



LETTER AGREEMENT

No. 93-53-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

21 July 1993

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. Ronald L. Bailey
Manager of Industrial Relations

Gentlemen:

This letter cancels and supersedes Letter of Agreement R1-89-216-PGE dated February 2, 1989 on the same subject.

Attached are updated Job Definitions and Lines of Progression for Title 600, Exhibit VI-L, for the Division Electric Department Office and Transmission and Distribution Department. The update integrates changes from General Negotiations and the results of various Letters of Agreement. The changes include the following (all changes appear in *italics*):

1. Per 1990 Negotiations:
 - a. Addition of 0737 Underground Construction Crew Foreman (Electric) and 1077 Underground Construction Journeyman (Electric) plus job descriptions and LOP. These additions will be placed in some lines of progression for classifications affected.
 - b. Addition of "Notes on Underground Construction Crews"; elimination of LA 84-157.
 - c. Rename "Helper" to "Utility Worker".
 - d. 1646 Miscellaneous Equipment Operator replaces:
 - 0435 Special Driver (G.C. Line)
 - 0457 Line Truck Driver (G.C.)
2. Addition of 0254 Utility Foreman's Clerk (Corcoran and Lemoore; Weaverville; Auberry; and Coalinga, Fresno)
3. Modified job description for 0254 Utility Foreman's Clerk - Burney.

21 July 1993

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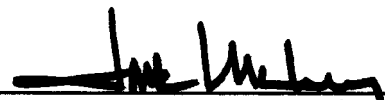
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4. Addition of 1108 Utility Lineman - Burney with job description and LOP.
5. Addition of 2550 Utility Troublemaker, wherever 2540 Troublemaker appears in the LOP.
6. Addition of LA 90-113, CDLA (Commercial Driver's License Addendum)
7. Addition of LA R1-90-11, Training Requirements for U.G. Construction Crews and Training Guidelines for Electric Department Employees.
8. Addition of LA 91-19, amended Apprenticeship Lineman Training Program.

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 the Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: 

Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

Aug. 11, 1993

By: 

Ronald L. Bailey
Manager of Industrial Relations

PACIFIC GAS AND ELECTRIC COMPANY

AND

IBEW, LOCAL UNION 1245

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

ELECTRIC DEPARTMENT OFFICE

AND

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

TRANSMISSION AND DISTRIBUTION DEPARTMENT

REVISED July, 1993

REPLACES BOOK DATED February 27, 1990

New language appears in *Italics*

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JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

ELECTRIC DEPARTMENT OFFICE

0250 FOREMAN'S CLERK

An employee whose background and experience are such that *an employee* has a comprehensive knowledge of the operation and procedures of a General Foreman's or Assistant Supervisor's office and is engaged in performing clerical work and assisting in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs, assigning jobs to crews, receiving and dispatching customers' complaints or switching orders, preparing reports, processing time cards, work orders and GM's for the crews or for accounting purposes, and maintaining office files and records. May direct the work of one or two Assistant Foreman's Clerks.

Next Lower Classifications

0252 Assistant Foreman's Clerk
0456 T&D Driver
0458 Field Clerk - Electric T&D
2662 Operating Clerk
2664 Operating Clerk-Steno
2667 Operating Clerk-Typist

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
0246 First Field Clerk (G.C.)
0250 Foreman's Clerk
0253 Foreman's Clerk
0254 Utility Foreman's Clerk
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
2645 Senior Operating Clerk -
Steno II
2646 Senior Operating Clerk -
Typist II
2654 Senior Operating Clerk -
Steno I
2655 Senior Operating Clerk -
Typist I
2723 Senior Operating Clerk II
2789 Senior Operating Clerk I

0253 FOREMAN'S CLERK⁽¹⁾

If directing the work of more than two Assistant Foreman's Clerks.

(1) Line of Progression same as Foreman's Clerk.

0254 UTILITY FOREMAN'S CLERK (Fortuna, Garberville and Willow Creek)⁽¹⁾

An employee who performs the duties of Foreman's Clerk and, in addition, performs any of the duties of the classification of Materials Leadman which may be required at an employees headquarters.

0254 UTILITY FOREMAN'S CLERK (Burney)⁽¹⁾

An employee who is a Foreman's Clerk and, in addition, performs commercial business office work, such as receiving service calls, collections, meter tags, new business applications, etc. Shall be required to type with proficiency (40 words per minute), utilizing a typewriter or personal computer. (LA 90-19)

0254 UTILITY FOREMAN'S CLERK (Corcoran and Lemoore)⁽¹⁾

An employee who performs the combined duties of a Foreman's Clerk and a Field Clerk. This is per settlement of San Joaquin Valley Region Grievance No. SJ-FK/70-25189-34/09. (LA 89-143)

0254 UTILITY FOREMAN'S CLERK (Weaverville)⁽¹⁾

An employee who is a Foreman's Clerk and, in addition, performs commercial business office work such as receiving service calls, collections, meter tags, new business applications, etc. Shall be required to type with proficiency (40 words per minute), utilizing a typewriter or personal computer. (LA 91-27)

0254 UTILITY FOREMAN'S CLERK (Auberry)⁽¹⁾

An employee who is a Foreman's Clerk and in addition, performs Electric Field Clerk duties and commercial business office work, such as receiving service calls, collections, meter tags, and new business applications, etc. (LA 93-7)

0254 UTILITY FOREMAN'S CLERK (Coalinga, Fresno)⁽¹⁾

The job duties and description will combine those of the Foreman's Clerk and Field Clerk. (LA 91-182)

0252 ASSISTANT FOREMAN'S CLERK

An employee in a General Foreman's or Assistant Supervisor's office who assists the Foreman's Clerk or Senior Clerk by performing clerical work requiring a basic knowledge of Electric Department office procedures and accounting principles. This work includes such duties as writing requisitions for work orders or GM's, processing time cards, work orders and GM's for the crews or for accounting purposes, and maintaining office files and records. May receive and dispatch customers' complaints.

Next Lower Classifications

- *2676 Utility Clerk, Operating
- *2680 Utility Clerk-Steno,
Operating
- *2684 Utility Clerk-Typist
Operating

Same or Higher Classifications

- 0243 Senior Field Clerk (G.C.)
- 0245 Routine Field Clerk (G.C.)
- 0246 First Field Clerk
- 0250 Foreman's Clerk
- 0252 Assistant Foreman's Clerk

(Cont'd)

(1) Line of Progression same as Foreman's Clerk.

* Includes employees at Clerk D rate of pay as of 1980 General Negotiations.

0252 ASSISTANT FOREMAN'S CLERK (Cont'n.)

Next Lower Classifications

*2732 Word Processing Operator-
Operating

Same or Higher Classifications

0253 Foreman's Clerk
0254 Utility Foreman's Clerk
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
0314 Routine Shop Clerk (G.C.)
0456 T&D Driver
0458 Field Clerk - Electric T&D
2645 Senior Operating Clerk -
Steno II
2646 Senior Operating Clerk -
Typist II
2654 Senior Operating Clerk -
Steno I
2655 Senior Operating Clerk -
Typist I
2662 Operating Clerk
2664 Operating Clerk-Steno
2667 Operating Clerk-Typist
2723 Senior Operating Clerk II
2789 Senior Operating Clerk I

Notes:

The starting rate for an employee who is a successful bidder on an Assistant Foreman's Clerk vacancy and who bids from T&D Driver and who is at the top rate of the T&D Driver classification, shall be the top rate of Assistant Foreman's Clerk. If he is not at the top rate of T&D Driver, he shall be placed at the 18-month wage step, and time worked in the T&D Driver classification shall be credited as time worked in the Assistant Foreman's Clerk classification.

Employees in Foreman's Clerk or Assistant Foreman's Clerk classifications shall be considered as next lower to Senior Operating Clerk II or Senior Operating Clerk I vacancies, respectively, in the Electric Department as indicated in the appropriate Division Clerical Lines of Progression.

* The 30-month wage step of Word Processing Operator will be considered as top rate of pay when bidding to Assistant Foreman's Clerk.

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

TRANSMISSION AND DISTRIBUTION DEPARTMENT

0740 ELECTRIC CREW FOREMAN

An employee who is a Working Foreman in charge of a crew of not more than five other employees engaged in all classes of overhead line work, in all classes of underground distribution system work utilizing non-lead cables, and in providing electric service to customers; may be required to drive the truck and operate the associated equipment as assigned. Such employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of and two years experience as a Lineman, and be familiar with Company's construction and safety standards, General Orders 95 and 128, accounting procedures, and other applicable rules and procedures.

Such employee when in charge of a crew of five other employees shall be paid at the rate of five percent above the top rate of Electric Crew Foreman.

Notes: For the purposes of applying the five percent upgrade for an Electric Crew Foreman when in charge of a crew of five other employees, if two Electric Crew Foremen are involved, the following conditions will apply:

1. If two crews are combined on an on-going job, the Electric Crew Foreman originally assigned the job will receive the upgrade;
2. If two crews are combined at the initiation of a job, the senior qualified Electric Crew Foreman in the headquarters will receive the upgrade;
3. If two crews are called out for an emergency situation, the senior qualified available Electric Crew Foreman will receive the upgrade. If they are joined while the job is in progress, the Electric Crew Foreman originally assigned will receive the upgrade.

Next Lower Classification

1077 *UG Construction Journeyman*
1100 (1103) *Lineman (Un.)*
1108 *UT Lineman-Burney*
2535 *Transmission Troubleman*
2540 *Troubleman*
2550 *Utility Troubleman*

Same or Higher Classifications

0140 *Cableman*
0650 *Subforeman A (G.C.-Line)*
0653 *Subforeman B (G.C.-Line)*
0683 *Night Cable Crew Foreman*
0737 *UG Construction Crew Foreman*
0740 *Electric Crew Foreman*
0820 *Cable Crew Foreman*
0850 *Working Foreman A (G.C.-Line)*
0853 *Working Foreman B (G.C.-Line)*
2290 *Transmission Cableman*

0737 UNDERGROUND CONSTRUCTION CREW FOREMAN (Electric)

An employee who is a working foreman in charge of a crew engaged in the installation, repair, and replacement of underground electric and gas facilities. Shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a combination journeyman. Must be familiar with G.O. 112 and 128, company construction and safety standards, accounting procedures and other appropriate rules and procedures. Shall be required to perform all duties of classifications previously held.

(Cont'd.)

0737 UNDERGROUND CONSTRUCTION CREW FOREMAN (Cont'n.)

Next Lower Classifications

0140 Cableman
0560 (0563) Fitter and (Un.)
0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
0650 Subforeman A (GC-Line)
0653 Subforeman B (GC-Line)
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC-Line)
0853 Working Foreman B (GC-Line)
1077 UG Construction Journeyman (Elec)
1078 UG Construction Journeyman (Gas)
1100 (1103) Lineman and (Un.)
1300 Gas Mechanic
2280 (2286) Cable Splicer and (Un.)
2290 Transmission Cableman
2535 Transmission Troublemán
2540 Troublemán
2550 Utility Troublemán

Same or Higher Classifications

0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman (Elec)
0738 UG Construction Crew Foreman (Gas)

In addition to the listed weekly wage rates, such employees shall receive an additional \$50.00 per week.

1077 UNDERGROUND CONSTRUCTION JOURNEYMAN (Electric)

An employee who, as part of a crew, is engaged in the installation, repair, and replacement of underground electric and gas facilities. Prior to being awarded a bid to Underground Construction Journeyman, an employee must have held a journeyman classification in the lineman or fitter line of progression. Shall be required to perform all the duties of either a journeyman lineman or fitter, depending on which line of progression the employee previously held.

