

## PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

December 1, 1988

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes letter dated June 13, 1988 on same subject.

Attached is an update of Exhibit VI, Section 600.1 Division Gas Transmission and Distribution revised to reflect changes made as a result of general negotiations and interim negotiations. The changes include:

1. Removal of 1151 Mainman Arc from Apprentice Fitter and Fieldman lines of progression as a result of LA 85-86 which modified the Mainman Arc classification to include the welding requirement, changed the name to Certified Welder/Mainman Arc, and changed the bidding rights to be the same as that of a Certified Welder.
2. Removed job descriptions for Field Clerk, Light Truck Driver, and Truck Driver and removed them from other lines of progression.
3. Addition of the Backhoe Operator Training Program for Equipment Operators.
4. Modified Equipment Operator job description and added requirement to successfully complete two-week Backhoe Operator Training Program.
5. Modified Note "H" of the Fieldman job description and added note "K."
6. Removal of Oxyacetylene Welder-G.C. (2627) from Fitter and Heavy Truck Driver lines of progression (per LA 83-69).

7. Bidding rights of Fieldman to Heavy Truck Driver changed as a result of elimination of Light Truck Driver and Field Clerk classifications. Therefore, added provision for Fieldman to be considered as "top of rate" in bidding to Heavy Truck Driver at the six month step.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By   
Manager of Industrial Relations

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

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

Dec 16, 1988

By   
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION GAS TRANSMISSION AND DISTRIBUTION

EXHIBIT VI AND SECTION 600.1

OF THE AGREEMENT

REVISED JUNE 10, 1988

REPLACES BOOK DATED MARCH 8, 1985

JOB DEFINITIONS AND LINES OF PROGRESSION

GAS TRANSMISSION AND DISTRIBUTION DEPARTMENT

0640      GAS CREW FOREMAN (Welding)

An employee who is a working foreman in charge of a crew of two to five men exclusive of himself, engaged in construction or maintenance work. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Fitter and must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. A Gas Crew Foreman (Welding) may, as a working foreman, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below.

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0560 (0563) Fitter & (Un.)	0640 Gas Crew Foreman (Welding)
0562 Fitter Arc	0650 Subforeman A (G.C. Gas)
0641 Gas Crew Foreman	0653 Subforeman B (G.C. Gas)
1245 Corrosion Mechanic (On 6/30/66)	0850 Working Foreman A (G.C. Gas)
1300 Gas Mechanic	0853 Working Foreman B (G.C. Gas)
*1365 Measurement & Control Mech.	0854 Working Foreman C (G.C. Gas)

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced Helper who has six months in the Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the Helper has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Foreman (Welding).
- B. In all types of work, two-man units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-man units:

- (1) Installation of mains or services in excess of 2 inches or inserts in excess of 1- $\frac{1}{4}$  inches. Handling of steel pipe shall be limited to lengths approximately 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).
- (2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.
- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

0641      GAS CREW FOREMAN (Non-Welding)

An employee who is a working foreman in charge of a crew of two to five men exclusive of himself, engaged in construction or maintenance work. He shall have the personal qualifications of leadership and supervisory ability, and must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. A Gas Crew Foreman may, as a working foreman, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below:

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
*0560 (0563) Fitter & (Un.)	0640 Gas Crew Foreman (Welding)
*0562 Fitter-Arc	0641 Gas Crew Foreman (Non-Welding)
**0524 Fieldman	0650 Subforeman A (G.C. Gas)
**1645 Equipment Operator	0653 Subforeman B (G.C. Gas)
1360 Manhole Mechanic - S.F. (Incumbents Only)	0850 Working Foreman A (G.C. Gas)
	0853 Working Foreman B (G.C. Gas)
	0854 Working Foreman C (G.C. Gas)

\*Applicable only to employees who were classified as Fitter or Apprentice Fitter on January 1, 1980.

\*\*Applicable to those employees who have completed the Fieldman/Equipment Operator training program.

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced Helper who has six months in the Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the Helper has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Foreman.
- B. In all types of work, two-man units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.

Examples of work that shall not be assigned to two-man units are:

- (1) Installation of any steel service or mains; plastic mains or services in excess of 2 inches or inserts in excess of 1- $\frac{1}{4}$  inches.
- (2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.
- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

0641      GAS CREW FOREMAN (Non-Welding) (cont'd)

- C. The work assignments of this classification will basically be the same as the Gas Crew Foreman (Welding) except that he shall not install any steel services or mains and shall not be required to weld metal pipe. However, he may install leak clamps on metal pipe.
- D. For the purposes of Title 212 of the Physical Agreement, the Gas Crew Foreman (Welding) and Gas Crew Foreman classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a GCF (Welding) shall be used even if the GCF is on the top of the Title 212 call-out list.
- E. The establishment of the non-welding Gas Crew Foreman classification shall be limited to 10% of the existing Gas Crew Foreman classifications on Company's system. However, if it is necessary to demote existing Gas Crew Foreman (Welding) to Gas Crew Foreman for failure to meet the welding requirements, an additional 5% Gas Crew Foremen are permitted. Not more than every other Gas Crew Foreman vacancy in a headquarters may be filled as a new Gas Crew Foreman.
- F. Temporary upgrades to Gas Crew Foreman (0641) shall be limited to filling temporary vacancies in established positions, except that temporary upgrades may be made to such classification in a headquarters where there are no employees eligible to prebid to Gas Crew Foreman (Welding) (0640).
- G. Successful completion of EAS #5 Space Visualization Test and the Number Series Completion Test is required to become a valid prebidder to 0641 Gas Crew Foreman. 0640 Gas Crew Foreman who is reclassified to 0641 Gas Crew Foreman is exempt from taking the tests. A test will not be given to an employee who has already taken it as part of a preemployment examination. (Added by L.A. 81-84, 8/17/81).

