



**Pacific Gas and Electric Company.**

# LETTER AGREEMENT NO. R1-13-76-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
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STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
TOM DALZELL,  
BUSINESS MANAGER

July 9, 2014

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

Attached is the updated Job Definitions and Lines of Progression for Section 600.12, Exhibit VI-L, for the Division Electric Maintenance Department. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

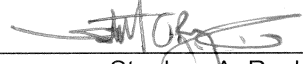
Changes appear in italics. Also, attached is a revision mode copy showing additions in italics and deletions lined out. The documents prompting the changes are listed on the last page of the JDLOP.

While the parties have completed a comprehensive review, due to the length of time since the last update there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

If you agree, 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:   
Stephen A. Rayburn  
Director and Chief Negotiator

The Union is in agreement.

August 18, 201<sup>4</sup>

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

By:   
Tom Dalzell  
Business Manager

**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 *February 2014***

**REPLACES BOOK DATED *August 1995***

**New language appears in Italics**

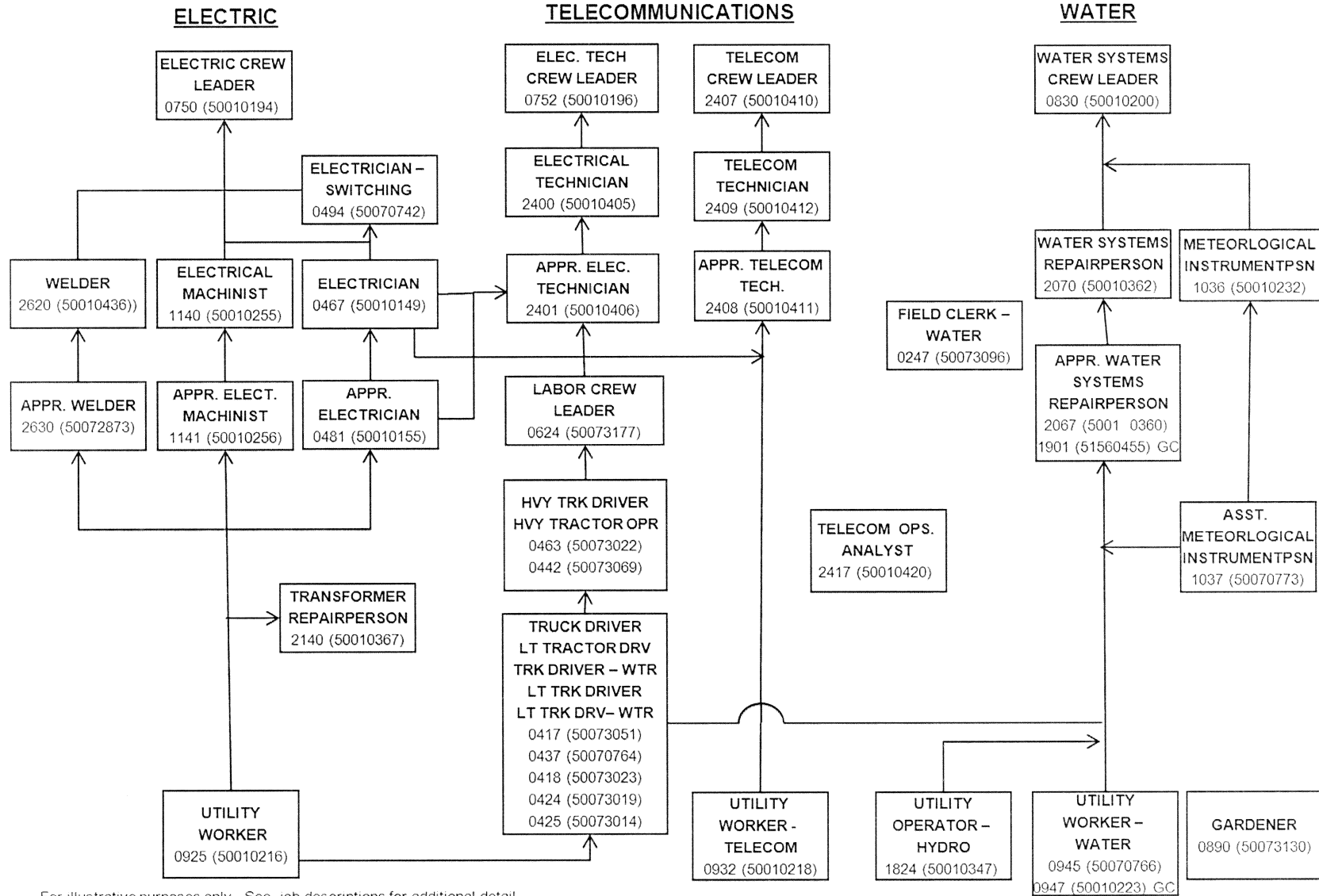


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## ELECTRIC MAINTENANCE - LINE OF PROGRESSION



For illustrative purposes only. See job descriptions for additional detail.

**ELECTRIC MAINTENANCE DEPARTMENT**  
**Includes Hydro Maintenance**

**JOB DEFINITIONS AND LINES OF PROGRESSION**

**ELECTRIC MAINTENANCE CREW LEADER**  
**0750 (50010194)**

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0499	50010160	<i>Traveling Electrician - Materials</i>
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
0494	50070742	<i>Electrician - Switching</i>
2626	50010437	<i>Certified Welder</i>
2623	50073013	<i>Certified Welder - UN</i>
2637	50010440	<i>Traveling Certified Welder</i>
2636	50072957	<i>Traveling Certified Welder - UN</i>

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC
0651	50010180	Subforeman A - GC Station
0653	50010181	Subforeman B - GC Station
0710	50010185	Elec. Shop Leader
0711	50272160	<i>Traveling Elec. Shop Leader</i>
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0105	50251365	Working Foreman A - GC Station
0107	50251367	Working Foreman B - GC Station

**ELECTRIC MAINTENANCE CREW LEADER – HELMS**  
**0751 (50010195)**

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. (Class C driver's license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0499	50010160	<i>Traveling Electrician - Materials</i>
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
0494	50070742	<i>Electrician - Switching</i>
2626	50010437	<i>Certified Welder</i>
2623	50073013	<i>Certified Welder - UN</i>
2637	50010440	<i>Traveling Certified Welder</i>
2636	50072957	<i>Traveling Certified Welder - UN</i>

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC
0651	50010180	Subforeman A - GC Station
0653	50010181	Subforeman B - GC Station
0710	50010185	Elec. Shop Leader
0711	50272160	<i>Traveling Elec. Shop Leader</i>
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0105	50251365	Working Foreman A - GC Station
0107	50251367	Working Foreman B - GC Station

**ELECTRICAL TECHNICIAN CREW LEADER**  
**0752 (50010196)**

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. (Class C driver's license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2400	50010405	Elec. Technician*
2403	50010408	Elec. Technician – UN*
2402	50010407	Elec. Technician – Helms*
2387	50010395	Elec. Technician – GC*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader

*\*Requires minimum of 1 year as a journeyman.*



**TELECOMMUNICATIONS CREW LEADER****2407 (50010410)**

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. (Class C driver's license may be required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2389	50010397	Telecommunications Tech. - Helms
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN - DCPD
2390	50010398	Communications Tech - GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC
0752	50010196	Elec. Technician Crew Leader
2407	50010410	Telecommunications Crew Leader

**WATER SYSTEMS CREW LEADER****0830 (50010200)**

An employee who is a working foreman in charge of a crew of two to five persons excluding the working foreman engaged in construction, maintenance, and repair of canals, tunnels, ditches, flumes, pipelines, services, reservoirs, dams, gates, roads, and other related facilities of the water systems; handles the cleaning of canals, ditches, and other bodies of water. May supervise a crew not to exceed ten employees, excluding the working foreman, performing unskilled work. Shall have the personal qualifications of leadership and supervisory ability, the qualifications of a Water Systems Repairperson, and be familiar with Company's construction and safety standards, accounting procedures, and other applicable rules and procedures.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1036	50010232	Meteorological Instrumentperson
1905	50072833	Water Treatment Plant Operator*
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0830	50010200	Water Systems Crew Leader

*\*Provided employee has been a Water Systems Repairperson and has successfully completed the Apprentice Water Systems Repairperson Training Program.*

**TELECOMMUNICATIONS TECHNICIAN**

**2409 (50010412)**

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. (Class C driver's license may be required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2408	50010411	Appr. Telecommunications Tech
2391	50010399	Appr. Communications Technician – GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Elec. Technician Crew Leader
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN - DCPD

\* Must be a qualified Telecommunications Technician.

**TELECOMMUNICATIONS TECHNICIAN – HELMS**

**2389 (50010397)**

(See LA 84-69, pages 39-40)

A resident 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, 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. (Class C driver's license required per LA 93-39.)

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2408	50010411	Appr. Telecommunications Tech
2391	50010399	Appr. Communications Technician – GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A - GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Elec. Technician Crew Leader
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN - DCPD

\* Must be a qualified Telecommunications Technician.

**APPRENTICE TELECOMMUNICATIONS TECHNICIAN**  
**2408 (50010411)**

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0481	50010155	Appr. Electrician - Elec. Maintenance*
0482	50072851	Appr. Electrician - Steam*
0483	50072524	Appr. Electrician - Materials*
0932	50010218	<i>Utility Worker - Telecommunications</i>
2417	50010420	Telecommunications Operations Analyst (DCPP, Fairfield, G.O. Computer Centers & Sacramento Only)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0468	50010150	Electrician - Steam
0485	50073004	Electrician - UN - Steam
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0494	50070742	<i>Electrician - Switching</i>
0499	50010160	<i>Traveling Electrician - Materials</i>
0472	50073082	Electrician - DCPD
0489	50073006	Electrician - UN - DCPD
0477	50010153	Traveling Electrician - Steam
0476	50072953	Traveling Electrician - UN - Steam
0479	50010154	Traveling Electrician - DCPD
0491	50072952	Traveling Electrician - UN - DCPD
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2391	50010399	Appr. Communications Technician - GC**
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2401	50010406	Appr. Elec. Technician
2408	50010411	Appr. Telecommunications Tech

\* Must be at 2 year step or above.

\*\* Must hold FCC license or Company approved certification.

An Electrician or an Apprentice Control Technician/Control Technician that previously held the Electrician classification 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 Section 205.7 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:** See Letter Agreement 09-31 for entrance exam requirements.

**TELECOMMUNICATIONS OPERATIONS ANALYST**  
**(DCPP, FAIRFIELD, GENERAL OFFICE**  
**COMPUTER CENTERS AND SACRAMENTO ONLY)**  
**2417 (50010420)**

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**

**ELECTRICAL TECHNICIAN**  
**2400 (50010405)**

*An employee who, without direct supervision, performs programming, installation, calibration, testing, troubleshooting, maintenance and installation of electromechanical, solid state and microprocessor protective relays, automation and control systems. This includes synchronized end to end protection systems testing.*

*Performs applicable testing and troubleshooting, and apply configurations to remote control and data acquisition systems (i.e. SCADA, EMS). Responsible for completing all applicable documentation and test reports required to meet internal and Federal, State and local regulatory compliance. Performs electrical power switching.*

*Plans and schedules work, including submitting clearance applications to the Operations Control Center. May be assigned to train and direct Electrical Technician apprentices. May direct Electricians. Maintains and makes field revisions to engineering documents and drawings. Responsible for testing and commissioning integrated and non-integrated electrical systems, i.e. switchgear, network relays.*

*Must have background of Electrical Technician apprenticeship.*

*Assignments may include duties performed to the protection system associated communications equipment.*

Class C driver's license required per LA 93-39.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2401	50010406	Appr. Elec. Technician
2388	50010396	Appr. Elec. Technician - GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
2387	50010395	Elec. Technician - GC
2400	50010405	Elec. Technician

2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms

\*Must be a qualified *Electrical* Technician.

**ELECTRICAL TECHNICIAN – HELMS**

**2402 (50010407)**

(See LA 84-69)

*An employee who, without direct supervision, performs programming, installation, calibration, testing, troubleshooting, maintenance and installation of electromechanical, solid state and microprocessor protective relays, automation and control systems. This includes synchronized end to end protection systems testing.*

*Performs applicable testing and troubleshooting, and apply configurations to remote control and data acquisition systems (i.e. SCADA, EMS). Responsible for completing all applicable documentation and test reports required to meet internal and Federal, State and local regulatory compliance. Performs electrical power switching.*

*Plans and schedules work, including submitting clearance applications to the Operations Control Center. May be assigned to train and direct Electrical Technician apprentices. May direct electricians. Maintains and makes field revisions to engineering documents and drawings. Responsible for testing and commissioning integrated and non-integrated electrical systems, i.e. switchgear, network relays.*

*Must have background of Electrical Technician apprenticeship.*

*Assignments may include duties performed to the protection system associated communications equipment.*

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.

