



LETTER AGREEMENT NO. 95-164-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

January 31, 1996

Pacific Gas & Electric Co.
Industrial Relations Dept.
375 No. Wiget Lane, Suite #150
Walnut Creek, CA 94598

Attention: Mr. David Bergman
Director & Chief Negotiator

Gentlemen:

Pursuant to the provisions of Titles 305 and 306 and the understandings reached at the conclusion of negotiations for the Labor Agreement dated January 1, 1991, and the Union and Company Subcommittees' subsequent discussions, we are submitting the following proposal relative to the **Lines of Progression in the General Construction Station, Substation and Hydro Department** as they pertain to Titles 305 and 306.

The proposed Lines of Progression are set forth on the attached Exhibit 1 -General Construction Station, Substation and Hydro Lines of Progression chart. Other letter agreements, Labor Agreement Clarifications and grievance settlements clarifying the Lines of Progression are also attached. Certain of these letter agreements and clarifications have been modified to reflect other changes that have taken place subsequent to the signing of the original document. Such changes are identified in each document by bracketing [] deletions and boldfacing additions. Each document is incorporated herein as though set forth in full. These Lines of Progression were recently updated and agreed to in 1991 General Negotiations.


LA-95-164-PGE
January 31, 1996

Page 2

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 truly,


LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
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

2-22-, 1996

By: 
David Bergman
Director & Chief Negotiator

Attachment: a/s

RS:lm



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375 No. Wiget Lane, Suite #150
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Attention: Mr. David Bergman
Director & Chief Negotiator

Gentlemen:


Pursuant to the provisions of Titles 305 and 306 and the understandings reached at the conclusion of negotiations for the Labor Agreement dated January 1, 1991, and the Union and Company Subcommittees' subsequent discussions, we are submitting the following proposal relative to the **Lines of Progression in the General Construction Station, Substation and Hydro Department** as they pertain to Titles 305 and 306.

The proposed Lines of Progression are set forth on the attached Exhibit 1 -General Construction Station, Substation and Hydro Lines of Progression chart. Other letter agreements, Labor Agreement Clarifications and grievance settlements clarifying the Lines of Progression are also attached. Certain of these letter agreements and clarifications have been modified to reflect other changes that have taken place subsequent to the signing of the original document. Such changes are identified in each document by bracketing [] deletions and boldfacing additions. Each document is incorporated herein as though set forth in full. These Lines of Progression were recently updated and agreed to in 1991 General Negotiations.

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.

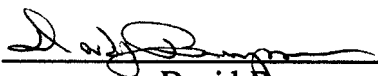
Yours truly,

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS,
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

2-22-, 1996 By:  _____
David Bergman
Director & Chief Negotiator

Attachment: a/s

RS:lm

**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION 1245**

Job Definitions and Lines of Progression

for

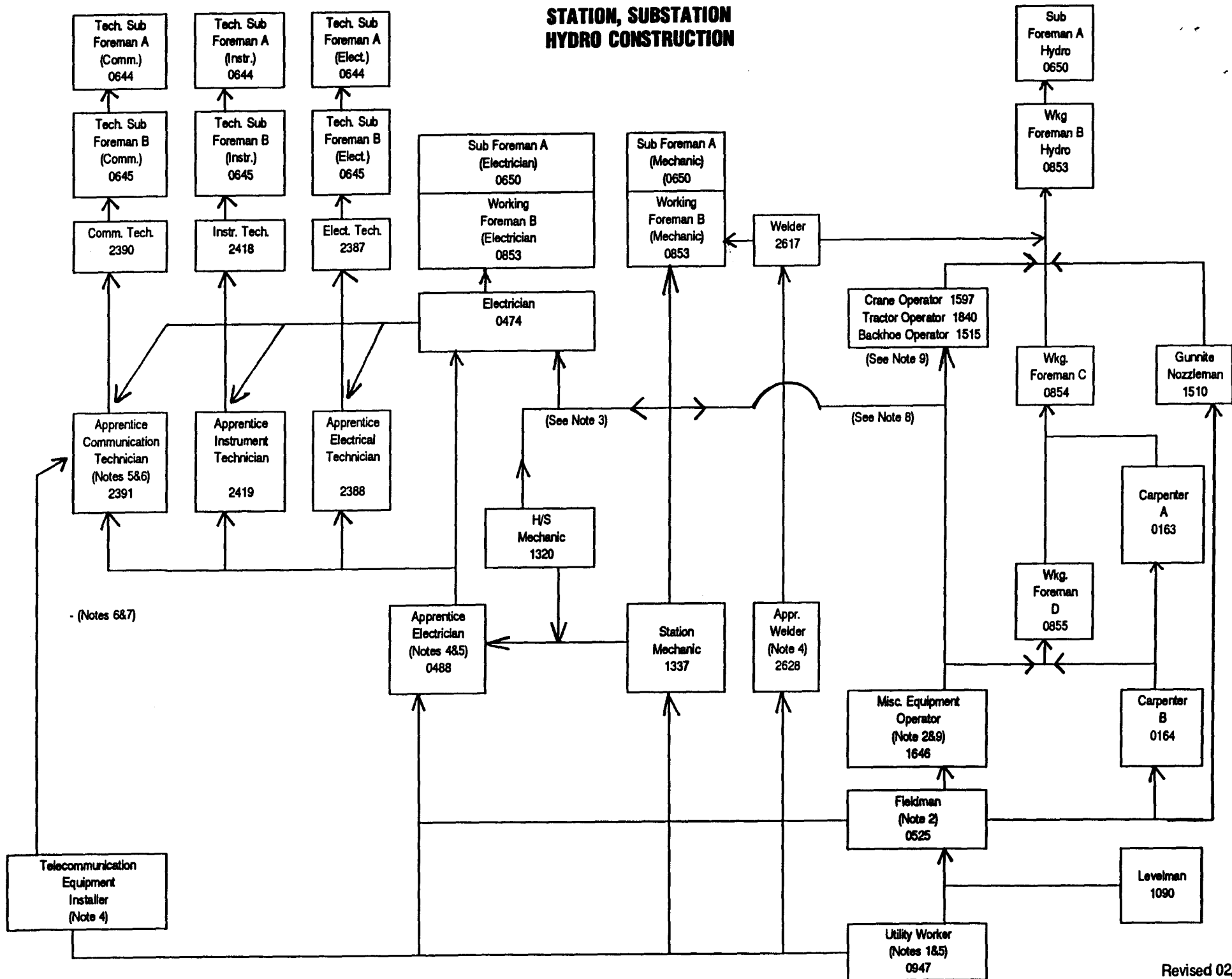
GENERAL CONSTRUCTION

**STATION, SUBSTATION AND
HYDRO DEPARTMENT**

Exhibit VI-M, Section 600.13

**Updated January 1996
Revised Book dated August 18, 1987**

STATION, SUBSTATION HYDRO CONSTRUCTION



- (Notes 6&7)

NOTES

1. **Entry Classification.**
2. **Requires Class A Operators License**
3. **Per Letters of Agreement 80-39 and 84-40.**
4. **Prerequisite - passing grade on ACT Test.**
5. **May go directly to Apprenticeship provided employee completes entry requirements to Apprenticeship and provided employer's need for apprentices exists.**
6. **Prerequisite for Classification - Valid Radio Telephone Operator's License or a Company-approved certification.**
7. **May become 5th step Appr. Comm. Tech. upon completion of Appr. Comm. Tech. exam.**
8. **Crane Operators who were promoted from the Station Mechanic Line of Progression may return to Station Mechanic Line of Progression pursuant to Title 306.**
9. **Must have a minimum of 6 months' experience in Substation work before operating equipment in a substation.**

**GENERAL CONSTRUCTION
CLASSIFICATION CONSOLIDATION
AND LINES OF PROGRESSION**

Duties of Consolidated Classifications

Adoption of this agreement will result in the elimination of several existing classifications and the consolidation of the duties of these classifications into a few newly established classifications. The parties understand and agree that the duties to be performed by the new classifications established by this agreement are limited to those duties formerly assigned to the classifications being eliminated/consolidated into a single classification and any new or additional duties specifically provided for in this agreement. For example, the consolidated Helper classification may perform the duties formerly appropriately assigned to the Engineers Aid (field duties), Second Faller, Groundman, Steel Assembly Groundman, Jackhammerman, Laborer, Material Man, Pipewrapper Hand Small, and Hand Large.

