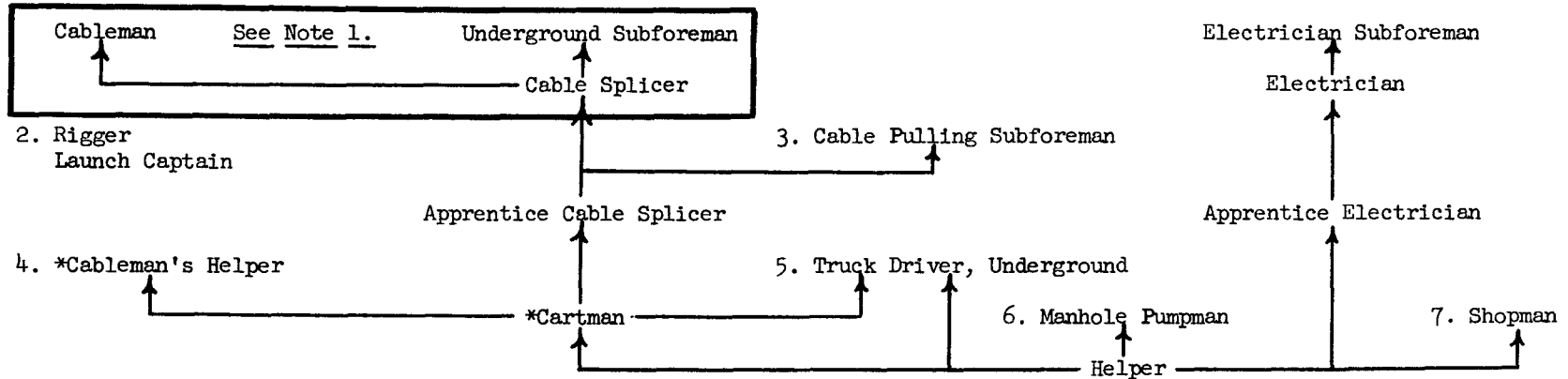
### APPRENTICE ELECTRICIAN

An employee engaged in performing Electrician's work as an assistant to or under the general direction of a Journeyman. In order to gain experience for advancement to Electrician may work alone or under indirect supervision of an employee who has attained journeyman status 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.

### SHOPMAN (San Francisco Division)

An employee in the shop who is engaged in maintenance and servicing of transformers and streetlight components. He may also be required to disassemble, clean, reassemble and to assist in repairing various other types of electrical equipment.

LINES OF PROGRESSION  
ELECTRIC UNDERGROUND DEPARTMENT



Employees in the Splicing side shall accrue classification seniority as Helpers for bidding to the Electrician side and vice versa.

\* Cartmen and Cableman's Helpers who are successful bidders on Apprentice Cable Splicers' jobs shall be credited with their combined classification seniority as Cartman and Cableman's Helper up to a maximum of one year. In Divisions where no Cartmen are employed, Helper shall be considered as next lower classification to Apprentice Cable Splicer.

1. Applicable to classifications listed in the box:

For purposes of bidding from one classification in the box to any other classification in the box, an employee will bid as a Cable Splicer. All time worked by him in any of the classifications in the box will be counted as time worked in the Cable Splicer classification. For purposes of bidding to a job in his present classification in the box an employee will be credited with all time worked in his present classification and for time worked in any other classification in the box which has an equal or higher wage rate.

2. Rigger and Launch Captain vacancies shall be filled on the basis of Company seniority and qualifications.

3. For bidding to Cable Pulling Subforeman:

(a) Cable Splicer shall be considered as higher thereto in the normal line of progression.

(b) The three year step of Apprentice Cable Splicer shall be considered as the top rate of the next lower classification.

For bidding from Cable Pulling Subforeman:

(a) A Cable Pulling Subforeman who has been a Cable Splicer shall accrue classification seniority as Cable Splicer for bidding back to that classification.

(b) A Cable Pulling Subforeman who has attained the three year rate as an Apprentice Cable Splicer shall accrue classification seniority as an Apprentice Cable Splicer for bidding to Cable Splicer.

(c) A Cable Pulling Subforeman who has not attained the three year rate as an Apprentice Cable Splicer shall be considered an Apprentice Cable Splicer for returning to that classification at the point in the wage progression which he left.

4. Cableman's Helpers shall accrue classification seniority as Cartmen for bidding to Apprentice Cable Splicer.

5. Truck Drivers, Underground, who have spent six months as Cartmen shall accrue classification seniority as Cartmen for bidding to Apprentice Cable Splicer. Otherwise they shall accrue classification seniority as Helpers for bidding to Cartman.

6. Manhole Pumpmen shall accrue classification seniority as Helpers for bidding to another classification.

7. Shopmen in San Francisco Division shall accrue classification seniority as Helpers for bidding purposes. If a Shopman is the successful bidder on an Apprentice Electrician job, he shall be credited with his classification seniority as a Shopman up to a maximum of six months in the Apprentice Electrician classification. Shopman in S.F. Division and Transformer Repairman in other Divisions shall be considered as the same classification for bidding purposes.