*Class C drivers' license required per LA 93-39.*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2401	50010406	Appr. Elec. Technician
2388	50010396	Appr. Elec. Technician - GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1606	50253773	Technical Crew Leader A – GC*
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
2380	50010391	Control Technician - DCPD
2381	50073010	Control Technician - UN - DCPD
2382	50010392	Traveling Control Tech-DCPD
2399	50072955	Traveling Control Tech - UN - DCPD
2385	50010394	Shift Control Tech - DCPD
2375	50010390	Shift Control Tech - UN - DCPD
2387	50010395	Elec. Technician - GC

2396	50010403	Traveling Control Tech
2394	50010402	Traveling Control Tech - UN
2397	50072987	Control Technician
2383	50010393	Control Technician - UN
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2418	50070715	Instrument Technician - GC

\*Must be a qualified *Electrical* Technician.

**APPRENTICE ELECTRICAL TECHNICIAN**  
**2401 (50010406)**

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 the employee has been trained and instructed. The employee's educational and general qualifications must be such that the employee is considered capable of attaining technician status.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0481	50010155	Appr. Electrician - Elec. Maintenance*
0482	50072851	Appr. Electrician - Steam*
0483	50072524	Appr. Electrician - Materials*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0468	50010150	Electrician - Steam
0485	50073004	Electrician - UN - Steam
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0499	50010160	<i>Traveling Electrician - Materials</i>
0472	50073082	Electrician - DCP
0489	50073006	Electrician - UN - DCP
0477	50010153	Traveling Electrician - Steam
0476	50072953	Traveling Electrician - UN - Steam
0479	50010154	Traveling Electrician - DCP
0491	50072952	Traveling Electrician - UN - DCP
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew

		Leader
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecommunications Tech - UN - DCP

\*At 2 yr. step or above.

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 Section 205.7 until the employee 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 the employee has accrued 30 months' classification seniority as an Apprentice Electrical Technician.

**Note:** See Letter Agreement 07-43 for entrance exam requirements.

**ELECTRICIAN**  
**0467 (50010149)**  
 (See LA 87-112)

**ELECTRICIAN (HELMS)**  
**0459 (50073084)**  
 (See LA 84-69)

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 an employee to perform their duties with skill and efficiency. (Class C driver's license required per LA 93-39.)

*Employees classified as Electrician are required to perform switching duties. 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 Electrician - Switching rate of pay for the work time involved but in no case less than eight hours at the straight rate of pay.*



<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0481	50010155	Appr. Electrician - Elec. Maintenance

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0466	50073083	Electrician - GC Service Center
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0494	50070742	<i>Electrician - Switching</i>
0499	50010160	<i>Traveling Electrician - Materials</i>
0474	50010152	Electrician - GC
1606	50253773	Technical Crew Leader A - GC
0651	50010180	Subforeman A - GC Station
0653	50010181	Subforeman B - GC Station
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
0105	50251365	Working Foreman A - GC Station
0107	50251367	Working Foreman B - GC Station
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC*
2389	50010397	Telecommunications Tech. - Helms*
2390	50010398	Communications Tech - GC*
2391	50010399	Appr. Communications Technician - GC*
2400	50010405	Elec. Technician*
2403	50010408	Elec. Technician - UN*
2402	50010407	Elec. Technician - Helms*
2387	50010395	Elec. Technician - GC*
2401	50010406	Appr. Elec. Technician*
2407	50010410	Telecommunications Crew Leader**
2408	50010411	Appr. Telecommunications Tech*
2409	50010412	Telecommunications Tech*
2393	50010401	Telecommunications Tech - UN*
2414	50010417	Telecommunications Tech - DCPP*

2427	50072960	Telecommunications Tech - UN - DCP*P*
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\*An employee in an Apprentice Technician or Technician classification who was formerly classified as an Electrician may bid back to Electrician.

\*\*Must be a journeyman Electrician.

**ELECTRICIAN – SWITCHING**  
**0494 (50070742)**

A service employee with the craft qualification of an Electrician.

**Notes:**

1. *Electrician – Switching are subject to the provisions of Section 3.5 of the Physical Agreement “Residency Requirement”. Company and Union can agree to waive the residency requirements on a case-by-case basis.*
2. *Electrician – Switching must possess a valid California Driver’s license and may be required to wear a respirator.*
3. *Employees must complete the 40-hour Switchman Training in order to be qualified for the position. The Company may test the employee’s proficiency by requiring them to attend the 40-hour Switchman Training or the 8-hour Switchman refresher course. This is not intended to be a pass/fail course but rather to identify an employee’s proficiency to perform his/her job duties. Employees are required to maintain proficiency to stay in this Electrician - Switching classification.*
4. *Electrician - Switching is required to perform all types of substation switching and may perform field switching for substation assigned work, not to include field parallels, field loops and line clearances.*
5. *Electrician - Switching will be required to perform all duties of an Electrician and classifications lower in the line of progression.*
6. *Employees classified as Electrician are required to perform switching duties. 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 Electrician - Switching rate of pay for the work time involved but in no case less than eight hours at the straight rate of pay.*

Classifications that bid this position and have not completed the substation electrician training program will be placed as a provisional Electrician - Switching and will be required to complete a substation electrician training program approved by the Joint Apprenticeship Training Committee. Employees who do not successfully complete the training program will be removed in accordance with Section 206.15 of the Physical Agreement.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0459	50073084	Electrician - Helms
0466	50073083	Electrician - GC Service Center
0467	50010149	Electrician - Elec. Maintenance

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0107	50251367	Working Foreman B - Non-Climbing**
0494	50070742	Electrician - Switching
0651	50010180	Subforeman A - Station/Hydro**

0484	50010156	Electrician - UN - Elec. Maintenance
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0474	50010152	Electrician - GC
0499	50010160	Traveling Electrician - Materials

0750	50010194	Elec. Maintenance Crew Leader**
0751	50010195	Elec. Maintenance Crew Leader – Helms**
0752	50010196	Elec. Technician Crew Leader*
1606	50253773	Technical Crew Leader A - Non-Gas**
2387	50010395	Elec. Technician - G.C.*
2388	50010396	Appr. Elec. Technician – GC*
2389	50010397	Telecommunications Tech. - Helms*
2390	50010398	Communications Tech - GC*
2391	50010399	Appr. Communications Technician - GC*
2400	50010405	Elec. Technician*
2403	50010408	Elec. Technician - UN*
2402	50010407	Elec. Technician - Helms*
2387	50010395	Elec. Technician - GC*
2401	50010406	Appr. Elec. Technician*
2407	50010410	Telecommunications Crew Leader**
2408	50010411	Appr. Telecommunications Tech*
2409	50010412	Telecommunications Tech*
2393	50010401	Telecommunications Tech - UN*
2414	50010417	Telecommunications Tech - DCP*P*
2427	50072960	Telecommunications Tech - UN - DCP*P*

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

\*\* Must be journeyman Electrician.

**APPRENTICE ELECTRICIAN**  
**0481 (50010155)**

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 the employee is considered capable of attaining journeyman status.

Legacy Code	SAP Job Code	Next Lower Classifications
0921	50072845	Utility Worker - Drum

Legacy Code	SAP Job Code	Same or Higher Classifications
0468	50010150	Electrician - Steam*

0922	50010214	Utility Worker - Helms
0923	50010215	Utility Worker - Materials - Elec. Maintenance
0498	50010159	<i>Traveling Utility Worker - Materials</i>
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	<i>Utility Worker - Water</i>
2135	50010366	Transformer Repairperson - Materials
2140	50010367	Transformer Repairperson
2070	50010362	<i>Water Systems Repairperson</i>
2068	50010361	<i>Water Systems Repairperson - UN</i>
1902	51560455	<i>Water Systems Repairperson - GC</i>

0485	50073004	Electrician - UN - Steam*
0472	50073082	Electrician - DCPP*
0489	50073006	Electrician - UN - DCPP*
0477	50010153	Traveling Electrician - Steam*
0476	50072953	Traveling Electrician - UN - Steam*
0479	50010154	Traveling Electrician - DCPP*
0491	50072952	Traveling Electrician - UN - DCPP*
0499	50010160	<i>Traveling Electrician - Materials</i>
0481	50010155	Appr. Electrician - Elec. Maintenance
0482	50072851	Appr. Electrician - Steam
0483	50072524	Appr. Electrician - Materials
0624	50073177	Labor Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Electrical Machinist
1143	50010257	Elec. Machinist - UN
2388	50010396	Appr. Elec. Technician - GC
2391	50010399	Appr. Communications Technician - GC
2401	50010406	Appr. Elec. Technician
2408	50010411	Appr. Telecommunications Tech
2618	50072831	Welder - GC Service Center
2633	50072889	Welder - UN - Elec. Maintenance
2620	50010436	Welder - Elec. Maintenance
0481	50010155	<i>Appr. Electrician - Elec. Maintenance</i>
0488	50010157	<i>Appr. Electrician - GC</i>

\*May bid to Apprentice Electrician *and will be placed* at the 2 yr. step.

**ELECTRICAL MACHINIST – HELMS**  
**1139 (50010254)**

(See LA 84-69)

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 an employee 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. (Class C driver's license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1141	50010256	Apprentice Elec. Machinist

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0750	50010194	Elec. Maintenance Crew Leader*
0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
2387	50010395	Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN - DCPD

\*Must be a qualified Telecommunications Technician.

**ELECTRICAL MACHINIST**  
**1140 (50010255)**

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 an employee to perform these duties with skill and efficiency. (Class C driver's license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1141	50010256	Apprentice Elec. Machinist

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0750	50010194	Elec. Maintenance Crew Leader*

0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
2387	50010395	Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecommunications Tech - UN - DCP

\*Must be a qualified Telecommunications Technician.

### **APPRENTICE ELECTRICAL MACHINIST**

#### **1141 (50010256)**

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 the employee has been trained and instructed. The employee's educational and general qualifications must be such that the employee is considered capable of attaining journeyman status.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0921	50072845	Utility Worker - Drum
0922	50010214	Utility Worker - Helms
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	Utility Worker - Water
2135	50010366	Transformer Repairperson - Materials
2140	50010367	Transformer Repairperson

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	Electrician - Switching
0468	50010150	Electrician - Steam
0485	50073004	Electrician - UN - Steam

2070	50010362	Water Systems Repairperson
2068	50010361	Water System Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0499	50010160	Traveling Electrician - Materials
0472	50073082	Electrician - DCPD
0489	50073006	Electrician - UN - DCPD
0477	50010153	Traveling Electrician - Steam
0476	50072953	Traveling Electrician - UN - Steam
0479	50010154	Traveling Electrician - DCPD
0491	50072952	Traveling Electrician - UN - DCPD
0624	50073177	Labor Crew Leader
1141	50010256	Apprentice Elec. Machinist
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2401	50010406	Appr. Elec. Technician
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN - DCPD
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance

**WELDER**  
**2620 (50010436)**

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 an employee 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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
2630	50072873	Apprentice Welder

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecomm Crew Leader
2408	50010411	Appr. Telecomm Tech
2409	50010412	Telecomm Tech
2393	50010401	Telecomm Tech - UN
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecomm Tech - UN - DCP
2617	50010435	Welder - GC
2618	50072831	Welder - GC Service Center
2619	50070811	Lead Welder - GC Service Center



2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance
2622	50072914	AWS Certified Welder - GC
2625	50072900	Arc Welder - GC
2626	50010437	Certified Welder
2623	50073013	Certified Welder - UN
2631	50072942	Certified Welder - DCP
2632	50073012	Certified Welder - UN - DCP
2634	50010439	Traveling Certified Welder - DCP
2635	50072894	Traveling Certified Welder - UN - DCP
2637	50010440	Traveling Certified Welder
2636	50072957	Traveling Certified Welder - UN

**APPRENTICE WELDER**  
**2630 (50072873)**

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 an employee's ability to make proper welds. Since this work may be intermittent in nature, also assists other journeymen and Mechanics as required.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0921	50072845	Utility Worker - Drum
0922	50010214	Utility Worker - Helms
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	<i>Utility Worker - Water</i>
2135	50010366	Transformer Repairperson - Materials
2140	50010367	Transformer Repairperson

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN

2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecommunications Tech - UN - DCP
2630	50072873	Apprentice Welder
2408	50010411	Appr. Telecommunications Tech

**MECHANIC**  
**1231 (50070792)**

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.