Wage Consideration

On the effective date of this agreement, incumbent employees shall be reclassified in accordance with the attached exhibits. If an incumbent is receiving a wage rate which is more than the top of the new consolidated classification, such employee shall not have his wage rate reduced but shall continue to receive his current wage rate and future general wage increases until such time as the employee permanently leaves the classification to which he has been reclassified.

Incumbent employees who are below the top step of their current classification shall continue to receive progressive wage increases and general wage increases in accordance with the wage schedule of their current or new classification, whichever is higher until they permanently vacate the classification to which they have been reclassified.

New hires or incumbent employees promoted to or demoted to the consolidated classifications on or after the effective date of the agreement shall be paid in accordance with the new wage schedules established by this agreement.

Bidding Rights to Region Classifications

A task force will be established to revise Title 600, Exhibit VI to incorporate, as appropriate, the classifications being established in this agreement, in such a way as to not reduce the current bidding rights of incumbent or future General Construction employees. If such revisions are incomplete as of the effective date of this agreement, the parties shall agree to an interim procedure which does not reduce the current bidding rights of incumbent or future General Construction employees.

Wage Differentials G.C.-Regions

On January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Company and Union shall prepare a list of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications. The Helper shall be considered comparable to the Region (0930) Helper; the new classification of G. C. Fieldman shall be considered comparable to the Region (0524) Fieldman; and the new classification of Miscellaneous Equipment Operator shall be considered comparable to a combination of the Region (0465) Heavy Truck Driver and the Region (1645) Equipment Operator.

Working Foreman B and Subforeman A **- Station/Substation/Hydro Department**

In the Station/Substation/Hydro Department, the parties agree to add Subforeman A and Working Foreman B classifications in the welding line of progression and Hydro line of progression, subject to the restrictions and limitations noted on the Station/Substation/Hydro Line of Progression Chart.

Technology

Attached is a list of new classifications, equipment, and job definitions. This list is intended to be inclusive of current duties appropriately assigned to the new, consolidated classification. The parties recognize that technological advances may raise questions about appropriate duties to assign to a classification in the future.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

0947 - UTILITY WORKER

Will replace the following classifications:

- 0050 Engineer's Aid
- 0523 Second Faller
- 0910 Groundman
- 0915 Steel Assembly Groundman
- 1040 Jackhammerman
- 1080 Laborer
- 1205 Material Man
- 1970 Pipewrapper, Hand Large
- 1975 Pipewrapper, Hand Small

Utility Worker: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. A Utility Worker in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

Pursuant to Section 306.10, Company agrees not to demote incumbent Pipewrappers, Art Atondo and Donald Cook, for reasons other than lack of work.

Office duties formerly assigned to the Engineer's Aid classification shall be reassigned to the appropriate field clerical classification.

<u>0947 - Utility Worker</u>	<u>Wage Rate</u>
(as of 1/1/90)	(as of 1/1/91)
Start:	\$475.70 493.55
6 Mo:	520.75 540.30
1 Yr.:	565.70 586.95
18 Mo:	610.65 633.55
2 Yr:	636.85 660.75

0525 - G.C.FIELDMAN

Will replace the following classifications:

- 0165 Carpenter C
- 0415 Truck Driver
- 0520 Faller
- 1450 Metalman
- 1573 Compressor Operator B
- 1643 Miscellaneous Equipment Operator B
- 1644 Miscellaneous Equipment Operator C
- 1980 Powderman

Employees in the Fieldman classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

GC Fieldman wage rate (Classification Code 0525)

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$643.80	667.95
6 Mo.:	650.60	675.00
1 Yr.:	669.55	694.70
18 Mo.:	690.30	716.20
2 Yr.:	699.80	726.05

GC FIELDMAN - Operates the following equipment:

- Earthworm;
- Gas/electric hoist up to 15 HP;
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws;
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper;
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent;
- Tugger Air Hoist;
- Air compressor up to 1000 C.F.M.;
- Riding roller, self-propelled;
- Street Sweeper, self-propelled, small;
- Small Snow Cat, such as Bombadier;
- Two-axle truck of 12,000 lb. GVW or over;
- Small tiller type tractor or similar hauling unit, 30 HP and under;
- Industrial material handling truck or tractor including lift and towing;
- Pump tender;
- Small trencher and other equipment 30 HP and under

Other equipment may be added to the above list by agreement between Company and Union.

G. C. Fieldman may be required to perform the following duties:

- Performs metalman duties
- When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber;

- When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone.)
- When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two-inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two-inch or larger, length including fitting(s) exceeds five feet, number of meters exceeds one, or a manifold is required, the Street Fitter classification shall be used.)

Class A California drivers license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California drivers license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California Drivers License, such employee shall not be assigned to equipment requiring said licenses.

Current employees as of January 1, 1991, in classifications higher than the Fieldman who are subsequently affected by Title 306 will not be adversely impacted as a result of the Fieldman licensing requirements.

Employees who enter the Fieldman classification after the implementation date of January 1, 1991 will be required to possess the Class A California Drivers License and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California Drivers License and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Fieldman on a regular basis, he/she will be accommodated as follows:

One unlicensed Fieldman per 20 licensed Fieldman. In computing this ratio, all Fieldman will be included (both those classified at the time of implementation and Fieldman entering the classification after implementation).

1646 - MISCELLANEOUS EQUIPMENT OPERATOR

Will replace the following classifications:

- 0435 Special Driver
- 0457 Line Truck Driver
- 0461 Heavy Truck Driver
- 1640 Miscellaneous Equipment Operator A
- 1844 Tractor Operator C
- 1570 Compressor Operator A

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned the duties of the former Heavy Truck Driver, Line Driver or Special Driver classification.

Current employees as of January 1, 1991, in classifications higher than the Miscellaneous Equipment Operator who are subsequently affected by Title 306 will not be adversely impacted as a result of the MEO licensing requirements. Employees in classifications higher in the Line of Progression to the MEO may voluntarily elect to maintain a Class A driver's license, in which case all costs for obtaining and maintaining shall be paid by Company. An employee who progresses to a classification higher than MEO, in the event of a demotion pursuant to Title 306, shall be allowed up to 60 calendar days to obtain a Class A driver's license if such employee does not already possess such license.

