



LETTER AGREEMENT

No. 94-25-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

March 17, 1994

Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, CA 94105

Attention: Mr. Ronald Bailey, Manager of Industrial Relations

Gentlemen:

Attached is an updated job definitions and lines of progression for Section 600.12, Exhibit VI-L, Electric Maintenance Department, which includes Hydro Maintenance.

The update incorporates the following:

1. Changes necessitated as a result of agreement in 1990 general negotiations.
2. Addition of 0751 Electrical Maintenance Crew Foreman (Helms) job definitions and line of progression.
3. Addition of 0752 Electrical Technical Crew Foreman job definitions and line of progression.
4. Addition of 0921 Utility Worker - Drum job definitions and line of progression.

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 Union.

Very truly yours,

IBEW, LOCAL UNION NO. 1245, AFL-CIO

By: 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

March 23, 1994

By: R. L. Bailey
Manager

Attachment: a/s



PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W., LOCAL UNION 1245

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC MAINTENANCE DEPARTMENT

**EXHIBIT VI-L AND SECTION 600.12
OF THE AGREEMENT**

REVISED MARCH 1994

REPLACES BOOK DATED APRIL 24, 1989

CHANGES APPEAR IN ITALICS

JOB DEFINITIONS AND LINES OF PROGRESSION

ELECTRIC MAINTENANCE DEPARTMENT Includes Hydro Maintenance

0750 ELECTRIC MAINTENANCE CREW FOREMAN

An employee who is a working foreman in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures and other applicable rules and procedures.

Next Lower Classifications

0459 Electrician - Helms
0467 (0484) Electrician & (Un.)
- Elec. Mtce.
0469 (0486) Electrician & (Un.)
- Materials
1139 Elec. Machinist - Helms
1140 (1143) Elec. Machinist & (Un.)

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)
0645 Technical Subforeman B (G.C.)
0650 Subforeman A (G.C. Station)
0653 Subforeman B (G.C. Station)
0710 Elec. Shop Subforeman
0750 (0751) Elec. Maintenance Crew
Foreman & (Helms)
0850 Working Foreman A (G.C. Station)
0853 Working Foreman B (G.C. Station)

0751 ELECTRIC MAINTENANCE CREW FOREMAN - HELMS

A resident employee who is a working foreman in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

0459 *Electrician - Helms*
0467 *(0484) Electrician - Elect. Mtce. &
(Un.)*
0469 *(0486) Electrician - Materials and
(Un.)*
1139 *Electrical Machinist - Helms*
1140 *(1143) Electrical Machinist &
(Un.)*

Same or Higher Classifications

0644 *Technical Subforeman A (GC)*
0645 *Technical Subforeman B (GC)*
0650 *Subforeman A (GC Station)*
0653 *Subforeman B (GC Station)*
0710 *Elect. Shop Subforeman*
0750 *Elect. Maintenance Crew Foreman*
0751 *Elect. Maintenance Crew Foreman
- Helms*
0850 *Working Foreman A (GC Station)*
0853 *Working Foreman B (GC Station)*

0752 ELECTRICAL TECHNICIAN CREW FOREMAN

An employee who is a working foreman in charge of a crew of not more than 5 other employees (which may consist of Electrician, Apprentice Electrician, Apprentice Electrical Technician, Maintenance Utility Worker) engaged in electrical construction, modification or testing work. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrical Technician and be familiar with Company Safety Standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

2400 (2403) Electrical Technician &
(Un.)

2402 Electrical Technician (Helms)

Same or Higher Classifications

0644 Technical Subforeman A (GC)

0645 Technical Subforeman B (GC)

0750 Elec. Maintenance Crew Foreman

0751 Elec. Maintenance Crew Foreman -
Helms

0752 Elec. Technician Crew Foreman

2407 TELECOMMUNICATIONS CREW FOREMAN

An employee who is a working foreman in charge of a crew engaged in telecommunications maintenance and/or installation without direct telecommunications supervision. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Telecommunications Technician, and be familiar with Company safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

2389 Telecommunications Tech. (Helms)

2409 (2393) Telecommunications Tech.
& (Un.)

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)

0645 Technical Subforeman B (G.C.)

0752 Elec. Technician Crew Foreman

2427 Un. Telecomm. Technician (DCPP)

2407 Telecommunications Crew
Foreman

2409 TELECOMMUNICATIONS TECHNICIAN

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunication systems, such as but not limited to, intercommunication systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to

investigate, correct, or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency, and must have a Radio Telephone Operator's License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

Next Lower Classifications

2408 Appr. Telecommunications Tech.

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)*
 0645 Technical Subforeman B (G.C.)*
 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
 0752 Elec. Technician Crew Foreman
 2389 Telecommunications Technician - Helms
 2390 Communication Technician (G.C.)
 2407 Telecommunications Crew Foreman
 2409 (2393) Telecommunications Technician & (Un.)
 2427 Un. Telecommunication Tech. (DCPP)

* Must be a qualified Telecommunications Technician.

2389 TELECOMMUNICATIONS TECHNICIAN (HELMS) (See LA 84-69, page 27)

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunications systems, such as but not limited to, intercommunications systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to investigate, correct or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency, and must have a Radio Telephone Operator's License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classifications

2408 Apprentice Telecommunications Technician

Same or Higher Classifications

0644 Technical Subforeman A (G.C)*
 0645 Technical Subforeman B (G.C.)*
 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
 0752 Elec. Technician Crew Foreman
 2389 Telecommunications Technician - Helms
 2390 Communication Technician (G.C.)
 2407 Telecommunications Crew Foreman
 2409 (2393) Telecommunications Technician & (Un.)

* Must be a qualified Telecommunications Technician.

2408 APPRENTICE TELECOMMUNICATIONS TECHNICIAN

An employee engaged in performing Telecommunications Technician's work as an assistant to, or under the general direction of a Technician. In order to gain experience for advancement to Telecommunications Technician, may work alone or under indirect supervision on jobs for which *an employee* has been trained and instructed. The employee's educational and general qualifications must be such that *an employee* is considered capable of attaining Technician status, and *an employee* must have a Radio Telephone Operator's License or a Company-approved certification.

