



LETTER AGREEMENT NO. R1-96-102-PGE

PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
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IBEW



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

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

JACK MCNALLY, BUSINESS MANAGER

11 December 1996

Pacific Gas and Electric Company
Industrial Relations Department
375 North Wiget Lane, Suite 150
Walnut Creek, California 94598

Attention: Mr. David Bergman
Director and Chief Negotiator

Gentlemen:


Union proposes to replace the June 1994 Gas Transmission and Storage Line of Progression (Exhibit VI-C) with the attached Gas System Maintenance/Gas Systems Operations Line of Progression dated October 1996.

This revised Line of Progression has been reviewed by a joint Company-Union Committee.

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 Union.

Very truly yours,

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

By: 
Jack McNally
Business Manager

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

PACIFIC GAS & ELECTRIC COMPANY

1-1-, 1996⁷

By: 
David J. Bergman
Director and Chief Negotiator

**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION 1245, AFL-CIO**

**GAS SYSTEM MAINTENANCE /
GAS SYSTEM OPERATIONS
(New Gas Transmission and Storage)**

**JOB DEFINITIONS AND LINES OF PROGRESSION
EXHIBIT VI-C, SECTION 600.4**

Revised October, 1996
Replaces Book Dated June, 1994
Changes Made Appear in *Italics*

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GAS SYSTEM MAINTENANCE / GAS SYSTEM OPERATIONS

(Nee: Gas Transmission and Storage)

Maintenance

2415 Gas Transmission Technician

2423 Gas Transmission Technician - COGEN

An employee who without direct supervision installs, adjusts, tests, operates, and maintains telecommunication equipment and facilities that must be maintained in compliance with the rules and regulations as established by the FCC. In addition, a Gas Transmission Technician will possess the qualifications and may be assigned the duties of a Gas Control Technician. Employees background, training and experience must be such that these duties are performed with skill and efficiency.

Next Lower Classification

Same or Higher Classification

2242 (2449) Gas Control Technician -
COGEN & (Un.)

2415 Gas Transmission Technician
2423 Gas Transmission Technician -

2435 (2436) Gas Control Technician -
GSM & Un.)

COGEN

2438 Gas Control Technician I

2439 Gas Control Technician II

2443 Gas Control Technician I -
COGEN

2444 Gas Control Technician II -
COGEN

2435 Gas Control Technician - GSM

2442 Gas Control Technician - COGEN

An employee who is a journeyman and without direct supervision is engaged in the technology associated with the installation, adjusting, testing, operation, maintenance and repair of mechanical, pneumatic, electrical and electronic gas measurement, instrumentation and control systems and all other equipment appurtenant to the operation of gas facilities. Employee must be able to climb towers, masts and work at elevated heights. Employee may be required to act in a lead capacity, supervising the work of other employees in lower classifications engaged in this work. Employee may be required to work as an assistant to a Gas Transmission Technician to gain experience in the installation, adjusting, testing, operation, maintenance and repair of telecommunication equipment. Employees background of apprenticeship and experience shall be such that these duties are performed with skill and efficiency. May be able to install telephone instruments if trained and qualified.

Cont'd.

- 2435 Gas Control Technician - GSM
2442 Gas Control Technician - COGEN (Cont'n.)

Next Lower Classification

Same or Higher Classification

2437 *Appr. Gas Control Technician - GSM*

- 2415 *Gas Transmission Technician*
 2423 *Gas Transmission Technician - COGEN*
 2435 *(2436) Gas Control Technician - GSM & (Un.)*
 2438 *Gas Control Technician I*
 2439 *Gas Control Technician II*
 2442 *(2449) Gas Control Technician - COGEN & (Un.)*
 2443 *Gas Control Technician I - COGEN*
 2444 *Gas Control Technician II - COGEN*
 2448 *Gas Control Technician (M&C)***

****Note:** 2448 *Gas Control Technician - M&C (PIO) - retain Division M&C Line of Progression bidding rights. Upon successfully completing the Radio Systems skill block, the incumbent will be reclassified to a 2435 Gas Control Technician - GSM (having completed first skill block #7 towards Gas Transmission Technician).*

- 2438 Gas Control Technician I
2443 Gas Control Technician I - COGEN

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 2439 Gas Control Technician II
2444 Gas Control Technician II - COGEN

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 0825 Lead Transmission Mechanic
0815 Lead Transmission Mechanic - COGEN
2434 Lead Gas Control Technician
2445 Lead Gas Control Technician - COGEN
2416 Lead Gas Transmission Technician
2424 Lead Gas Transmission Technician - COGEN

Temporary classification when assigned to supervise 4 or more employees including themselves.

Cont'd.

- 0825** **Lead Transmission Mechanic**
- 0815** **Lead Transmission Mechanic - COGEN**
- 2434** **Lead Gas Control Technician**
- 2445** **Lead Gas Control Technician - COGEN**
- 2416** **Lead Gas Transmission Technician**
- 2424** **Lead Gas Transmission Technician - COGEN (Cont'n.)**

If the major function of the job is related to a specific craft skill (i.e. installation, maintenance, repair and operation of gas transmission facilities for Transmission Mechanic or mechanical, pneumatic, electrical and electronic gas measurement for Gas Control Technician or telecommunication equipment for Gas Transmission Technician), and the lead classification is regularly required to perform that major craft function, the lead classification with the craft skill qualifications shall be utilized; otherwise, skill qualifications will not be considered.