Miscellaneous Equipment Operator - Wage Rate

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$723.80	750.95
6 Mo.:	742.35	770.20

MISCELLANEOUS EQUIPMENT OPERATOR (Classification Code 1646)

Operates the following equipment:

- Dozer, smaller than D-4 or equivalent, with or without a side boom or equipment;
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton;
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom;
- Crane, swing, self-propelled, up to and including 5 ton;
- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system;
- Truck tractor operator coupled with one or more trailers;
- Three-axle truck;
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work;*
- Boom truck without a personnel bucket under 10 tons;**
- Hydrauger;

* See Line Department Lines of Progression Chart, Note 7

** See Station/Hydro Department Lines of Progression Chart, Note 8

- Gas/electric hoist over 15 HP;
- Motor Patrol, less than 115 HP, when not grading to stake or grade;
- Trencher, Boom Type, such as Ditch Witch, or equivalent;
- Concrete Pump;
- Tensioners and Pullers (see separate listing of pulling and tensioning equipment);
- Large Snow Cats;
- Drill, Liner, self-propelled air trac or equivalent;
- Cross Country vehicles such as Dragon Wagon or equivalent;
- Flume washer.

Other equipment may be added to the above list by agreement between Company and Union.

[Tractor Operator B]
[Tractor Operator A]

1840 - TRACTOR OPERATOR

Eliminate the present Tractor Operator B and Tractor Operator A classification title, establish a new Tractor Operator classification title utilizing existing Tractor Operator A classification code of (1840)

All employees currently classified as Tractor Operator B and Tractor Operator A shall be assigned to the Tractor Operator classification and wage rate.

Tractor Operator - operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8;
- Case, 850, 1150;
- IH, TD-9, TD-15, TD-20, TD-25;;
- A.C., HD-6, HD-11, HD-16, HD-21;
- Drott over 5 ton to 18 ton;
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20;
- Loader, crawler mounted, 1-1/2 cubic yard and over;
- Whirley, swing crane;
- Motor patrol over 115 HP or when grading to stakes or grade;
- Tractor, crawler side boom, 10 ton and over.

Other equipment may be added to the above list by agreement between Company and Union.

EXHIBIT I

Delete the following classifications due to obsolescence:

Service Center	0856 - Working Foreman "C"
Field Classifications	0050 - Engineer's Aid
	0165 - Carpenter C
	0415 - Truck Driver
	0435 - Special Truck Driver
	0457 - Line Truck Driver
	0461 - Heavy Truck Driver
	0520 - Faller
	0523 - Second Faller
	0910 - Groundman
	0915 - Steel Assembly Groundman
	0947 - Helper
	1040 - Jackhammerman
	1080 - Laborer
	1205 - Material Man
	1450 - Metalman
	1570 - Compressor Operator A
	1573 - Compressor Operator B
	1640 - MEOA
	1643 - MEOB
	1644 - MEOC
	1843 - Tractor Operator B
	1844 - Tractor Operator C
	1970 - Pipe Wrapper, Hand Large
	1975 - Pipe Wrapper, Hand Small
	1980 - Powderman

Station, Substation and Hydro Department - Notes on Lines of progression

NOTES:

1. Entry level - must pass Physical Test Battery.
2. Requires Class "A" operator's license.
3. May go directly to Apprenticeship provided employee completes entry requirements to Apprenticeship and provided employer need for apprentice exists.

- COPY -

LA 80-39-PGE

June 3, 1980

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter cancels and supersedes our letter dated December 6, 1979, on the same subject.

To expand the promotional and transfer opportunities of Hydro Substation Mechanics, the Company proposes to modify the current provisions of the Station Apprentice Electrician program to permit Station Mechanics to be reclassified to either Apprentice or journeyman Electrician on the following basis:

Mechanics who wish to be considered for change of classification to Electrician may proceed with approval of the Manager and with a successful score on the Arithmetic Computation Test (ACT), by either of two methods.

The first method: Reclassification to Apprentice Electrician initiated by request of the Mechanic. The reclassification will proceed as follows:

- a. First step mechanic shall reclassify to first step Apprentice Electrician.
- b. Second, third, and fourth step Mechanic shall reclassify to Apprentice Electrician one step below the existing Mechanic status.
- c. Other Mechanics shall reclassify to third step of Apprentice Electricians.
- d. Regardless of the Apprentice Electrician step that the Mechanic enters into the Apprentice Training Program, the step will be held until the Standards of Achievement for the academic and physical skills of that step have been met.

The second method: Reclassification to Electrician initiated by request of top-step Mechanic. To qualify for this method of reclassification, the Mechanic must have the following prerequisites. These prerequisites can be completed without a formal declaration of intent to change status to Electrician.

- a. Been a top Mechanic for at least two years.
- b. Passed the Arithmetic Computation Test (ACT) successfully.
- c. Passed the following Supplemental Academic Program courses successfully:

- B-10 Basic Math
- B-16 Print Reading - PGandE Drawings
- B-20 Safety
- B-25 Operating Procedures
- B-30 Receive and Store
- B-35 Introduction to Electricity and Electronics
- B-75 Field Testing
- E-10 D-C Theory
- E-15 A-C Theory
- E-16 Power Sources and Electric Motors
- E-26 Schematics and Diagrams
- E-30 Transformers and Vectors

If the Mechanic decides to reclassify to an Electrician, a formal application shall be submitted through the Foreman to the manager. If application is approved, successful completion of the following requirements is mandatory before reclassification is final.

- d. Successfully complete Basic Electricity School in San Ramon.
- e. Complete six months of "On-the-Job" training, including the following minimum requirements, under the supervision of an Electrician or other qualified person:

1.	Wire Pulling	2 weeks
2.	Terminating	5 weeks
3.	Layout of Switchboards	2 weeks
4.	Wiring of Switchboards	5 weeks
5.	Field Tests:	
	Transformer Ratio and Polarity	2 tests
	Dielectric - Oil	2 tests
	Megger	2 tests
	Ground Resistance	2 tests
	High Voltage Detector	2 tests

Local Union No. 1245

-3-

June 3, 1980

In the event that more Mechanics wish to become Electricians than there are openings, Company seniority will be the prevailing factor.

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 of the date hereof.

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

June 18, 1980

By /s/ Dean Cofer
Business Manager

- COPY -

LA 84-40-PGE

February 6, 1985

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:

Attached is Exhibit I, the revised Station Construction Department's Line of Progression. In conjunction with this LOP revision, Company proposes to incorporate provisions herein to allow **Station Mechanics** to become **Apprentice or Journeyman Electricians**.

I. The progression for **Station Mechanics** who wish to be considered for change of classification to **Apprentice Electrician** or **Electrician** may proceed, with approval of the Manager and with a successful score on the Arithmetic Computation Test (ACT).

II. Re-classification to **Apprentice Electrician** is initiated by request of the **Mechanic**. Subject to meeting the requirements of I above, the reclassification will proceed as follows:

- a. First through sixth step **Mechanic** shall reclassify from the present wage step to the same wage step in the Apprentice Electrician Program.
- b. Regardless of the **Apprentice Electrician** step that the **Mechanic** enters in the Apprentice Training Program, the step will be held until the Standards of Achievement for the academic and physical skills of that step have been met.

III. Re-classification to **Electrician** is initiated by request of a top step **Mechanic**. To qualify for this method of re-classification, the **Mechanic** must have, in addition to I above, the following prerequisites which can be completed without a formal declaration of intent to change status to **Electrician**.

