



LETTER AGREEMENT

No. 94-35-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 31, 1994

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

Attention: Mr. Ronald Bailey, Manager of Industrial Relations

Gentlemen:

Union proposes to amend Section 600.5, Exhibit VI-D, **Division Garage Departments (Including Gas Transmission and Storage) Job Definitions and Lines of Progression**. The changes include:

1. Amend Same or Higher lines of progression for 0730 Garage Subforeman on G.C. classifications.
2. Per LA 92-5, establishment of 1083 Parking Leadman. The person in this position will be the lead employee at the 50 Main St. Garage.
3. Amend Same or Higher lines of progression for 1252 Utility Equipment Mechanic (Balch), 1253 Utility Equipment Mechanic (Helms) and 1255 Equipment Mechanic on G.C. classifications. Add 1006 Field Mechanical Inspector - G.C. per LA 88-19.
4. Add note to 0880 Garageman job description per LA 92-5.
5. Amend lines of progression for the 0277 Parts Clerk classification to be consistent with its appearance in Exhibit A of the Clerical Agreement.
6. Amend lines of progression for the 0423 Light Truck Driver and add note per 1990 negotiations settlement.
7. Add LA 90-228, regarding CDLA provisions to apply to Garage Dept. employees.

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

Yours very truly,

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

By: 
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

APRIL 8, 1994

By: 
Manager of Industrial Relations

Attachment: a/s

:lm

**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION NO. 1245**

DIVISION GARAGE DEPARTMENTS

INCLUDING

GAS TRANSMISSION AND STORAGE DEPARTMENT

**JOB DEFINITIONS AND LINES OF PROGRESSION
Section 600.5, Exhibit VI-D**

REVISED APRIL, 1994

REPLACES BOOK DATED JUNE 8, 1987

New language appears in Italics

**JOB DEFINITIONS AND LINES OF PROGRESSION
DIVISION GARAGE DEPARTMENTS
Including Gas Transmission & Storage Department**

0730 GARAGE SUBFOREMAN

An employee who is a working foreman. May be in charge of a garage or a shift where three or more employees, including himself, are employed, and where such employees are engaged in tool, equipment and automotive maintenance and repair; or may be designated to act as an assistant to a foreman in charge of a garage. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an Equipment Mechanic and be familiar with Company's safety standards, accounting procedures and other rules and regulations.

Next Lower Classifications

1252 Utility Equipment Mechanic - Balch
1253 Utility Equipment Mechanic- Helms
1254 Utility Equipment Mechanic - DER
1255 (1256) Equipment Mechanic (& Un)

Same or Higher Classifications

0650 Subforeman A (G.C. Field)
0653 Subforeman B (G.C. Field)
0730 Garage Subforeman
0850 Working Foreman A (G.C. Field Garage)
0853 Working Foreman B (G.C. Field Garage)

1083 PARKING LEADMAN (50 Main Street Garage)

An employee who is in charge of a garage or a shift where two or three employees, including the Parking Leadman, are employed; interprets and administers Garage Department procedure, and both directs and performs duties relating to the Garage's related procedures; engages in general servicing or motor vehicles, including fuel and oil servicing, battery servicing, tire changing, minor adjustments, windshield and window washing, etc.; logs car assignments and records mileage of cars; cleans garage and oversees parking lot; and performs driving assignments as required. Parking Leadman shall have the personal qualifications of leadership and supervisory ability, and be familiar with Company's safety standards, accounting procedures and other rules and regulations.

Next Lower Classifications

0060 Garage Attendant
0880 Garageman

Same or Higher Classifications

0730 Garage Subforeman
1083 Parking Leadman
1252 Utility Equip. Mechanic - Balch
1253 Utility Equip. Mechanic - Helms
1254 Utility Equip. Mechanic - DER
1255 (1256) Equip. Mechanic & (Un.)
1258 Appr. Equipment Mechanic
1345 Lead Mechanic

- 1252 UTILITY EQUIPMENT MECHANIC - BALCH***
- 1253 UTILITY EQUIPMENT MECHANIC - HELMS*** (A Resident Employee)
- 1255 EQUIPMENT MECHANIC**

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his/*her* job. May be in charge of a garage or a shift where not more than two employees, including himself, are employed. Background of apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

*May also operate trucks, tractors, and other equipment as required.

1254 UTILITY EQUIPMENT MECHANIC - DEPARTMENT OF ENGINEERING RESEARCH

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his/*her* job. Background of apprenticeship and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

Further, this classification in DER, as a primary function, will perform marine engineer (outboard gasoline and diesel inboard) maintenance and repair of all vessels. Required skills include welding, equipment fabrication, and vessel hull repair.