**WATER SYSTEMS REPAIRPERSON (WSR)**  
**2070 (50010362)**  
**(50010361 – Unassigned)**

*An employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. Such employee drives trucks and operates mechanical equipment such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. Must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of a computer, when qualified. May be assigned other work of similar nature as the*

occasion requires, including building maintenance of hydro facilities. The employee's background of experience and the successful completion of formal training must be such as to qualify him/her to perform this work with skill and efficiency.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1901	51560454	Appr. Water Systems Repairperson – GC
2067	50010360	Appr. Water Systems Repairperson

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0107	50251367	Working Foreman B – Non-Climbing
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

**WATER SYSTEMS REPAIRPERSON – HELMS (1)**  
**2069 (50070804)**

A resident employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. Such employee drives trucks and operates mechanical equipment such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. Must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools, and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of computer when qualified. May be assigned other work of similar nature as the occasion requires including building maintenance of hydro facilities. The employee's background and experience and the successful completion of formal training must be such as to qualify the employee to perform this work with skill and efficiency.

In addition, when not engaged in any of the above work, the employee may also be required to assist other plant personnel in routine plant maintenance assignments. 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.

(1) Same Line of Progression as 2070 Water Systems Repairperson.

**APPRENTICE WATER SYSTEMS REPAIRPERSON**  
**2067 (50010360)**

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

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0418	50073023	Truck Driver - Water
0921	50072845	Utility Worker - Drum
0922	50010214	Utility Worker - Helms
0923	50010215	Utility Worker - Materials - Elec. Maintenance
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	Utility Worker - Water
1824	50010347	Utility Operator - Hydro
0926	50072843	Utility Worker - Electric Operating
1037	50070773	Asst. Meteorological Instrumentperson
1898	50010353	Water Systems Operator- PIO
0947	50010223	Utility Worker GC
0107	50253772	Fieldperson GC – Not Gas

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
1905	50072833	Water Treatment Plant Operator
2067	50010360	Appr. Water Systems Repairperson
1601	50253770	Carpenter A-Not Gas
1901	51560454	Appr. Water Systems Repairperson - GC
1604	50253771	Carpenter B – Not Gas
1616	50253878	Miscellaneous Equipment Operator-Not Gas

**WATER TREATMENT PLANT OPERATOR**  
**1905 (50072833)**

An employee who operates one or more full treatment water plants. Such employee operates all equipment, including pumps, filters, and controls; runs all laboratory control tests, except bacteriological, collects bacteriological samples, maintains plant records, performs minor maintenance duties and keeps buildings, grounds and equipment in a clean and orderly manner. Is required to have a Waterworks Operator's Certificate, Grade II. Since this work may not require full time services, the employee may also be required to work as a Water Serviceman.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
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<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0830	50010200	Water Systems Crew Leader
1905	50072833	Water Treatment Plant Operator
2069	50070804	Water Systems Repairperson - Helms*

2066	50072890	Water Systems Repairperson - UN - Helms*
2070	50010362	Water Systems Repairperson*
2068	50010361	Water Systems Repairperson - UN*
1902	51560455	Water Systems Repairperson - GC

\*Applies only to employees who possess valid Waterworks Operator's Certificate, Grade II.

**TRANSFORMER REPAIRPERSON**  
**2140 (50010367)**

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0921	50072845	Utility Worker - Drum
0922	50010214	Utility Worker - Helms
0923	50010215	Utility Worker - Materials - Elec. Maintenance
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	Utility Worker - Water

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0442	50073069	Heavy Tractor Driver - Elec. Maintenance
0459	50073084	Electrician - Helms
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	Electrician - Switching
0468	50010150	Electrician - Steam
0485	50073004	Electrician - UN - Steam
0469	50010151	Electrician - Materials
0486	50073005	Electrician - UN - Materials
0499	50010160	Traveling Electrician - Materials
0472	50073082	Electrician - DCPD
0489	50073006	Electrician - UN - DCPD
0477	50010153	Traveling Electrician - Steam
0476	50072953	Traveling Electrician - UN - Steam
0479	50010154	Traveling Electrician - DCPD
0491	50072952	Traveling Electrician - UN - DCPD
0481	50010155	Appr. Electrician - Elec. Maintenance
0482	50072851	Appr. Electrician - Steam
0483	50072524	Appr. Electrician - Materials
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew

		Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms*
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic - Electric Maintenance
2135	50010366	Transformer Repairperson - Materials
2140	50010367	Transformer Repairperson
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2401	50010406	Appr. Elec. Technician
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance
2630	50072873	Appr. Welder - Electric
2408	50010411	Appr. Telecommunications Tech

**LABOR CREW LEADER**  
**0624 (50073177)**

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. The employee's crew may include a Truck or Tractor Driver.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0417	50073051	Truck Driver - Elec. Maintenance
0442	50073069	Heavy Tractor Driver - Elec. Maintenance

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0459	50073084	Electrician - Helms
0467	50010149	Electrician - Elec. Maintenance

0463	50073022	Heavy Truck Driver - Elec. Maintenance
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0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0623	50010172	Labor Crew Leader - Elec. T&D
0624	50073177	Labor Crew Leader
0630	50010173	Labor Foreman A - GC
0750	50010194	Electric Maintenance Crew Leader
0751	50010195	Electric Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC**
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPP
2427	50072960	Telecommunications Tech - UN - DCPP
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance

**HEAVY TRUCK DRIVER**  
**0463 (50073022)**

An employee who drives a heavy truck transporting employees, 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. (Class C licensed required per LA 93-39.)

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0417	50073051	Truck Driver - Elec. Maintenance
0437	50070764	Light Tractor Driver - Elec. Maintenance

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0433	50010144	Lead Driver
0434	50073113	Special Driver - GC Service Center
0442	50073069	Heavy Tractor Driver - Elec. Maintenance
0459	50073084	Electrician - Helms
0462	50073021	Heavy Truck Driver - Materials
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0465	50010148	Heavy Truck Driver - Gas
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0481	50010155	Appr. Electrician - Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
1141	50010256	Apprentice Elec. Machinist
1616	50253878	Miscellaneous Equipment Operator** - <i>Not Gas</i>
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC



2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2408	50010411	Appr. Telecommunications Tech
2414	50010417	Telecommunications Tech - DCPP
2427	50072960	Telecommunications Tech - UN - DCPP
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance
2630	50072873	Appr. Welder - Electric
1619	50253881	Appr. Welder - GC

\*\*Applicable to employees who held the classification of 0435 Special Driver on 12/31/90 per 1990 General. Negotiations settlement on G.C. consolidation bidding rights.

**TRUCK DRIVER**  
**0417 (50073051)**

An employee who drives a truck (other than a pickup truck) transporting employees, 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. (Class C driver's license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0437	50070764	Light Tractor Driver - Elec. Maintenance**
0890	50073130	Gardener**
0921	50072845	Utility Worker - Drum**
0922	50010214	Utility Worker - Helms**
0925	50010216	Utility Worker - Elec. Maintenance**
0945	50070766	Utility Worker - Water**
2135	50010366	Transformer Repairperson - Materials

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0416	50073024	Truck Driver - Materials
0417	50073051	Truck Driver - Elec. Maintenance
0423	50010143	Light Truck Driver - Garage**
0424	50073019	Light Truck Driver**
0426	50073016	Light Truck Driver - Steam**
0433	50010144	Lead Driver
0434	50073113	Special Driver - GC Service Center

2140	50010367	Transformer Repairperson
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0442	50073069	Heavy Tractor Driver - Elec. Maintenance
0459	50073084	Electrician - Helms
0462	50073021	Heavy Truck Driver - Materials
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0465	50010148	Heavy Truck Driver - Gas
0467	50010149	Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0481	50010155	Appr. Electrician - Elec. Maintenance
1605	50253772	GC Fieldperson
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic - Electric Maintenance
1616	50253878	Miscellaneous Equipment Operator*** <i>Not Gas</i>
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2387	50010395	Elec. Technician - GC
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN

2414	50010417	Telecommunications Tech - DCPP
2427	50072960	Telecommunications Tech - UN - DCPP
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance
2630	50072873	Appr. Welder - Electric

\*Applicable to employees who held the classification of 0415 Truck Driver (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

\*\*\*Applicable to employees who held the classification of 0435 Special Driver (GC) and 0461 Heavy Truck Driver (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

**TRUCK DRIVER – WATER**  
**0418 (50073023)**

*An employee who drives a truck (other than a pickup truck) transporting persons, 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.*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0945	50070766	Utility Worker - Water*
1898	50010353	Water Systems Operator* - PIO
0926	50072843	Utility Worker - Electric Operating*
1824	50010347	Utility Operator - Hydro*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0416	50073024	Truck Driver - Materials
0417	50073051	Truck Driver - Electric
0418	50073023	Truck Driver - Water
0462	50073021	Heavy Truck Driver – Mtls.
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0465	50010148	Heavy Truck Driver - Gas
0525	50010162	GC Fieldperson**
0830	50010200	Water Systems Crew Leader
1905	50072833	Water Treatment Plant Operator
1616	50253878	Miscellaneous Equipment Operator** not gas
2067	50010360	Appr. Water Systems Repairperson
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms

2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

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

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

**LIGHT TRUCK DRIVER**  
**0424 (50073019)**

An employee who drives a station wagon or pickup truck transporting employees, 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. (Class C driver's license required per LA 93-39.)

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0890	50073130	Gardener
0921	50072845	Utility Worker - Drum
0922	50010214	Utility Worker - Helms
0925	50010216	Utility Worker - Elec. Maintenance
0945	50070766	Utility Worker - Water

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0416	50073024	Truck Driver - Materials
0417	50073051	Truck Driver - Elec. Maintenance
0422	50010142	Light Truck Driver – Mtls.
0423	50010143	Light Truck Driver - Garage**
0424	50073019	Light Truck Driver
0426	50073016	Light Truck Driver - Steam**
0433	50010144	Lead Driver
0437	50070764	Light Tractor Driver - Elec. Maintenance
0442	50073069	Heavy Tractor Driver - Elec. Maintenance
0459	50073084	Electrician - Helms
0462	50073021	Heavy Truck Driver - Materials
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0465	50010148	Heavy Truck Driver - Gas
0467	50010149	Electrician - Elec. Maintenance
0494	50070742	Electrician - Switching
0481	50010155	Appr. Electrician - Elec. Maintenance
0484	50010156	Electrician - UN - Elec. Maintenance
1605	50253772	GC Fieldperson*
0624	50073177	Labor Crew Leader

0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic - Electric Maintenance
1616	50253878	Miscellaneous Equipment Operator*** <i>Not Gas</i>
2135	50010366	Transformer Repairperson - Materials
2140	50010367	Transformer Repairperson
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecom. Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPD
2427	50072960	Telecommunications Tech - UN - DCPD
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance
2630	50072873	Appr. Welder - Electric
0434	50073113	<i>Special Driver – GC Service Center</i>

\*Applicable to employees who held the classification 0415 Truck Driver (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

\*\*\*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 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

**LIGHT TRUCK DRIVER – WATER** (Temporary Assignment Only)  
**0425 (50073014)**

An employee who drives a station wagon or pickup truck transporting persons, 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 such employee is assigned.