A classification required to supervise four or more employees, including himself, will receive a five percent premium over the highest classification that is supervised.

The senior employee at the headquarters possessing the major skill function will be selected for the lead assignment.

- 0824** **Lead Transmission Mechanic I**
- 0816** **Lead Transmission Mechanic I - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 0823** **Lead Transmission Mechanic II**
- 0817** **Lead Transmission Mechanic II - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 2440** **Lead Gas Control Technician I**
- 2446** **Lead Gas Control Technician I - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

2441 Lead Gas Control Technician II
2447 Lead Gas Control Technician II - COGEN

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

2437 Apprentice Gas Control Technician - GSM

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

Next Lower Classifications

0047 Sr. Maintenance
Assistant - COGEN
0046 Maintenance Assistant II
- COGEN
0048 Sr. Maintenance Assistant
0049 Maintenance Assistant II
0935 Utility Worker
1160 Maintenance Worker (PIO)
1682 Operator Mechanic - COGEN
1683 Operator Mechanic I - COGEN
1684 Operator Mechanic II - COGEN
1705 Operator Mechanic
1707 Operator Mechanic II
1708 Operator Mechanic I

Same or Higher Classifications

1245 Corrosion Mechanic
1406 (1414) Transmission Mechanic &
(Un.)
1415 (1416) Transmission Mechanic -
COGEN & (Un.)
1417 Transmission Mechanic I
1418 Transmission Mechanic II
1420 Transmission Mechanic I -
COGEN
1421 Transmission Mechanic II -
COGEN
1576 Gas Transmission
Operator (PIO)
1577 Sr. Gas Transmission Operator
(PIO)
1704 Sr. Operator Mechanic (PIO)
1836 Gas Supply Coordinator (PIO)
2437 Appr. Gas Control Technician

Note:

- 1) An employee desiring to enter the Apprenticeship must first pass the Apprentice Gas Control Technician Pre-qualification Examination.
- 2) Upon completion of Apprenticeship program, employee will be classified as 2435 Gas Control Technician.

1440 Mechanic-Welder

1441 Mechanic-Welder - COGEN

A journeyman engaged in oxy-acetylene and arc welding who is capable of performing any welding operation required by the *Gas System Maintenance* Department. In addition, perform the work of an *Operator* Mechanic and may perform any of the duties of a Transmission Mechanic for which *an employee* has been trained. May be required to act as a *leadperson* directing the work of three employees in classifications engaged in this work. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Next Lower Classifications

Same or Higher Classifications

- 1401 Appr. Transmission Mechanic
- 1402 Appr. Transmission Mechanic
- COGEN

- 1365 M&C Mechanic
- 1406 (1414) Transmission Mechanic
& (Un.)
- 1415 (1416) Transmission Mechanic
- COGEN & (Un.)
- 1417 Transmission Mechanic I
- 1418 Transmission Mechanic I I
- 1420 Transmission Mechanic I -
COGEN
- 1421 Transmission Mechanic II -
COGEN
- 1440 Mechanic-Welder
- 1441 Mechanic-Welder - COGEN

1112 Machinist

A journeyman engaged in precision work with all types of machine tools. In addition, perform any of the work of a Transmission Mechanic for which an employee has been trained. Background of apprenticeship and experience will be such that an employee performs these duties with skill and efficiency.

**Gas Supply employees in classification 1112 Machinist are considered as "Incumbent Only."*

1406 Transmission Mechanic

1415 Transmission Mechanic - COGEN

A journeyman who, without direct supervision, installs, operates, tests, adjusts, repairs and maintains natural gas compressor station and gas transmission facilities including, but not limited to, servicing, calibrating and testing of gas measurement and regulation pneumatic and hydraulic control systems and devices. Perform overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench, hand and machine shop tools such as valve facers, drill presses, grinders, lathes, mills and is

Cont'd.

1406 Transmission Mechanic
1415 Transmission Mechanic - COGEN (Cont'n.)

capable of doing shop and routine welding. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, may be required to perform the work of an Operator Mechanic. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Next Lower Classifications

1401 Appr. Transmission Mechanic
 1402 Appr. Transmission Mechanic
 - COGEN

Same or Higher Classifications

1365 *M&C Mechanic***
 1406 (1414) *Transmission Mechanic & (Un.)*
 1415 (1416) *Transmission Mechanic - COGEN & (Un.)**
 1417 *Transmission Mechanic I*
 1418 *Transmission Mechanic II*
 1420 *Transmission Mechanic I - COGEN*
 1421 *Transmission Mechanic II - COGEN*

Note: *The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training, the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electric generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.

**1365 M&C Mechanic - retain Division M&C Line of Progression bidding rights. Upon successfully completing the electrical measurement and control skill block, electronic controls skill block, and electronic measurement skill block, the incumbent will be reclassified to a 2435 - Gas Control Technician - GSM.