1300      GAS MECHANIC

An employee with the qualifications of a Fitter who performs specialized work in connection with the installation, maintenance and operation on pipelines and other facilities without immediate supervision. Performs both arc and oxyacetylene welding. Performs other duties such as making complex layouts, hot tie-ins on larger diameter pipelines, operating main line valves, and operating the larger pressure control equipment. May work alone or with the assistance of one other employee in a lower classification. Where a three-man operation is required, a Gas Crew Foreman shall be used, or a mechanic upgraded to the classification, except when the third man is used only for non-production (flagging and/or guarding a manhole).

Next Lower Classifications

0560 (0563) Fitter & (Un.)  
0562 Fitter-Arc  
1245 Corrosion Mech. (On 6/30/66)

Same or Higher Classifications

0640 Gas Crew Foreman (Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman

(cont'd)

Next Lower ClassificationSame or Higher Classifications

0650 Subforeman A (G.C. Gas)  
 0653 Subforeman B (G.C. Gas)  
 0850 Working Foreman A (G.C. Gas)  
 0853 Working Foreman B (G.C. Gas)  
 0854 Working Foreman C (G.C. Gas)  
 1300 Gas Mechanic  
 \*1365 (1366) Measurement and Control  
 Mechanic & (Un.)  
 2617 Welder (G.C. Gas)

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

Notes on Gas Mechanic Classification:

The main distinction between the Fitter and Gas Mechanic is the requirement of arc welding for the Gas Mechanic classification and that he is a more highly skilled Fitter working, in general, on all kinds of pipeline work.

- A. A Gas Mechanic may, without direct supervision, perform all work which a Fitter would do plus work of a more complicated nature. Pressure control fitting operation requirements include those not a part of the Fitter's work as defined in later discussions on the Fitter definition. He shall also perform work on transmission lines or systems with greater than 60 pounds pressure.
- B. Installation of telemetering and remote control equipment shall be limited to mechanical devices (e.g., meters and gauges) and no electrical work is required other than attachment of leads, replacement of tubes or parts, or cleaning of contacts. Work on the electrical circuits is not intended.
- C. Work in cathodic protection is included although where this is the primary work being performed, he shall be a Corrosion Mechanic.
- D. A Gas Mechanic may install meters larger than 300 cubic feet per hour capacity; however, unless he is qualified by schooling or by experience in the work of M&C classification or that of Serviceman or Service Mechanic, he is to set the meter only and shall not place it in service. The Gas Mechanic can turn on the meter set for the purpose of soap testing welds or joints and for gauging the outlet pressure. When a qualified Gas Mechanic is used to place the meter in service, the Gas Mechanic shall be upgraded to the appropriate classification for all the time worked at the higher classification. (R.C. #1525- 81-9)
- E. A Gas Mechanic, working with one other employee may install gas meter manifolds regardless of size or complexity except that all manifold work which exceeds the capabilities of a two-man work unit shall be the work of a crew. (R.C. #1526-81-10)

0562      FITTER-ARC

An employee with the qualifications of a Fitter who shall be a qualified arc and oxyacetylene welder. Such employee's arc welding duties shall be limited to welding on piping systems designed to operate at less than 20% specified minimum yield strength. In addition to performing all the duties of a Fitter, the Fitter-Arc may be required to move from crew to crew only to perform welding assignments within the herein stated limitations.

The Fitter-Arc will not be required to operate main line valves or larger pressure control equipment (Mueller) or to fabricate the complex layouts involved in larger diameter piping or perform hot tie-ins by the "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic. It is not the intent of this classification to replace the Gas Mechanic classification.

Next Lower Classifications

0560 (0563) Fitter & (Un.)

Same or Higher Classifications

0562 Fitter-Arc  
0640 Gas Crew Foreman (Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman  
0650 Subforeman A (G.C. Gas)  
0653 Subforeman B (G.C. Gas)  
0850 Working Foreman A (G.C. Gas)  
0853 Working Foreman B (G.C. Gas)  
0854 Working Foreman C (G.C. Gas)  
1300 Gas Mechanic  
\*1365 (1366) Measurement and Control  
Mechanic & (Un.)  
2617 Welder (G.C. Gas)  
2625 Arc Welder (G.C. Gas)

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

NOTE:

Vacancies in the Fitter-Arc classification will be filled through the bidding procedure on or after January 1, 1981. Company will not establish the Fitter-Arc classification in any Division until, and unless, it has offered a training course in arc welding, including practice sessions, to those employees in the Fitter classification who might be candidates for promotion to Fitter-Arc. Such training course shall be conducted outside of working hours and shall be on the employee's time. No charge will be made for participation in this course.