Next Lower Classification

1258 Apprentice Equipment Mechanic

Same or Higher Classifications

- 0650 Subforeman A (G.C. *Field*)
- 0653 Subforeman B (G.C. *Field*)
- 0730 Garage Subforeman
- 0850 Working Foreman A (G.C. *Field Garage*)
- 0853 Working Foreman B (G.C. *Field Garage*)
- 0854 Working Foreman C (G.C. *Field Garage*)
- 0857 Garage Working Foreman (G.C. *Serv. Ctr.*)
- 1006 *Field Mechanical Inspector - G.C.*
- 1007 Mechanical Inspector (G.C.)
- 1252 Utility Equipment Mechanic - Balch
- 1253 Utility Equipment Mechanic - Helms
- 1254 Utility Equipment Mechanic - DER
- 1255 (1256) Equipment Mechanic (& Un.)
- 1270 Field Garage Mechanic A (G.C.)

Note: Classifications 1252, 1253 and 1254, for the purposes of Titles 205 and 206, will be considered the same as Equipment Mechanic (1255), General Services Department.

1258 APPRENTICE EQUIPMENT MECHANIC

An employee who performs Equipment Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Equipment Mechanic, *an employee* 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

0060 Garage Attendant
0423 Light Truck Driver
0880 Garageman
1083 *Parking Leadman (50 Main St. Garage)*

Same or Higher Classifications

1258 Apprentice Equipment Mechanic
1275 Field Garage Mechanic B (G.C.)

0060 GARAGE ATTENDANT (GENERAL OFFICE)

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

Note: For bidding purposes, Garage Attendant in the General Office shall be considered as a San Francisco Division Job. For bidding to the job in the Garage Department Line of Progression, an employee classified as Garage Attendant shall be considered as a Garageman.

Next Lower Classification

0880 Garageman

Same or Higher Classifications

0060 Garage Attendant
0730 Garage Subforeman
1083 *Parking Leadman (50 Main St. Garage)*
1252 Utility Equip. Mechanic - Balch
1253 Utility Equip. Mechanic - Helms
1254 Utility Equip. Mechanic - DER
1255 (1256) Equip. Mechanic (& Un)
1258 Apprentice Equipment Mechanic
1345 Lead Mechanic

0880 GARAGEMAN

An employee who acts as a helper for a journeyman or, under indirect supervision, does all types of tool, equipment and automotive service work, including dispensing fuel, checking and dispensing oil, greasing, washing, cleaning, polishing, changing and repairing tires, preventive maintenance inspections which do not require adjustments or repairs, battery servicing and any necessary janitorial work, air tool preventive maintenance (including disassembly), replacing and refinishing handles of tools, sanding and refinishing pike poles and ladders.

Beginner's Classification.

Note: LA 92-5 considered 1083 Parking Leadman (50 Main St. Garage) as Same or Higher classification to the Garageman.

0277 PARTS CLERK

An employee with a thorough knowledge of automotive parts and stores procedures, who performs without direct supervision, duties which include the purchasing, storing, issuing and requisitioning of automotive parts and tools. May also be required to perform clerical work and assist in the administrative work of the Foreman's or General Foreman's office.

Next Lower Classifications

- 0880 Garageman
- 1210 Materialsman
- 2662 Operating Clerk
- 2664 Operation Clerk-Steno
- 2667 Operating Clerk-Typist

Same or Higher Classifications

- 0277 Parts Clerk
- 0730 Garage Subforeman
- 1254 Utility Equip. Mechanic - DER
- 1255 (1256) Equip. Mechanic (& Un)
- 1258 Apprentice Equipment Mechanic
- 2645 Senior Operating Clerk-Steno II
- 2646 Senior Operating Clerk-Typist II
- 2654 Senior Operating Clerk-Steno I
- 2723 Senior Operating Clerk II
- 2789 Senior Operating Clerk I

1928 PAINTER

An employee who is engaged in painting automotive equipment or other types of painting. May be required to perform routine automotive maintenance work.

Next Lower Classification

Same or Higher Classifications

- 0730 Garage Subforeman
 - 0854 Working Foreman C (G.C. Painting)
- Cont'd...

Next Lower Classification

Same or Higher Classifications

0855 Working Foreman D (G.C. Painting)
1252 Utility Equip. Mechanic - Balch
1253 Utility Equip. Mechanic - Helms
1254 Utility Equip. Mechanic - DER
1255 (1256) Equip. Mechanic (& Un)
1258 Apprentice Equipment Mechanic
1928 Painter

Note: Letter Agreement 87-35 established the 0880 Garageman classification as next lower to the 1928 Painter for purposes of layoff and demotion due to lack of work.

0423 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 he/*she* is assigned.