**HEAVY TRACTOR DRIVER (30 hp or over)**  
**0442 (50073069)**

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0417	50073051	Truck Driver - Elec. Maintenance
0437	50070764	Light Tractor Driver - Elec. Maintenance

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0442	50073069	Heavy Tractor Driver - Elec. Maintenance
0459	50073084	Electrician - Helms
0462	50073021	Heavy Truck Driver - Materials
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0752	50010196	Elec. Technician Crew Leader
0465	50010148	Heavy Truck Driver - Gas
0467	50010149	Electrician - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0484	50010156	Electrician - UN - Elec. Maintenance
0481	50010155	Appr. Electrician - Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
1141	50010256	Apprentice Elec. Machinist
1616	50253878	Miscellaneous Equipment Operator* not gas
1617	50253879	Tractor Operator***

1840	50010351	Tractor Operator** - Gas
2387	50010395	Elec. Technician - GC
2388	50010396	Appr. Elec. Technician - GC
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2400	50010405	Elec. Technician
2403	50010408	Elec. Technician - UN
2402	50010407	Elec. Technician - Helms
2401	50010406	Appr. Elec. Technician
2407	50010410	Telecommunications Crew Leader
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCP
2427	50072960	Telecommunications Tech - UN - DCP
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance
2630	50072873	Appr. Welder - Electric
1619	50253881	Appr. Welder - GC

\*Applicable to employees who held the classification of 0461 Heavy Truck Driver (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

\*\*Applicable to employees who held the classification of 1843 Tractor Operator B (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

**LIGHT TRACTOR DRIVER (Less than 30 hp)**  
**0437 (50070764)**

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.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0424	50073019	Light Truck Driver
0890	50073130	Gardener
0921	50072845	Utility Worker - Drum

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0417	50073051	Truck Driver - Elec. Maintenance
0437	50070764	Light Tractor Driver - Elec. Maintenance
0442	50073069	Heavy Tractor Driver - Elec. Maintenance

0922	50010214	Utility Worker - Helms
0925	50010216	Utility Worker - Elec. Maintenance

0459	50073084	Electrician - Helms
0463	50073022	Heavy Truck Driver - Elec. Maintenance
0467	50010149	Electrician - Elec. Maintenance
0494	50070742	<i>Electrician - Switching</i>
0484	50010156	Electrician - UN - Elec. Maintenance
0481	50010155	Appr. Electrician - Elec. Maintenance
0624	50073177	Labor Crew Leader
0750	50010194	Elec. Maintenance Crew Leader
0751	50010195	Elec. Maintenance Crew Leader - Helms
0752	50010196	Elec. Technician Crew Leader
1139	50010254	Elec. Machinist - Helms
1140	50010255	Elec. Machinist
1143	50010257	Elec. Machinist - UN
1141	50010256	Apprentice Elec. Machinist
1231	50070792	Mechanic - Electric Maintenance
1646	50010321	Miscellaneous Equipment Operator**
1840	50010351	Tractor Operator***
2135	50010366	Transformer Repairperson - Materials
2140	50010367	Transformer Repairperson
2400	50010405	<i>Elec. Technician</i>
2403	50010408	<i>Elec. Technician - UN</i>
2402	50010407	<i>Elec. Technician - Helms</i>
2401	50010406	Appr. Elec. Technician
2407	50010410	<i>Telecommunications Crew Leader</i>
2387	50010395	Elec. Technician - GC
2388	50010396	<i>Appr. Elec. Technician - GC</i>
2389	50010397	Telecommunications Tech. - Helms
2390	50010398	Communications Tech - GC
2391	50010399	Appr. Communications Technician - GC
2408	50010411	Appr. Telecommunications Tech
2409	50010412	Telecommunications Tech
2393	50010401	Telecommunications Tech - UN
2414	50010417	Telecommunications Tech - DCPP



2427	50072960	Telecommunications Tech - UN - DCPP
2618	50072831	Welder - GC Service Center
2620	50010436	Welder - Elec. Maintenance
2633	50072889	Welder - UN - Elec. Maintenance

\*\*Applicable to employees who held the classification of 1844 Tractor Operator C (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

\*\*\*Applicable to employees who held the classification of 1843 Tractor Operator B (GC) on 12/31/90 per 1990 Gen. Negotiations settlement on G.C. consolidation bidding rights.

**FIELD CLERK – WATER**  
**0247 (50073096)**

*An employee whose background and experience is such that the employee has a comprehensive knowledge of the operation and procedures of a general foreman's or foreman's office in the Water Department and who performs the clerical work and assists in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs; assigning jobs to crews; receiving and dispatching customers' complaints; preparing reports; processing time cards, work orders, and GMs for the crews or for accounting purposes; and maintaining office files and records. The employee's duties may require that the employees work in the office, in a camp, or in the field.*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0264	50010122	First Hydro Clerk
0265	50010123	Routine Hydro Clerk
2655	50010447	Senior Operating Clerk-Typist I
2662	50010450	Operating Clerk
2664	50010452	Operating Clerk-Steno - (PIO)
2667	50010454	Operating Clerk-Typist
2789	50010477	Senior Operating Clerk I

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0243	50010113	Senior Field Clerk - G.C.
0246	50010115	First Field Clerk - G.C.
0263	50010121	Senior Hydro Clerk
2646	50010443	Senior Operating Clerk-Typist II
2723	50010467	Senior Operating Clerk II

**METEOROLOGICAL INSTRUMENTPERSON**  
**1036 (50010232)**

*An employee who, without direct supervision, is engaged in the installation, operation, and maintenance of equipment associated with the cloud seeding, precipitation, surface wind, temperature, and upper air sounding systems. Such employee routinely performs duties, such as installation and removal of silver iodide generator equipment and precipitation gauges; services and makes repairs to the equipment as required; adjusts and calibrates gauges and recorders; changes charts; and maintains records. During storm periods, operates the upper air sounding system, reducing data and submitting to the weather office. Is responsible for maintaining adequate supplies to operate the project and may be called on from time to time to perform special studies in the field, such as collecting snow replica slides.*

*In addition, may be required to perform other duties of a Water System Repairperson and be assigned to work on Company's water facilities in the hydro development in the area to which assigned.*

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
1037	50070773	Asst. Meteorological Instrumentperson
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson

**ASSISTANT METEOROLOGICAL INSTRUMENTPERSON**  
**1037 (50070773)**

An employee who is engaged in performing a Meteorological Instrumentperson's work as an assistant to or under the direction of a Meteorological Instrumentperson. Without direct supervision, in the field, operates, adjusts, cleans, zeros and checks meteorological instruments for proper operation and installs and calibrates rain gauges. In the shop, performs routine maintenance on these instruments without direct supervision.

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Next Lower Classifications</b>
0418	50073023	Truck Driver - Water*
0945	50070766	Utility Worker - Water*
0926	50072843	Utility Worker - Electric Operating*
1824	50010347	Utility Operator - Hydro*
1898	50010353	Water Systems Operator* - PIO

<b>Legacy Code</b>	<b>SAP Job Code</b>	<b>Same or Higher Classifications</b>
0830	50010200	Water Systems Crew Leader
1036	50010232	Meteorological Instrumentperson
1905	50072833	Water Treatment Plant Operator
2067	50010360	Appr. Water Systems Repairperson
2069	50070804	Water Systems Repairperson - Helms
2066	50072890	Water Systems Repairperson - UN - Helms
2070	50010362	Water Systems Repairperson
2068	50010361	Water Systems Repairperson - UN
1902	51560455	Water Systems Repairperson - GC

**GARDENER**  
**0890 (50073130)**

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

**BEGINNER'S CLASSIFICATION**

**UTILITY WORKER**  
**0925 (50010216)**

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**

**UTILITY WORKER – HELMS**  
**0922 (50010214)**  
(See LA 84-69)

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**

**UTILITY WORKER – DRUM**  
**0921 (50072845)**

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**

**UTILITY WORKER – TELECOMMUNICATIONS**  
**0932 (50010218)**

*May assist a qualified journeyman Technician in installing, testing, retiring, or removing the following equipment: microwave radios with antennas and transmission lines; data, telemetry and supervisory systems; dial exchanges; multiplex; alarm systems; fiber optic systems; and battery and charging systems.*

*Under the general direction of a journeyman Technician may install, retire or remove telecommunications equipment including: physical components of moves, adds, and changes of computers, mobile radio transfers and installs; cell phone transfers; cable and fiber pulling; cable and wire termination; mounting of telecom equipment including ladder rack; wire DC power distribution; housekeeping duties.*

*Company may not exceed a ratio of 1 T200 Utility Worker to 10 T200 Communications Technicians and Crew Leaders, or 1 T300 Utility Worker to 10 T300 Telecommunications Technicians and Technical Crew Leaders. With Union agreement, Company may increase the number of Utility Workers.*

### **BEGINNER'S CLASSIFICATION**

#### **UTILITY WORKER – WATER** **0945 (50070766)**

*An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee; and in addition does such work as digging holes or ditches, clearing rights of way and handling tools and materials. When receiving the top rate of pay of such employee's classification, may be required to operate a boat on waterways for breaking ice. In addition, may be required to perform appropriate camp duties including the hauling of camp materials and garbage, janitor work, gardening and helping in the boardinghouse.*

### **BEGINNER'S CLASSIFICATION**

#### **PAINTER** **1930 (50072927)**

(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.

#### **CRANE OPERATOR** **1594 (50010317)**

(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.

**LETTER AGREEMENT  
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

**LETTER AGREEMENT  
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



**LETTER AGREEMENT**  
**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

**LETTER AGREEMENT  
NO. 90-113-PGE**

June 13, 1990

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

*Attention: Mr. Jack McNally, Business Manager*

Gentlemen:

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

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

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

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

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

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

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

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

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

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

*Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are of a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.*

- H) *For those employees in positions requiring the CDLA, company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.*
- I) *Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all*

costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.

- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

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

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

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

Very truly yours,

PACIFIC GAS AND ELECTRIC  
COMPANY

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

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

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

June 29, 1990

By     /s/ Jack McNally      
Business Manager

**EXHIBIT I**

COMMERCIAL DRIVER'S LICENSE ADDENDUM

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

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

## LETTER AGREEMENT R2-93-39-PGE

January 14, 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:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Driver's License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Clarification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirements for the Geysers Power Plant was discussed. No agreement was reached.

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 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 attachments and it agrees thereto as of the date hereof.

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

May 1, 1995

By /s/ Jack McNally  
Business Manager

CES - PHYSICAL

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242	Building Mechanic <sup>(1)</sup>	C
0665	Building Subforeman <sup>(1)</sup>	C
2290	Cableman-Trans - San Francisco	C
0960	Cableman's Utility Worker	C
1245	Corrosion Mechanic	C
2400	Electrical Technician	C
0469	Electrician <sup>(1)</sup>	C
1645	Equipment Operator <sup>(2)</sup>	A
0458	Field Clerk - Electric T&D	A
1483	Field Meterman - Gas	C
0060	Garage Attendant	C
2410	Gas Control Technician	C
1650	Heavy Equipment Operator	A
0463	Heavy Truck Driver-E	A
0465	Heavy Truck Driver-G	A
0990	Inspector-Electric T/D	C
0433	Leadman Driver	A
0424	Light Truck Driver - Electric Maintenance	C
0423	Light Truck Driver - Garage	C
0422	Light Truck Driver - Materials	C
1365	M&C Mechanic	C
2010	Manhole Pumpman	C
1215	Materials Facility Man	C
1085	Materials Leadman <sup>(1)</sup>	C
1210	Materialsman	C
1235	Mechanic, Lead Building <sup>(1)</sup>	C
2013	Night Manhole Pumpman	C
1943	Patrolman-E	C
2353	Power Surveyor	C
1756	Relief Service Operator	C
2230	Reserve Gas Serviceman	C
1740	Roving Operator	C
1480	Senior Meterman	C
1405	Service Mechanic	C
2210	Serviceman	C
1490	Service Meterman-E	C
1190	Street Light Maintenceman	C
0456	T&D Driver	A
1660	T&D Equipment Operator	A
2409	Telecomm Technician <sup>(1)</sup>	C
2540	Troubleman	C
2535	Troubleman, Transmission	C
0416	Truck Driver - Materials	C
0417	Truck Driver-E (Electric Maintenance)	C
2500	Voltage Tester	C

(1) Depending upon local operating conditions.

(2) Division practice will dictate license requirement; i.e., if backhoes are transported by vehicle to the job site, a Class A license will be required.



**LETTER AGREEMENT  
97-80-PGE**

*Updated by LA R1-98-91: Pursuant to the 94-53 Hydro Committee recommendation to modify Letter of Agreement 97-80-PGE, Local Union 1245 proposes to provide an additional daily allowance of \$9.25 to the provisions of 302.10 as applied under the "Headquartering" section of Letter of Agreement 97-80-PGE.*

May 1, 1997

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 4790  
Walnut Creek, CA 94598

*Attention: Mr. Jack McNally, Business Manager*

Gentlemen:

*The Hydro Generation 94-53 Committee discussed the benefits of clarifying the relationship of Title 200 and 300 employees within Hydro Generation. The committee's goal was to become "best in class" by establishing a co-mingling agreement. Hydro Generation can maintain a stable Title 200 and 300 work force by leveling the work load, leveraging the knowledge and expertise of the work force and providing flexibility to deploy talent to the highest priority work. The subcommittee members are: Tom Moore, John Sandhofner, Tom Carrier, Mike Sigmen, Terry Marymee, Shirley DeLucchi, John Perrault, Bill Tomei, Craig Hill, Sam Tamimi, and John Moffat.*

*The intent of this proposal is to retain qualified personnel, preserve Title 200 and 300 integrity, to assign complete work packages and supplement crews.*

*The Company proposes to establish a co-mingling agreement for Hydro Generation based on the following 94-53 Committee recommendations. It is further proposed that this proposal be reviewed in one year following implementation.*

*This proposal will address the following areas: Job Assignments, Headquartering, Staffing Upgrades, Overtime, Tools and Inclement Weather.*

*Job Assignments:*

*Overall job responsibility shall be clearly established before co-mingling begins. A job assignment sheet shall be completed which identifies the following: (Sample Attached)*

- ◆ *Lead Responsible Supervisor*
- ◆ *Defined job scope*
- ◆ *Estimated job duration*
- ◆ *Crew members names and classifications*

*Lead Supervisor shall be responsible for job safety which will include IIPP and Emergency Response Plan. Both Title 200 and 300 supervisors will inform their respective co-mingled employees of the information provided on the job assignment sheet.*

*Headquartering:*

There will be no change to Section 202.19 (regular headquarters). Section 302.10 will be modified to accommodate five Hydro headquarters which do not currently meet lodging and restaurant requirements as described in Exhibit XV. (This modification also applies to non co-mingled assignments.)

