



# LETTER AGREEMENT

No.

RI-91-105-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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September 18, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to establish two new classifications at the Davis Service Center in the Fleet Management Department of the ENCON Business Unit pursuant to Sections 304.4 and to establish a training program pursuant to Section 109.2. The new classifications will be 2027 Repairperson and 2028 Apprentice Repairperson. Job descriptions and wage rates are attached (Exhibit I). As a result of these two new classifications, the following classifications will be eliminated effective six months from the execution date of this agreement.

1200 Maintenceman, Tool  
0166 Carpenter, Rough  
0160 Carpenter, S.C.  
0159 Carpenter, Lead  
1933 Painter, S.C.  
1932 Painter, Lead

The revised line of progression for the Service Center is attached (Exhibit III).

The general outline of the 36-month apprenticeship training program is attached (Exhibit II).

Tools required for the Apprentice Repairperson and Repairperson is attached (Exhibit IV). Incumbents will be given three months from the date of reclassification to obtain the tools. Employees entering the training program will be required to obtain the tools upon entry into the classification.

Job Definitions for Fleet Management Department is attached (Exhibit V).

The incumbent Garage Working Foreman will remain as the supervisor of the group; however, in filling the Garage Working Foreman position in the future will require three months in each of the five training areas if not experienced and qualified in that area.

The pay adjustment for those employees in the affected classification shall be six months from the execution date of this agreement and agreement on the training program. If, however, for some reason the training program is not completed, the Company and Union will meet to review the wage adjustment.

If you are in accord with the foregoing and attachments and agree thereto, please so indicate by signing 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   
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

Sept 23, 1991

By   
Business Manager

## 2027 REPAIRPERSON

A Service Center employee who has qualified through the Repairperson Training Program to perform the following work:

- o Cargo container and trailer refinishing including carpentry and painting.
- o Fiberglass repair and painting.
- o Painting vehicles, equipment, tools and components.
- o Building, staining and varnishing wood products including desks, cabinets, etc.
- o Miscellaneous maintenance repair work in the Davis Service Center.

Also, in addition to the above, will perform non-structural welding, electrical and air-conditioning/heat pump repair and installation as related to the above work.

Start                824.65/wk.

## 2028 APPRENTICE REPAIRPERSON

A Service Center employee who performs the Repairperson work as an assistant or under the general direction of a journeyman. In order to gain experience for advancement to Repairperson, may work alone or under indirect supervision on jobs which he/she has been trained and instructed. The employee's education and general qualification must be such that he/she is capable of attaining journeyman status.

Requirements: PTB and ACT.

Start	651.40/wk.
End 6 mos.	666.95/wk.
End 1 yr.	682.05/wk.
End 18 mos.	700.95/wk.
End 2 yrs.	718.85/wk.
End 30 mos.	737.75/wk.

Repairperson training is a 36-month program requiring an employee to be trained in the following:

- o Cargo container and trailer refinishing including carpentry, painting, nonstructural welding, electrical and air-conditioning/heat pump installation.
- o Remodeling and repairing offices and other structures. This may include carpentry, painting, electrical, plumbing and air-conditioning/heat pump work.
- o Fiberglass repair and painting.
- o Painting vehicles, equipment, tools and components.
- o Building, staining and varnishing wood products including desks, book cabinets, etc.
- o Miscellaneous maintenance repair work in the Davis Service Center.

During the training program, the employee must have a minimum of six months of "on the job" training in each field to be eligible for the next pay increase. The following is a listing of field competencies, by field, for a Repairperson:

#### CARPENTRY

- o Use and care of hand and stationary power tools.
- o Measurements.
- o Frame walls and ceilings.
- o Sub-flooring.
- o Window installation.
- o Install interior doors (swing and pocket).
- o Install metal doors.
- o Construct room additions and building extensions.
- o Install sheet rock or paneling.
- o Patch holes in sheet rock.
- o Build and install desks and cabinets.
- o Build and install formica counter tops.
- o Install base cove and complete trim work.
- o Read and construct from blueprints.
- o Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