Next Lower Classifications

0481 Appr. Electrician - Elec. Mtce.*
 0482 Appr. Electrician - Steam*
 0483 Appr. Electrician - Materials*
 2406 Telecommunications Installer
 2417 Telecommunications Operations Analyst (DCPP Fairfield, G.O. Computer Centers, & Sacramento only)

Same or Higher Classifications

0459 Electrician (Helms)
 0467 (0484) Electrician & (Un.) - Elec. Maintenance
 0468 (0485) Electrician & (Un.) - Steam
 0469 (0486) Electrician & (Un.) - Materials
 0472 (0489) Electrician & (Un.) - DCPP
 0477 (0476) Trv. Electrician & (Un.)

Cont'd...

* Must be at 2 year step or above.

Next Lower Classifications

Same or Higher Classifications

0479 (0491) Trv. Elec. & (Un.) - DCP
0750 (0751) Elec. Maintenance Crew
Foreman & (Helms)
2391 Apprentice Communication Tech-
nician (G.C.)**
2400 (2403) Electrical Tech. & (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician (Helms)
2408 Appr. Telecommunications Tech.

** Must hold FCC license or Company approved certification.

An Electrician who is the successful bidder on a vacancy in the Apprentice Telecommunications Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Telecommunications Technician vacancies considered under Subsection 205.7(b) until *such employee* has accrued 24 months' classification seniority as an Apprentice Telecommunication Technician. In addition, will not be considered for automatic progression to Unassigned Telecommunications Technician under the provisions of the Master Apprenticeship Agreement until *the employee* has accrued 30 months' classification seniority as an Apprentice Telecommunications Technician.

Note: An additional test has been established by written agreement between Company and Union (LA 9-25-64) under provisions of Section 205.11. The successful bidder shall be given this test. A score of 70 points is necessary to meet this test requirement before an employee is appointed to a vacancy.

2417 TELECOMMUNICATIONS OPERATIONS ANALYST
(DCPP, FAIRFIELD, GENERAL OFFICE
COMPUTER CENTERS AND SACRAMENTO ONLY)

A shift employee who is engaged in the operation of the Telecommunications Network. The employee shall have the ability to communicate oral and written English satisfactorily; answer trouble reporting telephones; provide operational assistance to users via computer terminals; using maintenance terminal to identify problem hardware, software, and application, and notify responsible corrective party; maintain trouble log, and provide corrective and user follow-up; analyze alarm/diagnostic messages and initiate corrective action; implement service reconfiguring transmission facilities i.e.; establish dial back-up.

Beginner's classification.

2406 TELECOMMUNICATIONS INSTALLER

An employee who is engaged in installing telecommunications equipment. The employee shall have the ability to install and terminate telecommunications wire and cable; install equipment racks, shelves, and earthquake bracing; install single and multi-line telephones and key telephone equipment; install radio and microwave antennas and transmission lines; assist Telecommunications Technician in equipment/systems testing; perform housekeeping in telecommunications areas; communicate oral and written English satisfactorily; use hand and power tools safely.

Beginner's classification.

2400 ELECTRICAL TECHNICIAN

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. Background of apprenticeship and experience must be such as to qualify him/*her* to perform these duties with skill and efficiency. Assignments may include duties normally performed by a Telecommunications Technician.

Next Lower Classification

2401 Apprentice Electrical Technician

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)

0645 Technical Subforeman B (G.C.)

0750 (0751) Elect. Maintenance Crew
Foreman & (Helms)*

2400 (2403) Electrical Tech. & (Un.)

2402 Electrical Technician (Helms)

* Must be a qualified Telecommunications Technician.

2402 ELECTRICAL TECHNICIAN (HELMS) (See LA 84-69, page 27)

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. Background of apprenticeship and experience must be such as to qualify him/*her* to perform these duties with skill and efficiency. Assignments may include duties normally performed by a Telecommunications Technician.

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classification

Same or Higher Classifications

2401 Apprentice Electrical Technician

- 0644 Technical Subforeman A (G.C.)
- 0645 Technical Subforeman B (G.C.)
- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
- 2380 (2381) Control Technician & (Un.) - DCPP
- 2382 (2399) Trv. Control Tech. & (Un.) - DCPP
- 2385 Shift Control Technician - DCPP
- 2396 (2394) Trv. Control Tech. & (Un.)
- 2397 (2383) Control Technician & (Un.)
- 2400 (2403) Electrical Tech. & (Un.)
- 2402 Electrical Technician - Helms
- 2418 Instrument Technician (G.C.)

* Must be a qualified Telecommunication Technician.

2401 APPRENTICE ELECTRICAL TECHNICIAN

An employee engaged in performing Electrical Technician's work as an assistant to or under the general direction of a technician. In order to gain experience for advancement to Electrical Technician, may work alone or under indirect supervision on jobs for which he/she has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining technician status.

Next Lower Classifications

Same or Higher Classifications

- 0481 Appr. Electrician - Elec. Mtce.*
- 0482 Appr. Electrician - Steam*
- 0483 Appr. Electrician - Materials*

- 0459 Electrician - Helms
- 0467 (0484) Electrician & (Un.) - Elec. Mtce.
- 0468 (0485) Electrician & (Un.) - Steam
- 0469 (0486) Electrician & (Un.) - Materials
- 0472 (0489) Electrician & (Un.) - DCPP
- 0477 (0476) Trv. Elec. & (Un.) - Steam
- 0479 (0491) Trv. Elec. & (Un.) - DCPP

Cont'd...

* At 2 yr. step or above.

** Must be a qualified Telecommunication Technician.

Next Lower Classifications

Same or Higher Classifications

0750 (0751) Elec. Maintenance Crew Foreman & (Helms)**
0752 Elec. Technician Crew Foreman
2389 Telecommunications Technician - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician (G.C.)
2401 Appr. Electrical Technician
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Technician
2409 (2393) Telecommunications Technician & (Un.)