The five Hydro headquarters are:

- ◆ **Manton**
- ◆ **Rodgers Flat**
- ◆ **Alta**
- ◆ **Tiger Creek**
- ◆ **Auberry**

Title 200/300 employees will observe the same reporting times at the above mentioned headquarters. (This also applies to non co-mingled crews). Title 300 employees, who by reporting to one of the five mentioned headquarters places them in zone 5 (Title 301.4(a)), will be paid an additional allowance to commute from the closest community that meets the requirements in Exhibit XV. The allowance is based on the same schedule found in Section 301.4(a). Employees who are eligible have the option of declining the additional allowance in lieu of driving a company vehicle from the closest community. Changes to this arrangement may be made in advance by mutual consent of supervisor and eligible employee.

Title 300 employees shall be assigned to co-mingled crews by their supervisor by classification as needed.

Title 200 employees will need to sign an annual co-mingling list by December 15 of the previous year to facilitate equitable job assignments. Title 200 employees in a new headquarters will be given an opportunity to sign the annual co-mingling list when they first report. They will be credited average days in their classification. Assignment of Title 200 employees to the crew will be based on specific classifications needed for the defined project. First assignment on any given year is by seniority of employees on the annual co-mingling list. Co-mingling work will be distributed among employees in the same classification on the list as equitably as practical. Listed employees will be credited with refused days.

If there is an insufficient number of Title 200 volunteers available, co-mingling assignment will be made by the appropriate supervisor by classification in reverse seniority until all the necessary positions are filled.

Upgrades given in the following order:

- ◆ Senior qualified person within co-mingled crew within live of progression of the Title holding the job assignment.
- ◆ Senior qualified person within headquarters (T200 on list) or POA (T300) within Title holding job assignment.
- ◆ Senior qualified employee within co-mingled crew, regardless of Title holding job assignment.
- ◆ Senior qualified T200/300 person available.

### **Overtime Issues (Title 208, 308,212)**

Overtime will be offered in the following order for the defined job scope:

- ◆ To the co-mingled crew (the intact work crew has "First Right of Refusal").
- ◆ To the Title crew who has the assignment (if T200, must be on list).
- ◆ To all remaining employees at the headquarters holding job assignment.
- ◆ To Title 200/300 employees at the headquarters or POA.
- ◆ Involuntary overtime will be assigned to the crew holding the job assignment.

### **Sharing**

Tools, Equipment and Facilities may be shared between Title 200/300 crews with concurrence of local supervision.

***Inclement Weather Practice***

*The Co-mingled Crew will follow the Title 200 inclement weather practice.*

*Either party may cancel the agreement by providing 60 day notice of cancellation.*

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

*Very truly yours,*

*PACIFIC GAS & ELECTRIC COMPANY*

*By: s/Dave Bergman  
Chief Negotiator*

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

*June 6, 1997*

*By: s/Jack McNally  
Business Manager*

CO-MINGLING  
JOB ASSIGNMENTS

Supervisor \_\_\_\_\_

Job Location: \_\_\_\_\_

Job Scope \_\_\_\_\_

Estimated Time: Start \_\_\_\_\_ End \_\_\_\_\_

Crew:      Name                      Classification                      Title 200/300

Post on Bulletin Board  
cc: Local Business Representative

Attachment

**LETTER AGREEMENT  
R1-91-70-PGE**

May 4, 1991

Local Union No. 1245  
International Brotherhood of

Electrical Workers, AFICIO  
P. O. Box 4790  
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In the implementation of Letter Agreement 91-21, the parties have met and agreed to the following:

1. No employee shall experience a reduction in pay as a result of the reclassification from Water Systems Repairman to Apprentice Water Systems Repairman. However, without delaying future progressive wage increases or progression to journeyman, employees will be responsible for completing all phases of the training program.
2. Employees reclassified from Water Systems Repairman to Apprentice Water Systems Repairman shall progress to Water Systems Repairman following six months at the top rate of pay of the Apprentice wage range and will not be classified as Unassigned.
3. The Water Systems Repairman Training Program will be utilized for training purposes until a formalized Apprentice training program is negotiated and in place.

Further, the parties recognize that until such time as a formal Apprentice Training Program is agreed upon, an interim procedure will be necessary in the filling of vacancies created by the Water Systems Repairmen.

1. Employees who are the successful bidders to Water Systems Repairman vacancies will be placed at the 1 year step of the Apprentice Water Systems Repairman classification. (This is the next higher step above the first step of the old Water Systems Repairman wage range.) Such employees shall progress to Water Systems Repairman following six months at the top rate of pay of the Apprentice wage range and will not be classified as Unassigned.

Further, any employee who is placed in the Apprentice Water Systems Repairman classification, in accordance with the above provisions shall not be progressed to Unassigned, even if the training program is agreed upon during their training period.

2. Following the implementation of an Apprentice Training Program for the Water Systems Repairman, progression through the Apprentice Water Systems Repairman classification will be under the provisions of the Master Apprenticeship Agreement and such employees will progress to Unassigned journeyman.

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/ David J. Bergman  
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

May 28, 1991

By /s/ Jack McNally  
Business Manager

**LETTER AGREEMENT**  
**97-140-PGE**

17 November 1997

*Pacific Gas and Electric Company  
Industrial Relations Department  
2850 Shadelands Drive, Suite #100  
Walnut Creek, California 94598*

*Attention: Mr. David Bergman  
Director and Chief Negotiator*

*Gentlemen:*

*Grid Maintenance and Construction has a temporary need to have additional Title 300 employees perform in certain classifications. To assist in staffing for such work, the parties agree to first utilize qualified employees in the following order: existing Title 300 employees, Title 200 employees, Hiring Hall employees, and then contractors.*

*Title 200 employees may be loaned to Title 300 under the following conditions:*

- ✎ Permanent Title 300 employees will not lose any contractual rights.*
- ✎ Title 200 employees "loaned" to Title 300 will be working within the Title 300 section of the Agreement;*
- ✎ Title 200 (employees) will be paid at their basic classification rate or the Title 300 classification to which they are assigned, whichever is higher;*
- ✎ Title 200 employees' permanent headquarters will be their headquarters for determination of any Title 301 application;*
- ✎ Company will determine the classifications and locations where temporary vacancies exist and seek qualified volunteers from Title 200. Employees will be selected in order of seniority by headquarters where it has been determined that Title 200 can release such volunteers.*
- ✎ Company will apprise all potential volunteers of the impact of the temporary assignment and respond to any questions prior to the start of such assignment.*
- ✎ Either party may cancel such assignment by serving a ten-day advance notice to the other.*

*Either party may cancel this agreement by serving a thirty-day written notice upon the other.*

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

*Very truly yours,*

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

By: \_\_\_\_\_  
*s/Jack McNally  
Jack McNally  
Business Manager*

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

*PACIFIC GAS & ELECTRIC COMPANY*

12/10, 1997

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



# LETTER AGREEMENT

## NO. R1-99-57



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

---

RICK R. DOERING, MANAGER  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

---

February 3, 2000

Local Union No. 1245  
International Brotherhood of  
Electric Workers, AFL-CIO  
PO Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Company and Union have recently discussed the training of Apprentice Electricians (Electric Maintenance) and agree that some Title 200 and Title 300 Apprentice Electricians have not had an opportunity to be exposed to certain tasks due to a lack of that type of work in their area. The following guidelines are proposed for making temporary training assignments for designated tasks. The intent of this agreement is to keep training assignments away from the apprentice's designated headquarters as short as practical.

1. For training purposes, the Company may temporarily assign Title 200 Apprentices to Title 300 job locations, Title 300 Apprentices to Title 200 headquarters or Title 200 Apprentices to another Title 200 headquarters. These assignments will not be made to avoid the payment of overtime to the regular crew members or to rectify staffing deficiencies. It is not intended that Title 200 Apprentice Electricians could be assigned to hydro, steam, or nuclear job locations.
2. Title 200 Apprentices assigned to Title 300 crews shall work within the Title 200 Section of the Agreement during the assignment, including Title 201 (Expenses) and Title 203 (Inclement Weather Practices). Title 300 Apprentices assigned to a Title 200 headquarters will continue to be paid at the Title 300 wage rate and will continue to fall under the Title 300 working conditions.
3. Apprentices will assume the schedule of the temporary headquarters or job location they are assigned. Scheduling of assignments shall not cause loss of any regular hours.
4. The specific training task and duration will be identified in writing and communicated to the Apprentice and Union Business Representative at least two weeks prior to the assignment. The Joint Apprenticeship & Training Committee will also be notified of all assignments and will be responsible for monitoring and tracking these assignments.
5. Any dispute regarding these assignments will be subject to the grievance procedure (Title 102) with the option of expedited referral to the JATC for a recommendation for settlement.
6. Violation of the provisions contained in the letter agreement will be cause for canceling the agreement.



7. *Either party may cancel this agreement by providing 30 days written notice.*

*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 AND ELECTRIC COMPANY*

*By: s/Rick R. Doering  
Rick R. Doering, Manager and  
Chief Negotiator*

*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*

April 3, 2000

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



# LETTER AGREEMENT NO. R1-03-28-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

---

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

---

December 9, 2003

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Attention: Mr. Perry Zimmerman, Business Manager

Gentlemen:

The Information Technology and Telecommunications fields are very dynamic resulting in changes to the amount and type of work to be performed, such as the complexity or simplification of work to be performed. As this work evolves, the parties support the proactive approach of meeting to discuss and attempt to reach an accord on work jurisdiction between bargaining unit classifications and non-bargaining unit PG&E employees or contractors. This agreement is intended to cover new work, as well as, changes to existing work.

Pursuant to Section 206.18 of the Physical Agreement, Company proposes that the ISTS Labor Management Committee be authorized to reach agreements on work jurisdiction by citing this generic letter agreement.

Failure to reach agreement under these provisions shall not prejudice either party's position with respect to issues raised in the grievance procedure pursuant to Title 102. Further, Company may decline to discuss certain new work if, in its opinion, the division of work is clear or wholly outside the scope of the bargaining unit. Such Company determinations are subject to challenge in the grievance procedure.

Attached is a matrix delineating work responsibilities for Ethernet switches. This is the first work product of the Labor Management Committee to be covered by this letter agreement. This matrix and future work products will be posted on the ISTS and IR websites and in the electronic library (EDMS).

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

December 15, 2003

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager

Attachment to LA R1-03-28

Ethernet Switch Support Matrix – 6/4/03

	Field Tcom Techs	2nd Tier Network Specialist	3rd Tier Specialist	TCC
<b>Ethernet Switch</b>				
1	Configuring a generic Port for a generic User (including port description)	P (n)	S	S
2	Configuring Ports for Servers (including port description)	S (n)	P	S
3	Configuring Spanning Tree, VLANs, Trunking and other Backbone Services.	S (n)	P	S (n)
4				
5	Responsible for updating documentation (engineering & local drawings)	P (n)	S	S
6	Developing configuration scripts	S (n)	P	S (n)
7	Responsible for verifying items 1,2,5 are done properly	S (n)	P	S (n)
8	Configuring switch for , monitoring (eg sniffer) & troubleshooting	S (n)	S	S
9	Installing Operating System Software Upgrades	S (n)	P (n)	S (n)
10	Installation and testing of hardware	P (n)	S	S
11	Hardware upgrades	P (n)		
12	Installing configuration scripts *	S (n)	S (n)	S (n)
13	Installing & Removing GBIC (Fiber and Twisted Pair interfaces)	P (n)		
14	Installing & Removing Patch Cord	P (n)	S	S
15	Installing & Removing RJ21C (Cat. 4K and 6K)	P (n)		
16	Installing & Removing Circuit Cards	P (n)		
17	Establish Standards		S	P
18	Audit Standards		S	P S
<p>Temp Network Monitoring and Troubleshooting work with portable equipment exempt from tags. All connections to operational switches will require a Remedy Service Request All connections removed from operational switches will require a Remedy Service Request. All Ports if not used will be turned off</p> <p>* This task needs to be done jointly on new installations and upgrades when a specialist is on site. P = Primary. A majority of this work is primarily performed by the classification indicated. When a "P" is indicated in the tech column the work is not entitled if an "S" is in an associated specialist column. n = Notify. Requires person performing work to notify the appropriate specialists in his/her area.</p> <p>S = Shared. Work can be performed by either the BU or a management classification.</p>				



**Pacific Gas and  
Electric Company**

# LETTER AGREEMENT NO. R1-04-11-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

November 18, 2004

Mr. Perry Zimmerman, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Zimmerman:

Item 2(g) of the October 27, 1999 Cover Letter from the Union to the Company following the 1999 General Negotiations required the parties to establish an interim committee to determine the need for training, certification and ongoing re-certification of classifications involved with switching.