EXHIBIT II

## PAINTING/FIBERGLASS

- o Sanding and masking vehicles, equipment and tools.
- o Determine mixing ratios and mix primers, polyurethane paints and waterborne paints.
- o Proper use and care of H.V.L.P. spray equipment.
- o Stencil and sign making.
- o Knowledge of paint products and thinners as pertaining to hazardous waste management.
- o Inspect baskets, booms, hot sticks, auxiliary boom arms, mast head booms and any other fiberglass components for structural cracks.
- o Mix lay-up resins, epoxy resins and polyurethane elastomers.
- o Lay and finish fiberglass.
- o Prepare and pour molds for basket bottoms.
- o Test all hot line equipment with A.B. Chance tester or equivalent.
- o Fabricate molds for fiberglass components.
- o Paint all fiberglass components with epoxy paints.
- o Sanding, grinding and cutting fiberglass components.
- o Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

## WELDING/MECHANICAL

- o Basic sheet metal including layout, bending, assembly and use of tools.
- o The ability to arc weld, wire weld and the use of a cutting torch.
- o Troubleshoot and repair trailer electrical systems including lights and electrical brakes.
- o Adjust, repack and replace trailer wheel bearings.
- o Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

## MAINTENANCE/AIR CONDITIONING/HEAT PUMP

- o Basic plumbing skills including soldering copper tubing and joints.
- o Clear stoppages.
- o Repack valves, change washers.
- o Replace water heaters, drinking fountains and toilet fixtures.
- o Pipe threading.
- o Construct traps and drains.
- o Troubleshoot and repair minor air-conditioner problems.
- o Service filters.
- o Clean and lube fans and bearings.
- o Clean condensers and evaporators.
- o Replace or reposition thermostats.
- o Install wall units.
- o Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

## ELECTRICAL

- o 120/230 V.A.C. single phase de-energized.
- o Wire color code.
- o Wire sizes and amperages.
- o Installation of light fixtures.
- o Installation of light switches and receptacles.
- o Installation of main power boxes and circuit breakers.
- o Installation of service entrances.
- o Installation of E.M.T. conduit and fittings.
- o Wire pulling.
- o Repair grounds.
- o Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

Repairperson must master all competencies in a field to progress to another field. The order of the fields will be determined by the Garage Working Foreman in the speciality shop work area.

LINES OF PROGRESSION  
ENCON  
FLEET MANAGEMENT DEPARTMENT

SERVICE CENTER (S.C.) GARAGE GROUP

<u>0653</u> Subforeman B (S.C.)	<u>0653</u> Subforeman B (Other S.C.) ) <u>0853</u> Working Foreman B (Field) )	) Equal
	<u>0857</u> Garage Working Foreman (Any S.C.)	
<u>0857</u> Garage Working Foreman (Note 3b, 3c, 3d)	<u>0853</u> Working Foreman B (Field) ) (Request on file) ) <u>0857</u> Garage Working Foreman (Other S.C.) ) (Request on file) ) <u>1006</u> Inspector, Mechanical, Field ) <u>1007</u> Inspector, Mechanical, (Any S.C.) )	) Equal
	<u>1267</u> Mechanic, Lead, Field Garage ) <u>1345</u> Mechanic, Lead, (Any S.C.) ) <u>2619</u> Welder, Lead, (Any S.C.) (Note 3) ) <u>1270</u> Mechanic A, Field Garage ) <u>1255</u> Mechanic, Equipment (Any S.C.) ) <u>2622</u> Welder, AWS Certified (Any S.C.) ) (Note 3) )	) Equal
	<u>1110</u> Machinist (Any S.C.) (Note 3) ) <u>0515</u> Electrician (Any S.C.) ) (Note 3) ) <u>0466</u> Electrician, (Any S.C.) (Note 3) ) <u>2027</u> Repairperson (Any S.C.) (Note 3) )	
<u>1007</u> Inspector, Mechanical	<u>1006</u> Inspector, Mechanical, Field ) (Request on file) ) <u>1007</u> Inspector, Mechanical (Other S.C.) ) (Request on file) ) <u>1267</u> Mechanic, Lead, Field Garage ) <u>1345</u> Mechanic, Lead, (Any S.C.) ) <u>2619</u> Welder, Lead, (Any S.C.) (Note 3) ) <u>1270</u> Mechanic A, Field Garage ) <u>1255</u> Mechanic, Equipment (Any S.C.) ) <u>1110</u> Machinist (Any S.C.) (Note 3) ) <u>2622</u> Welder, AWS Certified (Any S.C.) ) (Note 3) )	
<u>0858</u> Services Working Foreman	<u>0858</u> Svcs. Working Foreman (Other S.C.) ) (Request on file) ) <u>1084</u> Partsman, Lead (Any S.C.) ) <u>0515</u> Electrician, Lead (Any S.C.) )	