** Must be a qualified Telecommunication Technician.

An Electrician who is the successful bidder on a vacancy in the Apprentice Electrical Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Electrical Technician vacancies considered under Subsection 205.7(b) until he/she has accrued 24 months' classification seniority as an Apprentice Electrical Technician. In addition, will not be considered for automatic progression to Unassigned Electrical Technician under the provisions of the Master Apprenticeship Agreement until he/she has accrued 30 months' classification seniority as an Apprentice Electrical Technician.

Note: An additional test has been established by written agreement between Company and Union (LA 6-3-64) under provisions of Section 205.11. The successful bidder shall be given this test. A score of 70 points is necessary to meet this test requirement before an employee is appointed to a vacancy.

0467 ELECTRICIAN (See LA 87-112, page 29)

0459 ELECTRICIAN (HELMS) (See LA 84-69, page 27)

An employee who is a journeyman and is engaged in performing all types of electrical work. When *an employee* is assigned to the maintenance and testing of impedance, carrier, and directional relays, will work with and under the supervision of a Technician or other higher classified employee experienced in such work. Background of apprenticeship and experience must be such as to qualify him/*her* to perform his/*her* duties with skill and efficiency.

Next Lower Classification

0481 Apprentice Electrician

Same or Higher Classifications

0459 Electrician - Helms
0466 Electrician (G.C. Service Center)
0467 (0484) Electrician & (Un.)
- Elec. Maintenance
0469 (0486) Electrician & (Un.)
- Materials
0474 Electrician (G.C.)
0644 Technical Subforeman A (G.C.)
0645 Technical Subforeman B (G.C.)
0650 Subforeman A (G.C. Station)
0653 Subforeman B (G.C. Station)
0750 (0751) Elect. Maintenance Crew
Foreman & (Helms)**
0752 Elec. Technician Crew Foreman
0850 Working Foreman A - (G.C. Station)
0853 Working Foreman B - (G.C. Station)
2389 Telecommunications Technician -
Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Tech. (G.C.)*
2400 (2403) Electrical Tech. & (Un.)
2401 Appr. Electrical Technician*
2402 Electrical Technician - Helms
2407 Telecommunications Crew
Foreman
2408 Appr. Telecommunications
Technician*
2409 (2393) Telecommunications
Technician & (Un.)
2427 Un. Telecomm. Tech. (DCPP)

* An employee in an Apprentice Technician classification who was formerly classified as an Electrician may bid back to Electrician.

** Must be a qualified Telecommunication Technician.

Note: Effective 12-10-69 an employee who entered or will enter any of the Apprentice Electrician classifications in the Divisions on or after December 10, 1966, and who remains in such classification until he/she has completed 30 months in the classification will not be required to meet the promotional test requirements in letters of agreement dated October 5, 1965, March 10, 1967; however, the provisions of Section 205.11 shall remain applicable.

0481 APPRENTICE ELECTRICIAN

An employee engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrician, may work alone or under indirect supervision on jobs for which *an employee* has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Next Lower Classifications

0921 *Utility Worker - Drum*
0922 *Utility Worker - Helms*
0923 *Utility Worker - Materials (Elec. Maintenance)*
0925 *Utility Worker - Elec. Mtce.*
2135 *Transformer Repairman - Materials*
2140 *Transformer Repairman*
2406 *Telecommunications Installer*

Same or Higher Classifications

0468 (0485) *Electrician & (Un.) - Steam**
0472 (0489) *Electrician & (Un.) - DCPP**
0477 (0476) *Trv. Electrician & (Un.) - Steam**
0479 (0491) *Trv. Elec. & (Un.) - DCPP**
0481 *Appr. Electrician - Elec. Mtce.*
0482 *Appr. Electrician - Steam*
0483 *Appr. Electrician - Materials*
0624 *Labor Foreman*
1139 *Electrical Machinist - Helms*
1140 (1143) *Electrical Machinist & (Un.)*
2160 *Rigger - Electrical Maintenance*
2391 *Appr. Communication Technician (G.C.)*
2401 *Appr. Electrical Technician*
2408 *Appr. Telecommunications Tech.*
2620 (2633) *Welder & (Un.) - Elec. Maintenance*

* May bid to Apprentice Electrician at the 2 yr. step.

1139 ELECTRICAL MACHINIST (HELMS) (See LA 84-69, page 27)

A resident employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. Performs duties of an Electrician with moderate skill. Is engaged in repairing, installing, and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams, and related facilities. Background of apprenticeship and experience must be such as to qualify him/*her* to perform these duties with skill and efficiency.

In addition, will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. May be also assigned to shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classification

Same or Higher Classifications

1141 Apprentice Electrical Machinist

- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms) *
- 0752 Elec. Technician Crew Foreman
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 2389 Telecommunications Technician - Helms
- 2390 Communication Technician (G.C.)
- 2400 (2403) Electrical Technician & (Un.)
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2409 (2393) Telecommunications Technician & (Un.)

* Must be a qualified Telecommunication Technician.

1140 ELECTRICAL MACHINIST

An employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. Performs duties of an Electrician with moderate skill. Is engaged in repairing, installing and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams and related facilities. Background of apprenticeship and experience must be such as to qualify him/her to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1141 Apprentice Electrical Machinist

- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
- 0752 Elec. Technician Crew Foreman
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 2389 Telecommunications Technician - Helms

Cont'd...

* Must be a qualified Telecommunication Technician.

Next Lower Classification

Same or Higher Classifications

- 2390 Communication Technician (G.C.)
- 2400 (2403) Electrical Tech. & (Un.)
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2409 (2393) Telecommunications Technician & (Un.)

* Must be a qualified Telecommunication Technician.