1417 Transmission Mechanic I
1420 Transmission Mechanic I - COGEN

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 1418 *Transmission Mechanic II***
- 1421 *Transmission Mechanic II - COGEN***

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 1401 *Apprentice Transmission Mechanic***
- 1402 *Apprentice Transmission Mechanic - COGEN***

An employee who is engaged in performing Transmission Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Transmission Mechanic, may be required to work alone or under indirect supervision on jobs for which *an employee* has been trained and instructed. The employee's education and general qualifications must be such that *an employee* is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

0047	<i>Sr. Maintenance Assistant - COGEN</i>	1245	<i>Corrosion Mechanic</i>
0046	<i>Maintenance Assistant II - COGEN</i>	1401	<i>Appr. Transmission Mechanic</i>
0048	<i>Sr. Maintenance Assistant</i>	1402	<i>Appr. Transmission Mechanic - COGEN</i>
0049	<i>Maintenance Assistant II</i>	1576	<i>Gas Transmission Operator (PIO)</i>
0935	<i>Utility Worker</i>	1577	<i>Sr. Gas Transmission Operator (PIO)</i>
1160	<i>Maintenance Worker (PIO)</i>	1704	<i>Sr. Operator Mechanic (PIO)</i>
1682	<i>Operator Mechanic - COGEN</i>	1836	<i>Gas Supply Coordinator (PIO)</i>
1683	<i>Operator Mechanic I - COGEN</i>		
1684	<i>Operator Mechanic II - COGEN</i>		
1705	<i>Operator Mechanic</i>		
1707	<i>Operator Mechanic II</i>		
1708	<i>Operator Mechanic I</i>		

Note: *Upon completion of Apprenticeship program employee will be classified as 1406 Transmission Mechanic.*

An Operator Mechanic who was reclassified from a Pipe Line Mechanic and who was at the top rate of the classification or a Line Mechanic who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed at the 18-month step and will be credited with 18 months of classification seniority.

An Operator Mechanic who was reclassified from a Pipe Line Mechanic and who was at less than the top rate who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed in the apprentice rate at the wage step that an employee had attained in the Pipe Line Mechanic classification and will be credited with equivalent apprentice classification seniority.

1245 Corrosion Mechanic

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining all types of corrosion control equipment and instrumentation, such as, but not limited to, rectifiers, anodes, insulated fittings, volt-ohm-ammeters, potentiometers, recorders, and inhibitor injection system. This work includes performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules, and to provide functional guidance on all of the above activities. May work alone or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

**Gas Supply employees in classification 1245 Corrosion Mechanic are considered as "Incumbent Only."*

1089 Utility Leadperson - Topock (PIO)

An employee, subordinate to a non-bargaining unit supervisor, who is in charge of office procedures, shipping, receiving, dispersing and salvaging of material. An employee who is headquartered at a materials service point which is physically removed from the Materials Distribution Center. In the above situation, shall be able to use a typewriter or data terminal and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane) and any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between facilities or to a job site. Further, this classification will be assigned duties normally associated with both Utility Worker and clerical work. Shall be able to transport supplies, materials or equipment in a pick-up truck or a passenger car and, in addition, function as a Maintenance Assistance/Materials Handler. Must meet the entry requirements of a Materials Handler.

1160 Maintenance Worker (PIO)

An employee who is engaged in performing miscellaneous skilled and semi-skilled work, such as rough or finished carpentry, installation or maintenance of plumbing facilities, repairs and finish to office furniture and general maintenance to housing facilities, such as painting and electrical wiring.

0048 Senior Maintenance Assistant

0047 Senior Maintenance Assistant - COGEN

A classification which may be required to supervise up to three employees, including themselves. This employee will be responsible for providing clerical support for the hazardous waste monitoring program. (Note: The intent of this agreement is not to replace the Environmental Monitor Special Skill Block with a Senior Maintenance Assistant.)

Cont'd.

0048 Senior Maintenance Assistant

0047 Senior Maintenance Assistant - COGEN (Cont'n.)

This position will also be responsible for the duties performed by a Maintenance Assistant II classification, which include the following clerical duties:

- *budget monitoring (i.e., BSRP, TP, 457 reports, DCMS);*
- *computer applications (i.e., JTM, ACCESS, EASY+, Electronic Metering, OLEC, Word Processing, Spreadsheets, PLM, SMS);*
- *coordinating contracts;*
- *permits and vendor contacts;*
- *handles the petty cash system;*
- *general typing, answering phones, and maintaining office files;*
- *compiling manuals, making meeting arrangements, ordering stationery and office supplies;*
- *payroll entry (Employee Data), record keeping and preparing reports;*
- *bill processing (i.e., FIS, Processing GMs, WOs, D&Cs, Fleet Management/Monitoring, and Invoice Processing).*

In addition to the foregoing, will be responsible for the following materials functions such as shipping, receiving, dispersal, salvage, processing materials requisitions, forklift operation and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and, in addition, functions as 0935 Utility Worker - GSM as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance; vehicle cleaning; fire extinguisher maintenance; weed abatement; first aid kit and eye wash inventory; tool operation; and, mail delivery.

Next Lower Classifications

Same or Higher Classifications

0046 Maintenance Assistant II -
COGEN

0047 Sr. Maintenance Assistant
- COGEN

0049 Maintenance Assistant II

0048 Sr. Maintenance Assistant

Note: *For an employee to hold this classification, they must have held the top rate of the Maintenance Assistant II classification for 6 months and have successfully passed the following proficiency examinations:*

- *Budget Monitoring*
- *Computer Proficiency Test*
- *Environmental Training Program*

Should the employee fail any of these examinations, re-test will be given not less than 30 days following failure. A maximum of 2 re-tests will be given upon request. If an employee does not successfully complete these proficiency examinations, they will remain in the Maintenance Assistant II classification.