- a. Been at the top wage step of Mechanic for at least two years.

- b. Passed the following Supplemental Academic Program courses successfully:

B-10 Basic Math
 B-16 Print Reading - PGandE Drawings
 B-20 Safety
 B-25 Operating Procedures
 B-30 Receive and Store
 B-35 Introduction to Electricity and Electronics
 B-75 Field Testing
 E-10 D-C Theory
 E-15 A-C Theory
 E-16 Power Sources and Electric Motors
 E-26 Schematics and Diagrams
 E-30 Transformers and Vectors

If the **Mechanic** decides to reclassify to an **Electrician**, a formal application shall be submitted through the Foreman to the manager. If application is approved, successful completion of the following requirements is mandatory before reclassification is final and before payment of the **Electrician** wage rate.

- c. Basic Electricity School in Emeryville.
- d. Six months of "On-the-Job" training, including the following minimum requirements, under the supervision of an **Electrician** or other qualified person:

1.	Wire Pulling	2 weeks
2.	Terminating	5 weeks
3.	Layout of Switchboards	2 weeks
4.	Wiring of Switchboards	5 weeks
5.	Field Tests:	
	Transformer Ratio and Polarity	2 tests
	Dielectric - Oil	2 tests
	Megger	2 tests
	Ground Resistance	2 tests
	High Voltage Detector	2 tests

In the event that more **Mechanics** wish to become **Electricians** than there are openings, Company seniority will be the prevailing factor.

February 6, 1985

If you are in accord with the foregoing and the attached Exhibit I 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 the attachment and it agrees thereto of the date hereof.

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

March 26, 1985

By /s/ Jack McNally
Business Manager

- COPY -

LA R2-85-112-PGE

January 14, 1986

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 Section 304.4 of the Physical Agreement, Company proposes to establish the classification of **Telecommunications Equipment Installer** in the General Construction Station Department.

This classification shall be permanently assigned to and regularly perform, without direct supervision, installation of telecommunication systems, including but not limited to: dial exchanges, telephone station equipment, power line carriers, microwave, radio, supervisory and telemetering equipment. The employee holding this classification shall have a background of apprenticeship and experience such as to qualify him to perform these duties with skill and efficiency.

It is proposed that the wage rate be identical to the two-year step of the General Construction **Apprentice Communication Technician**, Class code No. 2391. Attached as Exhibit I is the proposed line of progression.

The majority of the telecommunication work performed by General Construction does not require licensing by the Federal Communications Commission. It is therefore proposed to eliminate the second-class license or other Company-approved certification as a prerequisite to entering the **Communication Technician** apprenticeship. Those employees who, subsequent to entering the training program, obtain such certification shall, at their option, progress to **Communication Technician** in accordance with the Training Guidelines and the General Construction Master Apprenticeship Agreement. Those employees who do not obtain such certification shall, at the conclusion of 24 months in the program, be reclassified to **Telecommunications Equipment Installer** at the same wage rate. Employees who enter the **Telecommunications Equipment Installer** classification will be required to provide the tools required of a 24-month **Apprentice Communication Technician**.

For entry into the **Apprentice Communication Technician** classification, employees from the **Apprentice Electrician, Electrician**, or other classifications to this line of progression will be required to pass the **Apprentice Communication Technician** entry exam as well as any applicable aptitude tests, such as the Physical Pre-employment Test and the Arithmetic Computation Test. Qualified outside candidates for the **Apprentice Communication Technician, Communication Technician, and Telecommunications Equipment Installer** will also be required to pass the **Apprentice Communication Technician** entry exam, which is the same exam given by the G.O. Telecommunications Department. Such employees will be required to pass the above-named aptitude tests. Outside candidates who pass the **Apprentice Communication Technician** entry examination will be placed either in a appropriate wage step of the apprenticeship, based on current skills and knowledge, or at the **Telecommunications Equipment Installer** wage rate provided the employee is fully qualified and requires no further training.

The number of **Telecommunications Equipment Installer** will be limited to thirty-five percent (35%) of the total number of **Communication Technicians**. As an example, at present, there are 125 **Communication Technicians**. Therefore, 35 percent of 125 results in 43.75 for a total of 43 **Telecommunication Equipment Installers**.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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

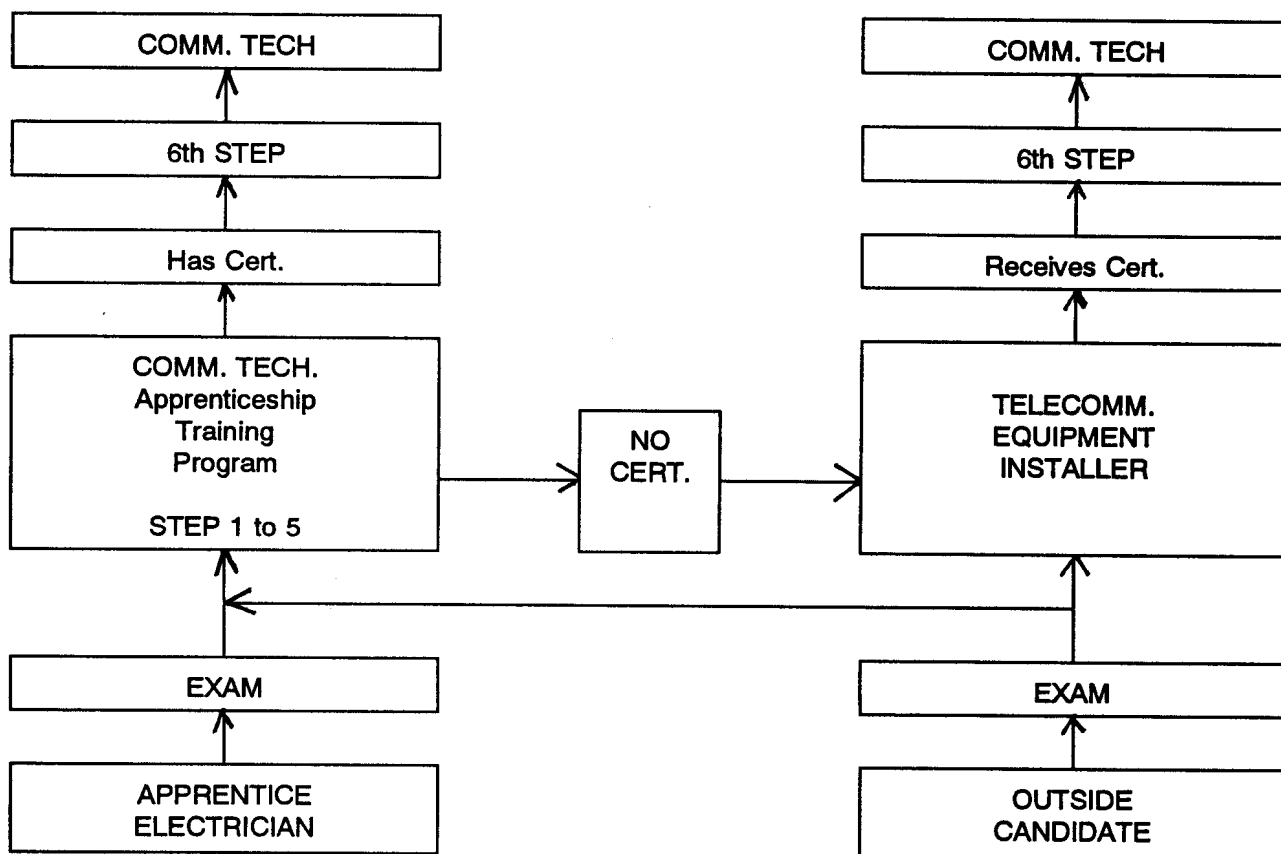
The Union is in accord with the foregoing and attachment and it agrees thereto as of the date hereof.