The classifications identified were Troubleman, Transmission Troubleman, Electrician (Title 200 and 300), Electrical Technician (Title 200 and 300) and System Operator classifications.

The Company and Union met on a number of occasions since the ratification of the 1999 settlement package. The Company, as a result of those meetings, is proposing the attached "Switchman Certification Program."

Either party may cancel this agreement by providing 90-days' written notice of cancellation to the other party.

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

January 6, 2005

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager

## **GUIDELINES FOR THE SWITCHMAN CERTIFICATION PROGRAM**

### **Switchman**

*Employees in classifications who are currently recognized as qualified switchmen who request training will receive training in their assigned service area as needed. All switchmen in a given area will receive training as needed to perform their work. All switchmen in an area will not necessarily be trained at the same level.*

*New switchmen will receive the same training as the currently qualified switchmen – for their position (same intention as above).*

### **Current Switchman**

*Employees in classifications who are currently recognized as qualified switchmen will be certified for switching they are currently performing in their geographic area as of the date of this agreement.*

*Current switchmen who require training on a specified type of switching will be trained in a timely manner. Company would not prevent employees from requesting training and will grant such training if there is a business need to develop switchmen.*

*If a current switchman relocates, the switchman will be trained for the new geographic area as needed.*

### **Joint Apprenticeship Training Committee**

*The JATC will be responsible to develop and maintain the training program to qualify and certify switchmen.*



**Pacific Gas and  
Electric Company™**

# **LETTER AGREEMENT NO. 05-03-PGE**

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,  
BUSINESS MANAGER

January 26, 2005

Mr. Perry Zimmerman, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Zimmerman:

*In order to protect our employees while conducting initial damage assessments when entering indoor substations that are on fire or suspected of being on fire, the Company and Union discussed the new Fire Entry Procedure for Indoor Substations outlined in the Utility Operations Standard S3102 (draft attached) and the impact. This Standard addresses the requirement of wearing a respirator for first responders to emergencies caused by fires in the Company's indoor substations. The Company proposes the following to address the Fire Entry Procedure and the impact on employees.*

1. Identification of Respirator Users - Emergency Responders

*While all employees in certain classifications must be clean shaven and wear respirators when assigned certain tasks that are part of their normal job duties (e.g., Title 300 Painters), only a limited number of employees in other classifications need to be clean shaven and prepared to wear respirators in order to respond to emergency situations (e.g., fire in indoor substation).*

*For the reasons noted above, twenty five (25) percent of TSM&C Substation Maintenance employees in the Substation Maintenance classifications at the Martin, McMaude, Moss Landing, Oakport and Stockton Substation Headquarters will be required to wear a respirator in order to provide immediate response to an emergency situation. Employees identified as emergency responders will be required to be clean shaven at all times.*

*The Company will solicit volunteers to serve as emergency responders from the following classifications: Apprentice Electrician, Electrician, Apprentice Electrical Technician, Electrical Technician and Electrical Maintenance Crew Lead. All employees qualified as emergency responders will be fitted for respirators and available for emergency response.*

*The Company will not limit the number of employees volunteering to serve as emergency responders.*

*However, if there are an insufficient number of volunteers, the Company will appoint employees in the Substation Maintenance Electrician E L and H classification as emergency responders using reverse seniority. When it becomes necessary to appoint an employee due to insufficient volunteers, the Company will initially appoint the employee with the least Company service at that headquarters. In the*

event that Company may be required to expand the number of employees required to wear a respirator at the above noted headquarters or at other unnamed headquarters, prior notification will be provided to the Union.

2. Emergency Overtime

Employees qualified as emergency responders will be the first called out during emergency overtime situations when a respirator may be required.

3. Job Bidding

The Company will consider the status of volunteers to serve as emergency responders before filling positions through the Title 205 Job Bidding and Transfer System.

In the event there are insufficient volunteers in the headquarters and classification, the job will be filled with the senior bidder who volunteers to serve as an emergency responder and remain clean shaven.

4. Accommodation

In the event an employee is in a classification that requires that they wear a respirator as part of their normal job duties or if they are involuntarily designated as an emergency responder and they cannot medically be qualified to wear a respirator, the Company and Union will discuss accommodation on a case-by-case basis.

Review

The parties agree to meet and discuss any issues which may arise out of this agreement within two weeks of one party providing the other party written notice.

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

April 20, \_\_\_\_\_, 2005

By: s/Perry Zimmerman  
Perry Zimmerman  
Business Manager



**Pacific Gas and  
Electric Company™**

# LETTER AGREEMENT NO. 07-43-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL  
BUSINESS MANAGER

August 16, 2007

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

In Letter of Agreement 05-28 the parties recommended and approved the Apprentice Electrical Technician training program and two-part qualification examination. The qualification examination included Part A which was required for entrance into the classification and Part B which the employee was expected to successfully complete within 6 months of placement. Since that time, a subcommittee commissioned by the Joint Apprenticeship Training Committee, developed a revised recommendation that test Part A is now the entrance exam and test Part B is the first step wage progression test. Attached is the revised test procedure process and Study Guide. This proposal cancels and supersedes LA 05-28.

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

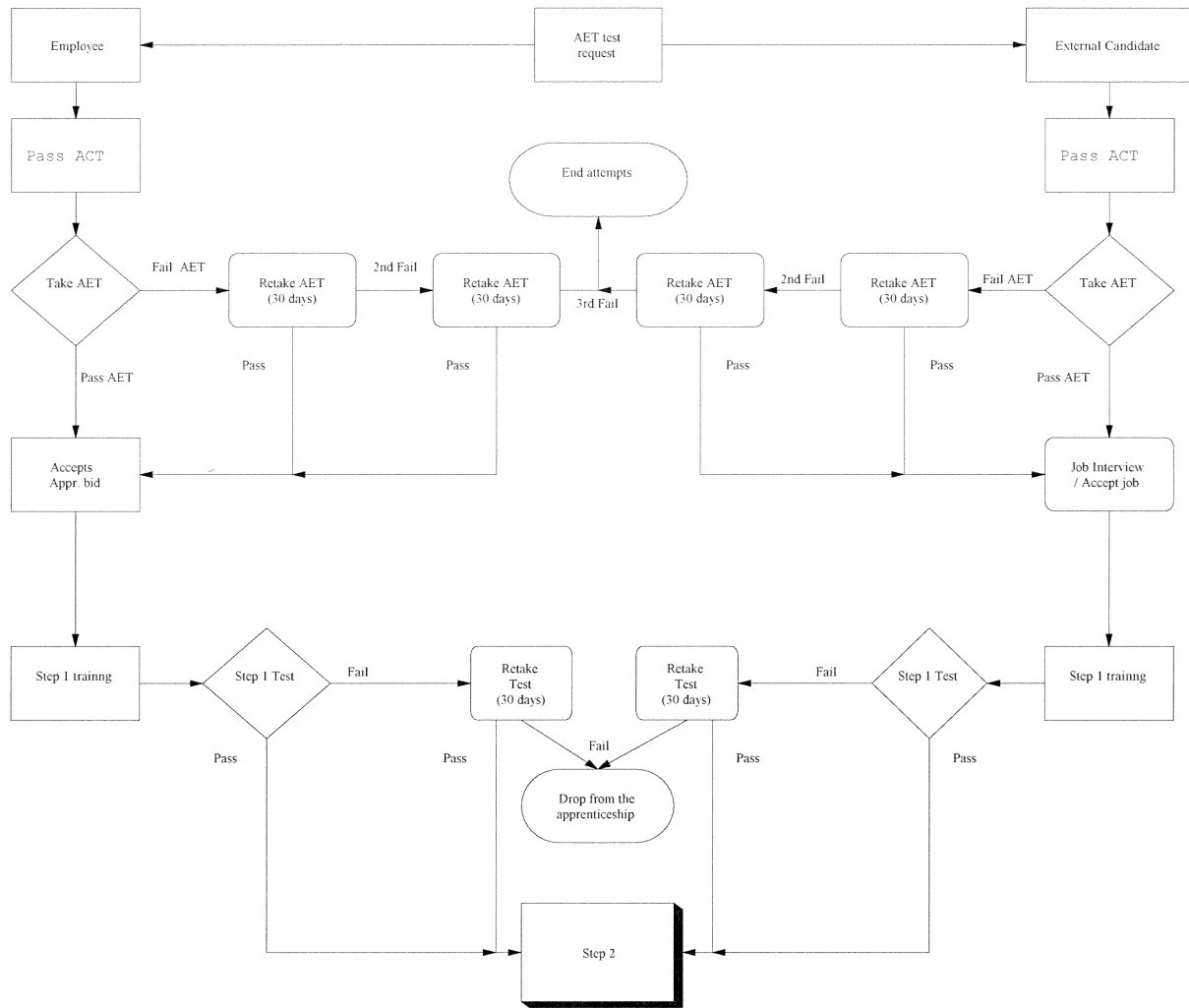
LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

November 29 , 2007

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager



**Apprentice Electrical Technician Testing Flowchart**



## Apprentice Electrical Technician Test

### AET Test:

#### AET Entrance Examination:

- *Electrical Theory* = 19 questions
- *Electronics* = 8 questions
- *Power and Current Transformers* = 9 questions
- *Electrical Drawings* = 4 questions

*Total = 40 questions / three hours to complete*

#### Step 1 Wage Progression Test:

- *Electrical Theory* = 6 questions
- *Substation Power Transformers* = 5 questions
- *Substation Current Transformers* = 5 questions
- *Substation Relays* = 9 questions
- *Wire Codes and Device Numbers* = 5 questions
- *Substation Electrical Drawings* = 10 questions

*Total = 40 questions / three hours to complete*

### Apprenticeship Timeline:

<i>Step 1 (0 – 6 mo.)</i>	<i>Step 2 (7 – 12 mo.)</i>	<i>Step 3 (13 – 18 mo.)</i>	<i>Step 4 (19 – 24 mo.)</i>	<i>Step 5 (25 – 30 mo.)</i>
<i>Training:</i> 1. <i>Introduction to Schematics – 40 hr.</i> 2. <i>Basic Relays and Phasors – 40 hr.</i> 3. <i>Substation Schematics and Automation – 24 hr</i>  <i>Step 1 OJT</i> <i>Step1 WPT</i>	<i>Relays and Phasors I – 40 hr.</i>  <i>Step 2 OJT</i>	<i>Relays and Phasors II – 80 hr.</i>  <i>Step 3 OJT</i>	<i>Relays and Phasors III – 80 hr.</i>  <i>Step 4 OJT</i>	<i>Rounding Out</i>

**Note: The Industrial Skills Test (IST) has replaced the Arithmetic Computation Test (ACT) (Letter Agreement 10-13).**

05/30/2006

**STUDY GUIDE  
FOR  
APPRENTICE ELECTRICAL TECHNICIAN (AET)  
QUALIFICATION TEST**

**About the Job**

*This job is one of the more demanding and prestigious positions within the Transmission / Substation Maintenance and Construction (TS M&C) and Hydro organizations. Continuous self-improvement and motivation are essential to stay abreast of the latest technology. Electrical Technicians work in high voltage environments that would be extremely hazardous to an untrained person. They are often called upon to work alone and without immediate supervision. Their work has a direct impact on the electric system reliability as well as employee and public safety. This work must be performed competently or else serious consequences can occur.*

*During the training program the Apprentice Electrical Technician is expected to learn and become proficient in the installation, maintenance, and operation of the following:*

- *High voltage power transformer banks*
- *High voltage power circuit breakers*
- *Current and potential transformer banks*
- *Transmission and distribution relays (microprocessor and electro-mechanical)*
- *Substation and electric utility protection systems*
- *Station automation and supervisory control and data acquisition (SCADA) systems*

**About the Test**

*The Apprentice Electrical Technician (AET) test consists of forty questions with a maximum time limit of three hours. This is a closed book test and calculators are allowed. AET test contains questions on the following:*

- *electrical theory*
- *electronics theory*
- *power and current transformers*
- *electrical drawings*

**Note:** *The Arithmetic Computation Test (ACT) must be successfully passed before taking the Apprentice Electrical Technician (AET) test.*

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*Continued on next page*

## **Test Administration**

Within seven calendar days after taking the test, you will receive an e-mail or letter from Human Resources with your test results.