SERVICE CENTER (S.C.) GARAGE GROUP (Cont'd)

1345 Mechanic, Lead

1255 Mechanic, Equipment

1255 Mechanic, Equipment

-  
1110 Machinist (Note 3) )  
1006 Inspector, Mechanical, Field )  
 (Request on File) )  
1007 Inspector, Mechanical, (Any S.C.) )  
 (Request on file) ) Equal  
1255 Mechanic, Equipment (Other S.C.) )  
 (Request on File) )  
1270 Mechanic A, Field Garage )  
 (Request on File) )  
1258 Mechanic, Equipment, Apprentice  
 (Note 4) (Note 8)

1258 Mechanic, Equipment,  
 Apprentice

0880 Garageman )  
0885 Garageman, Field )  
1408 Mechanic, Service (Note 5) (Note 6) ) Equal  
1275 Mechanic B, Garage, Field (Note 6) )  
1276 Mechanic C, Garage, Field (Note 6) )  
1110 Machinist (Note 8) )

1110 Machinist, S.C.

1255 Mechanic, Equipment

1408 Mechanic, Service

1258 Mechanic, Apprentice Equipment -  
 18 mos. St.  
1255 Equipment Mechanic (Limited Duty) )  
1270 Mechanic A, Garage, Field )  
 (Limited Duty) ) Equal  
1275 Mechanic B, Garage, Field )  
 (Limited Duty) )  
1275 Mechanic B, Garage, Field  
 (Request on File)  
1276 Mechanic C, Garage, Field )  
0880 Garageman ) Equal  
0885 Garageman, Field )  
 )

2619 Welder, Lead

2622 Welder, AWS Certified

2622 Welder, AWS Certified

2620 Welder, S.C.



SERVICE CENTER (S.C.) GARAGE GROUP (Continued)

2620 Welder (S.C.)

0880 Garageman )  
1408 Mechanic, Service ) Equal  
1258 Mechanic, Apprentice Equipment - )  
(18 mos. St. or under) )

2027 Repairperson

2028 Apprentice Repairperson

2028 Apprentice Repairperson

0880 Garageman

1084 Partsman, Lead

0275 Partsman

1275 Partsman

0276 Partsman, Field  
(Request on File)

0880 Garageman

0515 Electrician, Lead

0466 Electrician, S.C.

0466 Electrician, S.C.

0474 Electrician (Field)

0880 Garageman

Beginner's Classification

GARAGE GROUPS  
ENCON  
FLEET MANAGMENT DEPARTMENT

NOTES

1. a. Each Service Center shall be considered a Promotion-Demotion Geographic Area (as provided in Exhibit II) except as shown on these Lines of Progression.  
b. Classifications shown in the next lower line of progression shall be given consideration in the order listed unless specifically marked as equal.
2. For consideration for transfer between Service Centers or between Field and a Service Center where no provision is made in the Lines of Progression, an employee must have on file with the Mechanical Services Department a written request for transfer.
3. a. Employee must have held one or any combination of the classification(s) of Equipment Mechanic, Lead; Equipment Mechanic; and/or Field Garage Mechanic "A" for at least 12 months. (This note does not apply to candidates for a Garage Working Foreman position where the primary function is welding, sheet metal, or electrician operation.)  
b. All classifications listed in the line of progression to 0857 Garage Working Foreman shall be considered equal when the primary function is welding, sheet metal or electrical operation except 2027 Repairperson.  
c. Repairperson shall only be considered in the line of progression to 0857 Garage Working Foreman in the Repair Shop or as provided in 3(d).  
d. In filling 0857 Garage Working Foreman positions in the Repairshop requires three months experience in each of the five training areas if not already experienced and qualified.
4. Upon completion of the Apprentice Equipment Mechanic program at a Service Center, the employee will be placed in the next Equipment Mechanic or Field Garage Mechanic "A" opening that occurs, regardless of the location of such opening. If more than one employee is eligible to be so placed, the employee who first completed the Apprentice Program will be the first to be placed. (This note does not apply to employees who held the Garageman or Apprentice Equipment Mechanic classification as of October 30, 1979, and have remained in the Garageman-Apprentice Equipment Mechanic line of progression since that date.)
5. Reference: Division's Master Apprenticeship Agreement.
6. A Field Garage Mechanic "C" who is at the top step of that classification, or a Field Garage Mechanic "B" or Service Mechanic who has less than six months in such classification who is selected into the Apprentice Equipment Mechanic program will be placed in such program at the six-month step. A Field Garage Mechanic "B" or Service Mechanic who has completed

more than six months in either classification will be placed in the 12-month step in the Apprentice Equipment Mechanic program. All others will be placed in the program at the first step. Despite the foregoing, a Field Garage Mechanic "C" or Field Garage Mechanic "B" who enters the Apprentice Equipment Mechanic program will retain his field wage rate until his progression in the Apprentice Program places him at a higher wage step. Such employee's retained field wage rate shall not be affected by any General Wage Increase.