Next Lower Classifications

0560 (0563) Fitter and (Un.)
0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
1100 (1103) Lineman and (Un.)
2280 (2286) Cable Splicer and (Un.)
2535 Transmission Troublemán
2540 Troublemán
2550 Utility Troublemán

Same or Higher Classifications

0140 Cableman
0650 Subforeman A (GC-Line)
0653 Subforeman B (GC-Line)
0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman (Elec)
0738 UG Construction Crew Foreman (Gas)
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC-Line)
0853 Working Foreman B (GC-Line)
1077 UG Construction Journeyman (Elec)
1078 UG Construction Journeyman (Gas)
1300 Gas Mechanic
2290 Transmission Cableman

In addition to the listed weekly wage rates, such employees shall receive an additional \$50.00 per week.

NOTES ON UNDERGROUND CONSTRUCTION CREWS:

1. *Each underground construction crew is to be comprised of one journeyman from the gas line of progression and one from the electric line of progression.*
2. *For the purposes of short-term relief, temporary vacancies shall be filled in accordance with 205.3 and such employees shall receive \$10.00 per day above their regular rate and will be limited to their regular job description.*
3. *A qualified gas and/or electric worker (as defined by present standards) is to be used when required.*
4. *When it is necessary to perform switching, holding of clearances and related operations, the provisions of Letter Agreement 87-112 will apply.*
5. *The parties shall adopt a twelve-month training utilizing company's original twelve-month program as a basis.*
6. *Electric journeymen shall continue to be eligible for rubber glove training and the associated pay.*
7. *Letter Agreement 84-157 is rescinded.*
8. *Underground Construction Crew Foremen and Journeymen shall retain Title 208 and 212 rights for their equivalent classifications in the Electric and Gas T&D Departments and will be credited for all hours worked or charged regardless of the assignment.*
9. *An Underground Construction Journeyman may supervise a crew performing the following:*
 1. *Engaged in digging excavations or trenches,*
 2. *Stubbing poles, clearing right-of-way, and clearing debris,*
 3. *Loading, delivering and unloading materials and supplies,*
 4. *Installing and hotting up new underground electric systems (600 volts or less) and plastic gas services,*
 5. *Installing non-lead cables.*
10. *An Underground Construction Journeyman may work alone to perform the following when qualified:*
 1. *Switching to de-energize or energize underground distribution circuits,*
 2. *Installation of stub completion services (gas and electric) in customer-dug trench,*
 3. *Splicing and making terminations on non-lead primary and secondary cable to be energized at less than 25 kv.*

Notes on Underground Construction Crews: (Cont'n.)

11. *In addition, two Electric Journeyman and a qualified observer may work on and energize a rise pole in association with an underground construction crew with the Underground Construction Crew Foreman in charge of the job. However, if the Underground Construction Crew Foreman was from the gas line of progression the responsibility for the overhead part of the job would be given to a qualified electric department employee.*

2540 TROUBLEMAN

An employee who has the craft qualifications of and two years experience as a Lineman and performs alone any work that does not exceed an employee's ability or the available tools and equipment, in connection with providing, maintaining and restoring service to the public, either overhead or underground, such as installing services and all types of meters, replacing line and equipment fuses, patrolling, switching, restoring service on "no light" and "no power" calls, servicing and repairing customers' equipment, operating unattended substations, adjusting or changing external settings on automatic line equipment, such as Regulators, Reclosers, or Capacitors, handling routine gas maintenance, operation and complaints; may be required to collect deposits and bills. In trouble and emergency work involving immediate hazard to life or property, may be required to work alone to cut circuits of over 600 volts in the clear.

Next Lower Classification

1077 *UG Construction Journeyman*
1100 (1103) *Lineman (Un.)*
1108 *UT Lineman (Burney)*

Same or Higher Classifications

0140 *Cableman*
0683 *Night Cable Crew Foreman*
0737 *UG Construction Crew Foreman*
0740 *Electric Crew Foreman*
0820 *Cable Crew Foreman*
2280 (2286) *Cable Splicer (Un.)*
2283 *Night Cable Splicer*
2290 *Transmission Cableman*
2535 *Transmission Troublemán*
2540 *Troublemán*
2550 *Utility Troublemán*

2535 TRANSMISSION TROUBLEMAN

An employee who patrols and inspects overhead transmission lines. This may include air, ground, and boat patrolling. Must have the craft qualifications of a Lineman and performs any line work in connection with maintenance, operation, and construction of transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware, and reinsulation. Must possess a valid Class III California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

Notes on the Transmission Troublemán Definition:

- 1) Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
- 2) Must be capable of performing transmission live line work.
- 3) Must be able to properly assess the urgency of a problem for correction.

(Cont'd.)

2535 TRANSMISSION TROUBLEMAN (Continued)

- 4) May be required to travel and stay away from home.
- 5) Switching shall be limited to that normally performed by a Troublemán. Switching on overtime will be limited to emergency transmission switching done in conjunction with patrolling and inspection. This does not preclude switching which must be performed on prearranged overtime prior to the beginning of a workday in order to complete work during the workday. Work refers to that which will be performed by the Transmission Troublemán or work in which the Transmission Troublemán will be involved.
- 6) Normally works alone, but when doing so shall not be required to perform duties beyond that of a Lineman and/or Troublemán.
- 7) The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work, including washing of insulators, major emergency distribution work and distribution work that is directly related to transmission, i.e., underbuilds, etc.
- 8) Transmission Troublemén are day employees.

Next Lower Classification

1077 *UG Construction Journeyman*
1100 (1103) *Lineman (Un.)*
1108 *UT Lineman (Burney)*

Same or Higher Classifications

0140 *Cableman*
0683 *Night Cable Crew Foreman*
0737 *UG Construction Crew Foreman*
0740 *Electric Crew Foreman*
0820 *Cable Crew Foreman*
2280 (2286) *Cable Splicer (Un.)*
2283 *Night Cable Splicer*
2290 *Transmission Cableman*
2535 *Transmission Troublemán*
2540 *Troublemán*
2550 *Utility Troublemán*

Notes:

- A. Patrol personnel should normally be obtained from Lineman/Cable Splicer within the Division. If necessary, patrol personnel may be obtained from same classification within the Region or inter-regionally.
- B. Overtime assignments shall be based upon the provisions of Titles 208 and 212. No prearranged overtime will be performed as part of a crew with the exception of Transmission Troublemén performing hot washing. This does not preclude the Transmission Cableman from working with a Helper or a Groundman. For Title 212 purposes, the Transmission Troublemán will be used only when called for inspection or patrolling of transmission lines and associated switching and crew work that directly results from the patrolling or inspection.
- C. Workplace (location of work) will normally be any location within the Region, except as provided for in "A" above. The provisions of Title 201 shall apply when traveling from designated headquarters.

1100 LINEMAN*

An employee who is a journeyman and is engaged in performing all classes of overhead line work, of any voltage, and all classes of underground distribution system work except on "Network" systems, utilizing non-lead cables rated 25 kv or less. May be required to drive the truck and operate associated equipment as assigned. Background of apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

*See L.A. 87-112, page 33.

Notes on Lineman Definition:

It is the intent that the use of a light line crew as the basic work unit in the Overhead Section of the Electric Transmission and Distribution Department be continued. While one and two-man units with a Lineman as the highest classification will be utilized, it is not the intent of the Lineman definition to use other than a line crew on hot primary line construction and maintenance work. Further, it is not the intent to eliminate crews or accomplish the above work or any other line work which cannot practicably or safely be accomplished by a one or two-man unit by combining two or more such units. The Company will provide necessary training and equipment to its employees to ensure that the work can be performed safely and efficiently.

One or two-man units will not be required to:

1. Set poles under the following conditions:
 - a. In primary which has not been cleared and grounded; or
 - b. Over 50 feet in length; or
 - c. Under heavy or congested traffic conditions; or
 - d. Where the pole is top-heavy to the extent that weights are required on the butt-end; or
2. Perform any work on energized primary (taking voltage or current readings is not considered working on energized primary); or
3. Perform any substation switching; or
4. Perform line switching except to de-energize a line for work and to energize same at completion of work; or
5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole line; or

A Lineman working alone will not be required to install a crossarm or underarm molding, or to install or remove mid-span services except with aerial lift equipment and when installation of an associated span guy is not required.

Next Lower Classification

1101 Apprentice Lineman

Same or Higher Classifications

0140 Cableman
0650 Subforeman A (G.C.-Line)
0653 Subforeman B (G.C.-Line)
0683 Night Cable Crew Foreman

(Cont'd.)

1100 LINEMAN (Cont'n.)

Next Lower Classification

Same or Higher Classification

0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (G.C.-Line)
0853 Working Foreman B (G.C.-Line)
1077 UG Construction Journeyman
1099 Underground Lineman (G.C.)
(Inc. Only)
1100 (1103) Lineman (Un.)
1108 UT Lineman (Burney)
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman
2535 Transmission Troublemán
2540 Troublemán
2550 Utility Troublemán

1108 UTILITY LINEMAN-BURNEY

An employee, with all the qualifications, duties and same job definition of a Lineman, will as a part of a crew, install and maintain plastic gas services not to exceed 1 inch; will be involved in the laying, tying in and/or repairing of both ends of plastic pipe, including all fusion and service riser work. When performing such duties, not included in the Lineman job description, such individual will be paid at the appropriate rate of Electric Crew Foreman, based on the time accrued in such classification.

An employee is required to attend and pass the appropriate gas schools. While attending such schools the employee will be paid in their basic classification.

Next Lower Classifications

Same or Higher Classifications

1101 Apprentice Lineman

0140 Cableman
0650 Subforeman A (G.C.-Line)
0653 Subforeman B (G.C.-Line)
0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (G.C.-Line)
0853 Working Foreman B (G.C.-Line)
1077 UG Construction Journeyman
1099 Underground Lineman (G.C.)
(Incumbent Only)

(Cont'd)

1108 UTILITY LINEMAN - BURNEY (Cont'n.)

Next Lower Classification

Same or Higher Classification

1100 (1103) Lineman & (Un.)
1108 Utility Lineman (Burney)
2280 (2286) Cable Splicer & (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman
2535 Transmission Troubleman
2540 Troubleman
2550 Utility Troubleman

1101 APPRENTICE LINEMAN

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman. In order to gain experience for advancement to Lineman, may work alone, or under indirect supervision on jobs for which an employee has been trained and instructed. He may be required to drive the truck and operate the associated equipment as assigned at not less than the starting rate of the T&D Driver. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, may be required to work on live circuits of 600 volts or over.

Next Lower Classifications

Same or Higher Classifications

0180 Cartman
0456 T&D Driver
0458 Field Clerk - Electric T&D
0910 Groundman
0913 Night Groundman
0960 Cableman's *Utility Worker*
1190 Street Light Maintenance man
1660 T&D Equipment Operator
1943 Patrolman
2010 Manhole Pumpman
2013 Night Manhole Pumpman

0140 Cableman
0623 Labor Foreman (Electric T&D)
0683 Night Cable Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1099 Underground Lineman (G.C.)
(Inc. Only)
1101 Apprentice Lineman
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester*
2510 Utility Voltage Tester*
2520 Towerman (G.C.)

*A Voltage Tester may bid to Apprentice Lineman as an Apprentice Lineman. If an employee previously had attained the one year or higher step as an Apprentice Lineman and if the employee is the successful bidder, shall be placed in the wage step that the employee left. A Voltage Tester who had not previously completed the first year program of the Apprentice Lineman Related Academic Training shall be given the opportunity to do so. A Voltage Tester who had not previously attained the one year step of Apprentice Lineman classification may bid to Apprentice Lineman, and if the employee has completed the first year program of the Apprentice Lineman Related Academic Training, shall be placed at the one year step of the Apprentice Lineman wage rate. If the employee has not completed the first year training, shall be credited with the employee's previous time worked in the Apprentice Lineman classification only.