1141 APPRENTICE ELECTRICAL MACHINIST

An employee engaged in performing Electrical Machinist's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrical Machinist, may work alone or under indirect supervision on jobs for which he/she has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

- 0921 *Utility Worker - Drum*
- 0922 *Utility Worker - Elec. Maintenance - Helms*
- 0925 *Utility Worker - Elec. Maintenance*
- 2135 Transformer Repairman - Materials
- 2140 Transformer Repairman

- 0459 Electrician - Helms
- 0467 (0484) Electrician & (Un.) - Elec. Maintenance
- 0468 (0485) Electrician & (Un.) - Steam
- 0469 (0486) Electrician & (Un.) - Materials
- 0472 (0489) Electrician & (Un.) - DCPD
- 0477 (0476) Trv. Electrician & (Un.)
- 0479 (0491) Trv. Elec. & (Un.) - DCPD
- 0624 Labor Foreman
- 1141 Appr. Electrical Machinist
- 2160 Rigger
- 2389 Telecommunications Technician - Helms
- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician (G.C.)
- 2400 (2403) Electrical Tech. & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2408 Appr. Telecommunications Technician

Cont'd...

Next Lower Classifications

Same or Higher Classifications

- 2409 (2393) Telecommunications Technician & (Un.)
- 2427 *Un. Telecomm. Tech. (DCPP)*
- 2620 Welder

2620 WELDER

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of equipment and piping. Background of experience must be such as to qualify him/*her* to perform these duties with skill and efficiency. May also be required to lay out and erect piping, do necessary welding in connection with its installation; and, at times when there is no welding to be done, do miscellaneous maintenance work including blacksmithing.

Next Lower Classification

2630 Apprentice Welder

Same or Higher Classifications

- 0459 Electrician - Helms
- 0467 (0484) Electrician & (Un.)
- Elec. Maintenance
- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
- 0752 *Elec. Technician Crew Foreman*
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 2389 Telecommunications Technician - Helms
- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician (G.C.)
- 2400 (2403) Electrical Tech. & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Technician
- 2409 (2393) Telecommunications Technician & (Un.)
- 2427 *Un. Telecomm. Tech. (DCPP)*

Cont'd...

* Must be a qualified Telecommunication Technician.

Next Lower Classification

Same or Higher Classifications

- 2617 Welder (G.C.)
- 2619 Lead Welder (G.C. Service Center)
- 2620 Welder
- 2622 AWS Certified Welder - G.C.
- 2625 Arc Welder - G.C.
- 2626 (2623) Certified Welder & (Un.)
- 2631 (2632) Certified Welder & (Un.) - DCPP
- 2634 (2635) Trv. Certified Welder & (Un.) - DCPP
- 2637 (2636) Trv. Certified Welder - & (Un.)

2630 APPRENTICE WELDER

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of equipment and piping. In order to gain experience for advancement to Welder, may work alone or under indirect supervision on jobs for which *the employee* has been trained and instructed; must study and become familiar with the properties of metals and procedures for preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds; may advance to the classification of Welder upon completion of apprenticeship training and when a vacancy occurs, provided that satisfactory progress is shown in his/*her* ability to make proper welds. Since this work may be intermittent in nature, also assists other journeymen and Mechanics as required.

Next Lower Classifications

Same or Higher Classifications

- 0921 *Utility Worker - Drum*
- 0922 *Utility Worker - Helms*
- 0925 *Utility Worker (Elec. Maintenance)*
- 2135 Transformer Repairman - Materials
- 2140 Transformer Repairman

- 0459 Electrician - Helms
- 0467 (0484) Electrician & (Un.) - Elec. Maintenance
- 0624 Labor Foreman
- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms) *
- 0752 *Elec. Technician Crew Foreman*
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 2160 Rigger
- 2389 Telecommunication Technician - Helms

Cont'd...

* Must be a qualified Telecommunication Technician.

Next Lower Classifications

Same or Higher Classifications

- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician (G.C.)
- 2400 (2403) Electrical Tech. & (Un.)
- 2401 Apprentice Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Technician
- 2409 (2393) Telecommunications Technician & (Un.)
- 2427 Un. Telecomm. Tech. (DCPP)
- 2630 Apprentice Welder

2160 RIGGER

An employee who is engaged in performing all classes of rigging, including that necessary for handling heavy machinery. Is also required to make up both wire and manila rope slings and keep all rigging equipment in proper repair. Background of experience must be such that he/she can be relied upon to handle valuable equipment safely and efficiently. Since this work is intermittent in nature he/she may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations.

Next Lower Classification

Same or Higher Classifications

1231 Mechanic - Elect. Mtce.

- 0467 (0484) Electrician & (Un.)
- Elec. Maintenance
- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
- 0752 Elec. Technician Crew Foreman
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 2159 (2162) Rigger DCPP & (Un.) - PIO
- 2160 Rigger
- 2165 (2166) Rigger & (Un.) - Steam
- 2167 (2164) Trv. Rigger & (Un.)
- 2169 (2158) Trv. Rigger DCPP & (Un.) - PIO
- 2389 Telecommunications Technician - Helms

Cont'd...

* Must be a qualified Telecommunication Technician.

Next Lower Classification

Same or Higher Classifications

- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician (G.C.)
- 2400 (2403) Electrical Technician & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Tech.
- 2409 (2393) Telecommunications Tech. & (Un.)

1231 MECHANIC

An employee skilled in the use of hand and bench tools, who is qualified for and is engaged in overhauling and maintaining mechanical equipment. Shall also be capable of doing metal work, pipe work and routine welding.

Vacancies to be filled by agreement between Company and Union.

2140 TRANSFORMER REPAIRMAN

An employee in the shop who repairs, services, and maintains transformers. May also be required to overhaul and repair various other types of electrical equipment and tools.

Next Lower Classifications

Same or Higher Classifications

- 0921 *Utility Worker - Drum*
- 0922 *Utility Worker - Helms*
- 0923 *Utility Worker - Materials Elec. Mtce.*
- 0925 *Utility Worker - Elec. Mtce.*

- 0442 Heavy Tractor Driver - Elec. Mtce.
- 0459 Electrician - Helms
- 0463 Heavy Truck Driver - Elec. Mtce.
- 0467 (0484) Electrician & (Un.)
- Elec. Maintenance
- 0468 (0485) Electrician & (Un.) - Steam
- 0469 (0486) Electrician & (Un.)
- 0472 (0489) Electrician & (Un.) - DCP
- 0477 (0476) Trv. Electrician & (Un.)
- 0479 (0491) Trv. Electrician & (Un.) - DCP
- 0481 Appr. Electrician - Elec. Mtce.