## Reference Materials

Most high school, junior college, or electrical apprenticeship course materials and textbooks on the topics described on the previous page should be sufficient.

## Sample Questions

Attachment 1 contains sample questions for the person to have some idea of what to expect. It, by no means, is a complete test and is only a tool for the person to determine how much preparation is needed.

## **AET Test Question Details**

### **1. Electrical Theory - 19 questions**

- a. Properties of DC and AC voltage, current, and power
- b. The AC sine wave
- c. AC voltage and current polarities
- d. AC conversions of rms, peak, and peak-to-peak voltages
- e. Math prefixes and symbols, such as mega, kilo, milli, and micro
- f. Convert cycles to seconds or visa versa
- g. Electrical units of measurement, such as resistance measured in units of ohms
- h. Ohm's law, Kirchhoff's current law, and Kirchhoff's voltage law
- i. Motor efficiency
- j. Sizing resistors for electrical circuits
- k. Series and parallel circuit operation
- l. Open or short circuit symptoms
- m. Effects caused by inductance and capacitance
- n. Phase displacement between AC voltage and current in inductive or capacitive circuit
- o. True power (W), apparent power (VA), reactive power (VAR), and power factor (%)
- p. Voltage and current calculations for either a wye or delta system
- q. Phase matching (phasing) of three-phase circuits

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Continued on next page

## **AET Test Question Details, continued**

### **2. Electronics - 8 questions**

- a. *The properties and operating principle of a diode*
- b. *Operational tests for a diode*
- c. *Half and full wave rectification circuit connections and operation*
- d. *Diode ratings and replacement values*
- e. *Rectifier filter construction and operation*
- f. *Soldering*
- g. *Basic logic gates symbols and operation, including the exclusive OR gate*

### **3. Power and Current Transformers - 9 questions**

- a. *Transformer theory and operation*
- b. *Transformer operating losses (hysteresis, eddy currents, and copper losses)*
- c. *Single-line symbols for three-phase transformer banks*
- d. *Three-phase transformer bank power, primary current, and secondary current calculations using nameplate values*
- e. *Transformer primary and secondary connections (internal and external)*
- f. *Transformer polarity and insulation tests*
- g. *Current transformer (CT) theory and operation*
- h. *Multi-ratio (tapped) CT's*
- i. *Safety precautions working with CT's*
- j. *Wye system operation with connected meters and relays*
- k. *CT ratings and classifications*
- l. *CT burden*
- m. *Polarity markings*

### **4. Electrical Drawings - 4 questions**

- a. *Clapper or plunger relays with associated contacts*
- b. *Schematic diagram interpretation*

## Attachment 1

### Sample Questions

1. In the spaces provided, write the following conversions:

- a.  $10,050 \Omega =$  \_\_\_\_\_  $k\Omega$
- b.  $12.47 \text{ kV} =$  \_\_\_\_\_  $\text{V}$
- c.  $0.123 \text{ A} =$  \_\_\_\_\_  $\text{mA}$
- d.  $10.6 \text{ Mw} =$  \_\_\_\_\_  $\text{w}$

2. Circle the correct statement that describes what happens to a circuit with 3 resistors connected in parallel when one of the resistors is open-circuited.

- a. The circuit resistance increases.
- b. The circuit current increases.
- c. The voltage across each of the two remaining resistors increases.
- d. The amount of power consumed in the circuit remains the same.

3. Circle the correct statement that describes the operation of diodes.

- a. Diodes allow current to flow when the anode is negative in relation to the cathode.
- b. Diodes allow current to flow when the anode is positive in relation to the cathode.
- c. Diodes are only used in dc systems.
- d. Never use a diode to rectify ac.

4. Calculate the turns-ratio for a power transformer with a nameplate voltage rating of 34.655 kV to 11.95 kV. Write your answer in the space provided.

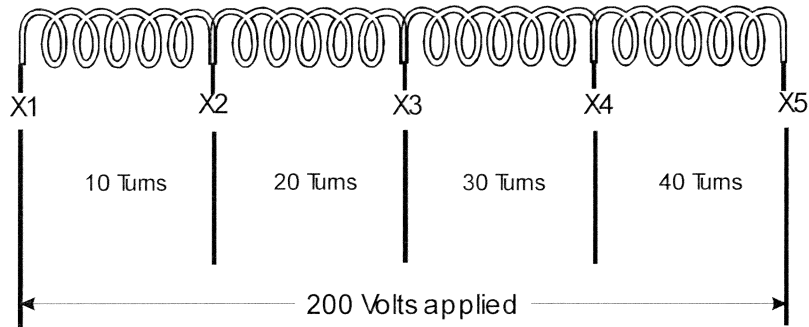
Turns-ratio = \_\_\_\_\_:1

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Continued on next page

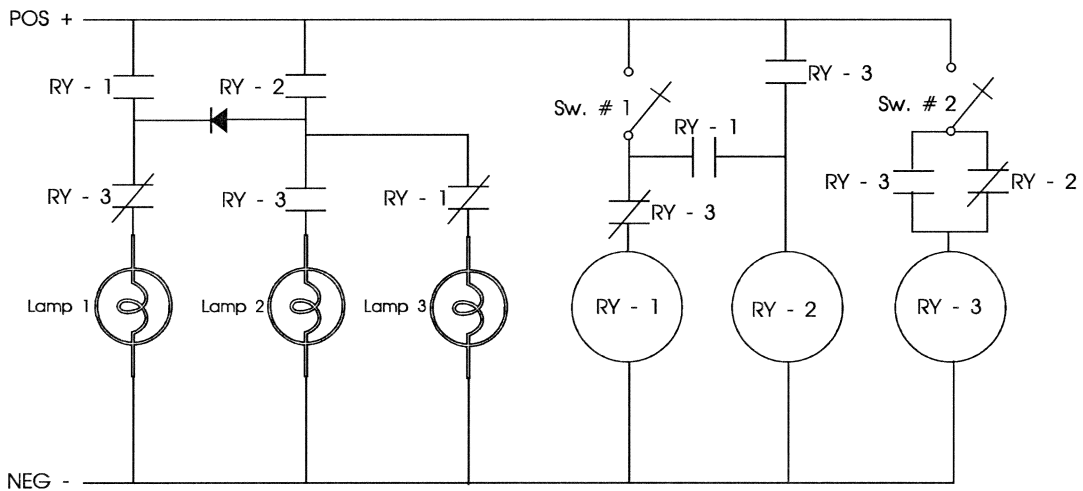
**Sample Questions, continued**

5. Shown below is a current transformer with the number of turns between taps. In the space provided, write the calculated voltage for taps X1 to X3 when 200 V is applied to the full secondary winding (X1 to X5).



X1 to X3 = \_\_\_\_\_ Volts

6. Analyze the circuit below. Assume that all switches are open initially and then Sw. #1 is closed. Circle the correct statement.
- Lamp # 1 only is on.
  - Lamp #2 only is on.
  - Lamps #1, #2 and #3 are on.
  - Lamps #2 and #3 are on.
  - Lamp #1 and #3 are on.



Continued on next page

**Sample Questions, continued**

7. During a saturation test of a 1500/5 multi-ratio CT, 400 volts is applied to the X1 to X4 tap. The X1 to X4 tap is the 1200/5 ratio. What is the expected voltage across the X1 to X5 tap? Circle the correct answer below.

- a. 500 V
- b. 400 V
- c. 320 V
- d. 240 V maximum
- e. 0 V

8. A phase-to-phase secondary ratio test is being conducted on a wye connected set of current transformers. Test current is applied through both the A and B-phase secondary leads. Circle the statement below where the secondary ratio current is read.

- a. A-phase ammeter, A-phase relay, and the Ground relay.
- b. A and B-phase ammeters, A and B-phase relays, and the Ground relay.
- c. A and B-phase ammeters and A and B-phase relays.
- d. B-phase ammeter, B-phase relay, and the Ground relay.
- e. C-phase ammeter, C-phase relay, and the Ground relay.

9. Write in the space provided the calculated power consumed in a dc circuit that has a current of 154 amperes and a circuit resistance of 25 ohms.

Power = \_\_\_\_\_ W

10. Circle the correct statement from the list below for an ac circuit containing resistance, and capacitive reactance,

- a. The voltage and current are in-phase.
- b. The current leads the voltage.
- c. The voltage leads the current.
- d. The phase angle between the voltage and current is 90°.

**Answers to sample questions listed on the following page.**



**Sample Questions Answers**

1. a.  $10.05\text{ k}\Omega$ , b.  $12,470\text{ V}$ , c.  $123\text{ mA}$ , d.  $10,600,0000\text{ w}$
2. a. *The circuit resistance increases.*
3. b. *Diodes allow current to flow when the anode is positive in relation to the cathode.*
4. *Turns-ratio = 2.9:1*
5.  $X1\text{ to }X3 = 60\text{ Volts}$
6. a. *Lamp # 1 only is on*
7. a.  $500\text{ V}$
8. c. *A and B-phase ammeters, A and B-phase relays.*
9.  $592.9\text{ kW}$
10. b. *The current leads the voltage*

*Note: Attachments 2, 3 and 4 are not currently being used but can be found with the original letter agreement.*



**Pacific Gas and  
Electric Company.**

# **LETTER AGREEMENT NO. 08-37-PGE**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P. O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

---

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL,  
BUSINESS MANAGER

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November 26, 2008

*Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696*

*Dear Mr. Dalzell:*

*On August 20, 2008 the ISTS Labor Management Committee discussed the benefits of expanding the use of Title 200 employees within ISTS working on projects with Title 300 ISTS employees. As a result, the parties agreed that this Letter Agreement cancels and supersedes L/A 00-59-PGE, the prior ISTS co-mingling agreement.*

*The parties agreed that ISTS assignments to Title 300 General Construction employees and Title 200 Maintenance employees should remain separate and distinct. However, on an exception basis, the following may be applied:*

- 1. On an exception basis, Title 200 employees may be loaned to General Construction and vice versa. The Title 200 and 300 crews shall normally remain distinct, but may work side-by-side on the same project or job. Company shall keep Union informed of the status of these projects or jobs during quarterly Labor Management meetings or other appropriate communications.*
- 2. Further, employees may be intermingled on the same crew, job or project where a need exists for training, additional staffing, or specialized assistance. When the need for training, additional staffing, or specialized assistance has concluded, the intermingling will be discontinued. Title 200 employees would continue to work under Title 200 provisions. Title 300 employees would continue to observe Title 300 provisions.*
- 3. It is not intended that the placement of an Apprentice within a work group for training opportunities result in the employee performing production work.*
- 4. Clerical Support may come from Title 200, Title 300, or Clerical employees.*

5. On occasion, T200 employees may be provided opportunities to take rotational assignments into management positions. During the rotation, temporary bargaining unit vacancies may need to be filled. If the 205.3 process does not result in the temporary vacancies being filled, then T300 employees may be loaned to a T200 work group for the purpose of filling those vacancies created by T200 employees on rotation. These T300 rotational assignments will be limited to 90 days with one (1) 90 day extension possible if mutually agreed to at the local level by Company and Union. Such temporary relief is not to exceed 180 days. Relief behind an absent employee may continue until the absent employee's return. Title 300 employees would continue to observe Title 300 provisions while working with the T200 group.
6. Sharing of equipment and tools and common assembly points and work locations is permissible.
7. Joint training, safety, and local Labor Management Committees are recommended.
8. This agreement does not modify the provisions of Sections 205, 206, 208, 212, 305, 306, and 308 of the Agreement. For purposes of equitable distribution of pre-arranged overtime pursuant to Section 208.16, Pre-Review Committee Decision 1118, et al., shall be applicable.

Either party may cancel this agreement by providing 60 days written notice of cancellation.

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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

December 18, 2008

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager

Note: The Industrial Skills Test (IST) has replaced the Arithmetic Computation Test (ACT) (Letter Agreement 10-13).



