

EIGHTH SUPPLEMENTARY AGREEMENT

THIS EIGHTH SUPPLEMENTARY AGREEMENT made and entered into this first day of August 1958, 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 from time to time, covering 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:

An additional Section, designated Section 600.9, shall be added to Part VI, entitled "Job Definitions" to read as follows:

"600.9 The job definitions applicable to certain classifications of operation, maintenance and construction employees in the Division and General Office Building Departments 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 and General Office Building Departments' which
is attached hereto, made a part hereof, and marked
Exhibit VI-H."

IN WITNESS WHEREOF the parties by their duly
authorized representatives have hereby caused these
presents to be executed this 1st day of August 1958.

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 *Charles Massie*
Its President

And by *Ronald T. Westley*
Its Business Manager



JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION AND GENERAL OFFICE BUILDING DEPARTMENTS

Carpenter Subforeman

An employee who is a working foreman in charge of a crew of not more than five men, exclusive of himself, the members of which are engaged in performing, without direct supervision, building maintenance work, such as repair and alteration of buildings, painting of structures inside and out; carpentry, miscellaneous repairs to fixtures, accessories, etc. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a carpenter and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Carpenter

An employee who performs all classes of carpentry work including cabinet making, joinery, and other work requiring a high degree of precision. He is required to use all classes of hand and machine wood working tools and may be required to do other miscellaneous repair work including the repair and maintenance of buildings and fixtures. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Apprentice Carpenter

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

Rough Carpenter

An employee who performs routine carpentry work such as building simple structures, erecting scaffolds, building forms and doing miscellaneous repair work.

Painter

An employee who prepares surfaces for painting and paints the inside or outside of any building, structure, furniture or fixtures. His background of experience must be such as to qualify him to perform these duties with skill and efficiency.

Building Maintenance Subforeman (General Office)

An employee who is a working foreman and who supervises employees engaged in the operation, maintenance and upkeep of the building and all mechanical and electrical equipment therein; performs maintenance work and miscellaneous duties in connection with the care and use of the building. He shall have the personal qualifications of leadership and supervisory ability, the job qualifications of a building maintenanceman, and be familiar with the buildings to which he is assigned and with Company's maintenance and safety standards, accounting procedures and other applicable rules and procedures.

Building Maintenanceman (General Office and San Francisco)

An employee who installs, repairs and maintains in efficient operating condition the machinery, equipment and building accessories of the building to which he is assigned. In order to trace trouble and repair and make control adjustments on electrical circuits, elevator equipment, plumbing, heating, ventilation equipment, etc., he must have a specialized knowledge of the building to which he is assigned and be able to read blueprints; may be required to refinish furniture and perform other more routine work. He may also be required to direct the work of other Building Department employees.

Building Service Subforeman (San Francisco and Sacramento)

An employee who is a working foreman directing the work of the janitorial employees and performing the duties of a Building Mechanic. He shall have the personal qualifications of leadership and supervisory ability, the job qualifications of a Building Mechanic, and be familiar with the buildings to which he is assigned and with Company's maintenance and safety standards, accounting procedures and other applicable rules and procedures.

Building Mechanic

An employee who operates, maintains and cleans the equipment, machinery and appurtenances in the boiler room and performs routine building maintenance work such as the repair of building equipment and accessories, office equipment, floor plugs, light switches and fixtures, plumbing valves, windows, minor painting and plaster patching; and performs building operation work such as operating elevators, air conditioning systems, paper baling machines, and other equipment and machinery.

Garage Attendant (General Office)

An employee who is engaged in general servicing of motor vehicles, including fuel and oil servicing, battery servicing, tire changing, minor adjustments, windshield and window washing, etc.; logs car assignments and records mileage of cars; cleans garage and oversees parking lot; performs driving assignments as required.

Building Subforeman (Fresno)

An employee who is a working foreman and who supervises employees engaged in the operation, maintenance and upkeep of the building and all equipment therein. He shall have the personal qualifications of leadership and supervisory ability, the job qualifications of a building engineer, and be familiar with the building to which he is assigned and with Company's maintenance and safety standards, accounting procedures and other applicable rules and procedures.

Assistant Subforeman (Fresno)

An employee who assists the building subforeman in the performance of his duties and relieves the building engineers as assigned. He shall have the personal qualifications of leadership and supervisory ability, the job qualifications of a building engineer, and be familiar with the building to which he is assigned and with Company's maintenance and safety standards, accounting procedures and other applicable rules and procedures.

Building Engineer (Fresno)

A shift employee who operates, maintains and cleans the equipment, machinery and appurtenances in the boiler room and performs routine building maintenance work such as the repair of building equipment and accessories, office equipment, floor plugs, light switches and fixtures, plumbing valves, windows, minor painting and plaster patching; performs building operation work such as operating elevators, air conditioning systems, paper baling machines, and other equipment and machinery and assists in moving office furniture and equipment.