Cont'd...

* Must be a qualified Telecommunication Technician.

Next Lower Classifications

Same or Higher Classifications

- 0482 Appr. Electrician - Steam
- 0483 Appr. Electrician - Materials Dist.
- 0624 Labor Foreman
- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
- 0752 Elec. Technician Crew Foreman
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 1141 Appr. Elect. Machinist
- 1231 Mechanic
- 2140 Transformer Repairman
- 2160 Rigger
- 2389 Telecommunications Technician - Helms
- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician (G.C.)
- 2400 (2403) Electrical Tech. & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Tech.
- 2427 Un. Telecomm. Tech. (DCPP)
- 2620 (2633) Welder & (Un.)
- 2621 Appr. Welder

0624 LABOR FOREMAN

An employee who is a working foreman in charge of a crew engaged in the maintenance of roads, trails and bridges; the clearing of brush; general cleaning around lakes, dams, powerhouses, and waterways; minor pole line maintenance; loading, delivering, and unloading of materials and supplies. May be required to drive a truck. Must have the personal qualifications of leadership and supervisory ability, be familiar with Company's safety rules and accounting procedures. His/*her* crew may include a Truck or Tractor Driver.

Next Lower Classifications

Same or Higher Classifications

- 0417 Truck Driver - Electric
- 0442 Hvy. Tractor Driver - Electric
- 0463 Hvy. Truck Driver - Electric

- 0459 Electrician - Helms
- 0467 (0484) Electrician & (Un.)
- Elec. Maintenance
- 0623 Labor Foreman - Elec. T&D

Cont'd...

Next Lower Classifications

Same or Higher Classifications

0624 Labor Foreman
0630 Labor Foreman A (G.C.)
0750 (0751) Electric Maintenance Crew
Foreman & (Helms)
0752 Elec. Tech Crew Foreman
1139 Electrical Machinist - Helms
1140 (1143) Electrical Machinist
& (Un.)
2160 Rigger
2389 Telecommunications Technician -
Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400 (2403) Electrical Technician
& (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew
Foreman
2408 Appr. Telecommunications Tech.
2409 (2393) Telecommunications Tech.
& (Un.)
2427 Un. Telecomm. Tech. (DCPP)
2620 (2633) Welder & (Un.)

0463 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as:

1. A truck tractor coupled with one or more trailers or;
2. A 3-axle truck or;
3. Any combination of truck and trailers exceeding 50 feet in length.

Two wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

Next Lower Classifications

0417 Truck Driver - Elec. Maintenance
0437 Light Tractor Driver - Elec. Mtce.

Same or Higher Classifications

0433 Leadman Driver
0434 Special Driver - G.C. Service Center
0442 Heavy Tractor Driver
0459 Electrician - Helms
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Elec. Mntce.
0465 Heavy Truck Driver - Gas
0467 (0484) Electrician - & (Un.)
- Elec. Mtce.
0481 Appr. Electrician
0624 Labor Foreman
0750 (0751) Elec. Maintenance Crew
Foreman & (Helms)
0752 Elec. Tech. Crew Foreman
1139 Electrical Machinist - Helms
1140 (1143) Electrical Machinist
& (Un.)
1141 Appr. Electrical Machinist
1646 Miscellaneous Equipment
Operator**
2160 Rigger
2389 Telecommunications Technician -
Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400 (2403) Electrical Technician
& (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew
Foreman
2408 Appr. Telecommunications Tech.
2409 (2393) Telecommunications Tech.
& (Un.)
2427 Un. Telecomm Tech. (DCPP)
2620 (2633) Welder & (Un.)
2621 Appr. Welder

* Must be a qualified Telecomm. Technician.

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

0417 TRUCK DRIVER

An employee who drives a truck (other than a pickup truck) transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

Next Lower Classifications

0424 Light Truck Driver
0437 Light Tractor Driver
0890 Gardener
0921 *Utility Worker - Drum*
0922 *Utility Worker - Helms*
0925 *Utility Worker - Elec. Maintenance*
2135 Transformer Repairman - Materials
2140 Transformer Repairman

Same or Higher Classifications

0416 Truck Driver - Materials
0417 Truck Driver - Elec. Mtce.
0433 Leadman Driver
0434 Special Driver - G.C. Service Center
0423 Light Truck Driver - Garage
0424 Light Truck Driver - Electric
0426 Light Truck Driver - Steam
0433 Leadman Driver
0434 Special Driver - G.C. Service Center
0442 Heavy Truck Driver
0459 Electrician - Helms
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Elec. Mtce.
0465 Heavy Truck Driver - Gas
0467 (0484) Electrician & (Un.)
0481 Apprentice Electrician
0525 *GC Fieldperson**
0624 Labor Foreman
0750 (0751) Elec. Maintenance Crew
Foreman & (Helms)**
0752 *Elec. Tech. Crew Foreman*
1139 Electrical Machinist - Helms
1140 (1143) Electrical Machinist
& (Un.)
1141 Apprentice Electrical Machinist
1231 Mechanic
1646 *Miscellaneous Equipment
Operator****

Cont'd...

* *Applicable to employees who held the classification of 0415 Truck Driver (GC) on 12/31/90.*

** Must be a qualified Telecomm. Technician.

*** *Applicable to employees who held the classification of 0435 Special Driver (GC) and 0461 Heavy Truck Driver (GC) on 12/31/90.*

Next Lower Classifications

Same or Higher Classifications

- 2160 Rigger
- 2389 Telecommunications Technician - Helms
- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician (G.C.)
- 2400 (2403) Electrical Technician & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Tech.
- 2409 (2393) Telecommunications Tech. & (Un.)
- 2427 *Un. Telecomm. Tech. (DCPP)*
- 2620 (2633) Welder & (Un.)
- 2621 Appr. Welder

0424 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which *an employee* is assigned.