1101 APPRENTICE LINEMAN (Cont'n.)

Notes:

All employees with 205.7(b) or (c) prebids on file to Apprentice Lineman should be scheduled to attend the three-day Division Climbing School. An employee must have successfully completed the three-day Division Climbing School in order to be given consideration for a vacancy to the Apprentice Lineman classification. An employee who has not been given an opportunity to attend the three-day Division Climbing School shall not be bypassed for a vacancy. An employee who has failed the three-day Climbing School must make a request to be allowed a second attempt within 30 days following failure of first attempt in order to be considered for subsequent vacancies. An employee who fails to make a timely request to be allowed a second attempt shall no longer be considered a valid bidder to an apprenticeship where climbing is a requirement. An employee who has made a timely request to be allowed a second attempt and who has not had an opportunity to attend shall not be bypassed for a vacancy, provided the request was submitted timely to be valid under Subsection 205.4(d).

All employees with 205.7 prebids on file to Apprentice Lineman must have successfully completed the Arithmetic Computation Test (ACT) requirement prior to being considered for a vacancy to Apprentice Lineman. If an employee has not taken the ACT but has a written request on file with his/her Human Resources Department the employee must be given the opportunity to take the test before a bypass can be made.

All employees who are in classifications which are considered next lower to a climbing apprenticeship and who have passed the Division Climbing School and the ACT shall be required to attend the Basic Climbing School at Kettleman prior to being awarded an apprenticeship. An employee who is to be awarded an apprenticeship under Subsection 205.7 and has met the ACT requirement but who has not yet attended Basic Climbing School shall be awarded such job pending successful completion of the school.

Employees who are not in the line of progression but who have valid 205.7(d) prebids on file and are the otherwise successful bidders to a vacancy shall be awarded the position pending the successful completion of the next scheduled session at Kettleman.

2500 VOLTAGE TESTER

An employee who makes tests of loads, voltages, etc., with indicating or recording instruments for purposes of distribution or transmission system regulation or investigation of complaints. May calculate and set compensation of regulators. When it is necessary for a Voltage Tester to climb through live circuits of 600 volts or more, another Voltage Tester, or a journeyman, shall be assigned to assist the employee.

Next Lower Classification

1101 Apprentice Lineman
(One Year Step)

Same or Higher Classifications

0140 Cableman
0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
1077 UG Construction Journeyman
1100 (1103) Lineman (Un.)
1108 Utility Lineman (Burney)
2280 (2286) Cable Splicer (Un.)

(Cont'd.)

2500 VOLTAGE TESTER (Cont'n.)

Next Lower Classifications

Same or Higher Classifications

2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troubleman
2540 Troubleman
2550 *Utility Troubleman*

2510 UTILITY VOLTAGE TESTER⁽¹⁾

An employee who performs the duties of a Voltage Tester in the Electric Department, and in addition maintains street lights, inspects service entrance wiring, and may be required to work routine meter tags and service tags involving work on customers' premises.

(1) Same Line of Progression as a Voltage Tester.

2485 UTILITY TESTER - SAN FRANCISCO (INCUMBENT ONLY)

A employee who assists a Voltage Tester or a qualified journeyman make tests of loads, voltages, etc., with indicating or recording instruments for purposes of distribution or transmission system regulation or investigation of complaints, and in addition, may be required to perform the duties of the Inspector - Electric T&D.

0990 INSPECTOR

An employee engaged in making various investigations and inspections such as checking pole lines with respect to General Order 95 and necessary maintenance, inspecting tower footings, checking tree and weed conditions, routing tree trimming and weed control crews, inspecting new construction and reconstruction work on overhead or underground lines, checking Company property conditions in the vicinity of street work, inquiring into accidents resulting in interruptions of service, contacting customers regarding service.

Next Lower Classification

Same or Higher Classifications

1101 Apprentice Lineman
(One Year Step)

0140 Cableman
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1100 (1103) Lineman (Un.)
1108 *Utility Lineman (Burney)*
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troubleman
2540 Troubleman
2550 *Utility Troubleman*

1035 UTILITY INSPECTOR - SAN FRANCISCO (INCUMBENT ONLY)

An employee who, with an assistant, locates, identifies and marks the location of electric substructures on the surface of public streets and private property. In this endeavor, may make contacts with customers or their representatives, private and public utilities or entities who own or are constructing or reconstructing buried structures. May be required to perform the duties of an Inspector-Electric T&D; or

An employee who is engaged in inspecting the construction and reconstruction of electric substructures in streets, in private buildings and on private property. May be required to perform the duties of an Inspector-Electric T&D.

0845 WORKING FOREMAN

An employee who is a Working Foreman in charge of a crew and equipment engaged in such work as installing non-lead covered underground cables, maintaining manholes, installing hand holes and underground boxes, digging holes or excavations, stubbing poles, clearing rights-of-way, clearing debris, loading, delivering and unloading material and supplies. May be required to drive the truck and operate the associated equipment. Must be familiar with the Company's safety and other applicable rules and procedures. *An employee's crew may include a driver and one Lineman, Apprentice Lineman, Cable Splicer or Apprentice Cable Splicer.* Shall have the personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

Next Lower Classifications

0456 T&D Driver
0458 Field Clerk - Electric T&D
0623 Labor Foreman (Electric T&D)
1660 T&D Equipment Operator

Same or Higher Classifications

0140 Cableman
0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
1077 UG Construction Journeyman
1100 (1103) Lineman (Un.)
1108 Utility Lineman (Burney)
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman
2535 Transmission Troubleman
2540 Troubleman
2550 Utility Troubleman

0623 LABOR FOREMAN

An employee who is a Working Foreman in charge of a crew and equipment engaged in such work as digging holes or excavations, stubbing poles, clearing rights-of-way, clearing debris, loading, delivering and unloading materials and supplies. Drives the vehicle and operates the associated equipment. Must be familiar with Company's safety and other applicable rules and procedures. *An employee's crew may include a T&D Equipment Operator.* Shall have personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

Next Lower Classifications

0456 T&D Driver
0458 Field Clerk - Electric T&D

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)

0623 LABOR FOREMAN (Cont'n.)

Next Lower Classifications

1660 T&D Equipment Operator

Same or Higher Classifications

0624 Labor Foreman - Electric
Maintenance
0630 Labor Foreman A
0683 *Night Cable Crew Foreman*
0737 *UG Construction Crew Foreman*
0740 *Electric Crew Foreman*
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1100 (1103) Lineman (Un.)
1108 *Utility Lineman (Burney)*
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

1660 T&D EQUIPMENT OPERATOR

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, and other equipment. Will be required to drive trucks. Must possess Class I Driver's License.

Next Lower Classifications

0456 T&D Driver
0458 Field Clerk - Electric T&D
0623 Labor Foreman

Same or Higher Classifications

0140 Cableman
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 *Electric Crew Foreman*
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1100 (1103) Lineman (Un.)
1108 *Utility Lineman (Burney)*
1660 T&D Equipment Operator
1690 Hole Digger Operator (G.C.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

0458 FIELD CLERK - ELECTRIC T&D

An employee who is normally assigned to an Electric Construction Supervisor to perform field clerical duties for various crews. When not so assigned, will be assigned to drive a truck, maneuver it at the job, as required in connection with the construction, maintenance and operation of electrical overhead and underground facilities, operates all associated mechanical equipment on the truck and acts as a Field Clerk, performing assigned clerical work for the crew. Is responsible for keeping tools and materials in good order on the truck, assists with the ground work and may be required to drive an all-terrain vehicle. May be required to use a computer. Must possess a Class I Driver's License.

Next Lower Classifications

*0252 Assistant Foreman's Clerk
0456 T&D Driver

Same or Higher Classifications

0140 Cableman
*0250 Foreman's Clerk
*0253 Foreman's Clerk
*0254 Foreman's Clerk
0458 Field Clerk - Electric T&D
0623 Labor Foreman (Electric T&D)
0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 UG Construction Journeyman
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1108 UT Lineman (Burney)
1646 Misc. Equipment Operator**
1660 T&D Equipment Operator
1690 Hole Digger Operator (G.C.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 Utility Troublemán

*Applicable to employees who entered this classification from T&D Driver, Senior Line Truck Driver or Line Truck Driver classifications.

**Applicable to employees who held the classification of 0435 Special Driver (GC Line) or 0457 Line Truck Driver (G.C.) on 12/31/90.

Notes:

1. This classification will be filled only on a permanent basis in accordance with provisions of Title 205 except for relief of an absent employee, for temporary assignments after permanent assignments to this classification, or as provided in Note 2 below.

(Cont'd.)

0458 FIELD CLERK - ELECTRIC T&D (Cont'n.)

2. Company may use this classification in any headquarters for six months to determine a need for this classification on a permanent basis. The classification will be filled on the basis of service and qualifications from among the T&D Drivers in the headquarters.
3. Temporary assignments to this classification will be made in increments of one day or more.

0456 T&D DRIVER

An employee who drives a truck, maneuvers it at the job as required in connection with the construction, maintenance and operation of electrical overhead and underground facilities, operates all associated mechanical equipment on the truck and acts as a Field Clerk, performing assigned clerical work for the crew; is responsible for keeping tools and materials in good order on the truck; assists with the ground work and may be required to drive an all-terrain vehicle. Must possess Class I Driver's License.

Next Lower Classifications

0180 Cartman
0910 Groundman
0913 Night Groundman
0960 Cableman's *Utility Worker*
1190 Street Light Maintenance man
1943 Patrolman
2010 Manhole Pumpman
2013 Night Manhole Pumpman

Same or Higher Classifications

0140 Cableman
*0250 Foreman's Clerk
*0252 Assistant Foreman's Clerk
*0253 Foreman's Clerk
*0254 Foreman's Clerk
0456 T&D Driver
0458 Field Clerk - Electric T&D
0623 Labor Foreman (Electric T&D)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1108 *Utility Lineman (Burney)*
1646 *Misc. Equipment Operator***
1660 T&D Equipment Operator
1690 Hole Digger Operator (G.C.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troubleman
2540 Troubleman
2550 *Utility Troubleman*

**Applicable to employees who entered this classification from T&D Driver, Senior Line Truck Driver or Line Truck Driver classifications.*

***Applicable to employees who held the classification of 0435 Special Driver (GC Line) or 0457 Line Truck Driver (G.C.) on 12/31/90.*

0820 CABLE CREW FOREMAN

An employee who is a Working Foreman in charge of not more than six men exclusive of himself/herself assigned as a crew or disbursed as work units engaged in construction, maintenance and operation of underground and submarine facilities and associated work. Drives a truck as assigned. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Cable Splicer, and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Next Lower Classifications

Same or Higher Classifications

2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

0140 Cableman
0683 Night Cable Crew Foreman
0820 Cable Crew Foreman
2290 Transmission Cableman

0683 NIGHT CABLE CREW FOREMAN - SAN FRANCISCO DIVISION ONLY

A service employee who has the full qualifications of and performs work of a Cable Crew Foreman.

Next Lower Classifications

Same or Higher Classifications

2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

0140 Cableman
0683 Night Cable Crew Foreman
0820 Cable Crew Foreman
2290 Transmission Cableman

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of a Night Cable Crew Foreman shall be as follows:

10:00 P.M. to 6:00 A.M.

WORK SCHEDULE

Rotating schedule as established by agreement at local level.

0140 CABLEMAN (San Francisco Division)

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

Next Lower Classifications

Same or Higher Classifications

2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

0140 Cableman
0683 Night Cable Crew Foreman
0820 Cable Crew Foreman
2290 Transmission Cableman

2290 TRANSMISSION CABLEMAN

An employee who patrols and inspects underground transmission lines. This may include all forms of underground patrolling. Must have the craft qualifications of a Cable Splicer and performs any underground line work in connection with maintenance, operation and construction of underground transmission lines. May be required to perform switching, line structure maintenance, minor repairs/replacement of hardware, and reinsulation. Must possess a valid Class III California Driver's License. When qualified, may be required to operate a vehicle/boat and to operate associated equipment as assigned.