Helper

An employee whose principal duties consist of semi-skilled work such as assisting a Building Mechanic, Carpenter or higher classification including the use of handtools under direction. Under indirect supervision, he may also be required to perform janitorial work such as cleaning, replacing light globes or tubes, moving furniture, changing washers in plumbing fixtures and replacing or repairing window blinds.

Head Janitor (Oakland)

&

Forelady (Fresno)

An employee who is a working supervisor directing and checking the work of janitorial employees who are on duty at night. May be required to operate an elevator.

Floorman (General Office and San Francisco)

An employee who maintains the specially treated floors including the preparing, cleaning and application of finish and preserving materials to them.

Janitor
&
Janitress

An employee who performs all types of janitorial work in an assigned building or section thereof; may be required to operate an elevator and perform other related work.

Elevator Starter (General Office)

An employee who supervises the work of the elevator operators and the elevator service; assists and directs persons seeking information; may be required to operate an elevator and train new operators.

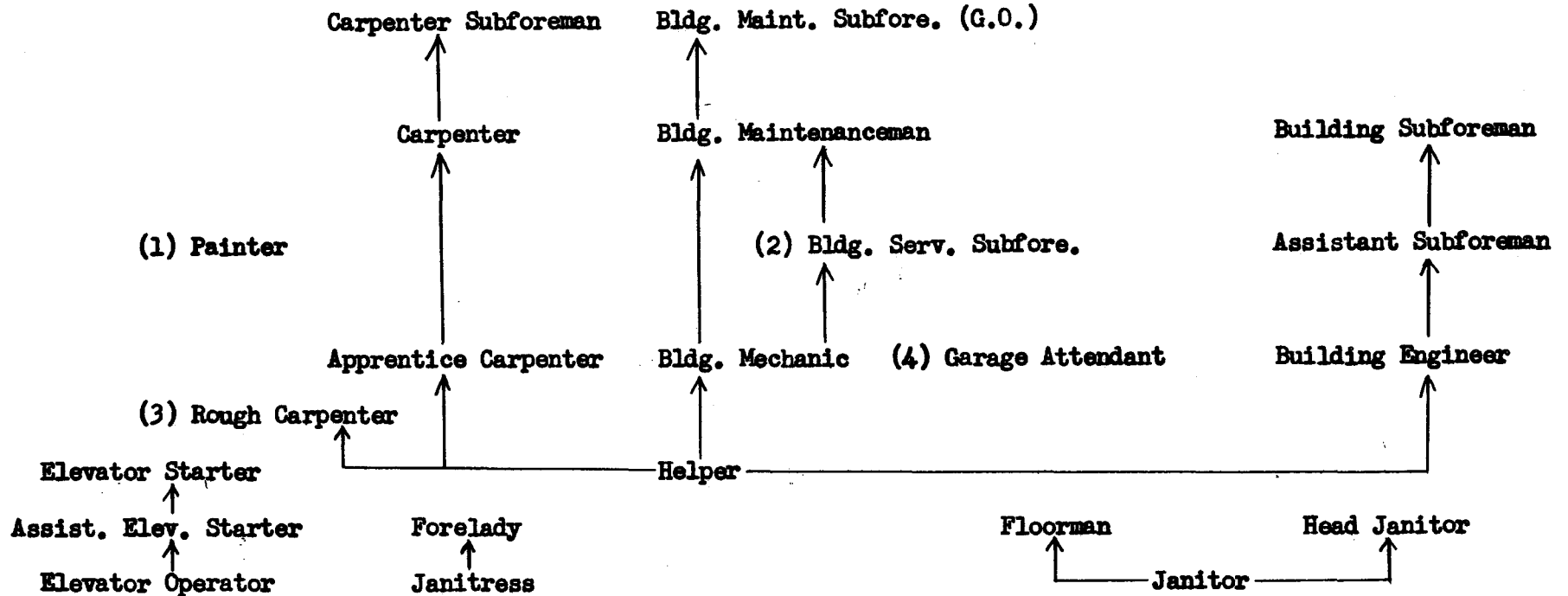
Assistant Elevator Starter (General Office)

An employee who is an elevator operator and who, in addition, regularly relieves the elevator starter.

Elevator Operator

An employee who operates a passenger elevator in a Company office building; assists and directs persons seeking information; may perform other work as conditions permit.

LINES OF PROGRESSION



1. There is no next lower classification to Painter. Vacancies in this classification will be filled in accordance with the terms of the Agreement.
2. Building Service Subforemen shall accrue classification seniority as Building Mechanics for bidding to Building Maintenancemen.
3. Rough Carpenters may bid to Apprentice Carpenter as Apprentice Carpenters and, if the successful bidder, be given credit for their classification seniority up to a maximum of six months.
4. Apprentice Mechanics (Garage) shall bid to Garage Attendant under Section 205.7d of the Agreement. Mechanics (Garage) shall bid to Garage Attendant under Section 205.7c of the Agreement. Garage Attendants may bid back to their former classification under Section 205.7c of the Agreement.