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

Feb. 21, 1986

By /s/ Jack McNally
Business Manager

EXHIBIT 1



- COPY -

LA R2-90-40-PGE

June 15, 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:

Company has determined that there is a body of work that does not require the technical expertise of a Communication Technician. This work is described in the amended job description for **Telecommunications Equipment Installer**. It has also been determined, however, that this body of work does require some education and training.

Company proposes the establishment of a 36-month training program to address the need for trained and fully qualified employees to accomplish this body of work.

Company proposes, pursuant to Section 304.4 of the Physical Agreement, to amend the **(2392) Telecommunications Equipment Installer** classification in the General Construction Station/Hydro Department as follows:

- Amend testing procedure requiring Physical Pre-employment Test and ACT.
- Modify Line of Progression (Exhibit 1).
- Training Guidelines (Exhibit 2)
- Amend job description and modify wages.

2392 Telecommunications Equipment Installer

An employee who performs but is not necessarily limited to the following:

Installing - retiring or removing telecommunications equipment including:

1. Cable and wire terminations and testing
2. Equipment racks
3. Equipment shelves
4. Seismic and support bracing

- 5. Wire DC Power Distribution
- 6. Telephone and telephone key equipment
- 7. Safe operation of hand and power tools
- 8. Splicing cables and wire
- 9. Housekeeping duties

In addition, the installer may assist a qualified technician in installing, testing, retiring or removing the following equipment:

- 1. Mobile a microwave radios with antennas and transmission lines
- 2. Data, telemetry and supervisory systems
- 3. Dial exchanges
- 4. Multi-plex
- 5. Alarm Systems
- 6. Fiber optic systems
- 7. Battery and charging systems

Without the supervision and direction of a licensed technician, an installer will not be allowed to:

- Perform specialized final testing procedures or put radio transmitters on the air.

Wage Rate - Telecommunications Equipment Installer

Start	\$641.60
End 6 mos.	661.20
End 1 yr.	684.80
End 18 mos.	704.20
End 2 yrs.	724.25
End 30 mos.	744.95
End 3 yrs.	827.35

The number of Telecommunications Equipment Installer will be limited to 35% of the total number of Communications Technicians, Appr. Communication Technician and Technical Subforeman as previously agreed to in Letter of Agreement 85-112. It is not the intent of this agreement to bypass or under utilize the Appr. Communication Technician classification.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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

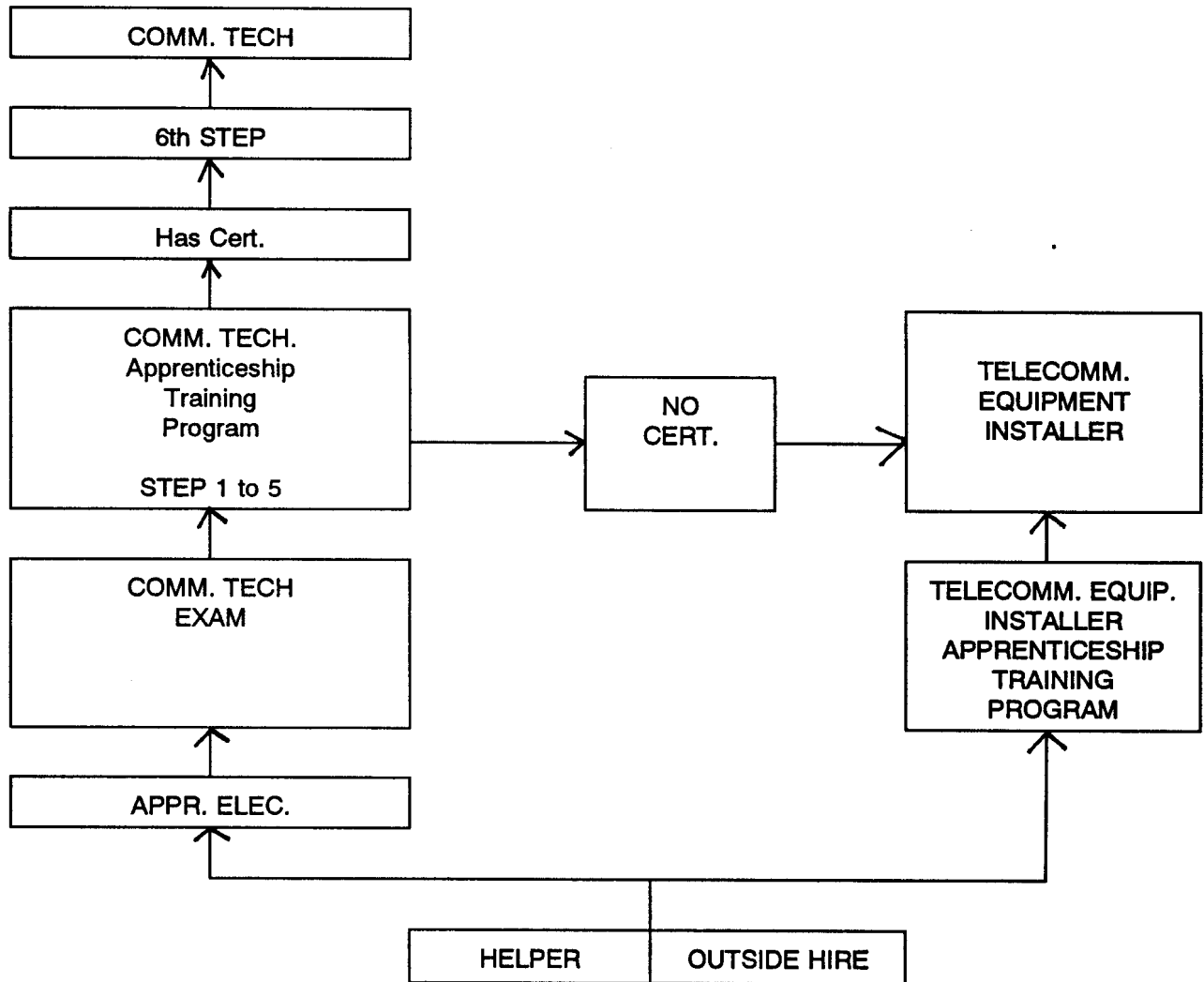
The Union is in accord with the foregoing and attachment and it agrees thereto as of the date hereof.