0560      FITTER

An employee who, as part of a crew, installs and maintains mains, services, meter and regulator sets, ducts, manholes, vaults, pull boxes, pipe, conduit and other accessories. Performs oxyacetylene welding. May work alone



0560      FITTER (cont'd)

or with an assistant on routine operations such as leak investigations or repairs, minor alterations to service, remodeling domestic type meter and regulator sets, and patrolling transmission and distribution mains. May be required to operate mechanical equipment normally operated by the Equipment Operator and the Fieldman.

Next Lower Classification

0561 Apprentice Fitter

Same or Higher Classifications

0560 (0563) Fitter & (Un.)  
0562 Fitter-Arc  
0640 Gas Crew Foreman (Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman  
0650 Subforeman A (G.C. Gas)  
0653 Subforeman B (G.C. Gas)  
0850 Working Foreman A (G.C. Gas)  
0853 Working Foreman B (G.C. Gas)  
0854 Working Foreman C (G.C. Gas)  
1245 Corrosion Mechanic (On  
6/30/66)  
1300 Gas Mechanic  
\*1365 (1366) Measurement and Control  
Mechanic & (Un.)  
2250 Steam Serviceman  
2617 Welder (G.C. Gas)  
2625 Arc Welder (G.C. Gas)

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

Notes on Fitter Definition:

- A. In outlining the work to be performed by a Fitter apart from a crew, the work is agreed to be limited to minor repairs and other work which is simple or routine in nature. Work which is simple or routine in nature includes but is not necessarily limited to the following examples:
- (1) Working alone shall be generally limited to patrolling of pipelines, making minor alterations to domestic type meter and regulator sets, or working with a contractor or others who are performing operations which could create a hazard to PGandE gas pipelines. In working in such assignments, his work could involve inspection of work being performed, locating and marking locations of pipes and preventing damage to pipelines by others performing such work.
  - (2) The Fitter classification is to be used when it is necessary to have an employee stand by on a construction job to give advice, instructions, or action to help assure that the Company underground facilities are not damaged.

0560

FITTER (cont'd)

- (3) A Fitter and one other employee, who shall be either a Fieldman or Apprentice Fitter, working apart from a crew could involve:
    - a. Investigation of leaks.
    - b. Repair of minor leaks by means of a leak clamp, fusion or welding. Large leaks, patching or pipes or emergency conditions shall be handled by crews.
    - c. Minor alterations to services including abandonments (does not include installation).
    - d. Remodeling of domestic type meters and regulator sets including the installation of meter manifolds having connectors for four meters or less. (R.C. #1526-81-10)
    - e. Repacking of glands in valves.
  - (4) Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.
  - (5) In using Fitters apart from a crew, it was agreed Fitters would not be used as "floaters" from crew to crew. However, a Fitter may be assigned to more than one crew during a day. In such cases he will be working with the crew to which he is assigned and not independently of it. It is not the intent to schedule a Fitter to move from crew to crew to perform welding assignments heretofore performed by a Gas Mechanic and falling within the Gas Mechanic's job definition.
- B. The Fitter's duties as a member of a crew include but are not necessarily limited to:
- (1) Welding

The Fitter's duties include oxyacetylene welding of all sizes of piping and related fittings on systems operating at 60 psi or less. On piping operating between 60 and 400 psi, the welding shall be confined to 2 inch or smaller pipe sizes.
  - (2) Pressure Control Fittings
    - a. The Fitter may be required to weld all sizes of pressure control fittings on piping operating at 60 psi or less and sizes 2 inches and smaller on piping operating at pressures between 60 psi and 400 psi.
    - b. The Fitter may be required to tap pressure control fittings in sizes 2 inches and smaller on lines operating at less than 400 psi.

0560      FITTER    (cont'd)

- c.    The Fitter may be required to plug off all sizes of pressure control fittings on piping operating at 60 psi or less.

C.    A Fitter shall not perform:

- (1)   production arc welding on a job, but a Fitter may perform practice non-production arc welding for advancement to Fitter-Arc or Gas Mechanic. Inasmuch as arc welding by a Fitter is to provide training and development of skill and competency to progress to Fitter- Arc or Gas Mechanic and the Apprentice is not required to gain this skill to attain journeyman status, the Apprentice as such shall not be used in arc welding processes. Failure to qualify or lack of arc welding ability would not be a basis for denial of progression to, or demotion from such classifications;
- (2)   fabrication of complex layouts involved in larger diameter piping or perform hot tie-ins by "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic.

0561      APPRENTICE FITTER

An employee engaged in performing Fitter's work as an assistant to or under the supervision of a Fitter or higher journeyman and in addition drives light trucks, operates equipment such as compressors and earth-boring machines and when receiving the top wage rate for the classification may conduct leak surveys. May be assigned to drive the crew truck and assist the Light Crew or Heavy Crew Foreman in the performance of the clerical work of the crew.

Next Lower Classification

0930 Helper (Steam Heat & Gas T&D)

Same or Higher Classifications

0465 Heavy Truck Driver (Gas)  
0524 Fieldman  
0561 Apprentice Fitter  
0580 Street Fitter (G.C. Gas)  
0641 Gas Crew Foreman (Non-Welding)  
0643 Manhole & Duct Crew Foreman  
1150 Steam Mainman  
1301 Gas Mechanic (G.C.)  
1360 Manhole Mechanic  
1645 Equipment Operator  
1650 Heavy Equipment Operator  
2628 Apprentice Welder (G.C. Gas)

NOTES:

- 1.    Job awards to the Apprentice Fitter classification shall be made "pending" when a vacancy, which Company intends to fill, occurs. The job will be awarded by bid to the senior qualified employee having a valid prebid on file. The employee will not report to the classification sooner than two weeks preceding the next available Primary class.

