

## PACIFIC GAS AND ELECTRIC COMPANY

PGE

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April 19, 1979

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:

As a result of our discussions on April 3, 1979, Company proposes to amend Exhibit VI-E of the Job Definitions and Lines of Progression, Gas Meter Repair Plant. Further, Exhibit A of this proposal details the reclassifications of the existing employees and the procedure used for staffing the shifts.

Company's proposal is effective May 14, 1979, or on the date Union executes this letter agreement, whichever is later. The proposed autonomous work group experiment will be reviewed after this agreement is signed.

Company's proposal on the classifications includes eliminating: Section Leader, Senior Shop Meter Mechanic, Shop Meter Mechanic, Instrument Mechanic, Prover Operator, Regulator Mechanic, Shop Meter Processor, Shop Helper and Shop Mechanic and to replace them, pursuant to Section 204.4 of the Physical Agreement, with the classifications described herein.

If you are in accord with the foregoing and its attachments 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. Donbright*  
 Manager of Industrial Relations

The Union is in accord with the foregoing and its attachments and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
 BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

\_\_\_\_\_, May 10, 1979

By *Dean Cofer*  
 Business Manager

EXHIBIT A

PROCEDURE FOR RECLASSIFICATION OF EXISTING  
PERSONNEL AND STAFFING OF SHIFTS

Effective: May 14, 1979

First Shift

<u>Classification</u>	<u>No. of Employees</u>
Senior Meter/Regulator Mechanic	17
Meter/Regulator Mechanic	28
Plant Assistant	<u>28</u>
Total	73

Second Shift

<u>Classification</u>	<u>No. of Employees</u>
Senior Meter/Regulator Mechanic	17
Meter/Regulator Mechanic	18
Plant Assistant	<u>23</u>
Total	58

1. The 34 most senior employees (seniority determined by employment date) in the existing classifications of Senior Shop Meter Mechanic, Section Leader, Shop Meter Mechanic, Instrument Mechanic, Prover Operator, Shop Regulator Mechanic and Shop Meter Assembler will be offered the Senior Meter/Regulator Mechanic classification. Of those 34 employees, the 17 most senior will be offered their choice of shifts, and the remaining 17 will then slot into the remaining vacancies within the first and second shifts. If an employee elects not to accept the classification and shift as determined by the above method, they will then be considered for placement in the Meter/Regulator Mechanic classification on the basis of their Company seniority. Five of the 34 most senior employees in the classifications listed above are red-circled at a rate above the top operating scale (N. P. Florez, W. T. Grenfell, S. Shostar, T. T. Frazier and L. W. Furtado) and will retain their current red-circled rate.
2. The 46 Meter/Regulator Mechanic classifications will be filled in the same manner described above by considering all those employees in the classifications listed in Item 1 and the Shop Meter Processor classification. Those employees who elect not to accept the classification and shift as provided for in this procedure, will have the opportunity for placement in the Plant Assistant classification. Those employees who are not reclassified to Senior Meter/Regulator Mechanic or Meter/Regulator Mechanic will be reclassified to the Plant Assistant classification. Mr. M. E. Cavallaro will become a Meter/Regulator Mechanic, in addition to those listed above, but will fill a Plant Assistant slot at his current red-circled rate.

3. Those employees who are currently classified as Shop Meter Assemblers and who are placed as a result of this procedure as Plant Assistant, will retain on a present incumbent only basis their Shop Meter Assembler classification for the purposes of wages and be allowed to progress to the six-month rate of pay of the Shop Meter Assembler classification. When those employees vacate, the positions will be reclassified to Plant Assistant.
4. Employees who are reclassified as either Meter/Regulator Mechanic or Plant Assistant shall be placed at the progressive wage step of their new classification equivalent to the amount of time spent in their present classification.
5. Notwithstanding any of the foregoing provisions, no employee shall incur a reduction in the rate of pay he/she is now receiving (excluding shift premium).