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

June 29, 1990

By /s/ Jack McNally
Business Manager

PROPOSED LINE OF PROGRESSION



SCHEDULE

HOME STUDY	HOURS
B-10 Basic Math	24
B-20 Safety	12
B-40 Rigging	16
B-55 Hand Tools	12
B-35 Introduction to Electricity and Electronics	9
B-56 Power Tools	24
B-65 Conduit Cable Wire	22
B-25 Operating Procedure	18
"ON THE JOB" ASSIGNMENTS	HOURS
1. Safety	48
2. Erect Microwave Terminals	80
3. Erect Microwave Antennas	80
4. Wiring Standards Microwave Equipment	40
5. Wiring Standards Multiplex Equipment	40
6. Wiring Standards Dial Equipment	120
7. Wiring Standards Station Equipment	100
8. Wiring Standards Cable Splicing	40
9. Wiring Standards Battery Systems	40
10. Install Dial Equipment Exchanges	150
11. Install Dial Equipment Key Telephones	120
12. Install Dial Equipment Telephones	80
13. Install Multiplex Equipment	40
14. Install Data Systems Alarm Equipment	20
15. Install Data Systems Telemetry	20
16. Install Data Systems Supervisory	20
17. Mobile Radio Installation	80

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LA R1-90-183

October 16, 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 Company proposes to establish two field classifications in General Construction **(1211) Materials Handler** and **(1086) Lead Materials Handler**.

The Materials Handler and Lead Material Handler will be in the Station Construction Department and the Materials Handler will be considered a beginning level position and next lower to the Lead Materials Handler.

1211 MATERIALS HANDLER (Beginning Level)

Receives, stores, packages and ships material used by the Station Construction Department Technical Services Group. May be required to operate material handling equipment and to use a typewriter or data terminal. The employee must have a valid Class C California Drivers License to transport material between the facility and jobsite.

Pre-requisite - EEI Clerical Pre-employment Test Battery;
25 words per minute typing pursuant to Letter Agreement 90-8.

1086 LEAD MATERIALS HANDLER

Directs and performs duties related to materials related office procedures: Receives, stores, packages and ships material used by the Station Construction Department Technical Services Group. May be required to operate material handling equipment and to use a typewriter or data terminal. The employee must have a valid Class C California Drivers License to transport material between the facility and jobsite.

Proposed wage rates would be as follows:

1211 MATERIALS HANDLER

1086 LEAD MATERIALS HANDLER

Start	562.85	740.80
	617.20	
	659.25	
	679.95	
End 2 years	703.90	

Shortly after ratification of this agreement, the Company will fill one Lead Materials Handler.

This proposal has been discussed with Joel Ellioff, Business Representative.

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 it agrees thereto as of the date hereof.

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

Oct. 24, 1990

By /s/ Jack McNally
Business Manager

-COPY-

REVIEW COMMITTEE

**General Construction Grievance 3-1627-86-135
P-RC 1195**

August 28, 1987

PHIL G. DAMASK, Chairman
General Construction
Local Investigating Committee

BARRY J. HUMPHREY, Chairman
General Construction
Local Investigating Committee

Grievance Issue

This case involves the alleged inappropriate assignment of the **Line Truck Driver** classification to operate a hydraulic straight boom truck mounted crane rated at 17 tons.

Facts of the Case

In April 1986, the Company rented a hydraulic straight boom truck mounted crane rated at 17 tons. However, the Company had the truck rigged with only a two-part cable with a 7.5 tons lifting capacity.

The truck was used to haul material to the job site and with an attached personnel bucket to lift men and material while working on 230 KV tower lines in the Stockton area.

Union filed a grievance on December 8, 1986 indicating that the Company should be assigning **Crane Operators** to operate this piece of equipment based on the Crane Operator's definition in Exhibit X.

Discussion

Company member opined that the truck was rigged to lift only 7.5 tons and that the complexity to operate the boom was comparable to the requirements and job duties of a **Line Truck Driver** or **Special Driver**.

Union members opined that the skill level to operate and job definitions were the governing factors in this case to determine the appropriate classification. Whether or not the equipment is used or rigged to lift 5, 7.5, or 17 tons at any given time, when a crane rated capacity is above 10 tons, the **Crane Operator** classification is appropriate. Further, the Union opined that this truck was similar to the Grove 12-ton crane.

Settlement

The Committee discussed the case at length and reviewed the job descriptions in Exhibit X in addition to the equipment specifications included in the Local Investigating Committee report.

Based on the facts of this case, the Committee agreed that the Company should have utilized the **Crane Operator** classification when assigning these duties to qualified employees.

Therefore, Committee agreed to settle this case on the basis that beginning 30 days prior to the date the grievance was filed until the present, that Company pay the **Crane Operator** rate to those employee(s) only on those days and for the period of time during which this equipment was operated consistent with the provisions of Section 304.2. This decision is referred back to the Local Investigating Committee to determine affected employee(s) and settlement. Based on the foregoing, this case is closed and such closure should be so noted on the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee

-COPY-

REVIEW COMMITTEE

**General Construction Grievance 3-1772-88-09
P-RC 1294**

January 11, 1989

PHIL G. DAMASK, Chairman
General Construction
Local Investigating Committee

BARRY J. HUMPHREY, Chairman
General Construction
Local Investigating Committee

Grievance Issue

Improper utilization of **Special Truck Driver**.

Facts of the Case

The Company acquired National and Pittman hydraulic cranes for use in the department's operations. This equipment is usually rated at 30,000 lbs. (15 tons) or 25,000 lbs. (12.5 tons). The trucks are used primarily as bucket trucks and to lift small equipment, tools or construction material. The Company, in this case, was utilizing **Special Truck Driver** to operate these pieces of equipment.

Exhibit X of the contract defines the following classifications:

1597 Crane Operator

- 40-70 ton capacity such as the Lima, 40 ton; the Link Belt, 45 ton; the American, 50 ton; the Lima, 70 ton
- 30-35 ton capacity, such as PMH 30 ton and 35 ton and the Calavar Lift
- All 10-25 ton capacity such as Grove 12 ton, Bucyrus Erie 15 ton, and the Lorain 20 ton.

Pile Driving Hammer - such as Kobe Model K13, diesel powered when applicable

0435 Special Driver

1. The operator of a transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout the company system; or
2. The operator of a boom truck with a basic boom tip height of over 45 feet, and with a personnel bucket. (Such as Tel-e-lect.)

Discussion

The Company opined that these hydraulic cranes cannot be considered cranes under the **Crane Operator (1597)** definition due to the considerable dissimilarities. For example, the cranes defined in Exhibit X in the aforementioned weight range are not load carrying cranes and do not have similar lifting radii. Furthermore, this equipment is used primarily for personnel buckets as defined in **Special Driver (0435)**.

The Union pointed out that according to Exhibit X the equipment's load rating is the governing criteria in determining proper classifications. Also, the Union noted that previous Pre-Review Committee Decisions No. 1195 determined the Exhibit X definition and skills would be used in determining the appropriate classifications.

Decision

The Committee reviewed the facts of this case, the previous P-RC decision, and the Exhibit X definitions and agreed that the **Crane Operator** classification is the appropriate classification when operating the type of equipment with this load rating.

Therefore, Committee agreed to settle this case on the basis that 30 days prior to the date the grievance was filed until the present, that Company pay the **Crane Operator** rate to those employees only on those days and for only the period of time during this equipment was operated consistent with the provisions of Section 304.2. This decision is referred back to the Local Investigating Committee to determine affected employee(s) and settlement. Based on the foregoing, this case is closed and such closure should be so noted in the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Chairman
Review Committee

-COPY-

REVIEW COMMITTEE

**ENCON Grievance 3-1993-89-98
P-RC 1488**

Subject of the Grievance:

While operating a vehicle classified as a crane, grievant is being paid as a **Crane Operator** only when actually operating the boom. Company is not considering time spent in transit as operating crane.