7. Employees may, at their option, be demoted through the Lines of Progression and classifications from which they were promoted, demoted, or transferred.
8. An employee in the Machinist classification may enter the Apprentice Equipment Mechanic program upon successfully passing the ACT. Training shall begin at the second step of the apprenticeship, and the employee will retain the Machinist classification until he completes the Apprentice Equipment Mechanic program.
9. Placement on Night Shift and Day Shift:

NIGHT SHIFT

Selection of personnel to be assigned to a night shift (swing or graveyard) at a General Construction Service Center shall be made according to the following considerations:

Consideration #1 - To Accomplish the Assigned Work in An Expedient Manner

- a. Company will determine positions needed for night shift work.
- b. When an opening on a night shift is to be filled, the following employees will be given equal consideration:
  - 1) All employees currently in the classification to be filled who are working at the Service Center where the vacancy exists.
  - 2) All employees who would be upgraded into the classification to be filled at the Service Center where the vacancy exists as a result of the night shift opening.
  3. All employees who would be transferred or hired into the Service Center where the vacancy exists and placed in the classification to be filled as a result of the night shift opening.

Eliminated from this group will be those whose services, at the time the night shift opening is to be filled, are required for day shift work, and those who are not qualified to meet the specific night shift need.

- c. Selection for the night shift position will be made in the following order:
  - 1) Employees who have written requests on file for night shift work. The employee with the most Company seniority will be given the assignment.

- 2) Employees with less than ten years of service who have less than two years accumulated service on a night shift at the Service Center where the opening exists. The employee with the least Company seniority will be given the assignment.
- 3) Employees with less than ten years of service with two years or more of accumulated service on a night shift at the Service Center where the vacancy exists. The employee with the least Company seniority will be given the assignment.
- 4) Employees with ten or more years of service. The employee with the least Company seniority will be given the assignment.

#### Consideration #2 - For the Purposes of Training and Experience

For the purposes of training and experience, an employee may be assigned to night or day shift as deemed needed by the Company. However, no apprentice will be required to work on the night shift at a particular Service Center for more than two years (accumulative) unless all apprentices at the particular Service Center on the day shift have worked for more than two years on the night shift. Any other employee will not be required to work on the night shift for these purposes for longer than six months. (Time worked on the night shift for these purposes will be included in the accumulated time under consideration #1 above.)

#### DAY SHIFT

If an opening occurs on the day shift, all employees in the same classification on the night shift at the Service Center where the day shift vacancy exists will be considered.

Selection will be made from employees in the needed classification in the following order:

- 1) Employees who have written requests on file for day shift work. Such employees will be considered as follows:
  - a) Those with ten years or more of service who have served on the night shift for an accumulated total of more than two years. The employee with the most Company seniority will be given the assignment.
  - b) Those with less than ten years of service who have served on the night shift for an accumulated total of more than two years. The employee with the most Company seniority will be given the assignment.
  - c) Balance in order of Company seniority.

2) Employees who do not have written requests on file for day shift work.

If Company cannot otherwise fill the day shift opening and it is felt that the "day" work is more essential than the "night" work, the employee with the least Company seniority will be given the assignment.

Exception: In those cases where the employee to be selected for day shift is required to remain on a night shift, Company may fill the day shift vacancy on a temporary basis for up to four months until the employee retained on night shift can be released.

Accumulation of time on night shift, for the purpose of this procedure, will commence on January 1, 1980.

No changes, except in cases of apprentices, will be made until an actual opening occurs.