Notes on the Transmission Cableman Definition:

- 1) Must have adequate oral and written skills to communicate clearly with customers, property owners, and others.
- 2) Must be capable of performing transmission live line work. Performing live line work is only that work limited to inspection of energized lines.
- 3) Must be able to properly assess the urgency of a problem for correction.
- 4) May be required to travel and stay away from home.
- 5) Switching shall be limited to that normally performed by a Cableman.
- 6) May work alone, however, in all instances when working in confined spaces, manholes, etc., must work with a Helper or assistant.
- 7) The primary duties of this classification will be transmission work. May assist, be part of, or direct a crew doing transmission work.
- 8) Transmission Cablemen are day employees.

Next Lower Classifications

0683 Night Cable Crew Foreman
0820 Cable Crew Foreman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

Same or Higher Classifications

0140 Cableman
2290 Transmission Cableman
2535 Transmission Troublemán

The Transmission Troublemán and Transmission Cableman classifications will be placed in all the same lines of progression where Troublemán and Cableman appear.

Notes:

- A. Patrol personnel should normally be obtained from Lineman/Cable Splicer within the Division. If necessary, patrol personnel may be obtained from same classification within the Region or inter-regionally.
- B. Overtime assignments shall be based upon the provisions of Titles 208 and 212. No pre-arranged overtime will be performed as part of a crew with the exception of Transmission Troublemán performing hot washing. This does not preclude the Transmission Cableman from working with a Utility Worker or a Groundman. For Title 212 purposes, the Transmission Troublemán will be used only when called for inspection or patrolling of transmission lines and associated switching and crew work that directly results from the patrolling or inspection.

(Cont'd.)

NOTES: (Cont'n.)

- C. Workplace (location of work) will normally be any location within the Region, except as provided for in "A" above. The provisions of Title 201 shall apply when traveling from designated headquarters.

2280 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. 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. Drives a truck and operates the associated equipment as assigned. Background of apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

In addition to responsibility as a journeyman, may be assigned as a Working Foreman in charge of a crew and its equipment engaged in pulling underground 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. May be required to perform work in connection with the construction and maintenance of underground manholes, vaults, splice boxes, duct lines and similar structures. As a Working Foreman, shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Next Lower Classification

2281 Apprentice Cable Splicer

Same or Higher Classifications

0140 Cableman
0649 U/G Subforeman A (G.C.)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman

Notes on Cable Splicer Definition:

- A. It is the intent that the use of an underground unit is basic in the Underground Section of the Electric Transmission and Distribution Department. A unit may be made up of:
- 1-Cable Splicer,
 - 2-Cable Splicers,
 - 1-Cable Splicer and one Apprentice Cable Splicer, or
 - 1-Cable Splicer and one Groundman.

(Cont'd.)

Notes on Cable Splicer Definitions (Cont'n.)

These units can be supplemented by a Cartman, Groundman, or other physical classification acting in the capacity of a Cartman and/or Flagman. It is not the intent of the Cable Splicer definition to use other than an underground crew (one directly supervised by an Exempt Supervisor or a Cable Crew Foreman) to work on live apparatus and/or cables (except to inspect, clean, paint and flame-proof cables).

Two or three man units (as opposed to crews) will not be required to:

1. Make transmission pipe-type cable splices, 60 kv and above.
2. Perform maintenance on apparatus with exposed current carrying energized parts, energized above 600 volts.
3. Phase three-phase primary apparatus and lead cables normally energized above 600 volts.
4. Install or remove three-phase underground residential distribution, underground commercial distribution and pad-mount transformers with an aggregate capacity greater than 1000 kv.
5. Proof test primary cable sections beyond the length of cable between the station and the first switch outside the station.

In all types of work, units will not be required to perform any function that would:

1. Create a hazard to life or property.
 2. Exceed the capability of manpower, tools, or equipment available.
- B. The Cable Splicer classification will be applied to all work on cables rated above 25 kv and "Network" systems (including primary power cables feeding the network) as now exist in San Francisco and Oakland. In addition, all leaded cables or paper insulated cables, regardless of voltage rating, will be Cable Splicer's work. Company is not precluded, however, from using the Cable Splicer on any type of insulated cable.
- C. The Cable Splicer classification is a journeyman classification. The filling of vacancies in this classification, pursuant to Titles 205 and 206, shall not be subject to the conditions outlined in Subsections 205.14(a) and (b).
- D. A Cable Splicer while assigned as a Working Foreman in charge of a crew and its equipment engaged in pulling cable may drive a truck as assigned, but may not operate the associated equipment for cable pulling.

2283 NIGHT CABLE SPLICER - SAN FRANCISCO DIVISION ONLY

A service employee who has the full qualifications of and performs the work of a Cable Splicer.

(For purposes of the Master Apprenticeship Agreement, vacancies in this classification will be filled in the same manner as vacancies in the classification of Cable Splicer.)

Next Lower Classification

Same or Higher Classifications

2281 Apprentice Cable Splicer

0140 Cableman
0649 U/G Subforeman A (G.C.)

(Cont'd.)

2283 NIGHT CABLE SPLICER - SAN FRANCISCO DIVISION ONLY (Cont'n.)

Next Lower Classifications

Same or Higher Classifications

0683 Night Cable Crew Foreman
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0820 Cable Crew Foreman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2290 Transmission Cableman

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of a Night Cable Splicer shall be as follows:

10:00 p.m. to 6:00 a.m.

WORK SCHEDULE

Rotating schedule as established by agreement at the local level.

1105 CABLE LINEMAN (To be Used on a Temporary Basis Only)

An employee who, as a member of a crew, as a member of a two-man unit, or alone, performs splicing and terminating on non-leaded cables rated 25 kv or less in connection with the construction, maintenance and operation of streamline, pad-mount and full underground distribution systems except "network" systems. This temporary classification shall be used for the duration of an employee's assignment to such work and shall apply to any classification in the Electric Transmission and Distribution Department so assigned, except Apprentice Lineman.

2281 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 *an employee* 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. May also be required to work alone on repetitive routine jobs not involving cable splicing, such as tagging, mapping, electrolysis surveys, flame-proofing, replacing tanks and adjusting pressure on nitrogen pressure systems. Drives a truck as assigned. The employee's educational and general qualifications must be such that *an employee* is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

0180 Cartman
0456 T&D Driver
0458 Field Clerk - Electric T&D
0910 Groundman
0913 Night Groundman
0960 Cableman's Utility Worker*
1190 Street Light Maintenceman
1660 T&D Equipment Operator

0649 U/G Subforeman A (G.C.)
0737 UG Construction Crew Foreman
0740 Electric Crew Foreman
0845 Working Foreman
1077 UG Construction Journeyman
1099 U/G Lineman (G.C.) (Inc. Only)
1100 (1103) Lineman (Un.)

(Cont'd.)

2281 APPRENTICE CABLE SPLICER (Cont'n.)

Next Lower Classifications

2010 Manhole Pumpman
2013 Night Manhole Pumpman

Same or Higher Classifications

1108 Utility Lineman (Burney)
2281 Apprentice Cable Splicer
2535 Transmission Troublemán
2540 Troublemán
2550 Utility Troublemán

*A Cableman's *Utility Worker* who is the successful bidder on an Apprentice Cable Splicer vacancy shall be credited as an Apprentice Cable Splicer up to a maximum of six months.

Notes:

All employees with 205.7(b), (c) or (d) prebids on file to Apprentice Cable Splicer should be scheduled to attend the three-day Division Climbing School. An employee must have successfully completed the three-day Division Climbing School in order to be given consideration for a vacancy to the Apprentice Cable Splicer classification. An employee who has not been given an opportunity to attend the three-day Division Climbing School shall not be bypassed for a vacancy. An employee who has failed the three-day Climbing School must make a request to be allowed a second attempt within 30 days following failure of first attempt in order to be considered for subsequent vacancies. An employee who fails to make a timely request to be allowed a second attempt shall no longer be considered a valid bidder to an apprenticeship where climbing is a requirement. An employee who has made a timely request to be allowed a second attempt and who has not had an opportunity to attend shall not be bypassed for a vacancy, provided the request was submitted timely to be valid under Subsection 205.4(d).

All employees with 205.7(b), (c) or (d) prebids on file to Apprentice Cable Splicer must have successfully completed the Arithmetic Computation Test (ACT) requirement prior to being considered for a vacancy to Apprentice Cable Splicer. If an employee has not taken the ACT but has a written request on file with his/her Human Resources Department, the employee must be given the opportunity to take the test before a bypass can be made.

All employees who are in classifications which are considered next lower to a climbing apprenticeship and who have passed the Division Climbing School and the ACT shall be required to attend the Basic Climbing School at Kettleman prior to being awarded an apprenticeship. An employee who is to be awarded an apprenticeship under Subsection 205.7 and has met the ACT requirement but who has not yet attended Basic Climbing School shall be awarded such job pending successful completion of the school.

Employees who are not in the line of progression but who have valid 205.7 prebids on file and are the otherwise successful bidders to a vacancy shall be awarded the position pending the successful completion of the next scheduled session at Kettleman.

0960 CABLEMAN'S UTILITY WORKER

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.

(Cont'd.)

0960 CABLEMAN'S UTILITY WORKER (Cont'n.)

Next Lower Classifications

0180 Cartman (Incumbent Only)
0910 Groundman
0913 Night Groundman
2010 Manhole Pumpman
2013 Night Manhole Pumpman

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0649 U/G Subforeman A (G.C.)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0960 Cableman's Helper
0990 Inspector
1077 *UG Construction Journeyman*
1099 U/G Lineman (G.C.) (Inc. Only)
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1108 *Utility Lineman (Burney)*
1660 T&D Equipment Operator
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

0180 CARTMAN (Incumbent Only)

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.

Notes:

An employee who on December 18, 1970 was classified as a Cartman will be reclassified to Apprentice Cable Splicer when *an employee* qualifies by meeting the entrance requirements for such apprenticeship. When *an employee* is reclassified, will be placed at the starting step and time worked in the Cartman classification will be credited as Apprentice Cable Splicer up to a maximum of six months. An employee who has not previously qualified for the apprenticeship and who is unable to do so at this time, shall be retained in his classification until such time that *an employee* (1) can meet the requirements of the apprenticeship, and at that time be reclassified to Apprentice Cable Splicer, or (2) is a successful bidder to another classification under provisions of Title 205 with bidding rights the same as established previous to this change.

1190 STREET LIGHT MAINTENANCEMAN

An employee who maintains street lights and electroliers, cleans and changes glassware, replaces lamps and defective parts, and performs other miscellaneous work on street lights and street light circuits. May work on street light circuits normally energized above 600 volts when such circuits are properly cleared and grounded.

(Cont'd.)

1190 STREET LIGHT MAINTENANCEMAN (Cont'n.)

Next Lower Classifications

0180 Cartman (Incumbent Only)
0456 T&D Driver
0458 Field Clerk - Electric T&D
0910 Groundman
0913 Night Groundman
0960 Cableman's *Utility Worker*
1660 T&D Equipment Operator
1943 Patrolman
2010 Manhole Pumpman
2013 Night Manhole Pumpman

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0649 U/G Subforeman A (G.C.)
0650 Subforeman A (G.C.-Line)
0653 Subforeman B (G.C.-Line)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1099 U/G Lineman (G.C.) (Inc. Only)
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1108 *Utility Lineman (Burney)*
1190 Street Light Maintenceman
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

1943 PATROLMAN

An employee who patrols and inspects transmission, distribution and telephone lines or cables; contacts customers concerning Company operations which affect their service, does routine maintenance and repair work and may be assigned to other related duties. When qualified, may occasionally be required to perform work which involves climbing and also to perform work on primary or transmission circuits with a journeyman.

Next Lower Classifications

0180 Cartman (Incumbent Only)
0456 T&D Driver
0458 Field Clerk - Electric T&D
0910 Groundman
0913 Night Groundman
0960 Cableman's *Utility Worker*
1190 Street Light Maintenceman
1660 T&D Equipment Operator
2010 Manhole Pumpman
2013 Night Manhole Pumpman

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0649 U/G Subforeman A (G.C.)
0650 Subforeman A (G.C.- Line)
0653 Subforeman B (G.C.- Line)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
1077 *UG Construction Journeyman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1099 U/G Lineman (G.C.) (Inc. Only)
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman

(Cont'd.)