0561      APPRENTICE FITTER (cont'd)

2. A Fieldman who is the successful bidder on a vacancy in the Apprentice Fitter classification will be placed at the equivalent wage rate step and such employee will not have subsequent bids on Fitter vacancies considered under Section 205.7(b) until he has accrued 24 months as an Apprentice Fitter. In addition, he will not be considered for automatic progression to Unassigned Fitter under the provisions of the Master Apprentice Agreement until he has accrued 30 months as an Apprentice Fitter. (Effective 8-1-83 as per L.A. 83-104.)

1650      HEAVY EQUIPMENT OPERATOR

An employee who operates cranes whose capacity is 10 tons or over, or trenching machines capable of digging a trench 7 feet deep or greater; makes minor repairs to such equipment; performs such other work in lower classifications as may become necessary.

Next Lower Classification

1645 Equipment Operator

Same or Higher Classifications

0640 Gas Crew Foreman (Welding)  
0641 Gas Crew Foreman (Non-Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman  
0650 Subforeman A (G.C. Gas)  
0653 Subforeman B (G.C. Gas)  
0850 Working Foreman A (G.C. Gas)  
0853 Working Foreman B (G.C. Gas)  
0854 Working Foreman C (G.C. Gas)  
1300 Gas Mechanic  
1515 Backhoe Operator (G.C. Gas)  
1594 Crane Operator (G.C. Gas)  
1650 Heavy Equipment Operator  
1860 Trencher Operator (G.C. Gas)

1645      EQUIPMENT OPERATOR

An employee who operates cranes of capacities which are less than 10 tons, trenchers such as Jeep, 705B Runabout and Cleveland, loaders, backhoes, hydrammers and other equipment. When not operating equipment, may work alone or with an assistant performing such work as patrolling and locating pipelines, repairing pipe wrapping damage, repairing minor leaks found on routine leak surveys, and lubricating and repacking valves. May be required to drive a truck and possess a Class I Driver's License. Performs such other work in lower classifications as may become necessary.

May perform work under the direction of a qualified supervisor in the installation of underground electric facilities, including pulling cable in conduit. May include setting poles and the associated trenching, provided special training has been provided; will not be required to operate a line truck. Cable pulling is limited to all secondary and primary 1/0 and smaller cables in runs of 500 feet or less and cable tension not to exceed 1,000 pounds.

1645

EQUIPMENT OPERATOR (cont'd)

Must successfully complete two-week Backhoe Operator Training Program in order to be considered for upgrade or promotion. (See pg. 16 - Backhoe Operator Training Program.)

Next Lower Classifications

0465 Heavy Truck Driver (Gas)  
0524 Fieldman

Same or Higher Classifications

0560 (0563) Fitter & (Un.)  
0562 Fitter-Arc  
0640 Gas Crew Foreman (Welding)  
0641 Gas Crew Foreman (Non-Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman  
0650 Subforeman A (G.C. Gas)  
0653 Subforeman B (G.C. Gas)  
0850 Working Foreman A (G.C. Gas)  
0853 Working Foreman B (G.C. Gas)  
0854 Working Foreman C (G.C. Gas)  
1245 Corrosion Mechanic (On  
6/30/66)  
1300 Gas Mechanic  
1360 Manhole Mechanic  
\*1365 (1366) Measurement and Control  
Mechanic & (Un.)  
1515 Backhoe Operator (G.C. Gas)  
1594 Crane Operator (G.C. Gas)  
1640 Miscellaneous Equipment  
Operator A (G.C. Gas)  
1643 Miscellaneous Equipment  
Operator B (G.C. Gas)  
1645 Equipment Operator  
1650 Heavy Equipment Operator  
1860 Trencher Operator (G.C. Gas)  
2250 Steam Serviceman

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

NOTE: In reaching agreement to expand the duties of the Equipment Operator to perform cable pulling, it was understood that until such time as an agreed to training program has been implemented for the employees designated to perform such work, the qualified supervisor for such assignments will be an electric department employee.

0524

FIELDMAN

An employee who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities and other underground systems. Under the direction of a Gas Crew Foreman, Fitter or Gas Mechanic, performs such duties as installing leak repair clamps, domestic meter sets, miscellaneous pipe fitting, lighting pilots, operating equipment such as earthboring equipment, small pressure control equipment, leak detectors, pipe

0524      FIELDMAN (cont'd)

locators, small trenchers and other equipment of 30 hp or less. May work alone in performing such duties as truck driving, operating compressors, concrete saws, routine leak surveys, pipe locating, taking pipe to soil potentials. Performs clerical work associated with these duties. The duties which may be performed by a Fieldman working alone may also be performed by a Fieldman when he is assigned as a member of a crew. May be assigned to drive the crew truck and assist the Gas or Heavy Crew Foreman in the performance of the clerical work of the crew. May also be required to perform the duties of a Manhole Framer and assist an employee in a higher classification.