0049 Maintenance Assistant II
0046 Maintenance Assistant II - COGEN

An employee who, without direct supervision, performs the following clerical duties:

- budget monitoring (i.e., BSRP, TP, 457 reports, DCMS);
- computer applications (i.e. JTM, ACCESS, EASY +, Electronic Metering, OLEC, Word Processing, Spreadsheets, PLM, SMS);
- coordinating contracts, permits and vendor contacts;
- handles the petty cash system;
- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- bill processing (i.e., FIS, Processing GMs, WOs, D&Cs, Fleet Management/Monitoring, and Invoice Processing).

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935 Utility Worker - GSM as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Next Lower Classifications

- 0057 Maintenance Assistant I
- 0058 Maintenance Assistant I - COGEN

Same or Higher Classifications

- 0046 Maintenance Assistant II - COGEN
- 0047 Sr. Maintenance Assistant - COGEN
- 0048 Sr. Maintenance Assistant
- 0049 Maintenance Assistant II

Note: For an employee to hold this classification, they must have held the Maintenance Assistant I classification rate for 18 months or held the top pay step for 6 months. Will automatically progress to next higher classification (Senior Maintenance Assistant) after six months at top rate of classification and successful completion of appropriate training program.

0057 Maintenance Assistant I
0058 Maintenance Assistant I - COGEN

An employee who, without direct supervision, performs the following clerical duties:

- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;

Cont'd

0057 Maintenance Assistant I

0058 Maintenance Assistant I - COGEN (Cont'n.)

- *computer applications (i.e., Word Processing, Spreadsheets, PLM, SMS, and other computer training);*
 - *bill processing (i.e., FIS, Processing GMs, WOs, D&Cs, Fleet Management/Monitoring, and Invoice Processing).*
- Employees will receive training on petty cash system and BSRP.*

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935 Utility Worker - GSM as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Beginner's Classification.

Will automatically progress to Maintenance Assistant II classification after six months at top rate of classification.

Pre-employment Requirements:

- *Clerical Pre-employment Test*
- *Physical Pre-employment Test*
- *25 w.p.m. Typing Test*

0935 Utility Worker - GSM

An employee whose main duties consists of semi-skilled work, such as Utility Worker for journeyman or apprentice. The work includes the use hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision.

Beginner's classification.

Operating

All operating employees may be assigned to perform maintenance or other work during shutdowns or emergencies.

1577 Senior Gas Transmission Operator (PIO)

A shift employee who is responsible for the Compressor Station and other transmission facilities within the jurisdiction of the District, including the compressor units and auxiliary equipment. Shall have qualifications to direct and supervise the work of the Gas Transmission Operator. Shall present supervisory skills, and a thorough knowledge of operating principles, equipment operating procedures, safety rules and general operating orders. In conjunction with an employee's operating duties, directs and assists in cleaning of equipment and the area around such equipment, assists in training and instructing other employees in proper operating techniques and may be required to perform minor maintenance work for which *an employee* is qualified. A regular Senior or upgrade Senior will be on a shift at all times.

Relief Senior Gas Transmission Operator

A shift employee who stands shifts, as assigned, relieving any operating classification in the compressor plant and who is responsible for the performance of all of the duties of the classification *an employee* is relieving. In addition, may be required to perform maintenance work for which *an employee* is qualified; perform cleaning duties in and about the compressor station; assist in performing tests on operating equipment; assist in training and instructing other employees in proper operating techniques; and perform clerical work in the Supervisor's Office and to perform materials duties, including relieving the Materials Facility person.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1576 Gas Transmission Operator (PIO)

A shift employee who, under the direct or indirect supervision of a Senior Gas Transmission Operator, operates, monitors and services auxiliary equipment, operates compressor units as assigned, reads and logs figures from various meters and gauges, performs minor maintenance work and is required to do necessary cleaning.

Beginner's classification.

1587 Gas System Operator

A shift employee who is responsible for the operation of transmission and distribution systems and facilities. The operator provides this service to divisions, power plants, major industries, the Gas System Maintenance Department (including underground storage facilities) and other gas utilization facilities. The operator ensures safety, security and continuity of service by monitoring gas supplies, equipment performance,

Cont'd.

1587 Gas System Operator (Cont'n.)

and pipeline/facility conditions and by performing appropriate operations, adjustments, or recommendations for PG&E supervision or for System Gas Control. The operator is responsible for all station routing changes using SCADA and manual and automatic valves in conjunction with pneumatic and electronically controlled computer based control systems and compressors.

Specific Duties

Compiles and generates reports using computer equipment and software. Updates various logs as required by PG&E standard practices to maintain CPUC compliance. Monitors maintenance activities involving gas routing based on new/non-routine and standard/routine job clearances. Takes appropriate action in emergency situations, including emergency personnel "callouts". Manages all base radio communications, telephone and PC logging activities and takes appropriate action when necessary. Monitors and processes data pertaining to gas operations such as, but not limited to, gas quality and SCADA. Assists in operator training for new and existing operators. May perform work at remote locations to monitor and operate gas facilities.