# LETTER AGREEMENT NO. 09-31-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES  
DEPARTMENT  
MAIL CODE N2Z  
P. O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-4310

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN A. RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL  
BUSINESS MANAGER

July 20, 2009 (Entrance Exam – Appr. Telecom Tech)

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

*This Letter Agreement cancels and supersedes Letter Agreement 79-83, signed July 20, 1979.*

*In 2008, a joint Ad Hoc Committee was established to revise the Apprentice Telecommunications Technician entrance examination (CTT). On July 10, 2009 the recommendations of the Ad Hoc Committee, which are enclosed, were submitted to the Joint Apprenticeship and Training Committee (JATC) for adoption. The Ad Hoc Committee developed two tests, Test 1 and Test 2. The passing of this test is a pre-requisite for entry to the (2408) Apprentice Telecommunications Technician and (2391) Apprentice Communication Technician classifications. Additionally, satisfactory completion of the Physical Test Battery (PTB) and the Arithmetic Computation Test (ACT) are pre-requisites for these apprenticeships.*

*JATC adopted the recommendations of the Ad Hoc Committee, with the understanding that until this Letter Agreement is executed, the Company may administer the new test as a pilot. Employees that fail the new test may opt to take the current Apprentice Telecommunications Technician entrance exam, if eligible.*

*The passing score of the new exam will be 72.2% or 26 correct answers out of 36 questions. The retesting schedule remains unchanged:*

- *2<sup>nd</sup> Testing – Three (3) months, or thereafter, following the date of the first testing.*
- *3<sup>rd</sup> Testing – Six (6) months, or thereafter, following the date of the second testing.*
- *4<sup>th</sup> Testing – Six (6) months, or thereafter, following the date of the third testing, provided that the employee is able to show satisfactory evidence that the employee has prepared himself or herself to pass the test. Failure of an employee to provide appropriate documentation as required will release the Company from any further obligation to retest or to consider the employee for future vacancies in the Apprentice Telecommunications Technician classification.*

The above requirements and testing schedule will apply to all employees who are tested after the effective date of this agreement.

If you are in accord with the foregoing and enclosures 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/ Stephen Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

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

July 29, 2009

By: s/ Tom Dalzell  
Tom Dalzell  
Business Manager



**Pacific Gas and  
Electric Company™**

# **LETTER AGREEMENT NO. 12-32-PGE**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N2Z  
PO Box 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL  
BUSINESS MANAGER

January 11, 2013

*Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696*

*Dear Mr. Dalzell:*

*This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:*

- 1. For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.*
- 2. Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.*
- 3. Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.*
- 4. In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.*
- 5. Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of*

*either party to omit classifications that utilize a commercial driver's license for the convenience of the Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.*

- 6. There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.*
- 7. Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.*
- 8. Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.*
- 9. For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.*
- 10. Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.*
- 11. Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.*
- 12. Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.*
- 13. Company shall pay all cost associated with obtaining and maintaining the CDL.*
- 14. The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.*
- 15. The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.*

*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/Stephen A. Rayburn  
Stephen A. Rayburn  
Director and Chief Negotiator

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

January 17, 2013

By: s/Tom Dalzell  
Tom Dalzell  
Business Manager



Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or  
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
<b>Title 200</b>	<b>50010376</b>	<b>Apprentice Cable Splicer</b>	<b>2281</b>
<b>Title 200</b>	<b>50010155</b>	<b>Apprentice Electrician-Electric &amp; Hydro</b>	<b>0481</b>
<b>Title 200</b>	<b>50010168</b>	<b>Apprentice Fitter</b>	<b>0561</b>
<b>Title 200</b>	<b>50010245</b>	<b>Apprentice Lineman</b>	<b>1101</b>
<b>Title 200</b>	<b>50010260</b>	<b>Apprentice Lineman Transmission</b>	<b>1188</b>
<b>Title 200</b>	<b>50010375</b>	<b>Cable Splicer</b>	<b>2280</b>
Title 200	50010317	Crane Operator	1594
<b>Title 200</b>	<b>50010191</b>	<b>Electric Crew Foreman</b>	<b>0740</b>
Title 200	50010193	Electric Crew Foreman - Transmission	0746
<b>Title 200</b>	<b>50010194</b>	<b>Electric Maintenance Crew Leader</b>	<b>0750</b>
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
<b>Title 200</b>	<b>50010149</b>	<b>Electrician - Electric &amp; Hydro</b>	<b>0467</b>
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPD	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
<b>Title 200</b>	<b>50010161</b>	<b>Fieldperson</b>	<b>0524</b>
<b>Title 200</b>	<b>50010167</b>	<b>Fitter</b>	<b>0560</b>
<b>Title 200</b>	<b>50010169</b>	<b>Fitter – Arc</b>	<b>0562</b>
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
<b>Title 200</b>	<b>50010175</b>	<b>Gas Crew Leader Non-Welding</b>	<b>0641</b>
<b>Title 200</b>	<b>50010174</b>	<b>Gas Crew Leader Welding</b>	<b>0640</b>
<b>Title 200</b>	<b>50010283</b>	<b>Gas Mechanic</b>	<b>1300</b>
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
<b>Title 200</b>	<b>50010244</b>	<b>Lineman</b>	<b>1100</b>
<b>Title 200</b>	<b>50010241</b>	<b>Lineman - Transmission</b>	<b>1094</b>
Title 200	50010298	Mechanic – Welder - CGT	1440
<b>Title 200</b>	<b>50010378</b>	<b>Night Cable Splicer</b>	<b>2283</b>
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
<b>Title 200</b>	<b>50010380</b>	<b>Unassigned Cable Splicer</b>	<b>2286</b>
<b>Title 200</b>	<b>50010156</b>	<b>Unassigned Electrician - Elec &amp; Hydro</b>	<b>0484</b>
<b>Title 200</b>	<b>50010170</b>	<b>Unassigned Fitter</b>	<b>0563</b>
<b>Title 200</b>	<b>50010246</b>	<b>Unassigned Lineman</b>	<b>1103</b>
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
<b>Title 200</b>	<b>50010188</b>	<b>Underground Constr Crew Frmn - Electric</b>	<b>0737</b>
<b>Title 200</b>	<b>50010189</b>	<b>Underground Constr Crew Frmn - Gas</b>	<b>0738</b>
Title 200	50010234	Underground Constr Journeyman - Elec	1077

<b>Title 200</b>	<b>50010235</b>	<b>Underground Constr Journeyman - Gas</b>	<b>1078</b>
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

\*Per L/A 07-56 Working Foreman 0845 shall have a class A license

CDL List T200 & T300 Utilized for Company Convenience

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535
Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930

<i>Title 200</i>	50010200	<i>Water System Crew Leader</i>	0830
<i>Title 300</i>	50010379	<i>Apprentice Cable Splicer - GC</i>	2285
<i>Title 300</i>	50010157	<i>Apprentice Electrician - GC</i>	0488
<i>Title 300</i>	50010248	<i>Apprentice Lineman - GC</i>	1107
<i>Title 300</i>	50010438	<i>Apprentice Welder - GC - Gas</i>	2628
<i>Title 300</i>	50253876	<i>Backhoe Operator-Not Gas</i>	1612
<i>Title 300</i>	50010377	<i>Cable Splicer – GC</i>	2282
<i>Title 300</i>	50010096	<i>Carpenter A-Gas</i>	0163
<i>Title 300</i>	50010097	<i>Carpenter B-Gas</i>	0164
<i>Title 300</i>	50253770	<i>Carpenter A- Not Gas</i>	1601
<i>Title 300</i>	50253771	<i>Carpenter B- Not Gas</i>	1604
<i>Title 300</i>	50010152	<i>Electrician - GC</i>	0474
<i>Title 300</i>	50073099	<i>Field Garageman</i>	0885
<i>Title 300</i>	50010208	<i>Garage Working Foreman</i>	0857
<i>Title 300</i>	50010173	<i>Labor Foreman A</i>	0630
<i>Title 300</i>	50010247	<i>Lineman –GC</i>	1106
<i>Title 300</i>	50010287	<i>Station Mechanic</i>	1337
<i>Title 300</i>	50010171	<i>Street Fitter</i>	0580
<i>Title 300</i>	50010179	<i>Subforeman A - Overhead</i>	0650
<i>Title 300</i>	50010180	<i>Subforeman A - Station/Hydro</i>	0651
<i>Title 300</i>	50010178	<i>Subforeman A - Underground</i>	0649
<i>Title 300</i>	50010181	<i>Subforeman B</i>	0653
<i>Title 300</i>	50010223	<i>Utility Worker - GC</i>	0947
<i>Title 300</i>	50010435	<i>Welder - GC - Gas</i>	2617
<i>Title 300</i>	50253880	<i>Welder - GC-Not Gas</i>	1618
<i>Title 300</i>	50251365	<i>Working Foreman A - Non-Climbing</i>	0105
<i>Title 300</i>	50010205	<i>Working Foreman B - Climbing</i>	0853
<i>Title 300</i>	50010206	<i>Working Foreman C – Gas</i>	0854
<i>Title 300</i>	50251368	<i>Working Foreman B – Gas</i>	0255
<i>Title 300</i>	50251366	<i>Working Foreman A – Gas</i>	0257
<i>Title 300</i>	50251367	<i>Working Foreman B - Non-Climbing</i>	0107
<i>Title 300</i>	50253775	<i>Working Foreman C-Not Gas</i>	1608

## LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

<b>Reference</b>	<b>Subject</b>	<b>Page(s)</b>
	<i>Deleted (0523) Second Faller. Obsolete classification. Not listed in Exhibit X. No incumbents.</i>	<i>n/a</i>
	<i>Deleted (2160) Rigger. Obsolete classification. Not listed in Ex. X. No incumbents.</i>	<i>n/a</i>
	<i>Deleted (2157) Rigger-GC from lines of progression. Obsolete classification. No incumbents.</i>	<i>n/a</i>
<i>LA 90-113 6/29/90</i>	<i>Added letter agreement establishing CDLA.</i>	<i>44</i>
<i>LA 97-140 12/10/97</i>	<i>Added letter agreement regarding staffing during a temporary need.</i>	<i>56</i>
<i>LA 98-29 6/15/98</i>	<i>Added note to Apprentice Telecommunications Technician job definition "...or an Apprentice Control Tech/Control Tech that previously held the Electrician classification..."</i>	<i>6</i>
<i>LA R1-99-57 4/3/00</i>	<i>Added letter agreement regarding co-mingling Titles 200 and 300 Apprentice Electricians.</i>	<i>58</i>
<i>LA R1-03-28 12/15/03</i>	<i>Added letter agreement regarding ISTS Labor Management Committee to reach agreements on work jurisdiction.</i>	<i>60</i>
<i>LA R1-04-11 1/6/05</i>	<i>Added letter agreement regarding Switchman Certification Program.</i>	<i>62</i>
<i>LA 05-03 4/20/05</i>	<i>Added letter agreement regarding respirators for emergency response.</i>	<i>64</i>
<i>LA R1-05-22 6/20/05</i>	<i>Added Water Department to the Electric Maintenance JDLOP. Did not include Water Systems Operator (1898) and Utility Water Systems Operator (1899) per LA R1-05-22. PIO'd and moved to Hydro. Deleted (1899) Utility Water Systems Operator - Spring Gap in LOPs. Non-manned and no incumbents.</i>	<i>Various</i>
<i>LA R1-06-32 2/26/07</i>	<i>Added (0932) Utility Worker - Telecommunications classification and add to next lower to Apprentice Telecommunications Technician.</i>	<i>37</i>
<i>LA 07-43 11/29/07</i>	<i>Added letter agreement regarding Apprentice Electrical Technician entrance exam.</i>	<i>10 66</i>
<i>2008 Table Settlement 10/31/08</i>	<i>Deleted Telecommunications Installer classification.</i>	<i>n/a</i>
<i>LA 08-37 12/18/08</i>	<i>Added letter agreement regarding co-mingling Title 200 and Title 300.</i>	<i>76</i>
<i>LA 09-31 7/29/09</i>	<i>Entrance exam requirements for (2408) Apprentice Telecommunications Technician and (2391) Apprentice Communications Technician. Added note to job description and letter agreement.</i>	<i>5, 78</i>

LA 10-01 1/28/10	Added new classification - Electrician Switching.	12
LA 12-32 1/17/13	Added letter agreement regarding Commercial Driver's License Addendum.	80
LA 12-66 12/20/12	Deleted Technical Crew Leader B - Not Gas (50253774) in the LOPs.	Various LOPs
LA 13-23 5/1/13	Updated Electrical Technician job definition.	
LA 13-70 9/11/13	Updated Water Systems Repairperson and Appr. Water Systems Repairperson LOPs.	20