Next Lower Classifications

Same or Higher Classifications

- 0890 Gardener
- 0921 *Utility Worker - Drum*
- 0922 *Utility Worker - Helms*
- 0925 *Utility Worker - Elec. Mtce.*
- 2135 *Transformer Repairman - Materials*
- 2140 Transformer Repairman

- 0416 Truck Driver - Materials
- 0417 Truck Driver - Elec. Mtce.
- 0422 Light Truck Driver - Materials
- 0437 Light Truck Driver
- 0442 Heavy Tractor Driver
- 0459 Electrician - Helms
- 0462 Heavy Truck Driver - Materials
- 0463 Heavy Truck Driver - Elec. Mtce.
- 0465 Heavy Truck Driver - Gas
- 0467 (0484) Electrician & (Un.)
- 0481 Apprentice Electrician
- 0525 *G.C. Fieldperson **
- 0624 Labor Foreman

Cont'd...

* *Applicable to employees who held the classification 0415 Truck Driver (GC) on 12/31/90.*

Next Lower Classifications

Same or Higher Classifications

- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms) **
- 0752 Elec. Technician Crew Foreman
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 1141 Apprentice Electrical Machinist
- 1231 Mechanic
- 1646 Miscellaneous Equipment Operator***
- 2160 Rigger
- 2389 Telecommunications Technician - Helms (G.C.)
- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician
- 2400 (2403) Electrical Technician & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Tech.
- 2409 (2393) Telecommunications Tech. & (Un.)
- 2620 (2633) Welder & (Un.)
- 2621 Appr. Welder

** Must be a qualified Telecomm. Technician.

*** *Applicable to employees who held the classification of 0435 Special Driver (GC), 0457 Line Truck Driver (GC) and 0461 Heavy Truck Driver (GC) on 12/31/90.*

0442 HEAVY TRACTOR DRIVER (30 hp or over)

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work; shall drive a truck or perform other work as occasion requires.

Next Lower Classifications

Same or Higher Classifications

- 0417 Truck Driver - Elec. Mtce.
- 0437 Light Tractor Driver

- 0442 Heavy Tractor Driver
- 0459 Electrician - Helms
- 0462 Heavy Truck Driver - Materials

Cont'd...

Next Lower Classifications

Same or Higher Classifications

- 0463 Heavy Truck Driver - Elec. Mtce.
- 0465 Heavy Truck Driver - Gas
- 0467 (0484) Electrician & (Un.)
- 0481 Apprentice Electrician
- 0624 Labor Foreman
- 0750 (0751) Elec. Maintenance Crew Foreman & (Helms)*
- 0752 Elec. Technician Crew Foreman
- 1139 Electrical Machinist - Helms
- 1140 (1143) Electrical Machinist & (Un.)
- 1141 Apprentice Electrical Machinist
- 1646 Miscellaneous Equipment Operator**
- 1840 Tractor Operator***
- 2160 Rigger
- 2389 Telecommunication Technician - Helms (G.C.)
- 2390 Communication Technician (G.C.)
- 2391 Appr. Communication Technician
- 2400 (2403) Electrical Technician & (Un.)
- 2401 Appr. Electrical Technician
- 2402 Electrical Technician - Helms
- 2407 Telecommunications Crew Foreman
- 2408 Appr. Telecommunications Tech.
- 2409 (2393) Telecommunications Tech. & (Un.)
- 2620 (2633) Welder & (Un.)
- 2621 Appr. Welder

* Must be a qualified Telecomm. Technician.

** *Applicable to employees who held the classification of 0461 Heavy Truck Driver (GC) on 12/31/90.*

*** *Applicable to employees who held the classification of 1843 Tractor Operator B (GC) on 12/31/90.*

0437 LIGHT TRACTOR DRIVER (Less than 30 hp)

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work; shall drive a truck or perform other work as occasion requires.

Next Lower Classifications

0424 Light Truck Driver
0890 Gardener
0921 *Utility Worker - Drum*
0922 *Utility Worker - Helms*
0925 *Utility Worker (Elec. Maintenance)*
2135 *Transformer Repairman - Materials*
2140 Transformer Repairman

Same or Higher Classifications

0417 Truck Driver
0437 Light Tractor Driver
0442 Heavy Tractor Driver
0459 Electrician - Helms
0463 Heavy Truck Driver
0467 (0484) Electrician & (Un.)
0481 Apprentice Electrician
0624 Labor Foreman
0750 (0751) Elec. Maintenance Crew Foreman & (Helms)
0752 *Elec. Tech. Crew Foreman*
1139 Electrical Machinist - Helms
1140 (1143) Electrical Machinist & (Un.)
1141 Apprentice Electrical Machinist
1231 Mechanic
1646 *Miscellaneous Equipment Operator***
1840 Tractor Operator
2160 Rigger
2389 Telecommunications Technician - Helms (G.C.)
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician (G.C.)
2400 (2403) Electrical Technician & (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409 (2393) Telecommunications Tech. & (Un.)
2427 *Un. Telecomm. Tech. (DCPP)*
2620 (2633) Welder & (Un.)
2621 Appr. Welder

* Must be a qualified Telecomm. Technician.

** *Applicable to employees who held the classification of 1844 Tractor Operator C (GC) on 12/31/90.*

*** *Applicable to employees who held the classification of 1843 Tractor Operator B (GC) on 12/31/90.*

0890 GARDENER

An employee engaged in the care of lawns, gardens, grounds, etc.

Beginner's Classification

0925 UTILITY WORKER

An employee whose principal duties consist of semi-skilled work such as assisting a journeyman or apprentice, including the use of hand tools under direction, assisting in station construction and maintenance and other miscellaneous semi-skilled work. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's Classification

0922 UTILITY WORKER (HELMS) (See LA 84-69, page 27)

An employee whose principal duties consist of semi-skilled work such as assisting a Journeyman or Apprentice, including the use of hand tools under direction, assisting in station construction and maintenance and other miscellaneous semi-skilled work, such as record-keeping, cleaning buildings, equipment and grounds. Will also assist the Electric Operators, as required. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

The Helms *Utility Worker* has bidding rights in both Electric Operating and Electric Maintenance lines of progression.