1943 PATROLMAN (Cont'n.)

Next Lower Classifications

Same or Higher Classifications

1108 *Utility Lineman (Burney)*
1943 Patrolman
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

2010 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.

Next Lower Classifications

Same or Higher Classifications

0180 Cartman
0456 T&D Driver
0458 Field Clerk - Electric T&D
0910 Groundman
0913 Night Groundman
0960 Cableman's *Utility Worker*
1190 Street Light Maintenance man
1660 T&D Equipment Operator
1943 Patrolman

0140 Cableman
0623 Labor Foreman (Electric T&D)
0649 U/G Subforeman A (G.C.)
0650 Subforeman A (G.C.-Line)
0653 Subforeman B (G.C.-Line)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1099 U/G Lineman (G.C.) (Inc. Only)
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1108 *UT Lineman (Burney)*
2010 Manhole Pumpman
2013 Night Manhole Pumpman
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

2013 NIGHT MANHOLE PUMPMAN

A service employee who has the full qualifications of and performs work of a Manhole Pumpman.

Next Lower Classification

0180 Cartman
0456 T&D Driver
0458 Field Clerk - Electric T&D
0910 Groundman
0913 Night Groundman
0960 Cableman's *Utility Worker*
1190 Street Light Maintenceman
1660 T&D Equipment Operator
1943 Patrolman

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0649 U/G Subforeman A (G.C.)
0650 Subforeman A (G.C.-Line)
0653 Subforeman B (G.C.-Line)
0683 Night Cable Crew Foreman
0737 *UG Construction Crew Foreman*
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0845 Working Foreman
0990 Inspector
1077 *UG Construction Journeyman*
1099 U/G Lineman (G.C.)
(Incumbent Only)
1100 (1103) Lineman & (Un.)
1101 Apprentice Lineman
1108 *Utility Lineman (Burney)*
2010 Manhole Pumpman
2013 Night Manhole Pumpman
2280 (2286) Cable Splicer & (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2290 Transmission Cableman
2500 Voltage Tester
2510 Utility Voltage Tester
2535 Transmission Troublemán
2540 Troublemán
2550 *Utility Troublemán*

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of a Night Manhole Pumpman shall be as follows:

10:00 p.m. to 6:00 a.m.

WORK SCHEDULE

Rotating schedule as established by agreement at the local level.

0523 SECOND FALLER (To be Used on a Temporary Basis Only)

An employee in a Labor crew who is engaged in cutting and felling trees, generally requiring the use of a chain saw, may be required to trim felled trees and saw into lengths.

0910 GROUNDMAN

An employee whose principal duties consist of semi-skilled work while assisting a journeyman or apprentice including the use of hand tools under direction; assists in overhead and underground line construction and maintenance and other miscellaneous semi-skilled work. May be required, under direction, to use portable power tools for work not requiring precision. May be permitted to learn to climb on the job in training for advancement, but shall not do line work.

BEGINNER'S CLASSIFICATION

Notes on Division Climbing School:

A three-day school shall be attended by all employees who are in jobs which are considered next lower to a climbing apprenticeship prior to attending the centralized climbing school at Kettleman.

Employees who, by submitting a transfer application, have indicated a desire to enter a line of progression where climbing is required must attend and pass the three-day school before such transfer can be effected. If the Company has failed to provide an opportunity for the employee to attend the school, Company must do so before a bypass can be made for failure to meet this requirement. An employee who has failed the three-day Climbing School must make a request to be allowed a second attempt within 30 days following failure of the first attempt to be considered for subsequent vacancies. A transfer to Groundman from an employee who fails to make a timely request to be allowed a second attempt shall be considered invalid. An employee who has made a timely request to be allowed a second attempt to attend shall not be bypassed for a vacancy provided the request was submitted timely to be valid under Section 205.

General Construction employees who enter the Division in a job next lower to a climbing apprenticeship and who worked in a climbing position for at least six months shall have the Division Climbing School and the Basic Climbing School requirement waived.

0913 NIGHT GROUNDMAN - SAN FRANCISCO DIVISION ONLY

A service employee who has the full qualifications of and performs work of a Groundman.

BEGINNER'S CLASSIFICATION.

Notes:

A transfer application from a Groundman or a higher classification in the Electric T&D Line of Progression will be given Priority 1 status under the Job Bidding System. Under other circumstances, Night Groundman will be considered a Beginner's Classification and will be posted for bid.

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of Night Groundman shall be as follows:

10:00 p.m. to 6:00 a.m.

WORK SCHEDULE

Rotating schedule as established by agreement at the local level.

LETTER OUTLINING INTENT OF SUBSECTION 202.5(a)

As a result of the 1976/77 general negotiations, Subsection 202.5(a) of the Physical Contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.5(a) "In addition to the hours and conditions outlined in Subsection 202.4(a) above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Subsection thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters." (*Last sentence was added to this paragraph after this Letter of Intent was written.)

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Subsection 202.5(a) must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1. The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Subsection 202.5(a), the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 a.m. to 4:30 p.m. or 5:00 p.m. in accordance with the provisions of Section 202.4. The Company also agrees that where an employee who is scheduled to work other than 8:00 a.m. to 4:30 p.m. or 5:00 p.m. is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two-thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions.)

2. Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m. - 5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service."

3. Once the Subsection 202.5(a) schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.
4. The provisions in Subsection 202.5(a) relative to the advancement or delay of the regular lunch period apply also to the Subsection 202.5(a) schedule of hours.

In order to assure a uniform approach to the implementation of Subsection 202.5(a), clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

s/ I. WAYLAND BONBRIGHT

**San Francisco Division Grievance Nos. 2-490-80-5 and 2-491-80-6
P-RC 555 Attending Basic Climbing School More Than Once**

November 4, 1980

MR. G. D. LAWSON,
Company Member
San Francisco Division
Local Investigation Committee

MR. F. A. SAXSENMEIER,
Union Member
San Francisco Division
Local Investigating Committee

The above-subject grievance has been discussed prior to its docketing on the agenda of the Review Committee and is being returned, pursuant to Step Five A(i) of the Review Committee procedure, to the Local Investigating Committee for settlement in accordance with the following:

The issues in dispute concern the removal of two grievants from the Apprentice Cable Splicer classification when the Division became aware of the fact neither grievant had completed the Kettleman 10-day Basic Climbing School. The Joint Statement of Facts indicates both grievants attended and completed the San Francisco Division Climbing School in 1972 (prior to the establishment of the Company and Union agreed to three-day Division Climbing School on May 12, 1975). It further indicates that both grievants attended the Basic Climbing course at Kettleman in 1973 and that both voluntarily removed themselves at the end of the first week. The question posed in this grievance is whether or not it was proper for the Division to remove the grievants from the Apprentice Cable Splicer classification some three months after their appointment, for failure to have met the prerequisite entry requirements, and further, to deny them the opportunity to return to the 10-day climbing school.

In reviewing the Master Apprenticeship Agreement, the Pre-Review Committee recognizes that the Agreement is silent relative to whether or not employees who fail the Kettleman 10-day climbing school have the opportunity to return. A review of Company practice indicates that a number of employees have been permitted to return to the climbing school even though the Company, in this grievance, initially indicated that employees have only one opportunity.

Because the issue before the Committee involves both the denial of the opportunity to return to the climbing school and the demotion of the grievants, the Committee looked further into the practice in the Division and at other documents relating to the three-day and ten-day climbing school. The Committee noted that in San Francisco Division Grievance 2-297-78-37, the Local Investigating Committee agreed in a report dated May 15, 1978, that "if there has been a lapse of twelve months or more between completion of the three-day Division Climbing School and the award of an Apprentice Lineman's job, there shall be a review of the employee's pole climbing ability to determine if the employee should be rescheduled to attend the Division Climbing School." The Pre-Review Committee noted that even though neither grievant in this case had been to either of the climbing schools since 1973, the agreement reached by the Local Investigating Committee in the above cited case was not followed. The Committee next reviewed San Francisco Division Grievance 2-430-79-37 wherein two Groundmen who failed the Basic Climbing School claimed they should be allowed to return. The grievance was settled on May 22, 1979 on the basis of Company's answer, which was, "As a basis for settling this grievance, the Company will provide the grievants the opportunity to attend the three-day Division Climbing School. Provided they pass the Division Climbing School, they will then be scheduled to take the final examination only, at the Kettleman Climbing School, they will be awarded Apprentice Cable Splicer's jobs."

Finally, the Pre-Review Committee reviewed a Letter Agreement between Company and Union dated August 17, 1979 and signed October 29, 1979. The purpose of this Letter Agreement was to clarify entry requirements and procedures for entry to the Apprentice Lineman and Apprentice Cable Splicer classifications. The Committee noted that this Letter Agreement stated, in part, that the three-day Division Climbing School shall be attended by all employees who are in jobs which are considered next lower to a climbing apprenticeship. The Letter Agreement further states, in part, "All employees who are in classifications which are considered next lower to a climbing apprenticeship and who have passed the Division Climbing School and the ACT shall be required to attend the Basic Climbing School at Kettleman prior to being awarded an apprenticeship. An employee who is to be awarded an apprenticeship under Subsection 205.8(b) and who has not yet attended Basic Climbing School shall be awarded such job pending successful completion of the school." (emphasis added)

After a thorough review of the facts in this case, the Pre-Review Committee is of the opinion that the grievants should have been returned to the Basic Climbing School when the Division became aware they had not completed the school and that they are now entitled to attend the Basic Climbing School one more time. If they pass, they will be returned to the Apprentice Cable Splicer classification retroactive to the date they were removed from the classification. They shall not, however, progress to the second step of the apprenticeship until such time as their combined work period is equal to six months. Further, the Pre-Review Committee will submit the re-entry issue to the Apprenticeship Committee requesting that they amend the Master Apprenticeship Agreement to provide for a procedure that the parties can jointly agree to.

This case is considered closed on the basis of the foregoing and the adjustments provided herein, and the closure so noted by the Local Investigating Committee.

/s/ D. J. BERGMAN, Chairman
Review Committee

/s/ R. W. STALCUP, Secretary
Review Committee

DJB:ml

August 6, 1985

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes all previous correspondence on this issue.

To comply with the decision rendered in Arbitration Case No. 123⁽¹⁾, Company will use existing classifications to perform the work identified by the arbitrator as appropriate to those classifications. Work will be distributed as follows:

For those conditions in either overhead or underground construction work where the contracted work requires more "on-site" coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the "field representatives" in classifications listed below:

- 1) Underground Construction - by journeyman Fitter (0560) - Inspector (0990) or above.
- 2) Overhead Construction - Inspector (0990) or above.

"Field representative" duties are described in detail in Company's....Contract Compliance Manual as revised August 5, 1985.⁽¹⁾

Such duties, falling within the classifications outlined, shall be assigned by the supervisors in charge in accordance with the Labor Agreement. Supervision will continue to coordinate the activities of the bargaining-unit classifications involved in the contracting activities, as well as pre- and post-check jobs, negotiate with contractors and the associated Contract administration 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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By s/L. W. Bonbright
Manager of Industrial Relations

(1) On file in Union headquarters.

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

August 7, 1985

By s/Jack McNally
Business Manager

COPY

August 17, 1987

Pacific Gas and Election Company
245 Market Street
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

As a result of recent discussions, Union proposes, pursuant to Section 102.8 of the Physical Labor Agreement the following disposition of the switching and clearance grievances contained in Arbitration Case No. 133:

1. Lineman

A. Routine Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a routine switching assignment, as defined below, at the Lineman rate:

- (1) Work assignments in the overhead that include one clearance point with switching in one location to clear the circuit for work or return it to normal;
- (2) Work assignments in the underground URD or UCD non-network systems that include no more than two clearance points with switching (any operation on the switching log) performed by the employee in no more than two locations, regardless of the number of switching operations involved, to clear the circuit for work performed by the employee doing the switching or to return it to normal.