Next Lower Classification

0930 Helper (Steam Heat  
and Gas T&D)

Same or Higher Classifications

0465 Heavy Truck Driver (Gas)  
0524 Fieldman  
0560 (0563) Fitter & (Un.)  
0561 Apprentice Fitter  
0562 Fitter-Arc  
0580 Street Fitter (G.C. Gas)  
0640 Gas Crew Foreman (Welding)  
0641 Gas Crew Foreman (Non-Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman  
0650 Subforeman A (G.C. Gas)  
0653 Subforeman B (G.C. Gas)  
0850 Working Foreman A (G.C. Gas)  
0853 Working Foreman B (G.C. Gas)  
0854 Working Foreman C (G.C. Gas)  
1150 Steam Mainman  
1245 Corrosion Mechanic (On  
6/30/66)  
1300 Gas Mechanic  
1301 Gas Mechanic (G.C.)  
1360 Manhole Mechanic  
\*1365 (1366) Measurement and Control  
Mechanic & (Un.)  
1368 Apprentice Measurement and  
Control Mechanic  
1470 Orifice Meterman  
1483 Field Meterman  
1515 Backhoe Operator (G.C. Gas)  
1570 Compressor Operator A  
(G.C. Gas)  
1573 Compressor Operator B  
(G.C. Gas)  
1594 Crane Operator  
1640 Miscellaneous Equipment  
Operator A (G.C. Gas)  
1643 Miscellaneous Equipment  
Operator B (G.C. Gas)  
1644 Miscellaneous Equipment  
Operator C (G.C. Gas)

(cont'd)

Next Lower ClassificationSame or Higher Classifications

1645 Equipment Operator  
 1650 Heavy Equipment Operator  
 1860 Trencher Operator (G.C. Gas)  
 2250 Steam Serviceman  
 2617 Welder (G.C. Gas)  
 2625 Welder-Arc (G.C. Gas)  
 2627 Welder-Oxyacetylene  
 (G.C. Gas)  
 2628 Apprentice Welder (G.C. Gas)

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

Notes on Fieldman Definition

The classification of Fieldman was developed to perform all duties of the Apprentice Fitter except that of welding. The Fieldman's duties shall be performed as a part of a crew except for the following work under the conditions herein stated:

- A. Pipe location and leak surveys and investigations. This work shall normally be done alone, but, where necessary for protection of a Fieldman, a Helper may accompany him to act as Flagman while no mechanical work will be performed as part of these functions. When a Helper is assigned to assist a Fieldman, the Helper's primary function will be to act as a Flagman for the protection of both men, nevertheless, the Helper will be expected to provide some assistance to the Fieldman such as raising manhole covers, driving, painting the street after the Fieldman has chalked it, or holding one end of the pipe locator.
- B. Use of concrete saws. Where this work is performed apart from a crew, the employee shall receive the top rate of pay of the Fieldman classification.
- C. Use of truck mounted compressor. Where used on a roving basis from crew to crew, the employee shall receive the top rate of pay of the Fieldman classification.
- D. Use of portable trenchers (such as "Ditch Witch," "Arps"). When used apart from a crew, the employee shall be paid the wage rate of Equipment Operator.
- E. Fitting work by a Fieldman shall be limited to fabrication and alteration of meter sets using threaded fittings.
- F. With respect to the question of assigning Fieldman or others to the operation of a dump truck with a loader on the front which is being used to load the truck itself, it is our understanding that the proper classification is Truck Driver; however, a Fieldman may be assigned to perform such duties provided that his wage rate is at least equivalent to the beginning rate of Truck Driver.

0524      FIELDMAN (cont'd)

- G. It is also our understanding that the proper classification for operation of a truck with a front-end loader which is being used to load other trucks or which is being used to backfill a trench or other work other than loading itself, hauling or unloading, is Equipment Operator.
- H. A Fieldman may be assigned to drive a truck (other than a heavy truck) transporting reels of underground cable from the warehouse to the job and assist the crew in laying the cable in an open trench, provided that he receives a wage rate that is at least equivalent to the 12-month Fieldman rate.
- I. The Fieldman classification is to be used on all marking and locating assignments where that activity is the principal assignment. He may answer questions and give advice to others while on such assignments if that activity is incidental to his primary involvement of marking and locating facilities. The Fitters who were assigned to this work as a principal duty prior to January 1, 1980 will continue to do so until such time as they vacate the classification or request a different work assignment.
- J. The Fieldman/Equipment Operator Training Program was established effective on August 1, 1981. Those incumbents at the 24-month step on August 1, 1981, who do not indicate by August 15, 1981, a desire to take the training will be returned to the 18-month wage step. Those at the 24-month wage step who do not successfully complete the training will also be returned to the 18-month wage step effective the first workday following their retest. This retest will be given 30 days after completion of the academic training. Those Fieldmen on the payroll as of July 31, 1981 will be allowed to progress to the 24-month wage step of the classification provided Company is unable to provide the training in a timely manner. However, when such training is available, such employees must take and successfully complete it in order to progress to or remain at the 24-month step. (Added by L.A. 81-70, 8/17/81.) The new Gas Crew Foreman classification will not be implemented until such time as the training program is completed, except in those cases where it is necessary to demote a Gas Crew Foreman (Welding) pursuant to Section 206.15 of the Physical Agreement.
- K. May perform field paper work for transmission and distribution crews, including but not limited to, processing of time cards and job cost reports; ordering, receiving and delivering material. May correct and process work orders, service tags, sketches, accident reports, job permits, and may make field measurements.