Beginner's Classification

0921 UTILITY WORKER - DRUM

An employee whose principal duties consist of semi-skilled work such as record keeping, cleaning buildings, equipment and grounds, and assisting the electric operators as required. May also perform semi-skilled work such as assisting a journeyman or apprentice, including the use of hand tools under direction, assisting in station construction and maintenance, and other miscellaneous semi-skilled work. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

The Drum Utility Worker has bidding rights in both electric operating and electric maintenance lines of progression.

Beginner's Classification.

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 chain saw; may be required to trim felled trees and saw into lengths.

1930 PAINTER (To Be Used on a Temporary Basis Only)

An employee who prepares surfaces for painting and paints the inside or outside of any building, structure, furniture or fixtures.

1594 CRANE OPERATOR (To Be Used on a Temporary Basis Only)

An employee who operates a mobile crane of 25 tons capacity or more, used in the operating, maintaining and constructing of hydro plants, substations or other facilities.

- COPY -

LA R1-84-69-PGE

August 22, 1984

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

This is revision of our letter agreement dated June 1, 1984 to incorporate additional information.

In an effort to meet current manpower needs at Helms Pumped Storage Facility, and in an attempt to uniformly apply the provisions to currently existing resident employees at the Helms Powerhouse, Company proposes to establish the following general conditions of employment for all employees working at the Helms Project.

Under this proposal, such agreement would serve as a "generic" agreement whose general terms and conditions would apply to all physical bargaining unit employees employed at the Helms facility. Accordingly, the following will detail the requirements associated with employment at the Helms Project.

All employees assigned to the Helms Pumped Storage Project shall be paid the established Helms Powerhouse premium rate of 5 percent above each step of the respective classification's basic wage rate for the first year and 7.5 percent above the basic wage rate for such classification after one year in the classification at Helms. Accordingly, such individuals employed at the Helms facility shall be considered as resident employees. Such employees shall be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. Furthermore, such employees may be assigned to a shift schedule in accordance with the provisions of Section 202.17 of the Physical Agreement due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, such employees at the Helms Project may be required to work a schedule of ten consecutive workdays with four consecutive days off. Helms' classifications will also be required to reside at Company residences adjacent to Helms for the first two years in the job and pay the established Company housing rent. They will also be required to ride in a helicopter. Furthermore, the terms and conditions set forth in Company's letter to Union date August 14, 1981 shall be in effect for all individuals employed at the Helms Powerhouse Project as follows:

1. Company Owned Housing (Helms)

The established rent is currently \$50 per month and is subject to change by bargaining between the parties. The residences will be equipped with telephones, and the current plans are to provide PT&T restricted one plus dialing lines for each residence. The residences will be equipped to receive TV broadcasts.

2. Emergency Transportation

Company will make every effort to provide the employees and their families with emergency transportation via helicopter. If winter weather conditions prohibit the use of helicopters, alternate transportation will be provided which will include emergency transportation and medical supplies. Weather permitting, there will be regularly scheduled trips to Helms throughout the year.

3. Additional Classifications (Helms)

It is anticipated that intermittent employees will be needed in the classifications of Cook, Cook's Helper, and Housekeeper. It is intended that the members of employees' families will be considered for these classifications if they so desire and if they have the necessary qualifications.

4. Helms Project Rate

When it is necessary to utilize electric and hydro operating classifications at Helms, the appropriate rate of pay will be the highest System Operator rate established for the Hydro Generation Department.

During the course of further discussions on October 26, 1983, Company communicated that, due to the nature of this situation at the Helms Project, it was unable to specify the duration of the proposed operator positions. It was further discussed and agreed that at such time as the Helms Project may not require operating personnel due to the projected full functioning of the automated systems which were designed for this facility, the parties shall meet, prior to any displacements, to discuss the procedure through which such displacements may be implemented. Company will continue to utilize the existing Helms classifications in the same manner that was provided for in letter agreement R2-80-72-PGE dated July 28, 1981.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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

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

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

Sept. 4, 1984 By /s/ Jack McNally
Business Manager

- COPY -

LA R2-87-112-PGE

August 17, 1987

Pacific Gas and Electric 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-

LA 88-82-PGE

May 18, 1988

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:

In order to reflect the intent of the understanding reached between the Parties, Company proposes the following amendment to Item 9(b) of the October 2, 1987 cover letter to the settlement package. The language should read:

9. Job Bidding and Demotion

b) Current Substation and Hydro Helpers will be specifically named and will be allowed to bid to either Substation or Hydro Apprentice classifications one time only. Once the Helper has been awarded an Apprentice vacancy, such employee will have exhausted this right.

Current Hydro Electricians, Unassigned Electricians, and Apprentice Electricians will be specifically named and will be allowed to bid to Substation Electricians (or, if eligible, to Substation Apprentice Electrician) under the provisions of contract Subsection 205.7(b) one time only. Once the employee has changed department such employee will have exhausted this right. Note: For 205.7(b) purposes, rights are to the Bidding Unit in which the Hydro headquarters is geographically located.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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

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

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

September 13, 1988 By /s/ Jack McNally
Business Manager

EMPLOYEE PROVIDED TOOL LIST

TELECOMMUNICATION TECHNICIAN AND APPRENTICE TELECOMMUNICATION TECHNICIAN

1. Box, Tool and/or Tool Pouch (8 1/2" x 6 1/4")
2. Hammer, Ball Peen, Small
3. Knife, Electrician's
4. Level, Torpedo, 9"
5. Mirror, Inspection
6. Pliers, Channel Lock, 9 1/2"
7. Pliers, Diagonal 6"
8. Pliers, Diagonal, Miniature
9. Pliers, Long or Needle Nose, 6"
10. Pliers, Long or Needle Nose, Miniature
11. Punch, Center, 1/4"
12. Rule, Wood Folding, 6'
13. Screwdrivers, Electrician's - 1 Set

14. Screwdriver, Offset
15. Screwdriver, Stubby
16. Screwdriver, Ratchet
17. Screwdriver, Holding, Small
18. Screwdriver, Holding, Large
19. Screwdrivers, Phillips Head - 1 Set
20. Spintight Nut Drivers, Hollow Shank, Miniature - 1 Set
21. Stripper, Wire
22. Tweezers
23. Wrenches, Allen Key - Short Arm, .05" - 3/16" - 1 each
24. Wrench, Crescent, 4" - 6" - 8" or Equivalent - 1 each
25. Hemostat (Surgical Scissor)

Apprentice Telecommunication Technicians are expected to accumulate all required tools during the first 6 months of classification.

