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PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
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July 14, 1949

Local Union No. 1245, I.B.E.W. - A.F.L.
914 Central Tower Building
703 Market Street
San Francisco 3, California

Attention: Mr. Charles W. Mason, Business Manager

Gentlemen:

The following listed job classifications, with definitions and wage rates therefor, are proposed for use at the Company's new Moss Landing Steam Plant at such time as the plant is placed in operation. This offer is being made at this date in order to allow sufficient time prior to the commencement of plant operations for the orderly posting and awarding of the proposed jobs pursuant to the Labor Agreement job bidding procedure provisions. Your early acceptance will facilitate the completion of details with respect to matters involved.

MOSS LANDING STEAM PLANT

Shift Jobs

Watch Engineer

A shift employee who is in direct charge of the steam and electric equipment and the operating personnel on his shift, and who also performs operating and routine maintenance duties as required.

Wage rate:

Start	\$83.80 per week ✓
End 6 months	87.85 " " ✓

Senior Control Operator

A shift employee, under the supervision of the Watch Engineer, whose duties include the operation of all equipment in the station, together with their related controls, particularly the equipment and switchgear which

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have their controls in the control room. Is in direct charge of Control Operator and Assistant Control Operator and generally assists the Watch Engineer in the operation of the station. Must be familiar with system operating orders, clearance procedures and other necessary transactions with the System Dispatcher.

Wage Rate: \$82.00 per week. ✓

Control Operator

A shift employee who is proficient in all the operating duties of the Senior Control Operator and who assists the latter in the performance of such duties. Does necessary cleaning on and around rotating equipment, control boards, control mechanisms, and other moving parts.

Wage Rate:

Start	\$75.75 per week ✓
End 6 months	78.25 " " ✓

Assistant Control Operator

A shift employee whose duties include the operation of any of the controls on the control room level, and who is especially qualified in the operation of boilers and boiler room controls. Does necessary cleaning on and around rotating equipment, control boards, control mechanisms, and other moving parts. Must be capable of performing all of the duties of the Auxiliary Operator in emergencies.

Wage Rate:

Start	\$71.70 per week ✓
End 6 months	74.25 " " ✓

Auxiliary Operator

A shift employee who operates and services auxiliary equipment; does switching under the direction of the Control Operator; also does general cleaning about the station. Must be capable of operating high pressure boiler feed pumps in emergencies. May direct employees assisting him in the performance of his duties.

Wage Rate:

Start	\$66.65 per week ✓
End 6 months	69.20 " " ✓

Oiler

An employee who lubricates generating equipment, etc., and operates auxiliaries, including pumps, condensers, oil filters, etc., cleans and assists in maintenance and repair work about the plant.

Wage Rate: \$65.20 per week.

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Shift Helper

A shift employee whose duties consist of semi-skilled work about the plant, helping in operation, repairs, general plant maintenance, and cleaning boilers, condensers, etc.

Wage Rate:

Start	\$56.40 per week ✓
End 6 months	57.65 " " ✓
End 1 year	60.20 " " ✓

Technical JobsAssistant Efficiency Engineer

Works under the direction of the Efficiency Engineer or Foreman on a wide variety of technical problems, including tests of operating performance and efficiency, maintenance and servicing of instruments and automatic control equipment; also makes chemical and other laboratory tests as required. The educational requirements (for this classification) are the

✓ same as for Technical Apprentice.

Wage Rate:

\$77.00 per week. ✓

Instrument Man

Works under the direction of the Efficiency Engineer, Assistant Efficiency Engineer, or Foreman; his duties consist principally of maintaining and servicing instruments and automatic control equipment, and making routine chemical and other laboratory tests; also assists in connection with plant operating tests, makes computations and reports of a technical nature, and prepares routine reports and records. The educational requirements (for

✓ this classification) are the same as for Technical Apprentice.

Wage Rate:

\$72.75 per week. ✓

Technical Clerk

Works under the supervision of Efficiency Engineer, Assistant Efficiency Engineer, Instrument Man or Foreman. Principal duties are to keep special and routine statistical records of operation and maintenance, and prepare reports of a technical nature; may also be required to assist the Plant Clerk or to take readings during plant tests, or to perform the duties of Technical Apprentice in order to gain experience for the classification. The educational requirements (for this classification) are the same as for Technical Apprentice, and seniority for bidding purposes will be computed on the basis of the combined classification seniority of Technical Clerk and Technical Apprentice. ✓

Wage Rate:

\$66.10 to \$70.45 per week (range). ✓

Technical Apprentice

Works under the supervision of Efficiency Engineer, Assistant Efficiency Engineer, Instrument Man, or Foreman, and performs all classes of work normally handled by men in the Technical Group in high-pressure steam plants in order to qualify for promotion to a regular technical position. For the purpose of gaining experience, may also be required to perform regular operating duties or to work with the maintenance crews on a temporary basis. Must have an engineering degree from an institution of recognized standing, or its equivalent. Whether this degree must be in mechanical, electrical or chemical engineering will be dependent upon the requirements. ✓

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of the particular job vacancy for which the employee is to be trained, and it is understood that this same educational requirement applies to all higher jobs in the technical line of progression. Seniority for bidding purposes will be computed on the basis of the combined classification seniority of Technical Clerk and Technical Apprentice.

Wage Rate:

Start	\$62.70 per week ✓
End 6 months	65.20 " " ✓
End 1 year	67.75 " " ✓
End 18 months	70.25 " " ✓

If you are in accord with this proposal, please indicate acceptance on the duplicate copy of this letter and return same to the Company, in order that a record be made of such agreement pending formal execution of a contract thereon.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By [Signature]
Manager, Personnel Department

The foregoing is in accord with our understanding and we agree thereto as of this date.

July 26, 1949

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F. OF L., LOCAL 1245

By Charles W. Mason
Its Business Manager