

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

November 8, 1977

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter cancels and supersedes our letter to you dated January 20, 1977, on the same subject.

Due to the reduction of work in the construction and maintenance of manholes, vaults, underground conduits, etc., in San Francisco, Company proposes, pursuant to Section 204.4 of the Physical Agreement, to consider the Light Crew Foreman (Manhole and Duct) as an incumbent-only classification, the Manhole Mechanic classification as a temporary classification only, and to eliminate the Manhole Framer classification.

In connection with these changes, Company proposes to allow incumbent Light Crew Foremen (Manhole and Duct) to remain in their present classification or: 1) to enter a program of training directed at qualifying them for reclassification to Light Crew Foreman, or 2) to be reclassified to the Equipment Operator classification if qualified, or 3) to be reclassified to the Fieldman classification. Such reclassification shall give such employees added protection against being laid off for lack of work. This proposal is made contingent upon the application of Note A relative to two-man work units of the (0640) Light Crew Foreman job description to employees who remain in the (0643) Light Crew Foreman (Manhole and Duct) classification.

The training program referred to in option number 1 will provide similar welding training as is given to Apprentice Fitters. Accordingly, Company proposes to review questions relative to this training pursuant to Paragraph K of the Master Apprenticeship Agreement.

Employees in the Manhole Mechanic classification shall be given the opportunity to be reclassified to the Equipment Operator classification, if qualified, or given the opportunity to enter the Apprentice Fitter classification and progress in that classification in a manner outlined in the Master Apprenticeship Agreement. These employees shall also be given the option of reclassification to the Fieldman classification.

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Employees in the Manhole Frammer classification shall be given the opportunity of being reclassified to the Fieldman classification.

Employees in the three above-mentioned classifications who do not elect one of the options available to them shall be subject to demotion for lack of work.

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 *W. W. Conbright*
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

November 17, 1977

By *Dean Cofer*
Business Manager