ELECTRICIAN AND APPRENTICE ELECTRICIAN

1. Box, Tool
2. Bar, Pry
3. Chisel, Cold, 1/2"
4. 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, 9 1/2"
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. *Screwdrivers, Stubby, Small
36. *Screwdrivers, 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, Carbonundum, 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, 1/2" 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.

ELECTRICAL TECHNICIAN AND APPRENTICE ELECTRICAL TECHNICIAN

1. Box, Tool
2. Drafting Equipment: Triangle, Protractor, Compass, Engineer's Scale - 1 each
3. Files, Jeweler - 1 Set
4. Frame, Hacksaw, 12"
5. Gauges, Feeler - 1 Set
6. Hammer, Ball Peen, 12 oz.
7. Hammer, Small Ball Peen or Plastic Head
8. Knife, Electrician's
9. Level, Torpedo, 9"
10. Mirror, Inspection
11. Pliers, Klein (Lineman), 8" or Equivalent
12. Pliers, Channel Lock, 9 1/2" or Equivalent
13. Pliers, Diagonal, 6"
14. Pliers, Long or Needle Nose
15. Pliers, Jeweler's
16. Pliers, Vise Grip
17. Punch, Center, 1/4"
18. Punch, Pin, 1/16" to 3/8" by 16ths - 1 Set
19. Retriever, Flexible
20. Rule, Wood Folding, 6'
21. Scissors
22. Screwdriver, Angle with Ratchet
23. Screwdrivers, Electrician's - 1 Set
24. Screwdriver, Holding Small
25. Screwdriver, Holding Large
26. Screwdrivers, Jeweler's - 1 Set
27. Screwdrivers, Phillips Head - 1 Set
28. Screwdrivers, Offset - 1 Set
29. Screwdriver, Stubby, Small
30. Screwdriver, Stubby, Large
31. Scribe
32. Snips, Tin
33. Spintight Nut Drivers, Deep Hollow Shank - 1 Set
34. Slide Rule
35. Square, Combination Try and Mitre
36. Stone, Carborundum, Sharpening
37. Stripper, Wire
38. Tweezers
39. Wrenches, Allen Key - Short Arm, .05" to 5/8" - 1 Set
40. Wrenches, Box End, 3/8" to 7/9" by 16ths - 1 Set
41. Wrenches, Open End, 3/8" to 7/8" by 16ths - 1 Set
42. Wrenches, Combination, 3/8" to 7/8" by 16ths (Alternate for Box End and Open End Sets) - 1 Set
43. Wrenches, Open End Midgets - 1 Set
44. Wrenches, Crescent, or Equivalent - 1 Set

Apprentice Electrical Technicians are expected to accumulate all required tools during first 6 months in classification.

ELECTRICAL MACHINIST AND APPRENTICE ELECTRICAL MACHINIST

1. *Box, Tool
2. Bar, Pry
3. Bar, Pinch Aligning
4. Calipers, 6" Inside
5. Calipers, 6" Outside
6. Chisel, Cold, 3/8" & 5/8" - 1 Each
7. Frame, 12" Hacksaw
8. Gauges, Thickness .0015" - .2" - 1 Set
9. Gauge, Wire & Drill No. 1260
10. Hammer, Ball Peen
11. Hammers, 12 & 16 oz. - 1 Each
12. *Knife, Electrician's
13. Knife, Putty
14. Mallet, Rubber/Rawhide
15. Mirror, Inspection
16. *Pliers (Channel Lock, 9 1/2") or Equivalent
17. *Pliers, Diagonal, 6"
18. *Pliers, Klein (Lineman), 8" or Equivalent
19. *Pliers, Long or Needle Nose - 1 Pair
20. Pliers, Vise Grip - 1 Pair
21. *Stripper, Wire
22. Plumb Bob
23. Punch, Center, 1/4" & 3/8" - 1 Each
24. Punch, Drift, 2/16 to 3/8" by 16ths - 1 Set
25. Punch, Pin, 1/16" to 3/8" by 16ths - 1 Set
26. Retriever, Flexible, Magnetic
27. Rule, 6" Steel
28. Rule, 12" Steel
29. *Rule, 12" Wooden 6'
30. Scale, 12" & Crosshead
31. Scraper, Bearing
32. *Screwdrivers, 4", 6", 8", 10", 12" - 1 Each
33. Screwdrivers, Offset - 1 Set
34. Screwdrivers, Phillips Head - 1 Set
35. Screwdrivers, Quick, Wedge, Small, Medium and Large - 1 Set
36. *Screwdrivers, stubby, Small & Large - 1 Each
37. Scribe
38. Snips, Tin - 1 Pair
39. Sockets, 1/2" Drive, Set, Deep
40. Square, Combination Center Head and Protractor, 12"
41. Tweezers, Heavy Duty
42. Wrenches, Allen Key - Short Arm .05" to 5/8" - 1 Set
43. Wrenches, Allen Key - Long Arm 5/64" to 3/8" - 1 Set
44. Wrenches, Box End, 3/8" to 7/8" by 16ths - 1 Set
45. *Wrenches, Crescent, 4", 6", 8", 10", 12" or Equivalent - 1 Each
46. Wrenches, Open End, 3/8" to 7/8" by 16ths - 1 Set
47. Wrench, Pipe, 12" - 14" - 1 Each
48. Spintight Nut Drivers, Deep Hollow Shank - 1 Set
49. Level, Torpedo, 9"
50. Micrometer, Outside, 0-1, & 1-2 - 1 Each
51. Micrometer, Inside, 2" & 8" - 1 Each
52. Gauge, Thread Pitch
53. Machinists Manual
54. Wedges, Parting

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