Next Lower Classifications

0060 Garage Attendant (In San Francisco)
0880 Garageman

Same or Higher Classifications

0277 Parts Clerk
0416 Truck Driver
0417 Truck Driver
0418 Truck Driver
0419 Truck Driver
0422 Light Truck Driver
0423 Light Truck Driver
0424 Light Truck Driver
0425 Light Truck Driver
0426 Light Truck Driver
0427 Light Truck Driver
0462 Heavy Truck Driver
0463 Heavy Truck Driver
0464 Heavy Truck Driver
0465 Heavy Truck Driver
0525 *G.C. Fieldperson**
0730 Garage Subforeman
1252 Utility Equip. Mechanic - Balch
1253 Utility Equip. Mechanic - Helms
1254 Utility Equip. Mechanic - DER

Cont'd...

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

Next Lower Classification

Same or Higher Classifications

1255 (1256) Equip. Mechanic (& Un)
1258 Apprentice Equipment Mechanic
1646 *Miscellaneous Equipment
Operator***
1928 Painter

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

For bidding purposes, a Light Truck Driver shall also be considered as being in the bottom classification in the Line or Progression from which *an employee* came.

EMPLOYEE PROVIDED TOOL LIST

EQUIPMENT MECHANIC

1. Socket Wrench Sets - 1/4", 3/8", and 1/2" Drive Sets with Necessary Accessories
- Standard and Deep Sockets as required through 1-1/4"
2. Set, Wrench, Box and Open End
3. Set, Wrench, Flare Nut
4. Set, Wrench, Tappet
5. 3 Straight Screwdrivers
6. 2 Phillips Head Screwdrivers
7. 2 clutchhead Screwdrivers
8. Chisel and Punch Set
9. Ignition Tool Set
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Pliers, Gripping
13. Pliers, Vise Grip, or Equivalent
14. Pliers, Water Pump
15. Pliers, Needle Nose
16. 2 Pliers, Snap Ring (1 External & 1 Internal)
17. Diagonal Cutters
18. Hammer, Ball Peen
19. Hammer, Plastic or Soft Tip Type
20. Adjustable Wrenches, 6", 10", 12" (1 each)
21. Hacksaw Frame
22. Allen Wrench Set through 3/8"
23. Brake Service Tools - Adjusting Tools, Brake Spring Pliers, Cylinder Clamps
24. Pry Bar
25. File Assortment Set (Initial Set Only)
26. Circuit and Spark Tester
27. Steel Tape Rule
28. Tool Box or Cabinet
29. 1/2" Drive Standard Sockets (16) 9 MM to 32 MM
30. 1/2" Drive Deep Sockets (5) 14 MM to 27 MM
31. 3/8" Drive Standard Sockets (11) 9 MM to 19 MM
32. 3/8" Drive Deep Sockets (11) 9 MM to 19 MM
33. 1/4" Drive Standard Sockets (9) 4 MM to 12 MM
34. 1/4" Drive Deep Sockets (11) 4 MM to 14 MM
35. Combination End Wrench Set (14) 6 MM to 24 MM
36. Open End Wrench Set (12) 10 MM to 32 MM
37. Ignition Wrench Set (10) 4 x 4.5 MM to 10 x 11 MM
38. Allen Wrench Set (20) Short and Long Arm
39. Feeler Gauge 13 Blade

APPRENTICE EQUIPMENT MECHANIC

1. Socket Wrench Set - 1/2" Drive with Necessary Accessories through 1"
2. Set, Wrench, Box and Open End through 7/8"
3. Chisel and Punch Set
4. 3 Straight Screwdrivers
5. Pliers, Gripping
6. Diagonal Cutter
7. Hammer, Ball Peen
8. Adjustable Wrenches - 6" and 10" (1 each)
9. Brake Repair Tools - Adjusters, Brake Spring Pliers
10. Feeler Gauge Set
11. Spark Plug Gap Gauge
12. Tool Box or Cabinet

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LA R1-90-228-PGE

November 26, 1990

Pacific Gas and Electric Co.
215 Market St., Room 916
San Francisco, CA 94106

Attention: Mr. Richard Bradford
Manager of Industrial Relations

Gentlemen:

On June 29, 1990, the Company and Union entered in Letter Agreement No. 90-113-PGE to address issues associated with changes in the State of California's regulations relating to commercial driving licenses and special driving certificates. The Union proposes to apply the provisions of Letter Agreement No. 90-113-PGE to Garage Department employees in the Distribution Business Unit with the following modifications:

1. During initial staffing, the Commercial Driving License Addendum (CDLA) will be offered to all Apprentice Equipment Mechanics, Equipment Mechanics and Garage Subforeman on a voluntary basis.
2. The CDLA designation may be applied to the Department's other classifications, on a voluntary basis, at management's discretion.

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.

Yours very truly,

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

By: /s/ Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

12/3/90

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