Facts of the Case:

The primary issue in this case is whether or not windshield time should be included for purposes of upgrade to the **Crane Operator** classification.

Discussion and Decision:

The Committee reviewed and discussed P-RC 1294.

Company agreed to pay upgrade to the **Crane Operator** classification for all time spent transporting the crane and operating the boom. The Committee, noted, however, that often the crane is parked and utilized in Substation yards. In those instances employees would be upgraded only for time when actually operating the crane consistent with the provisions of Section 304.2.

This case is considered close and should be so noted in the minutes of the Joint Grievance Committee.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Chairman
Review Committee

- COPY -

March 3, 1995

Local Union 1245
International Brotherhood of
Electrical workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention; Mr. Roger Stalcup, Assistant Business Manager

Dear Mr. Stalcup:

This will acknowledge the discussions you have had with Doris Spingola of this Office regarding the implementation procedure outlined in LA 94-50 as it relates to LA 93-108.

In reviewing LA 94-50 for the purpose of providing the programming support for implementation, it was recognized that certain groups of Title 300 employees were not identified in any of the categories. As a result, employees who are outside of the line of progression but in the department and employees who are next lower in the department but not at the top rate of pay would not have any consideration prior to Title 200 employees. It is our understanding that the intent of LA 93-108 was to provide for all title 300 employees before extending job offers to Title 200 employees. The last group of Title 300 employees covered in the implementation agreement (LA 94-50) are employees from *outside of the department* and the two groups identified above are employees who are *in the department*.

Based on Company's and Unions' discussion, 94-50 (b) (2) (b) "*from any other department*" is understood to cover "*all other Title 300 employees.*"

Sincerely,

/s/ David J. Bergman
Director and Chief Negotiator

- COPY -

LA R6-93-108-PGE

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

Attention: Mr. Jack McNally

Gentlemen:

In order to create a method for voluntary moves from Title 200 to title 300 classifications, and between Title 300 Departments, Company proposes the following:

1. Prebid codes shall be established for above entry level classifications and transfer codes for entry level classifications covered by Title 300 of the Agreement. A separate code will be established for each promotion/demotion geographic area. For those classifications that are common to more than one Title 300 Department, a separate code will be established for the classification in each Department.
2. If the provisions of Section 305.5 have been exhausted in the geographic area and department in which Company is attempting to fill a position. Company shall offer the position to the senior qualified Title 300 prebidders or transferee in the same department but in a different geographical area. Company shall then offer the position to the senior qualified Title 300 prebidder or transferee from any other department. Positions which are not filled by a current Title 300 employee shall then be offered to the senior qualified Title 200 prebidder or transferee. This agreement does not obligate the Company to standardize jobs or job descriptions between Title 200 and Title 300, nor does it abrogate the Company's right to move Title 300 employees anywhere in the Company system.
3. Title 200 employees who accept positions covered by Title 300 shall be subject to the provisions of Section 301.3(c)(1) and (2). That is, Title 200 employees with a Service date of 12/31/87 or later will be subject to the provisions of Subsection (c)(2)(i) and (ii) (this employee shall not be eligible for per diem expenses as provided in Section 301.4 until the employee is transferred as described in Subsections (i) and/or (ii), unless such employee previously obtained "floating crew status". Employees with a Service date prior to 1/1/88 shall be entitled to per diem expenses based on the language in Subsection (c)(1).
4. Joint Company and Union teams will meet with employees to explain terms of this agreement. These meetings will be held as soon as possible after signing of the agreement.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: /s/ David J. Bergman
Director and Chief Negotiator

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

July 18, 1994

By: /s/ Jack McNally
Business Manager

- COPY -

LA R2-94-50-PGE

September 7, 1994

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 306.10 and 301.20 and in conjunction with Letter Agreement R6-93-108-PGE, signed July 18, 1994, to streamline the current procedure used to comply with certain sections of the Agreement. The current procedure required written notice be sent to the Company from employees who have been displaced in order to return to the employees' former department pursuant to subsection 306.9(b). Clerical Assistants are required to submit a transfer if they want to be considered for a Routine Field Clerk classification pursuant to Subsection 301.19(b). As provided for in the Lines of Progression, certain field and Service Center classifications in the Fleet Management Department who wish to be considered for transfer/promotion must have a notice on file.

Letter Agreement R6-93-108-PGE will result in the establishment of prebid or transfer codes for all General Construction classifications covered by Title 300 of the Agreement. This proposal will allow for those employees identified above to submit their request by utilizing the applicable transfer or prebid form.

The parties recognize that in conjunction with establishing a transfer and prebid system for Title 300 General Construction classifications, the general principles contained in Section 205.4 (Prebid Procedure) and portions of Section 205.5 (Filling Beginner's Classifications) must be adopted and applied for those newly established transfers and prebids. In order to implement the transfer/prebid procedure, the parties agree to adopt modified provisions similar to Section 205.4 and portion of 205.5 as follows:

GENERAL CONSTRUCTION PREBID PROCEDURE

Any regular employee of Company may submit a prebid on any existing job classification and promotion/demotion geographic area, as defined in Exhibit II on page 113 of the Agreement for which the employee desires consideration in accordance with the following procedure:

- (a) **Eligibility:** To be valid, an employee's prebid must be entitled to preferential consideration under the provisions of Section 305.5 or the provisions of Subsection (b) below. A list of existing classifications by promotion-demotion geographic area with appropriate prebid numbers is available in each headquarters where employees in the Physical bargaining unit regularly report for work.
- (b) **Filling of Vacancies:** Whenever a vacancy occurs in any job classification which the Company intends to fill on a regular basis, once the current provisions of Section 305.5 have been exhausted, Company shall fill the remaining vacancies as soon as practicable and in the following sequence:
- (1) Bids made by employees who are entitled to preferential consideration under Section 306.9 who are out of the Promotion-Demotion Geographic Area of the vacancy.
 - (2) Bids made by regular Title 300 General Construction employees in order of seniority who are:
 - a) in the same department but in a different Promotion-Demotion Geographic Area, who are either
 - (i) in the same classification as that in which the job vacancy exists, or
 - (ii) in classifications which are higher thereto in the Lines of Progression, or
 - (iii) at the top rate of pay of the next lower classification in the normal Line of Progression, except as otherwise provided in any applicable apprenticeship agreement.
 - b) from any other department
 - (3) Bids made by any regular Title 200 Division employee in order of seniority.
- (c) **Forms:** Prebids must be submitted on the form provided by Company or via Bid Express, the telephone input system.
- (d) **Mail:** Prebids may be submitted to Company by either United States or Company mail.