B. Complex Switching Assignment

When an employee classified as a Lineman is assigned to perform switching, taking or holding a clearance and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is being performed, such employee will be compensated for performing a complex switching assignment, as defined below, for the work time involved rounded up to the nearest one-half hour, but no less than four hours, at the applicable Electric Crew Foreman rate:

Work assignments that include (1) combined phasing and rotation checks within the clearance limits, or (2) more than two clearance points, or (3) switching at more than two locations.

2. Cable Splicer

An employee classified as a Cable Splicer will not be expected to perform switching assignments. If, however, a Cable Splicer performs a switching assignment, his or her rate of pay will be subject to the temporary upgrade provisions of Section 204.3 of the collective bargaining agreement. When a Cable Splicer is entitled to a temporary upgrade, the applicable higher classification under Section 204.3 is Cable Crew Foreman.

3. Electrician

When an employee classified as an Electrician is assigned to perform station or plant bus switching and is not under the direct supervision of a working foreman or exempt supervisor during the time switching is performed such employee will be compensated at the System Operator No. 3 top rate for the work time involved but in no case less than eight hours at the straight rate of pay.

Switching assignments under this Letter Agreement will be made in accordance with the job definitions and related notes of Exhibit VI-L for these classifications. Further, switching assignments under this Letter Agreement will be made without reference to Title 205 of the Physical Agreement; however, the making of such assignments will not result in the extended upgrades of employees covered by this Letter Agreement. However, when it becomes necessary to upgrade an employee as a result of this Letter Agreement and there is more than one journeyman on the job, the senior qualified employee will be entitled to the upgrade pursuant to Section 205.3 of the Physical Agreement.

All grievances included in Arbitration Case No. 133 will be resolved under the terms of this Letter Agreement at the Review Committee level. All subsidiary issues in these grievances will be remanded to the Review Committee for resolution.

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 the Union.

Very truly yours,

LOCAL UNION 1245, IBEW

By /s/ Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

4 September, 1987

By /s/ I.W. Bonbright
Manager of Industrial Relations

-COPY-

June 29, 1990

Mr. Richard Bradford
Manager of Industrial Relations
Pacific Gas & Electric Co.
215 Market St., Room 916
San Francisco, CA 94106

RE: LA 90-113-PGE

Dear Mr. Bradford:

Enclosed please find one fully executed copy of the Letter Agreement No. 90-113-PGE for your files.

Pursuant to my discussions with Dave Bergman on June 28th to clarify Section C, paragraph 2 of the Agreement on commercial driver's licenses, the following is understood:

1. In the initial implementation of the agreement where the Company solicits "bids" for the CDLA status, all appropriate classifications will be qualified to bid. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the driver's license.
2. Classifications in the Department and in normal line of progression to be considered for CDLA status are, for the purposes of this agreement, classifications that are the normal crew classifications.
3. Employees who have obtained a Class "B" commercial driver's license will be eligible for the premium in a like manner as those employees holding a Class "3" license.

Further, it is our understanding that the 1990 premium payment will be 7/12 of the annual amount.

If you have any questions of problem with this understanding, please let me know immediately.

Sincerely,

/s/ Jack McNally
Business Manager

-COPY-

June 22, 1990

Mr. Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Dear Mr. McNally:

Attached is a letter agreement reflecting our understanding of the agreement reached between the Company and Union on the subject of commercial driver's licenses. If this agreement is executed in June 1990, it is our understanding that the 1990 premium payment will be 7/12 of the annual amount. Further, in order to clarify Section C, Paragraph 2 of the Agreement, it is the Company's opinion that employees who have obtained a Class "B" commercial driver's license will be eligible for the premium in a like manner as those employees holding a Class "3" license.

If you have any questions concerning the agreement, please give me a call.

Sincerely,

/s/ David J. Bergman

DJB (973-1125):nj

Attachment

LETTER AGREEMENT NO. 90-113-PGE

June 13, 1990

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The enactment of the California Commercial Motor Vehicle Safety Program has significantly changed the application of required commercial driving licenses and special driving certificates in California. Many PG&E vehicles previously did not require the operator to have a commercial license. These same vehicles now carry such a requirement. Further, employees that have traditionally been asked to operate these vehicles are in classifications that are not required to possess commercial licenses.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 of the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit I) that may be applied on a headquarters-by-headquarters basis to all Distribution Business Unit non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department.

At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to identify the number of commercial driver's licenses to be established at headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

For example, at an Electric T&D headquarters, there are 12 line trucks, two bucket trucks and one insulator washing rig that all require a commercial driver's license to operate. This Electric department headquarters must have 19 positions that require a commercial driver's license.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Any remaining unfilled vacancy shall be filled in accordance with the normal provisions of Title 205. A separate pre-bid code number shall be established for those positions requiring the CDLA; e.g., Electric Crew Foreman/CDLA, Fitter/CDLA, Appr. Electrician/CDLA, etc.

Once the number of positions requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification in accordance with Title 205, Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner: Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following

regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.
- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

For example, an electric crew consisting of three climbers is needed in an EOT situation. Several Electric Crew Foreman and Linemen are signed up on the 212 list. Company shall call the ECF and Lineman who have the least accumulated hours without regard to the possession of a commercial driver's license. If either the ECF or Lineman possesses a commercial driver's license, then the next Lineman in order on the 212 list will be called without regard to driver's license status. However, if neither the ECF nor first Lineman called possesses a commercial driver's license, the availability of a commercial driver's license shall be considered when calling out the third crew member.

- K) This agreement shall apply to the employees of the Distribution Business Unit and to any other department of Company that in the future proposes to apply compensation for possession and utilization of a commercial driver's license to classifications not required by Job Definition to possess a commercial driver's license. Application of this agreement to another business unit will be immediate upon notification of Company's Manager of Industrial Relations to Union's Business Manager.

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 the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ Richard B. Bradford
Manager of Industrial Relations

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

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

June 29, 1990, 1990 By /s/ Jack McNally
Business Manager

EXHIBIT I

COMMERCIAL DRIVER'S LICENSE ADDENDUM

In addition to the other specific duties of present classification held, the following work is performed:

Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

-COPY-

LA RI-91-11-PGE

Pacific Gas and Electric Company

January 24, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to the amendments to Exhibits VI and VI-L, of Definitions and Lines of Progression, Gas and Electric Departments, of the 1990 General Negotiating Settlement, Company proposes the attached training requirements for underground construction crews. Further, it is agreed that either party may request a review of the testing requirements contained in this agreement.

As a result of these negotiations and input from the field that preceded this agreement, the parties believe there is a need to reemphasize a strict adherence to the provisions of Letter Agreement 87-112 and the CAL-OSHA safety regulations when it becomes necessary to perform switching, holding of clearances, and related operations.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

*By /s/Richard B. Bradford
Manager of Industrial Relations*

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

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

Jan 30, 1991

*By /s/Jack McNally
Business Manager*

TRAINING REQUIREMENTS UNDERGROUND CONSTRUCTION CREWS

This training is being provided for qualified gas and electric journeymen who will be performing work that involves the installation, repair and replacement of underground electric and gas facilities.

TRAINING

- *The centralized training will be conducted at the San Ramon Training Center and the Kettleman Apprentice Training Facility.*
- *The training program will be a 12 month program and will consist of a combination of centralized training and on-the-job training.*
- *Qualified gas department employees will receive six weeks of centralized training and qualified electric department employees will receive four weeks of centralized training. The remaining time will be on-the-job training.*
- *At the completion of the 12 month program a one week session will be held to review and reinforce all the training received.*
- *A training card will be used for every employee for the purpose of assuring that on-the-job training covers all facets of the work and in the proper sequence.*
- *When possible employees will be trained as a team, electric and gas employees from the same headquarters at the same time.*
- *Employees that received training during the two year trial period are not required to repeat training. Additional centralized training will be provided to employees that were in the trial program if requested by the employee.*
- *If any employee has been out of the Underground Construction Crew program for 12 months that employee may be assigned to attend selected training classes. The refresher training will not be on a pass or fail basis.*
- *Employees who do not maintain a satisfactory level of performance as provided herein will be removed from the classification. Employees who fail any final examination will be given one opportunity to retest within 30 days. Failure on the retest will result in removal from the program and classification.*
- *Employee will not have to pass the final examination in the classes pertaining to journeyman classification previously held.*
- *An employee demoted from the classification shall not be entitled to re-bid the classification until the Joint Apprenticeship Committee has determined that the employee is qualified and desires to progress. At that time the Joint Apprenticeship Committee may grant consideration to re-enter the classification.*

TRAINING GUIDELINES FOR ELECTRIC DEPARTMENT EMPLOYEES

I. Gas Fundamentals Course

A. Description

The gas fundamentals course is a two week course located at the San Ramon Training Center. The classroom course curriculum covers the basic fundamentals of gas distribution systems and is designed to reinforce the basic gas fundamentals related to the installation, repair and replacement of gas facilities. A score of at least 70% is required to pass the final exam.

B. Content

*History of natural gas
Industrial safety orders
Pneumatic tools/maintenance
Materials for gas construction
Equipment training and safety
Plastic fusion instruction
Fittings and tools
Static electricity
Leak detection
Combustible gas indicators
Procedure for repairing leaks
Corrosion control
Pipe locating and USA program
Job planning and layout
Meters and regulators
Joint trench installation
Mueller equipment
Gas Standards and Specifications
Mechanical fittings
Layout and installation of sub-structures
Reading grade stakes*

II. Intermediate Course

A. Description

The intermediate course will be a one week centralized training session located at the San Ramon Training Center. The training will be a balance of classroom and hands-on field exercises and will focus on the construction, mapping and accounting phase of the work. A score of at least 70% is required to pass the final exam.

B. Content

*Plastic systems training
Mechanic tools
Butt fusion equipment
Accounting
Interruption of customer's service
Relight of customer's equipment
Distribution mapping
Soil Compaction
Blue print reading*

TRAINING (Cont'd)

III. Advanced Course

A. Description

The advanced course will be a one week centralized training session located at the San Ramon Training Center. It will focus on accounting, equipment training, safety and job coordination. A score of at least 70% is required to pass the final exam.

B. Content

*Advanced training and review of all subjects covered to date
Shoring and excavations
Breathing protection
First aid and accident prevention
Advanced job accounting
Shoring*

TRAINING GUIDELINES FOR GAS DEPARTMENT EMPLOYEES

I. Electric Fundamentals Course

A. Description

The electrical fundamentals course is a two week course located at the San Ramon Training Center. The classroom curriculum covers very basic AC and DC theory and is designed to reinforce basic electrical fundamentals related to the installation, repair and replacement of electric facilities. The course time will be divided equally between lecture and lab. A score of at least 70% is required to pass the final exam.

B. Content

<i>Polarity</i>	<i>Phase relationship</i>
<i>Current and voltage</i>	<i>Multimeters</i>
<i>Static electricity</i>	<i>Nameplate</i>
<i>Potential transformers</i>	<i>Capacitors</i>
<i>AC meters</i>	<i>Magnetism</i>
<i>Basic AC and DC Ohms Law</i>	<i>Current transformers</i>
<i>Auto-transformers</i>	<i>Household circuits</i>
<i>Fuses</i>	<i>Series DC Circuits</i>
<i>Parallel DC circuits</i>	<i>Regulators</i>
<i>Distribution transformers</i>	<i>Circuit breakers</i>
<i>Transformer operation</i>	<i>Basic AC and DC theory</i>
<i>Sinewaves</i>	<i>Electrical terms</i>
<i>Frequency</i>	<i>Turns ratio</i>

II. Intermediate Course

A. Description

The intermediate course will be a two week centralized training session located at the Kettleman Apprentice Training Facility. The training will be a balance of classroom and hands on field exercises and will focus on the construction phase of the work. A score of at least 70% is required to pass the final exam.