0465      HEAVY TRUCK DRIVER

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



0465      HEAVY TRUCK DRIVER (cont'd)

A heavy truck is defined as:

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

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

Next Lower Classification

0524 Fieldman (6 mo. step)

Same or Higher Classifications

0433 Leadman Driver  
0435 Special Driver (G.C.)  
0461 Heavy Truck Driver (G.C.)  
0462 Heavy Truck Driver (Materials)  
0463 Heavy Truck Driver (Electric)  
0464 Heavy Truck Driver (Water)  
0465 Heavy Truck Driver (Gas)  
0560 (0563) Fitter & (Un.)  
0562 Fitter-Arc  
0640 Gas Crew Foreman (Welding)  
0641 Gas Crew Foreman (Non-Welding)  
0643 Manhole & Duct Crew Foreman  
0647 Steam Heat Crew Foreman  
0650 Subforeman A (G.C. Gas)  
0653 Subforeman B (G.C. Gas)  
0850 Working Foreman A (G.C. Gas)  
0853 Working Foreman B (G.C. Gas)  
0854 Working Foreman C (G.C. Gas)  
1245 Corrosion Mechanic (On  
6/30/66)  
1300 Gas Mechanic  
1360 Manhole Mechanic  
\*1365 (1366) Measurement and Control  
Mechanic & (Un.)  
1515 Backhoe Operator (G.C. Gas)  
1594 Crane Operator  
1645 Equipment Operator  
1860 Trencher Operator (G.C. Gas)  
2250 Steam Serviceman  
2617 Welder (G.C. Gas)  
2625 Welder-Arc (G.C. Gas)

\*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

0643      MANHOLE AND DUCTCREW FOREMAN (Incumbents only)

An employee who is a working foreman in charge of a crew of two to five men, exclusive of himself, engaged in the construction and maintenance of manholes, handholes, vaults, duct lines, etc. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Manhole Mechanic and must be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

1360      MANHOLE MECHANIC - San Francisco (Incumbents Only)

An employee who performs all classes of work done by a Manhole Framer under indirect supervision. Is sufficiently skilled to read and interpret all construction drawings pertaining to this work, and performs necessary layout work. May do incidental burning with oxyacetylene torch. When not working on manhole and duct work, may be required to perform certain functions in connection with gas construction and maintenance such as installing leak clamps, pipe fabrication and alterations using threaded fittings, and the operation of mechanical equipment such as loaders and hydraulic tampers.

Next Lower Classification

0524 Fieldman

0930      HELPER

An employee who assists a journeyman or other higher rated employees. He performs semi-skilled duties such as tapping mains under pressure of 60 pounds or less, incidental truck driving, pipe wrapping, using paving breakers, and operates valves.

Beginner's Classification.

## TRAINING AND QUALIFYING PROGRAM FOR BACKHOE OPERATOR

### Statement of Policy

In order to be considered for upgrade to Equipment Operator or be awarded a bid for the classification of Equipment Operator, employee must complete and pass the Backhoe Training Program and where applicable possess a Class I Driver's License.

### Training Overview

The Backhoe Training Program curriculum shall consist of approximately four hours of classroom instruction and 76 hours of hands-on instruction and practice operating a backhoe.

At the completion of the training and practice period, the employee will be required to pass two examinations, one written test and a timed proficiency test operating the backhoe. If employee fails one or both tests, an additional 20 hours of training will be provided and within 60 days a second opportunity will be given to pass the test. Failure to pass on the second attempt shall result in rejection of his bid or possibility of upgrade to operate a backhoe.

### Training Curriculum

- I. Classroom (4 hours)
  - A. Service and Maintenance of Equipment
    1. Films
  - B. General Safety
  - C. Loader Operation and Safety
  - D. Backhoe Operation and Safety
  - E. Operator's Manual
    1. Operating Data and Dimensions
    2. Demonstration Review of Equipment
  - F. Test Quiz (see attached test questions)
- II. Hands-on Training (76 hours)
  - A. Trenching Techniques
    1. Planning the Job
    2. Precision Set-Up
    3. Placement and Equipment
    4. Straddle and Jump Trench
    5. Digging Next to Walls and Buildings
    6. Digging Around Sub-Structures
    7. Placement of Spoil
    8. Backfilling
    9. Setting Steel Plates

- B. Bell-Hole Digging
  - 1. Planning the Job
  - 2. Precision Set-Up
  - 3. Digging Around Sub-Structures
  - 4. Placement of Spoil
  - 5. Backfilling
  - 6. Setting Steel Plates
- C. Four in One Loader Operation
- D. Extend-A-Hoe Operation
- E. Practice Sessions (see attached trench configuration exercises)
  - 1. Butt Trench
  - 2. Bell Hole, Side Trench, Jump Trench
  - 3. Bell Hole, Obstacle, Jump Trench
  - 4. Cul-de-sac Bell Hole
  - 5. Branch Service
  - 6. Loading and Unloading Tractor on Trailer
  - 7. Towing and Backing Trailer

### Testing

#### I. Written Test

The written test will consist of 20 questions taken from the 40 questions that employee has previously been quizzed on; a passing grade is 70 percent correct.