	MACHINIST	LEAD FOREMAN FOREMAN A & B	MECH INSP FLD MECH INSP	EQUIP MECH LEAD MECHANIC	R PAIRPERSON <del>CONTRACTOR S.C.</del>	APPR EQUIP MECHANIC	ELECTRICIAN S.C.
1 Bar, Pinch, Aligning	x						
1 Box or Cabinet, Tool	x	x x	x x	x x	x	x	x
1 Caliper, Inside, 6" or 8", With Spring Nut	x						
1 Caliper, Outside, 6" or 8", With Spring Nut	x						
1 Set Chisels & Punches	x	x x	x x	x x		x	
1 Frame, Hackaw	x	x x	x x	x x			x
1 Gauge, Thread Pitch	x						
1 Gauge, Thread Pitch, Metric	(x)						
1 Gauge, Feeler, .0015" to .035"	x	x x	x x	x x		x	x

10/15/85

	MACHINIST	LEAD FOREMAN FOREMAN A & B	MECH INSP FIELD MECH INSP	EQUIP MECH LEAD MECHANIC	REPAIRPERSON <del>CARPENTER J.C.</del>	APPR EQUIP MECHANIC	ELECTRICIAN S.C.
1 Gauge, Feeler, Metric, 13 Blade	(x)	x x	x x	x x		x	
1 Hammer, Ball Pein	x	x x	x x	x x	x	x	x
1 Mallet, Rubber or Rawhide	x						
1 Manual, Machinist's	x						
1 Micrometer, Inside 2" to 8" Range	x						
1 Square, Combination 12" with Center Head & Protractor	x						
1 Micrometer, Outside 0" to 2" Range or 1 Set	x						
1 Pliers, Arc Joint	x	x x	x x	x x			x
1 Pliers, Diagonal Cutting	x	x x	x x	x x	x	x	x

	MACHINIST	LEAD FOREIGN FOREMAN A & B	TECH INSP FDI TECH INSP	EQUIP TECH LEAD TECHNICIAN	REPAIRPERSON <del>CARPENTER G.G.</del>	APPR EQUIP MECHANIC	ELECTRICIAN S.C.
1 Pliers, Long or Needle Nose	x	x x	x x	x x			x
1 Pliers, Locking Grip	x	x x	x x	x x			x
1 Rule, Steel, 6"	x						
1 Rule, Steel, 12"	x						
1 Scraper, Bearing	x						
5 Screwdrivers, Regular Slot	x	x x Incumbent: 3	x x Incumbent: 3	x x Incumbent: 3	x only	x Incumbent: 2	x
3 Screwdrivers, Phillips Point Incumbents 2 only	x	x x	x x	x x	x	x	x
1 Scribe, Metal	x						x
1 Snip, Tin	x	(x) (x)	(x) (x)	(x) (x)			x
1 Square, Combination					x		x



	<u>MACHINIST</u>	<u>LEAD FOREMAN FOREMAN A &amp; B</u>	<u>MECH INSP FLD MECH INSP</u>	<u>EQUIP MECH LEAD MECHANIC</u>	<u>REPAIRPERSON <del>CARPENTER G.G.</del></u>	<u>APPR EQUIP MECHANIC</u>	<u>ELECTRICIAN S.C.</u>
1 Set Wrenches, Allen thru 3/8"	x	x x	x x	x x	x	x	x
1 Set Wrenches, Allen Metric, short & long arm	x	x x	x x	x x		x	
3 Wrenches, Adjustable 6", 10", 12"	x	x x	x x	x x	x	x	
1 Avl, All Purpose		(x) (x)	(x) (x)	(x) (x)			
1 Bar, Pry		x x	x x	x x			x
1 Set, File Assortment (1st Set Only)		x x	x x	x x			
1 Gauge, Spark Plug Gap		x x	x x	x x		x	
1 Hammer, 4 Lb. Single Jack		x x	x x	x x			
1 Hammer, Soft Head		x x	x x	x x			

	<u>MACHINIST</u>	<u>LEAD FOREMAN FOREMAN A &amp; B</u>	<u>HECH INSP FLD HECH INSP</u>	<u>EQUIP HECH LEAD MECHANIC</u>	<u>REPAIRPERSON <del>CARPENTER - G.C.</del></u>	<u>APR EQUIP MECHANIC</u>	<u>ELECTRICIAN S.C.</u>
1 Knife, Putty or Scraper, Carbon		(x) (x)	(x) (x)	(x) (x)			
1 Pliers, Brake Spring		x x	x x	x x	x	x	
1 Pliers, Common, Gripings		x x	x x	x x	x	x	
1 Pliers, Snap Ring, Reversible or, 1 each Inside & Outside		x x	x x	x x			
1 Switch, Remote Starter		(x) (x)	(x) (x)	(x) (x)			
1 Tape, Measuring, Steel		x x	x x	x x	x 16 feet		
1 Tester, Circuit		x x	x x	x x			
1 Tool, Brake Adjusting		x x	x x	x x		x	
1 Tool, Retrieving		(x) (x)	(x) (x)	(x) (x)			x