Next Lower Classifications

Same or Higher Classifications

1588 Gas Operator-in-Training

1587 Gas System Operator

Relief Gas System Operator

Will be required to perform all duties listed above for a Gas System Operator. In addition, will fill a Relief designation as outlined in Titles 202, 205 and 208 - Utilization of Relief Shift Employees. May be required to perform associated clerical duties, including payroll.

1588 Gas System Operator-in-Training

A shift employee who is engaged in performing Gas System Operator work as an assistant to, and under the direct supervision of, a Gas System Operator. The first six months will consist of a formalized training program that will include SCADA training, computer training, and on the job training at the assigned headquarters. Oral and written examinations will be administered to monitor performance in the Operator Training Program. During this formal training period, the GSOIT will be required to learn and successfully demonstrate that each duty of the Gas System Operator position can be performed. After successful completion of the six month formalized training, the GSOIT will continue the program with on the job training and development. After eighteen months and demonstration of all aspects of the training program, the GSOIT will be advanced to the Gas System Operator position.

Beginner's classification.

1836 Gas Supply Coordinator (PIO)

A shift employee at a major gas control station who is responsible for the control and delivery of high pressure gas at large volumes to regional load centers, power plants, major industries, gas storage fields and other such facilities located within the jurisdiction of that station. In accordance with established practices, the employee insures safety, security and continuity of service by monitoring gas supplies, equipment performance and pipeline/facility conditions and by making appropriate adjustments or recommending such to supervision or system gas control. Coordinates and effectuates station routing changes using both manual and automatic valves in conjunction with pneumatic, electric and electronic control equipment. Reads, calculates, interprets and posts data as required. Generates reports using personal computer equipment and software. Updates various logs as required by CPUC and coordinates maintenance activities involving gas routing via "job clearance." Takes appropriate action in routine and emergency situations. Manages all base radio communications, air patrol reports, phone and teletype activities.

Is required to operate compressors and remote valves, relay and verify gas production, orders and implements operational procedures associated with the injection or withdrawal process of gas storage fields. Is required to direct the activities and assist in the training of new personnel. May be assigned to work with maintenance personnel when not required for shift operations.

Beginner's classification.

Note:

1. **Testing:** The following tests are required to enter this classification by new hires and transfer applicants:
 1. Clerical Pre-Employment Test
 2. Typing - 25 w.p.m.
 3. Arithmetic Computation Test*
- * Employees hired into the classification will be required to take the ACT at the end of their second month. Should the employee fail, retests will be given not less than 30 days following failure. A maximum of two retests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.
2. Wage rates will be applied in accordance with Title 204, except that no employee may be initially assigned a wage step beyond the 24-month step, unless by written agreement between Company and Union. Transferees, regardless of initial wage step, will receive PWIs (*Progressive Wage Increases*) as they successfully complete sections of the training program, provided they have been in that training phase a minimum of three months.

Relief Gas Supply Coordinator

A shift employee who stands shifts, as assigned, relieving other Gas Supply Coordinators, and performs all of the duties of the operating position an employee is relieving. In addition, may be required to operate and to assist in the maintenance of measurement and control equipment in the operating area of the terminal to which *an employee* is assigned; to perform cleaning and minor maintenance duties in and about the terminal or compressor station; and to prepare reports and perform other clerical work related to the terminal operation and to assist the employee in-charge in performing warehouse work.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1704 Senior Operator-Mechanic (PIO)

A shift employee who, without direct supervision, is responsible for the underground storage facility. Shall have the qualifications of an Operator-Mechanic and direct and supervise the work of the Operator-Mechanic. Shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating and maintenance duties, assists in training and instructing other employees in proper operating techniques. A regular Senior or upgraded Senior will be on shift at all times at the underground storage facilities where normal operation requires more than one Operator-Mechanic per shift.

Relief Senior Operator-Mechanic

A shift employee who stands shifts, as assigned, relieving Senior Operator-Mechanics or Operator-Mechanics and performs all of the duties of the Senior Operator-Mechanic and Operator-Mechanic positions.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1705 Operator-Mechanic

1682 Operator-Mechanic - COGEN

A shift or straight day employee who is responsible for operating, maintaining and repair of all underground storage facilities, Compressor Station facilities, transmission lines and appurtenant facilities with or without supervision.

Operating and service duties include monitoring, taking reads from various meter and gauges, starting and stopping equipment. Shall have thorough knowledge of operating principles, equipment and operating procedures, safety rules and general operating orders. Shall be able to operate all facilities in automatic, semi-automatic and manual modes. Assists in training and instructing other employees in proper operating techniques. Maintenance duties include routine repair; greasing valves, cleaning

Cont'd.

1705 Operator-Mechanic

1682 Operator-Mechanic - COGEN (Cont'n.)

separators, changing filters, service vehicles, repairing leaks, etc. and providing assistance as needed. Shall be able to operate heavy mechanical equipment such as tractors, bulldozers, backhoes, road graders and trucks. Will be able to make minor repairs on heavy equipment. Shall be able to do shop and routine welding. Shall be proficient in mark and locates and responding to USA's and air patrol calls. Assist in performing, testing and operating equipment. In addition, will be required to perform cleaning, painting and housekeeping duties, assist with material handling including relieving the material facility person. Performs paperwork, as needed in the facility.

Shall have the option of using one operator per shift as deemed necessary.