B. Content

*Generation
Transmission circuit design
Transmission substation
Distribution circuit design
Distribution substation
Circuit protection and sectionalizing
Circuit voltage regulation
Hazards of electricity
Grounding
WO's and GM's
Job planning and layout
Accident prevention
T&D bulletins and standards
Trenching and trench configuration
Cable installation
Enclosures
Cable training and racking
Cable identification and marking*

B. Content (Cont' d)

*Cable splicing tools
Cable splicing
Transformers
Switches
Interruption
Fault indicators
Services
Metering
Street lights
600 AMP overview
GO 128
Field projects*

III. Advanced Course

A. Description

The advance course will be a two week centralized training session located at the Kettleman Apprentice Training Facility and will focus primarily on operating work methods and procedures. A balance of classroom and field work is scheduled to provide technical and hands on training. A score of at least 70% is required to pass the final exam.

B. Content

*Hazards of electricity
Clearances
Forms and tags
Switching procedures
Accident prevention
T&D Bulletins and standards
General operating procedures
Sectionalizing dead front and live front
Testing and phasing
Grounding
Subsurface switches
Pad mounted switches
Load break tool
Protective equipment
Field switching projects
Troubleshooting and fault locating
Working energized underground secondary*

-COPY-

LA 91-19-PGE

Pacific Gas and Electric Company

January 22, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes, pursuant to Section 109.2 of the Physical Agreement, to amend the Apprenticeship Lineman Training Program. The Company proposes to amend the fifth step to include a two-week (80 hours) school on Rubber Gloving Work Procedures on voltages above 5 kv. In addition, Company proposes requiring one hundred and sixty (160) hours of on-the-job training. The proposed revisions are attached.

Proposed quizzes and final exams have been shared with Ron Fitzsimmons. Company proposes that quizzes would be open-book, but the final exam would be closed book.

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 the Company.

PACIFIC GAS AND ELECTRIC COMPANY

**By /s/Richard B. Bradford
Manager of Industrial Relations**

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

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

Jan 28, 1991

**By /s/Jack McNally
Business Manager**

**GUIDELINES FOR THE
APPRENTICE LINEMAN TRAINING PROGRAM**

I. Objective of the Apprentice Lineman Training Program

The need for trained and fully qualified employees to accomplish the duties specified in the journeyman Lineman definition in a manner consistent with Company's Standards of Construction, Safety and Performance has resulted in this program which coordinates extensive on-the-job and related academic training. The systematic acquisition of knowledge and skill offers the employee in training the vehicle to attain self-confidence, assuredness and satisfaction in his work, and the correct and safe method of performing Company's work.

II. Training

During the 36 months of the apprenticeship, the apprentice will be offered job training divided into six time periods which coincide with the wage steps of the classification. In order that uniform and safe practices will be followed in the training period, assignment of duties and work procedures shall be provided in each of the wage steps as outlined in these guidelines and the attached Schedule. The amounts of time or units of work as indicated in the Schedule are believed sufficient to permit the apprentice to develop proficiency in such duty or work procedures, but should not be considered as inflexible dependent on the demonstrated ability of each individual apprentice.

The attached Schedule also specifies those training periods in which the apprentice shall receive related academic or class training.

On-the-job training in the duties, and amount of such training, as specified in the Schedule shall apply to the extent that such duties are performed by journeymen where the apprentice is headquartered. In the event such duty is not performed by journeymen at his/her headquarters, and therefore not available in the training of an apprentice, it shall be noted in his/her work record. However, his/her progression through the apprenticeship or to journeyman or to higher classifications shall not be deterred for this reason.

If in the course of his/her apprenticeship or as a journeyman such duty later becomes available, he/she shall receive on-the-job training as may be required to attain expected journeyman proficiency. If, after a reasonable opportunity, he/she fails to attain such proficiency, his/her bids for progression to higher classifications may be subject to the provisions of Section 205.11 of the Agreement.

A. General Guidelines

- 1. It is intended that assignment of the specified hours of training on the job for each period of the apprenticeship will be made to the apprentice as early in the period as is practicable.*
- 2. Hours shown on the Schedule exclude any travel time needed to reach the place where training is to be given; however, such hours include time needed to prepare tools and equipment.*
- 3. Except where otherwise specified, apprentices shall be trained by assignment to work with qualified journeymen.*

A. General Guidelines (Cont'd)

4. *Progressive work experience in all phases of line work will be provided throughout the first five periods of the apprenticeship in accordance with the attached Schedule.*
5. *Assignments during the last or sixth period will be made for the purpose of rounding out the apprentice's experience.*
6. *Upon entering each new wage step and period of training, the work assignments in the period shall be such that the apprentice will gain the basic knowledge and confidence in himself/herself, the equipment and the procedure being used. More complex assignments shall be made progressively as the apprentice gains in knowledge and capability.*
7. *Assignments of duties and work procedures in any period of training shall be confined to those specified for the period or of a prior period.*
8. *During the first year, an apprentice shall not be assigned to work on any circuit energized in excess of 600 volts.*
9. *As an apprentice, he/she may be assigned to work without direct supervision as part of a crew only after he/she has been instructed and trained on the duties or work procedures required; has performed such work under direct supervision; and is capable of performing such work safely.*
10. *Except in emergency circumstances, an apprentice shall not be temporarily assigned to the classification of Troublemaker or Line Subforeman. If assigned to such classifications, the apprentice shall not be given the responsibility for duties or work assignments beyond his current step of training.*
11. *Working alone as an apprentice apart from a crew, he/she may be assigned to perform certain of the duties of any of the following classifications when he/she has attained a wage rate equal to or greater than the wage rate of the classification that performs such duty:*

*Patrolman
Street Light Maintenceman
Voltage Tester
Transformer Repairman (Elect. Maint.)
Painter (Elect. Maint.)*

Those certain duties of these classifications to which he/she may be assigned shall be limited to those duties within his/her current or prior training periods for which he/she is qualified and which are within the duties normally performed by a journeyman in the course of his/her work. Further, such assignments shall include as a purpose, the development of the apprentice's proficiency and self-confidence to perform such work as a journeyman, and shall not be made to the extent that the apprentice is in jeopardy of failing to attain goals set forth in the attached Schedule.

General Guidelines (Cont' d.)

12. Notices

- (a) An apprentice who is scheduled to attend any of the centralized training programs shall be given notice of such assignment as early as possible by Division supervision.*
- (b) At their request, Union's Representatives or their designates will be informed by Division representatives of Company's intentions in scheduling individuals to attend centralized training sessions.*
- (c) When available, Company shall notify the Union's Apprenticeship Committee of the apprentices attending centralized training schools.*
- (d) When an apprentice attending a centralized training school is not maintaining an acceptable level of work, notice shall be given to the Union's Apprenticeship Committee. Such notice shall also be given in the event he/she fails the school or if he/she is dropped from the school by Company.*
- (e) If an apprentice does not maintain an acceptable on-the-job work level, notice shall be given to Union's Business Representative or his designate.*

B. Guidelines for Training Periods

1. 0 to 6 Months' Step

During this period the apprentice shall learn the use of climbing tools in the performance of line construction. He/she shall gain the general knowledge of line crew work by participation in all work which is performed on the ground and by participation in work performed in the air where work can be performed so that the apprentice is not in proximity to energized primary as follows:

- (a) On lines of any voltage not connected to existing circuits.*
- (b) On lines of any voltage which are de-energized and grounded by others when grounding is required (except for personal grounds.)*
- (c) On energized secondary circuits where he/she has direct journeyman supervision and where:
 - (i) The apprentice performs such work from below the secondary level on poles where energized primary is on the same pole, or*
 - (ii) such work does not include picking up or dropping of load other than the charging current of the conductors.**

B. Guidelines for Training Periods (Cont'n)

He/she shall gain a general knowledge of underground work performed by line crews involving non-leaded cable, but he/she shall not work on cables or devices energized in excess of 600 volts, or work in areas where he/she may contact unprotected cable or devices energized in excess of 600 volts.

The apprentice shall become familiar with construction standards, general orders, and regulations applicable to the work that he/she performs. He/she shall become capable of handling public contacts with respect to the obtaining of clearances, his/her obligation to the general public regarding safety practices, and the respect for customers' property rights.

He/she shall be trained in the duties of a Lineman, as indicated for the 0 - 6 months' period on the attached Schedule. In conjunction with such work, he/she may use aerial lift equipment when he/she has been properly trained and instructed in the use of such equipment. Such work will not be performed in such position that the apprentice may bring himself/herself or the equipment into a position where he/she encroaches on the contact area or into the safe working distance with respect to the primary voltage.

As early as possible in this training period, he/she shall be assigned to the Basic Electricity Course for Lineman and Cable Splicers (San Ramon) for the training in electricity and transformers.

- (a) An agreed-upon test will be given at the close of the school and should an apprentice fail to receive a passing score, he/she shall be given notice in writing of the areas which caused his/her failure.*
- (b) After such failure, he/she shall be allowed to retake the test upon his/her request any time after one month's time from his/her failure. He/she shall be allowed two additional retests, spaced at least one month apart.*
- (c) He/she shall complete the course and pass the agreed-upon test not later than the end of his/her ninth month of training, regardless of the number of retests that he/she has requested. His/her failure to meet this standard of achievement will be cause for his/her removal from the classification in accordance with Paragraph G 6 of the Master Apprenticeship Agreement.*
- (d) His/her progression to the second step of the apprentice classification shall be in accordance with Paragraphs G 3 and 4 of the Master Apprenticeship Agreement.*

2. 7 - 12 Months' Step

He/she shall continue to perform functions of the prior period and, in addition, shall learn the duties outlined in the 6 - 12 months's period on the attached Schedule. He/she shall continue his/her work on energized secondary circuits under the same conditions as specified in the 0 - 6 months' step with the exception that, while being observed by a journeyman, he/she may be assigned to pick up or drop loads.

2. 7 - 12 Months' Step (Cont'n)

As early as possible in this training period, he/she shall be assigned to the Basic Apprentice Lineman Course in Kettleman for the study of rigging, line construction standards, Lineman's Handbook, etc.

- (a) Agreed-upon tests will be given at the conclusion of the school and if he/she failed to receive a passing score, the apprentice shall be notified in writing of the reasons for his/her failing.*
- (b) Retesting opportunities shall be in accordance with the schedule outlined in Paragraph 1 of these guidelines. In the event of failure to meet either the academic or on-the-job standards of achievement, progression shall be in accordance with Paragraphs G 4, 5, and 6 of the Master Apprenticeship Agreement.*

3. 13 - 18 Months' Step

The apprentice shall continue to perform the duties specified for prior periods and, in addition, learn the duties outlined on the Schedule for this period of the apprenticeship. The employee may work without direct supervision as part of a crew on energized secondaries and, as part of the crew, may perform minor switching alone, such as opening or closing and refusing of transformer cutouts, using an approved fuse stick. When working with a journeyman, he/she shall learn the use of rubber gloves, protective equipment and hot sticks, as appropriate, for work on and in proximity to energized distribution primaries. Such work shall initially involve simple transfers and other work in uncongested work areas or in areas where the hazard is at a minimum. He/she may perform work on energized distribution primary circuits from an aerial lift when he is accompanied by a journeyman who acts as the operator.

As early as possible in this training period, he/she shall be assigned to the Advanced Apprentice Lineman School at Kettleman for classroom and field training on line construction procedure.