- (e) **Timeliness:** Company shall not consider any prebid which was received by Company less than eight calendar days prior to the date the fully authorized job vacancy report was received and date stamped by the local Human Resources Department to fill a job vacancy in the classification and promotion-demotion geographic area on which the prebid was made. Only those prebids valid as of the date stamped on the job vacancy report will be considered to fill such vacancy. Subsequent prebids may be considered only after that list has been exhausted. At that point where there are no qualified prebids on file, Company will have 60 days to fill the vacancy in the same manner as described in Section 205.13.
- (f) **Date of Receipt:** The date of receipt will be the date of the U.S. postmark if legible. If such postmark is illegible or if the prebid is submitted by Company mail, the date of receipt will be the Industrial Relations date stamp.
- (g) **Acknowledgment:** Company will acknowledge receipt of all prebids within 15 calendar days from the date of receipt and without rejecting the prebid notify the employee in writing of any known reason which might preclude the employee's filling the classification on which the employee has submitted a prebid, including information regarding testing programs which must be completed. Information on whether or not an employee has completed such programs is available from the employee's Human Resources Department.
- (h) **Cancellation of Prebids:** Prebids are valid for a period of one year from the date of receipt or until such time as the employee changes classification or until such time as the employee rejects an appointment to the classification in a specific promotion-demotion geographic area (and shift, if appropriate) on which the prebid was made. Company will notify an employee of the cancellation of employee's prebids as indicated below. Cancellation shall be effective as follows:
- (1) at the expiration of one year from the date of the prebid and after 15 calendar days' advance notice from Company.
 - (2) upon the employee's declining an appointment to the classification in a specific promotion-demotion geographic area on which the prebid was submitted.
 - (3) 30 calendar days after any employee's change of classification which does not affect his or her status as a prebidder, and after 15 calendar days' advance notice from Company.
 - (4) immediately upon an employee's change of classification which affects his or her status as a prebidder.
 - (5) immediately upon receipt of authorization from an employee to cancel a prebid, or

- (6) upon receipt of authorization from the local Human Resources Department to cancel prebids because a job is deleted from the directory or an employee improperly designates rights, as provided in Section 306.9, with notification to the employee by the local Human Resources Department of such cancellation. In the later cases, the employee's prebid will be given the appropriate 305.5 consideration for 15 calendar days from the time the local Human Resources Department notifies employee of such cancellation.
- (i) **New Jobs in a Promotion-Demotion Geographic Area:** The Company shall post, on all bulletin boards throughout the System, a notice describing all new classifications in any promotion-demotion geographic area on the first or fifteenth of any month, as soon as such jobs are authorized to be filled. Such notice shall remain posted until the next Directory listing the new classification is posted on the bulletin board, but not less than 15 days. If no prebids are received 18 days after the date shown on the notice, or at the point there are no qualified bids on file, Company will have 60 days to fill the vacancy in a manner as described in the provisions of Section 205.13.

An employee who is the senior, qualified bidder to more than one vacancy, which is currently being filled, shall be given the option of accepting the classification and promotion-demotion geographic area desired.

- (k) **Prebid Directory:** The Company shall identify all prebidable classifications covered under the Physical and Clerical Agreements. Such identification shall include the location, function and prebid number.

FILLING BEGINNER'S CLASSIFICATION

Whenever Company intends to fill a beginner's classification, Company shall fill it in the following sequence:

- (a) Transfers made by regular employees who are entitled to preferential consideration under Section 306.9 who are:
1. in the same Promotion-Demotion Geographic Area as the vacancy, then;
 2. out of the Promotion-Demotion Geographic Area as the vacancy.
- (b) Company shall make unrestricted appointments in filling one-half of the vacancies in beginner's classifications.

- (c) In making appointments to fill the remaining one-half of the vacancies in beginner's classifications in each Line of Progression in a given department in a promotion-demotion geographic area, Company shall give preferential consideration to employees who have previously filed a transfer to fill such vacancies. An employee who is the senior, qualified transferee to more than one vacancy, which is currently being filled, shall be given the option of accepting the vacancy desired. Preference for appointment shall be given to the employee for each vacancy in each classification who has the greatest Service in the following sequence:
- (1) Title 300 General Construction employee in the same departments as the vacancy.
 - (2) Any other Title 300 General Construction employee.
 - (3) Title 200 Division employees.

The above provisions shall be applicable to a beginner's classification in a Line of progression in a promotion-demotion geographic area where a transfer application for such vacancy is on file and the number of unrestricted appointments exceeds transfers.

All transfer requests must be submitted by United States or Company mail on a form provided by Company. Transfer requests also may be submitted via Bid Express, the telephone input system. The date of receipt shall be the postmark date if delivered by U.S. Mail, or Industrial Relations date stamp if delivered by Company mail or if the U.S. postmark is illegible. In no event shall the Company consider any transfer application which was received by Company less than eight calendar days prior to the established control date. The control date is first established on the date the fully authorized personnel requisition is received and date stamped by the local Human Resources Department to fill a job vacancy in the classification and promotion-demotion geographic area on which the transfer application was made. If the transfer listing is exhausted without a successful candidate, a new control date will be established. This new control date will be the date of the decline or bypass of the last transfer applicant. Transfers which were not timely under the original control date but were received eight days prior to the new control date will then be given consideration. If the vacancy cannot then be filled by transfer, it may be filled by unrestricted appointment - no transfers on file.

- (d) Company shall acknowledge receipt of all transfer applications within 15 calendar days from date of receipt and, without rejecting such applications, notify in writing an employee who submits a transfer application of any known reason which might preclude the employee from filling the classification on which the employee has submitted a transfer application, including information regarding testing programs

which must be completed. Information on whether or not an employee has completed such programs is available from the employee's Human Resources Department.

- (e) Within ten calendar days after the first of each month, Company shall, within each department identified in Exhibit 11 and by promotion-demotion geographic area, provide Union information on beginning job vacancies that have filled the previous month as follows:
- (1) Name of individual, social security number, employment date and classification.
 - (2) Classification of vacancy filled.
 - (3) Department and promotion-demotion geographic area of vacancy filled.
 - (4) Date vacancy filled.
 - (5) Show whether vacancy is required or part-time.
 - (6) Show whether vacancy is filled by transfer, new hire or new hire - no transfers on file.
- (f) For the purposes of this agreement, beginner's classifications are those listed in Exhibit VII, General Construction Field and Service Center classifications.
- (g) **Cancellation of Transfers:** Applications for Transfers are valid for a period of one year from the date of receipt or until such time as the employee changes classification or until such time as the employee rejects an appointment to the classification and promotion-demotion geographic area on which the transfer application was made. Company will notify an employee of the cancellation of employee's applications for transfer as indicated below. Cancellation shall be effective as follows:
- (1) At the expiration of one year from the date of the transfer and after 15 calendar days advance notice from Company.
 - (2) Upon the employee's declining an appointment to the classification and promotion-demotion geographic area on which the transfer was submitted.
 - (3) 30 calendar days after any employee's change of classification, which does not affect his or her priority status as a transfer, and after 15 calendar days advance notice from Company.

- (4) immediately upon an employee's change of classification which affects his or her priority status as a transfer.
- (5) Immediately upon receipt of authorization from an employee to cancel a transfer, or
- (6) Upon receipt of authorization from the local Human Resources Department to cancel transfers because a job is deleted from the director or an employee improperly designates rights, as provided in Section 306.9 with notification to the employee by the local Human Resources Department of such cancellation. In the latter cases the employee's transfer will be given the appropriate consideration for 15 calendar days from the date of notification.

POSTING OF JOB AWARDS:

Company shall post biweekly on the bulletin boards in each headquarters within the system a list of all job awards made through prebids and through transfers since the last list was posted. Such list will include the job vacancy number (where appropriate) and the Promotion-Demotion Geographic Area, the appointed employee's name and service, and the Section of this Agreement relief upon for the award.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: /s/ David J. Bergman
Director and Chief Negotiator

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

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

Sept. 9, 1994

By: /s/ Jack McNally
Business Manager