(Shift worker may be assigned the same work hours and work days as maintenance employees. See Flexible Work Schedule, page 22).

Next Lower Classifications

- 0046 Maintenance Assistant II
- COGEN
- 0047 Sr. Maintenance Assistant
- COGEN
- 0048 Sr. Maintenance Assistant
- 0049 Maintenance Assistant II
- 0935 Utility Worker

Same or Higher Classifications

- 1089 Utility Leadperson (PIO)
- 1160 Maintenance Worker (PIO)
- 1401 Appr. Transmission Mechanic
- 1402 Appr. Transmission Mechanic -
COGEN
- 1406 (1414) Transmission Mechanic &
(Un.)
- 1415 (1416) Transmission Mechanic -
COGEN & (Un.)
- 1417 Transmission Mechanic I
- 1418 Transmission Mechanic II
- 1420 Transmission Mechanic I -
COGEN
- 1421 Transmission Mechanic II -
COGEN
- 1576 Gas Transmission Operation
(PIO)
- 1577 Sr. Gas Transmission Operator
(PIO)
- 1682 Operator-Mechanic - COGEN
- 1683 Operator Mechanic I - COGEN
- 1684 Operator Mechanic II - COGEN
- 1704 Sr. Operator-Mechanic (PIO)
- 1705 Operator-Mechanic
- 1707 Operator Mechanic II
- 1708 Operator Mechanic I

Testing: *The following tests are required to enter this classification by new hires and employees designated as Same or Higher classifications:*

1705 Operator-Mechanic

1682 Operator-Mechanic - COGEN (Cont'n.)

1. Clerical Pre-Employment Test
2. Typing - 25 w.p.m.
3. Arithmetic Computation Test (ACT)*

* *Employees hired into the classification will be required to take the ACT at the end of their second month. Should the employee fail, re-tests will be given not less than 30 days following failure. A maximum of two re-tests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.*

Hours of Work:

May be assigned the same work hours and workdays as maintenance employees at the headquarters when not required for shift operations.

Relief Operator-Mechanic

A shift employee who stands shifts as assigned, relieving other Operator-Mechanics and performs all the duties of the Operator-Mechanic position.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1708 Operator Mechanic I

1683 Operator Mechanic I - COGEN

A pay code for a classification who has completed a skill block for progression to next higher classification.

1707 Operator Mechanic II

1684 Operator Mechanic II - COGEN

A pay code for a classification who has completed a skill block for progression to next higher classification.

Relief Operator

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Relief Operator may be required to assume the hours of work of a non-shift employee provided that 1) *an employee* is notified of the change from shift to non-shift hours by 5:00 p.m., or *an employee's* quitting time, whichever is later, on the day before such change is made, and 2) *an employee* is assigned to work with a maintenance crew, or 3) *an employee* is assigned to work with a non-shift employee at a location other than *an employee's* headquarters.

1574 Lead Senior Gas Transmission Operator
1685 Lead Operator Mechanic - Cogen
1702 Lead Senior Operator Mechanic
1706 Lead Operator Mechanic
Relief Lead Senior Gas Transmission Operator
Relief Lead Senior Operator Mechanic

Temporary classification when assigned to supervise 4 or more employees including themselves.

If the major function of the job is related to a specific craft skill (i.e. operating, maintaining and repair of all underground storage facilities, compressor station facilities, transmission lines and appurtenant facilities), and the lead classification is regularly required to perform that major craft function, the lead classification with the craft skill qualifications shall be utilized; otherwise, skill qualifications will not be considered.

A classification required to supervise four or more employees, including himself, will receive a five percent premium over the highest classification that is supervised.

The senior employee at the headquarters possessing the major skill function will be selected for the lead assignment.

1709 Lead Operator Mechanic I
1686 Lead Operator mechanic I - COGEN

Temporary classification when assigned to supervise 4 or more employee including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

1703 Lead Operator Mechanic II
1687 Lead Operator Mechanic II - COGEN

Temporary classification when assigned to supervise 4 or more employee including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

Gas Supply Business Unit
Title 8/21 Joint Recommendation
June 23, 1995

During Title 8 negotiations between Gas Supply management and the IBEW, it was agreed that employment and job security were key issues for the Union while cost reduction and work flexibility were critical items for the Company. To this end, both Company and Union have agreed to enter a Productivity Enhancement Agreement, which is structured to ensure that Gas Supply and its employees are positioned to compete successfully in the competitive marketplace.

The Company and Union agree to work in partnership to reduce costs, maintain or improve system reliability, and support an environment in which safety is not compromised.

With approval of this proposal, both the IBEW and Company agree that the terms and conditions outlined here apply only to the business and represented employees of Gas Supply and not to any other areas of PG&E. Company and Union stipulate that this Agreement will not be used as precedent or interpretation of any provision affecting other areas of the Company's operations. Further, the parties commit that this Agreement will not be used in any current or future arbitration cases applying to other business units exclusive of interpretations arising out of this agreement.

Gas Supply Business Unit
Skill Based Progression/Training AdHoc
Joint Recommendation
July 5, 1995

During Title 8 negotiations between Gas Supply management and the IBEW, it was agreed that an AdHoc Committee would be formed to deal with training and apprenticeship issues associated with the line of progression and job description proposed in the Title 8 Joint Recommendation dated June 23, 1995.