	MACHINIST	LEAD FOREMAN FOREMAN A & B	TECH INSP FLD TECH INSP	EQUIP TECH LEAD MECHANIC	REPAIRPERSON <del>CARPENTER S.C.</del>	APPR EQUIP MECHANIC	ELECTRICIAN S.C.
1 Set Wrenches, Com- bination End, 3/8" - 1 1/2", Standard, or 1 set Open End and 1 set Box End		x x	x x	x x	x (Except to 7/8" Only)	x	x (Except to 7/8" Only)
1 Set Wrenches, Combination End, 6mm - 24mm		x x	x x	x x		x	
1 Set Wrenches, Flare Nut to 5/8", Standard		x x	x x	x x			
1 Set Wrenches, Ignition, Standard		x x	x x	x x		x	
1 Set Wrenches, Ignition Metric, 4mm - 11mm		x x	x x	x x		x	
1 Set Wrenches, Open or Box End, 10mm - 32mm		x x	x x	x x		x	
1 Set Wrenches, Socket, 1/2" Drive, With Necessary Accessories, Shallow & Deep Sockets 5/32" - 1/2",		(x) (x)	(x) (x)	(x) (x)			
1/2" Drive Sockets Shallow Sockets 4mm - 12mm Deep Sockets 4mm - 14mm		x x	x x	x x		x	

	MACHINIST	LEAD FOREMAN FOREMAN A & B	MECH INSP PLD MECH INSP	EQUIP MECH LEAD MECHANIC	REPAIRPERSON <del>CARPENTER S.C.</del>	AIR EQUIP MECHANIC	ELECTRICIAN S.C.
1 Set Wrenches, Socket 3/8" Drive, with necessary accessories, Shallow and Deep Sockets 3/8" - 3/4" & 9mm - 19mm		x x	x x	x x	x (Standard Only)	x Metric Sockets Only	
1 Set Wrenches, Socket, 1/2" Drive, with necessary accessories, Shallow and Deep Sockets 7/16"-1 1/2" Shallow Sockets 9mm - 32mm Deep Sockets 14mm - 27mm		x x	x x	x x		x	
1 Apron, Nail					x		
1 Set Chisels, Wood, 1/2" - 1"					x		
1 Hammer, Claw					x		
1 Level, Carpenter's, 24" Long					x		
1 Line, Chalk, 50' Long					x		

	<u>MACHINIST</u>	<u>LEAD FOREMAN FOREMAN A &amp; B</u>	<u>MECH INSP FIELD MECH INSP</u>	<u>EQUIP MECH LEAD MECHANIC</u>	<u>REPAIRPERSON <del>CARPENTER - G.C.</del></u>	<u>APP'R EQUIP MECHANIC</u>	<u>ELECTRICIAN S.C.</u>
1 Plane, Block					X		
1 Plane, Hand, 10"							
1 Pliers, Lineman's Side-Cutting					X		X
1 Saw, Keyhole, Hand					X		
2 Sets, Nail, 1/16" & 5/32"					X		
1 Square, Framing					X		
1 Chisel, Cold, 1/2"					X		X
1 Set Drivers, Nut, Deep Hollow Shank, 3/16"-1/2"					X		X
1 Hammer, Small Ball Pein or Plastic Head							X
1 Knife, Electrician's					X		X

	<u>MACHINIST</u>	<u>LEAD FOREMAN FOREMAN A. &amp; B</u>	<u>MECH INSP FLD MECH INSP</u>	<u>EQUIP MECH LEAD MECHANIC</u>	<u>REPAIRPERSON CARPENTER-S-C.</u>	<u>APPR. ELEC. MECHANIC</u>	<u>ELECTRICIAN S.C.</u>
4 Pins, Drill, 3/16" 1/4", 5/16", 3/8"					X		X
1 Pouch, Tool					X		(X)
1 Punch, Center, 1/4"					X		X
1 Set Punch, Pin, 1/16"-3/8" by 16ths					X		X
1 Scissors, Electrician's					X		X
2 Screwdrivers, Holding 1 Large, 1 Small					X		X
1 Set Screwdrivers, 1 Off-set, 1 Phillips Point, 1 Regular Slot					X		X
1 Stripper, Wire, Firm Jaw					X		X
1 Tweezers					X		X