#### II. Proficiency Test - Operating Backhoe

This test will be performed trenching the branch service (exercise number 5). The employee will be graded in four areas during this test; Safe Equipment Operation, Proper Operating Procedures, Productivity, and Maintenance.

##### A. Safe Equipment Operation

- 1. Smoothly operated - no excessive jerking or false movements using more than one level at a time.
- 2. Tractor operated at proper speed - no tire spinning, over shooting trench - not lugged to stalling point.
- 3. Able to comply to hand and verbal instructions.

##### B. Proper Operating Procedures

- 1. Ability to maneuver backhoe into position for most effective trenching.
- 2. Perform jumping and straddling maneuvers properly and with smoothness of operation.
- 3. Demonstrate proper trench and bell-hole configurations.

4. Loader Operation - not digging in, positioned at proper height.
  5. Backfill and wheel rolling (compaction) with minimal stress on machine and in a safe and effective manner.
- C. Productivity
1. Accomplish given task within allotted time.
- D. Maintenance
1. Recommended daily maintenance performed - fluid levels checked and fittings lubricated.
  2. Vehicle inspection - hoses, tires, lights, gauges and general structural check.
- E. Driving (Safety, Health and Claims Department)
1. Rooding backhoe Tractor
  2. Loading and Unloading Trailer
  3. Towing and Backing Trailer
  4. Class I License

0643      MANHOLE AND DUCTCREW FOREMAN (Incumbents only)

An employee who is a working foreman in charge of a crew of two to five men, exclusive of himself, engaged in the construction and maintenance of manholes, handholes, vaults, duct lines, etc. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Manhole Mechanic and must be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

1360      MANHOLE MECHANIC - San Francisco (Incumbents Only)

An employee who performs all classes of work done by a Manhole Framer under indirect supervision. Is sufficiently skilled to read and interpret all construction drawings pertaining to this work, and performs necessary layout work. May do incidental burning with oxyacetylene torch. When not working on manhole and duct work, may be required to perform certain functions in connection with gas construction and maintenance such as installing leak clamps, pipe fabrication and alterations using threaded fittings, and the operation of mechanical equipment such as loaders and hydraulic tampers.

Next Lower Classification

0524 Fieldman

0930      HELPER

An employee who assists a journeyman or other higher rated employees. He performs semi-skilled duties such as tapping mains under pressure of 60 pounds or less, incidental truck driving, pipe wrapping, using paving breakers, and operates valves.

Beginner's Classification.

LETTER OF AGREEMENT 84-157

ESTABLISHING CONDITIONS APPLICABLE TO THE FILLING OF  
THE CLASSIFICATIONS OF UTILITY UNDERGROUND INSTALLER  
AND UNDERGROUND INSTALLER

March 8, 1985

Until Company and Union agree to the contrary, assignments to Utility Underground Installer and Underground Installer will be made on a temporary basis in accordance with the provisions of Section 205.3 of the Labor Agreement.

This work will be performed by a Utility Underground Installer or higher classification (who has been appropriately trained) with the assistance of an Underground Installer or another Utility UG Installer. The Underground Installer will not be required to perform splicing or terminating alone or as part of a crew.

The temporary classifications, wages and job descriptions consist of the following:

1041      UTILITY UG INSTALLER

An employee who is in charge of a working unit/crew of one to five additional employees engaged in the installation of new UG residential services. Shall have the personal qualifications of leadership and supervisory ability, and be familiar with G.O. 112, G.O. 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment.

Gas

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0560 (0563) Fitter & (Un.)	0640 Gas Crew Foreman (Welding)
0562 Fitter - Arc	*0641 Gas Crew Foreman (Non-Welding)
* **1042 UG Installer	1041 Utility UG Installer
1300 Gas Mechanic	
* **1645 Equipment Operator	
* **1650 Heavy Equipment Operator	

Electric

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
*1042 UG Installer	0140 Cableman
*1660 T&D Equipment Operator	0683 Night Cable Crew Foreman
	0740 Electric Crew Foreman
	0820 Cable Crew Foreman

(cont'd)

1041

UTILITY UG INSTALLER

Next Lower Classification

Same or Higher Classifications

- \*0845 Working Foreman
- 1041 Utility UG Installer
- 1100 (1103) Lineman & (Un.)
- 2280 (2286) Cable Splicer & (Un.)
- 2283 Night Cable Splicer
- 2540 Troubleman

\*Must have successfully completed ACT.

\*\*Applicable to those employees who have completed the Fieldman/ Equipment Operator Training Program. However, this will not apply to those employees who, through no fault of their own, were not scheduled to attend the training program on a seniority basis.

Notes:

- A. Work units/crews will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
- B. A minimum of three employees is required to install services in excess of 2 inches or inserts in excess of 1½ inches.
- C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this agreement regarding new UG residential secondary service, including splicing and the associated substructures. Hot termination and meter installation is limited to 600 volts or less providing special training has been provided.

1042

UG INSTALLER

An employee who, as part of a unit/crew, is engaged in the installation of new underground residential plastic gas and electric distribution construction services. Shall be familiar with G.O. 112, G.O. 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment. Assists the Utility UG Installer or higher classifications.