This AdHoc Committee has met and as a team developed this recommendation to address these issues.

Company and Union's understanding on the procedure to reduce operational cost for Gas System Maintenance:

*Skill Based Progression/Training Ad Hoc
Terms of Agreement*

1. *All employees will be allowed to progress to the level that their initiative and skills enable them to achieve.*
2. *Skill blocks (SB's) must be passed in sequence.*
3. *Before an individual can proceed to next progression SB above their base classification, they must be able to perform all of the duties of their base classification.*
4. *The Company will provide all training necessary for an individual to perform all of the duties in their base classification.*
5. *The Company will provide a training library and all consumable books for the academic training.*
6. *The academic training may be done on the individual's personal time.*
7. *The Company will provide the centralized and on-the-job training that is associated with each SB.*
8. *Once an individual starts an SB, they have one year to complete that SB. If an individual is not able to complete that SB in this time frame, they must submit a request for a time extension to their supervisor for consideration by the Peer Review Committee.*
9. *The Peer Review Committee is to be named on an annual basis by the GSBU LA-94-53 Committee. Compensation for this task is as discussed in the Special SB section.*
10. *Balance of training and testing associated with this Agreement is ongoing.*

1996 Wages - Gas System Maintenance Department

Class Code	Job Classification	1996					Skill Blocks		Skill Block Knowledge
		Salary Start	End of: 6 months	End of: 1 Year	End of: 18 Months	End of: 2 years	Completed	Weekly \$ Inc	
1705	Operator Mechanic	\$759.15	\$767.25	\$789.70	\$806.95	\$873.65		Base Job	
1708	Operator Mechanic I					\$891.70	1	\$18.05	Station Facilities
1707	Operator Mechanic II					\$909.75	2	\$18.05	Transmission Facilities
1706	Operator Mechanic (Lead)					\$917.35		Base + 5%	Temp Upg Rate
1709	Operator Mechanic I (Lead)					\$935.40	1	\$18.05	Station Facilities
1703	Operator Mechanic II (Lead)					\$953.45	2	\$18.05	Transmission Facilities
1406	Transmission Mechanic	\$945.80					3	Base Job	Pneumatic Reg & Cnt
1417	Transmission Mechanic I	\$962.25					4	\$16.45	Electric Meas & Ctrl
1418	Transmission Mechanic II	\$978.70					5	\$16.45	Electronic Controls
0825	Trans Crew Leader	\$1,011.50		\$1,034.35					Temp Upg Rate
0824	Trans Crew Leader I	\$1,018.45		\$1,041.30			4	\$6.95	Electric Meas & Ctrl
0823	Trans Crew Leader II	\$1,025.40		\$1,048.25			5	\$6.95	Electronic Controls
2435	Gas Control Tech	\$1,011.50					6	Base Job	Electronic Measurmt
2438	Gas Control Tech I	\$1,019.15					7	\$7.65	Radio Systems
2439	Gas Control Tech II	\$1,026.80					8	\$7.65	Voice Systems
2434	Gas Control Tech (Lead)	\$1,062.10						Base + 5%	Temp Upg Rate
2440	Gas Control Tech I (Lead)	\$1,069.75					7	\$7.65	Radio Systems
2441	Gas Control Tech II (Lead)	\$1,077.40					8	\$7.65	Voice Systems
2415	Gas Trans Tech	\$1,042.05					9	Base Job	Data Systems
2416	Gas Trans Tech (Lead)	\$1,088.70					9		Temp Upg Rate