	<u>MACHINIST</u>	<u>LEAD FOREMAN FOREMAN A &amp; B</u>	<u>MECH INSP FLD MECH INSP</u>	<u>EQUIP MECH LEAD MECHANIC</u>	<u>REPAIRPERSON <del>CARPENTER S.C.</del></u>	<u>APPR EQUIP MECHANIC</u>	<u>ELECTRICIAN S.C.</u>
2 Wrenches, Adjustable 8" & 10"							x
1 Set Wrenches, Socket, 1/2" Drive with necessary accessories, 3/8"-7/8"							x

JOB DEFINITIONS  
ENCON  
FLEET MANAGEMENT

0857 GARAGE WORKING FOREMAN

An employee who is a Working Foreman. He may be in charge of one or more specialty functions, or a shift where the number of employees, including himself, exceeds the number provided for in the applicable lead classification definition(s) and where such employees are engaged in tool, equipment, and automotive maintenance repair and fabrication; or he may be designated to act as an assistant to a foreman in charge of a garage. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to supervise the functions for which he is responsible, and be familiar with Company's safety standards, and other rules and regulations.

0858 SERVICES WORKING FOREMAN

An employee who is a Working Foreman. He may be in charge of one or more specialty functions, such as parts, carpentering, painting where the numbers of employees and/or varieties of functions requires supervisory and lead duties which are beyond the scope of "lead" classifications. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications necessary to supervise the functions involved and be familiar with Company's safety standards, and other rules and regulations.

1408 SERVICE MECHANIC

An employee who performs work involving tool repair; simple, routine engine tune-ups; body repair and body mounting and other related work of a similar skill level. Completes job tags and performs other paper work in connection with this job.

1084 LEADMAN, PARTS

A Partsman on a shift, where three to seven Partsmen (including himself) are employed, who is subordinate to the Working Foreman or Subforeman in charge, and who acts as a Leadman and performs Partsman work.

0275 PARTSMAN

An employee who performs, under the general direction of the employee in charge, duties relating to the purchasing, storing, restocking, issuing and requisitioning of automotive parts, tools, and related supplies. He must have legible handwriting and clerical aptitude. Must be allowed an opportunity to take and must pass the Clerical Test Battery prior to entry into this classification.



2027 REPAIRPERSON

A Service Center employee who has qualified through the Repairperson Training Program to perform the following work:

- o Cargo container and trailer refinishing including carpentry and painting.
- o Fiberglass repair and painting.
- o Painting vehicles, equipment, tools and components.
- o Building, staining and varnishing wood products including desks, cabinets, etc.
- o Miscellaneous maintenance repair work in the Davis Service Center.

Also, in addition to the above, will perform non-structural welding, electrical and air-conditioning/heat pump repair and installation as related to the above work.

2028 APPRENTICE REPAIRPERSON

A Service Center employee who performs the Repairperson work as an assistant or under the general direction of a journeyman. In order to gain experience for advancement to Repairperson, may work alone or under indirect supervision on jobs which he/she has been trained and instructed. The employee's education and general qualification must be such that he/she is capable of attaining journeyman status.

Requirements: PTB and ACT.

2619 WELDER, LEAD (S.C.)

A qualified AWS Certified Welder (SMAW and GMAW) on a shift, where three to seven Welders (including himself) are employed, who is subordinate to the Working Foreman or Subforeman in charge and who acts as a leadman and performs Welder duties.

2622 WELDER, AWS CERTIFIED

An employee who performs Welder, S.C., duties and is at the top rate of pay of the Welder, S.C., classification and who, in addition, holds a valid State Welder Certification (SMAW and GMAW) for structural welding and performs as required a class of work requiring such certification.

2620 WELDER (S.C.)

An employee who performs both electric and acetylene welding on all types of materials and equipment. His background of experience must be such as to qualify him to perform those duties with skill and efficiency. He may also be required to layout work in accordance with the plans or sketches, to build, reinforce or repair company materials or equipment, or to do blacksmithing and sheet metal work as the job requires.

1345 MECHANIC, LEAD

A qualified Equipment Mechanic on a shift where three to five Equipment Mechanics and/or Apprentice Equipment Mechanics (including himself) are employed, who is subordinate to the Working Foreman and Subforeman in charge and who acts as a Leadman and performs Equipment Mechanic work.

1110 MACHINIST

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools, and who performs such work in connection with the repair and maintenance of automotive and other equipment. His background of experience must be such that he can perform these duties with skill and efficiency.