GAS METER REPAIR PLANT

PROPOSED WEEKLY WAGE RATES

		<u>PRESENT EQUIVALENT PAY SCALE</u>
1376 <u>SENIOR METER/REGULATOR MECHANIC</u>	- \$365.15	Top Operating Scale
1375 <u>METER/REGULATOR MECHANIC</u>	Start - \$312.75	2nd Step Processor
	End 6 mos. - 319.25	1st Step Assembler
	End 1 yr. - 328.15	2nd Step Prover Op.
	End 18 mos. - 342.65	3rd Step Prover Op.
	End 2 yrs. - 354.10	Shop Meter Mechanic
0055 <u>PLANT ASSISTANT</u>	Start - \$256.90	1st Step Helper
	End 6 mos. - 279.35	2nd Step Helper
	End 1 yr. - 301.85	3rd Step Helper
	End 18 mos. - 306.10	1st Step Processor
2420 <u>PLANT TECHNICIAN</u>	No Change	
1390 <u>PLANT MECHANIC</u>	No Change	

PROPOSED JOB DEFINITIONS AND LINES OF PROGRESSION

GAS METER REPAIR PLANT

1376 SENIOR METER/REGULATOR MECHANIC

An employee who repairs, proves, tests and adjusts any gas meter or regulator. May be delegated to assign work among Meter/Regulator Mechanics and Plant Assistants and furnish them with functional guidance in the performance of such work. Provides quality assurance checks of Meter/Regulator Mechanics' and Plant Assistants' work.

Next Lower Classification

Same or Higher Classification

1375 Meter/Regulator Mechanic

1376 Senior Meter/Regulator Mechanic

1375 METER/REGULATOR MECHANIC

An employee who performs the repair, adjustments and tests, not including outtest proving, of any meter or regulator.

Next Lower Classification

Same or Higher Classifications

0055 Plant Assistant

1376 Senior Meter/Regulator Mechanic  
1375 Meter/Regulator Mechanic

0055 PLANT ASSISTANT

An employee who performs certain repair operations as follows:

1. Routine operation of tools and equipment used in disassembling and cleaning meters and regulators for repair such as hand tools, torque wrenches, impact wrenches, torches or soldering coppers, pneumatic chisels, gasket removers, manual blast cleaners, and manual paint spray.
2. Operate intest provers to test meters not over 425 cfh capacity.
3. Operate (start, stop, load and unload meters and regulators, recharge with pre-prepared consumables such as paint, detergent, shot blast grit, etc., remove wastes) machines as:
  - a. Automatic blast cleaner/conveyor
  - b. Automatic paint spray/forced dry conveyor
  - c. Wash/dry machine and conveyor
  - d. Other conveyors
  - e. Detopper-type machines
  - f. Meter table washer
4. Manually clean meter and regulator parts.
5. Test for and repair external leaks on meters and regulators.

6. Prepare equipment and tools for production use.
7. Operate such manually operated materials handling equipment as hoists and dollies.
8. Paint meters and regulators by brush or manual paint spray equipment.
9. May assist others.
10. General housekeeping duties.

Beginner's Classification

2420 PLANT TECHNICIAN

An employee who services, adjusts, maintains, and repairs plant electronic equipment, except the computer. May assist in developing or modifying electronic devices useful in plant operation. May be required to perform duties of Plant Mechanic, including welding, if qualified. May be delegated to assign work among employees in other classifications and furnish them with functional guidance in the performance of such work.

Due to nature of this job, there is no line of progression and selection will be made on the basis of employment date and qualifications of demonstrated proficiency/ability in working with:

- a) electrical equipment
- b) electronic equipment
- c) mechanical equipment
- d) gas meter prover calibration and testing

1390 PLANT MECHANIC

An employee who services, adjusts, maintains, and repairs plant mechanical, electric, and electromechanical equipment, except automotive. May be required to gas and arc weld. May assist others. May assist in developing or modifying equipment and devices useful in plant operation.

Due to nature of this job, there is no line of progression and selection will be made from qualified personnel on the basis of employment date.