- (a) If the apprentice fails to achieve a satisfactory rating at this school, he/she shall be notified in writing as to the reasons for his/her failure and a copy of such reasons shall be sent to the headquarters at which he/she is receiving his/her training.*
- (b) Upon return to his/her headquarters, the apprentice will be given special training on those matters which caused his/her failure to attain a satisfactory rating. This training may consist of special work or training assignments, as required.*
- (c) Upon the employee's request, but not more frequently than once a month, he/she may request a re-evaluation of his/her attainment with respect to those matters which caused his failure. He/she shall be allowed three such re-evaluations for this purpose.*
- (d) The progression of an apprentice who fails to attain a satisfactory rating in this or any other standard of achievement in this period of training will be governed by Paragraphs G 4, 5, and 6 of the Master Apprenticeship Agreement.*

4. 19 - 24 Months' Step

The apprentice shall continue to work as provided in the prior periods and, in addition, will learn the duties outlined on the attached Schedule for the appropriate period. He/she shall gain proficiency in the use of hot-line tools and equipment and rubber protective equipment on all types of construction when accompanied by a journeyman.

5. 25 - 30 Months' Step

The apprentice shall continue work of the previous periods and will continue to learn live-line construction methods on all types of construction while working with a journeyman or a sixth-step apprentice.

An apprentice cannot perform Rubber Glove work above 5 kv until he/she has completed the centralized Rubber Gloving School. Therefore, as early as possible in this training period, the apprentice shall be assigned to the Rubber Gloving School for training in Rubber Glove Work Procedures.

Upon satisfactory completion of the Rubber Gloving School, the apprentice shall be issued a certificate. However, one hundred and sixty (160) hours of on-the-job training should be completed to reach full proficiency.

While being trained at the Rubber Glove School a fifth step apprentice will be required to participate in training exercises with other apprentices in the fifth step or higher on energized conductors and apparatus energized up to and including 21,000 volts.

- (a) *If the apprentice fails to achieve a satisfactory rating in the field evaluation and/or a passing grade on the final exam, he/she shall be notified in writing as to the reasons for his/her failure.*
- (b) *After failing the field evaluation, the apprentice must attend the course a second time within the next six months and complete it satisfactorily. The apprentice will be held at the fifth step until satisfactory completion.*
- (c) *After failing the written test, the apprentice shall be allowed to retake the test upon his/her request after one month from the failure. He/she shall be allowed a maximum of two (2) retests, spaced at least one month apart. He/she shall complete the course and pass the agreed-upon test not later than the end of six months from the initial course.*
- (d) *Failure to meet this standard of achievement will be cause for removal from the classification in accordance with Paragraph G 6 of the Master Apprenticeship Agreement.*

6. 31 - 36 Months' Step

The apprentice will be allowed to do any work normally performed by a journeyman, under the direction of a Subforeman or a journeyman, as required by the job. In addition, he/she may serve as the pole partner for any hot work on energized primary voltages with any apprentice who is in his fifth step of training.

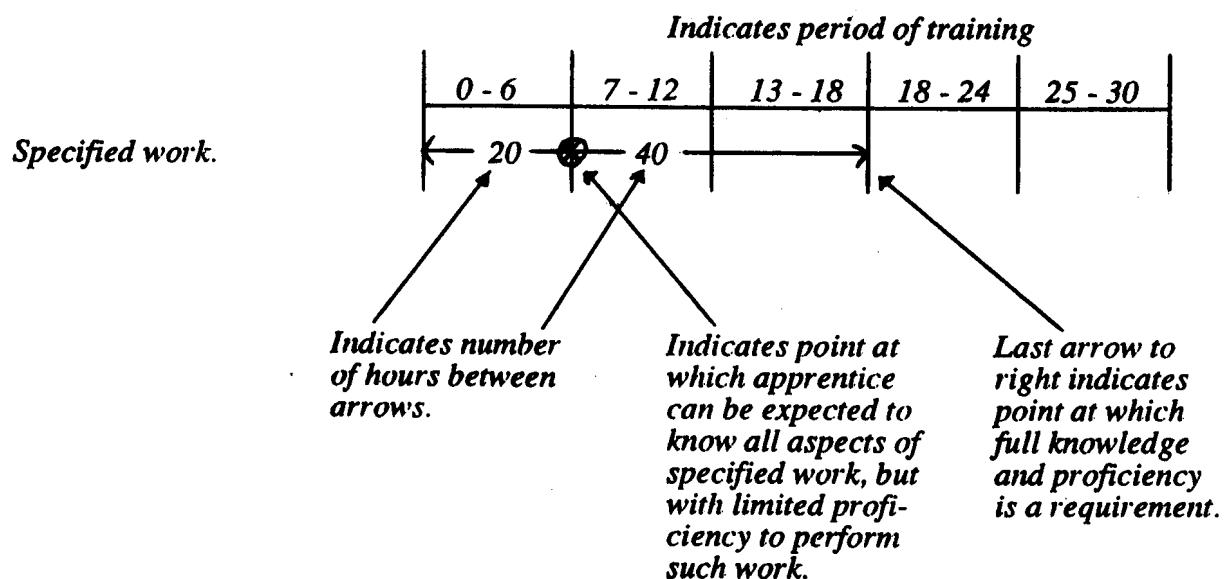
C. Records

1. *It shall be the responsibility of each apprentice to maintain his/her own records in collaboration with each Foreman or Subforeman to whom he/she is assigned. Upon completion, each periodic record shall be submitted to the General Foreman.*
2. *It shall be the responsibility of each General Foreman to keep necessary files of records on each apprentice and to ascertain that each apprentice has a reasonable opportunity of meeting the Standards of Achievement set forth in these guidelines.*
3. *Such records shall at all times be available during the apprenticeship for review by the Field Line Foreman or higher levels of supervision, the employee, and representatives of Union.*
4. *In addition to and precedent to these guidelines, the provisions of the Master Apprenticeship Agreement are applicable.*

ACADEMIC ASSIGNMENT MONTH	0 - 6	7 - 12	13 - 18	18 - 24	25 - 30
A Basic Electricity Course San Ramon	80				
B Basic Lineman Course Kettleman		120			
C Advanced Lineman Course Kettleman			160		
D Rubber Glove Course Kettleman/Livermore					80
"ON-THE-JOB" PROCEDURES AND DUTIES					
1. Safety, First Aid, and Pole Top Resuscitation	← 8 *	8 *	8 *	8 *	80
2. Job Procedures, Record Keeping WO's, GM's and Accident Reports	← 40 ⊗				
3. Prefab. Shop, Learn Nomenclature and Use of Materials	← 24 ⊗				
4. Assigned to Crews Doing Live Line Work on the Ground	← 20 *	80 ⊗			
5. Use, Care and Operation of Line Trucks, Associated Equipment and Aerial Lift Equipment	← 16 *	16 ⊗			
6. Care and Use of Tools and Equip.	← 16 *	16 ⊗	8 *	8 *	8 *
7. Installation of Overhead Services	← 30 *	30 ⊗		40	→
Installation of Underground Services	← 40 *	40 ⊗		60	→
8. Climbing Methods, Construction and Removal of Overhead System	← 150 *	100 ⊗		200	→
9. Frame Poles and Assemble Hardware	← 40 *	40 ⊗		200	→
10. Work on Cleared and Grounded Transmission + Distribution Lines	← *	20 ⊗		40	→
11. Installation of Six Self-Contained Single-Phase Meters	←	3	⊗	3	→
12. Installation of Six Self-Contained Polyphase Meters	←	3	⊗	3	→
13. Street Light Installation and Maintenance	←	30	⊗	40	→

ACADEMIC ASSIGNMENT MONTH		0 - 6	7 - 12	13 - 18	18 - 24	25 - 30
14	Rules and Regulations Governing Overhead and Underground Line Work, G.O. 95, Line Standards, etc.	← 24 *	* 24 *	* 24 *	* 24 *	* 24 →
15	Construction and Removal of Non-Lead Underground Systems 25 kv and Below	← 8 *	* 16 *	* 40 *	* 100 *	→
16	Installation and Removal of Transformer, Regulator and Capacitor Installations as provided in these Guidelines for the period involved.	← 20 *	* 20 *	* 60 *	* 100 *	→
17	All Phases of Live Line Work Using Rubber Goods (0-5,000 volts)			← 160 *	* 80 *	→
18	Training with Troubleman			← 20 *	* 20 *	→
19	All Phases of Live Line Work Using Hot Sticks as provided in these Guidelines for the period involved.			← 160 *	* 320 *	→
20	All Phases of Live Line Work Using Rubber Glove Work Methods (for voltages above 5,000 volts)					← 160 *

GUIDE TO USE OF THE SCHEDULE



EMPLOYEE PROVIDED TOOL LIST

APPRENTICE LINEMAN AND LINEMAN

1. Body Belt
2. Safety Strap (Employee provides first strap; Company provides replacements)
3. Climber with Pads and Straps
4. 8" Klein Pliers or Equivalent
5. Pliers -- Channel Lock No. 420 or Equivalent
6. Skinning Knife
7. 6' Non-Metallic Folding Ruler
8. Gauge for Gaffs which cannot be measured on the Fargo Gauge provided by Company

APPRENTICE CABLE SPLICER AND CABLE SPLICER

1. 8" Klein Pliers or Equivalent
2. Long Nose Pliers
3. Pliers -- Channel Lock or Equivalent
4. Skinning Knife
5. 6' Non-Metallic Folding Ruler

ELECTRICIAN AND APPRENTICE ELECTRICIAN

1. Box, Tool
2. Bar, Pry
3. Chisel, Cold, ½"
4. Chisel, Small Wood
5. Clamps, 4" C -- 2
6. Frame, Hacksaw, 12"
7. Gauges, Thickness .0015" - .2" - 1 Set
8. Hammer, Ball Peen, 12 oz.
9. Hammer, Small Ball Peen or Plastic Head
10. Hammer, Carpenter's Claw Ripping
- 11.* Knife, Electrician's
12. Knife, Putty
13. Level, Aluminum, 24"
14. Level, Torpedo, 9"
15. Mirror, Inspection
16. Pin Drift, 3/16", 1/4", 5/16", 3/8" -- 1 Set
- 17.* Pliers, Klein (Lineman) 8"
- 18.* Pliers, Channel Lock, 9½"
- 19.* Pliers, Diagonal, 6"
- 20.* Pliers, Long or Needle Nose
21. Pliers, Vice Grip
22. Punch, Center, 1/4"
23. Punch, Center, 3/8"
24. Punch, Pin, 1/16" to 3/8" by 16ths -- 1 Set
25. Retriever, Flexible
- 26.* Rule, Wood Folding, 6'
27. Scissors
28. Scraper, Paint
29. Screwdriver, Angle with Ratchet
- 30.* Screwdrivers, Electrician's -- 1 Set
31. Screwdriver, Holding, Small
- 32.* Screwdriver, Holding, Large
33. Screwdrivers, Phillips Head - 1 Set
34. Screwdrivers, Offset -- 1 Set
- 35.* Screwdriver, Stubby, Small
- 36.* Screwdriver, Stubby, Large
37. Scribe
38. Snips, Tin
39. Spintight Nut Drivers, Deep Hollow Shank -- 1 Set
40. Square, Combination Try and Mitre
41. Square, Carpenter's, Steel, 24"
42. Stone, Carborundum Sharpening
- 43.* Stripper, Wire
44. Tweezers
45. Wrenches, Allen Key -- Short Arm, .05" to 5/8" -- 1 Set
46. Wrenches, Allen Key -- Long Arm, 5/64" to 3/8" -- 1 Set
47. Wrenches, Box End, 3/8" to 7/8" by 16ths -- 1 Set
48. Wrenches, Open End, 3/8" to 7/8" by 16ths -- 1 Set
49. Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) -- 1 Set
50. Wrenches, Open End Midgets - 1 Set
- 51.* Wrenches, Crescent, 4", 6", 8", 10", 12" or Equivalent (*6" only) -- 1 Set
52. Wrench, Pipe, 8"
53. Wrench, Pipe, 10"
54. Wrench, Socket Set, Deep, ½" Ratchet Drive with Extensions, 3/8" to 7/8" by 16ths -- 1 Set

*Items to be supplied by Apprentice Electricians during first 3 months in classification.