1007 MECHANICAL INSPECTOR

An employee who makes complete inspections of all types of vehicles, construction equipment and appurtenances, including hydraulic and electric circuits and devices, and makes reports thereon; inspects vehicles or equipment being assembled, fabricated or repaired to make sure that they meet Company's and manufacturer's specifications; recommends payment of invoices, initiates claims and adjustments and is responsible for preparation of Estimate for Repairs or Replacements form (or other forms which may in future replace this form).

0515 ELECTRICIAN, LEAD (S.C.)

A qualified Electrician on a shift where three to seven employees (including himself are employed, who is subordinate to the Working Foreman or Service Foreman in charge, and who acts as a leadman and performs electrician's work.

0466 ELECTRICIAN

An employee who is a journeyman and is engaged in performing all classes of electrical work, particularly the installation, maintenance, testing and repair of electrical equipment in and around the yard and warehouse and the testing, repairing and servicing of hot line tools, pole and tower line grounding devices and other electrical tools and equipment. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

## MATERIALS FACILITY CLASSIFICATIONS

### 0434 SPECIAL DRIVER (S.C.)

An employee who operates a transport truck and trailer engaged in loading, transporting and unloading heavy construction equipment and material throughout the company system. When not required to operate a transport truck he may be required to perform other, incidental, duties of a lower classification.

### 1085 MATERIALS LEADMAN

An employee who, subordinate to a materials supervisory employee not in the bargaining unit, is qualified to perform without direct supervision and who both supervises and performs work relating to ordering, receiving, disbursing, and salvaging of materials.

### 1210 MATERIALS MAN

An employee who is qualified to perform without direct supervision and who performs, subordinate to the employee in charge, duties relating to the ordering, receiving, disbursing, and salvaging of materials including the operation of material handling equipment. He shall be also able to type with moderate skill (25 words per minute, net).

### 1596 CRANE OPERATOR

An employee who operates and maintains a mobile crane for the purpose of moving materials, supplies, and equipment.

FIELD GARAGE GROUP

1006 INSPECTOR, MECHANICAL FIELD

An employee who without direct supervision makes complete inspections and repairs to all types of vehicles, construction equipment and appurtenances, including hydraulic, and electrical circuits and devices, and makes reports thereon; inspects vehicles or equipment being assembled, fabricated or repaired to make sure that they meet Company's and manufacturer's specifications; recommends payment of invoices, and initiates claims and adjustments and is responsible for preparation of estimate for repair or replacement forms. He shall have the craft qualifications of an Equipment Mechanic. He must be able to operate properly all types of vehicles and construction equipment and to impart this knowledge to other employees.

1267 MECHANIC, LEAD, FIELD GARAGE

A qualified Field Garage Mechanic on a shift where three Garage Mechanics and/or Garagemen (including himself) are employed, who is subordinate to the Working Foreman in charge and who is assigned to act as leadman and performs Field Garage Mechanic work.

1270 FIELD GARAGE MECHANIC "A"

An employee who is a journeyman, and who performs all types of tool, vehicle and construction equipment maintenance and repair work, including welding. Completes job tags, prepares repair cost estimates, and performs other paper work in connection with his job. Inspects for wear and condition. The employee's background and experience must be such as to qualify him to perform these duties with skill and efficiency.

1275 MECHANIC "B," FIELD GARAGE

An employee who without direct supervision performs maintenance and repairs on all types of tools, vehicles and construction equipment, including light welding, except for overhauling of major components. Completes job tags and performs other paperwork in connection with his job.

1276 FIELD GARAGE MECHANIC "C"

An employee who drives lubrication vehicles and performs lubrications, changes oil and filters, performs general servicing of vehicles and equipment, and dispenses fuel. Makes minor repairs and adjustments on all types of vehicles and equipment without direct supervision.

0276 PARTSMAN, FIELD

An employee who performs under the general direction of the employee in charge, duties relating to the purchasing, storing, restocking, issuing and requisitioning of automotive parts, tools, and related supplies. He must have legible handwriting and clerical aptitude. Must be allowed an opportunity to take and must pass the Clerical Test Battery prior to entry into this classification.

0885 GARAGEMAN, FIELD

An employee who performs lubrication, changes oil and filters, performs general servicing of vehicles and equipment, washes and steam cleans vehicles and equipment, cleans shop, locates and picks up parts, dispenses fuel, repairs tires and assists the mechanics when necessary.