Gas

Next Lower Classification

Same or Higher Classifications

0524 Fieldman (18-month step)

- 0465 Hvy. Truck Driver
- \*0524 Fieldman (24-month step)
- 0560 (0563) Fitter & (Un.)
- 0562 Fitter - Arc.
- 1041 Utility UG Installer
- 1042 UG Installer

(cont'd)



UG INSTALLER (cont'd)Next Lower ClassificationSame or Higher Classifications

1300 Gas Mechanic  
 1645 Equipment Operator  
 1650 Hvy. Equipment Operator

ElectricNext Lower ClassificationSame or Higher Classifications

0456 T&D Driver  
 1943 Patrolman  
 1190 Str. Lt. Maintenceman  
 0960 Cableman's Helper

0149 Cableman  
 0623 Labor Foreman  
 0683 Night Cable Crew Foreman  
 0740 Electric Crew Foreman  
 0820 Cable Crew Foreman  
 0845 Working Foreman  
 0990 Inspector  
 1041 Utility UG Installer  
 1042 UG Installer  
 1100 (1103) Lineman & (Un.)  
 2280 (2286) Cable Splicer & (Un.)  
 2283 Night Cable Splicer  
 2540 Troublemán

\*Applicable to those employees who have completed the Fieldman/Equipment Operator Training Program. However, this will not apply to those employees who, through no fault of their own, were not scheduled to attend the training program on a seniority basis.

- Notes:
- A. Work units/crews will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
  - B. A minimum of three employees is required to install services in excess of 2 inches or inserts in excess of 1½ inches.
  - C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this agreement regarding new UG residential secondary service.
  - D. Will act as an assistant to the Utility UG Installer or higher classifications in the performance of cable termination, splicing, and meter installation.

The crew/unit will report to Gas supervision.

Company will provide training for all employees working in the underground utility work unit. The following is a description and schedule of the training:

Underground Utility Work Unit/Crew Training

1. Administration:
  - 1.1 All training, qualifying and reviewing of personnel for assignment to an underground utility work unit shall be administered jointly by the Division Gas and Electric instructors.
  - 1.2 Company shall provide training, as listed in Items 3.1 through 3.3 below, when ten (10) or more Electric T&D employees within a Region have submitted prebids to Utility UG Installer or UG Installer.
2. The following training will be required for Gas T&D employees:
  - 2.1 Two days of classroom training based on the material and instruction received at the initial two-day, non-lead splicing course.
  - 2.2 Three days of actual on-the-job training to qualify personnel in the proper installation of secondary underground services.
  - 2.3 Two days of on-the-job observation and review of work procedures by the Division instructors.
3. The following training will be provided for Electric T&D employees subject to the provisions of 1.2 above:
  - 3.1 Three days of Division classroom and hands-on training based upon the expanded Plastic System Training Course.
  - 3.2 Three days of actual on-the-job training to qualify personnel in the proper installation of plastic gas services.
  - 3.3 Two days of on-the-job observation and review of work procedures by Division instructors.

Further, it has been agreed that employees working in Utility Underground Installer and Underground Installer classifications will be on a voluntary basis. A Gas T&D employee may at any time request and be granted the right to return to his regular classification and duties. An Electric T&D employee, upon successful completion of the required training, will be considered as having volunteered for such assignments as they occur, in accordance with the provisions of Section 205.3 of the Labor Agreement, for a period of 12 consecutive months.

Company also agreed that no employee will be displaced, demoted or reassigned to different work for lack of work as a result of this agreement. Employees classified as UG Installer will be subject to the non-lead splicing course for the purpose of familiarizing them with the work process. However, in the assignment of duties, note D. of the UG Installer classification will govern.

DIVISION GAS DEPARTMENT

NOTES ON THE ASSIGNMENT OF ELECTRIC T&D WORK TO EMPLOYEES  
IN THE APPROPRIATE GAS DEPARTMENT CLASSIFICATIONS

The statement which follows supersedes those previous notes on the assignments of Electric T&D work which appeared on Page 19 of Exhibit VI-L, Electric Department Job Definitions, and as agreed to in the letter agreement dated June 27, 1968, including the understanding with respect to pole risers and leaving of coiled cable:

Employees in the appropriate Gas Transmission and Distribution Department classifications may be required to trench, install ducts, cable in conduit (C.I.C.), direct burial cable, manholes, splice boxes, vaults, etc., and tamp and backfill. When C.I.C. is installed, the ends of the cable will be left in a predetermined position (not connected). When direct burial cable is installed, the ends of the cable will be left in a predetermined position (not connected), which includes inserting the cable through the service riser in a residence, leaving the cable extending from the meter socket or service termination enclosure and inserting the cable in a splice box. On pole installations, Gas Department employees will install the first section (eight feet) of the cable and plastic moulding and will leave the cable coiled at the top of such moulding.

Gas Department employees will be instructed and kept current in the installation of Electric Department facilities and in the precautions necessary with joint trench construction before being required to perform this kind of work.

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5

As a result of the 1976/77 general negotiations, Subsection 202.4 (b), later re-numbered 202.5, of the Physical contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 This Section establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.

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

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

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

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

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

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

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

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

3) Once the Section 202.5 schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.

4) The provisions in Section 202.4 relative to the advancement or delay of the regular lunch period apply also to the Section 202.5 schedule of hours.

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

s/ I. Wayland Bonbright