1996 Wages - Gas System Maintenance Department

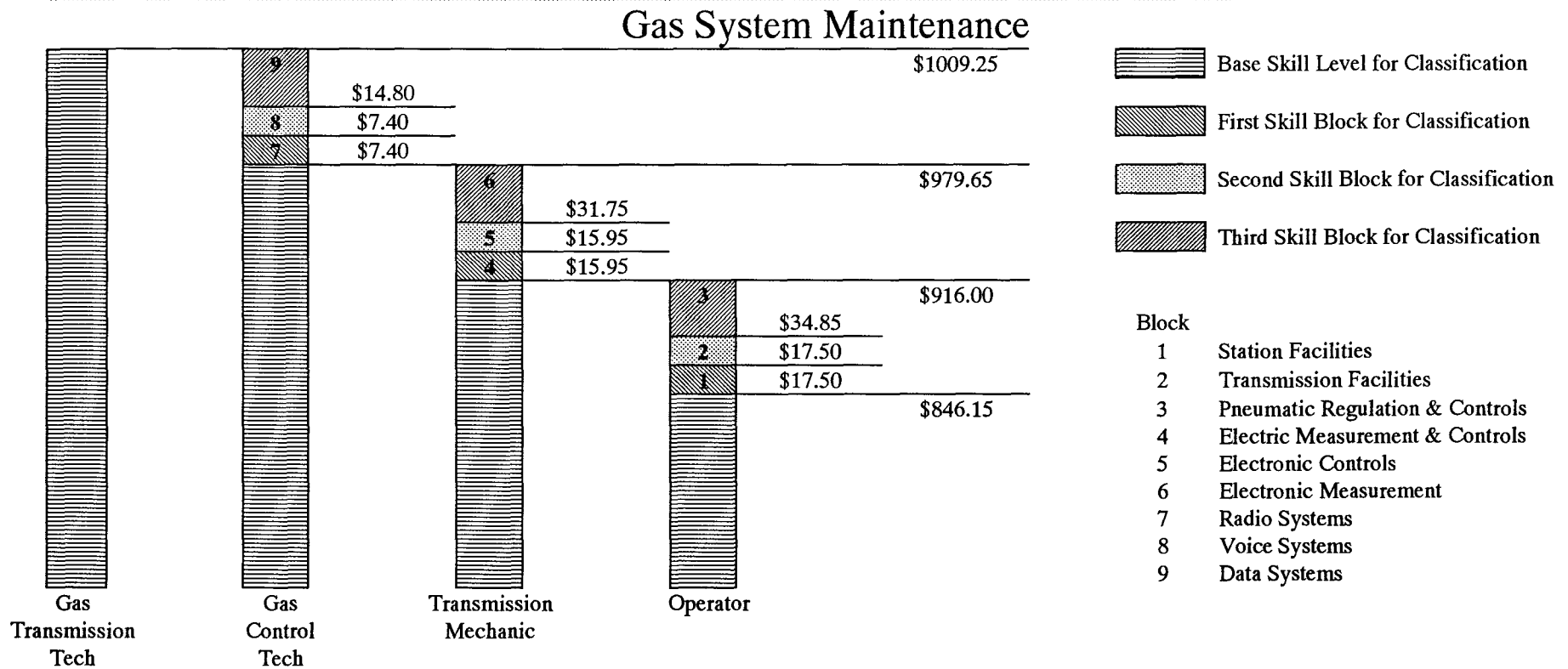
Class Code	Job Classification	1996				Skill Blocks		Weekly \$ Inc	Skill Block Knowledge
		Salary Start	End of: 6 months	End of: 1 Year	End of: 18 Months	End of: 2 years	Completed		
COGEN POSITIONS									
1682	Operator Mechanic	\$789.55	\$797.95	\$821.30	\$839.25	\$908.60		Base Job	
1683	Operator Mechanic I					\$926.65	1	\$18.05	Station Facilities
1684	Operator Mechanic II					\$944.70	2	\$18.05	Transmission Facilities
1685	Operator Mechanic (Lead)					\$954.05		Base + 5%	Temp Upg Rate
1686	Operator Mechanic I (Lead)					\$972.10	1	\$18.05	Station Facilities
1687	Operator Mechanic II (Lead)					\$990.15	2	\$18.05	Transmission Facilities
1415	Transmission Mechanic	\$983.65					3	Base Job	Pneumatic Reg & Cnt
1420	Transmission Mechanic I	\$1,000.10					4	\$16.45	Electric Meas & Ctrl
1421	Transmission Mechanic II	\$1,016.55					5	\$16.45	Electronic Controls
0815	Trans Crew Leader	\$1,052.00		\$1,075.75					Temp Upg Rate
0816	Trans Crew Leader I	\$1,058.95		\$1,082.70			4	\$6.95	Electric Meas & Ctrl
0817	Trans Crew Leader II	\$1,065.90		\$1,089.65			5	\$6.95	Electronic Controls
2442	Gas Control Tech	\$1,052.00					6	Base Job	Electronic Measurmt
2443	Gas Control Tech I	\$1,059.65					7	\$7.65	Radio Systems
2444	Gas Control Tech II	\$1,067.30					8	\$7.65	Voice Systems
2445	Gas Control Tech (Lead)	\$1,104.60						Base + 5%	Temp Upg Rate
2446	Gas Control Tech I (Lead)	\$1,112.25					7	\$7.65	Radio Systems
2447	Gas Control Tech II (Lead)	\$1,119.90					8	\$7.65	Voice Systems
2423	Gas Trans Tech	\$1,083.75					9	Base Job	Data Systems
2424	Gas Trans Tech (Lead)	\$1,132.25					9		Temp Upg Rate

1996 Wages - Gas System Maintenance Department

Class Code	Job Classification	1996				Skill Blocks		Skill Block Knowledge
		Salary Start	End of: 6 months	End of: 1 Year	End of: 18 Months	End of: 2 years	Completed	
Pay progression for Maintenance Assistant Classification.								
0057	Maintenance Assistant I	\$545.40	\$614.00	\$682.45				Entry Classification
0049	Maintenance Assistant II	\$751.00	\$789.70	\$830.05				Automatic Progression
0048	Sr Maintenance Assistant	\$866.20						Pass Skill Assessment
Pay progression for Maintenance Assistant Classification - Cogen.								
0058	Maintenance Assistant I	\$567.25	\$638.60	\$709.75				Entry Classification
0046	Maintenance Assistant II	\$781.05	\$821.30	\$863.25				Automatic Progression
0047	Sr Maintenance Assistant	\$900.85						Pass Skill Assessment
New Positions to Add.								
1574	Sr GTO (Lead)	\$1,007.95		\$1,054.62			Base + 5%	Temp Upg Rate
1702	Sr Operator Mechanic (Lead)	\$949.41		\$991.88			Base + 5%	Temp Upg Rate
Special Skill Blocks.								
	Certified Welder	\$37.00	Weekly	Premium Pay				
	Engine Analyst	\$49.00	Weekly	Premium Pay				
	Environmental Monitor	\$48.00	Weekly	Lump Sum - Annual				
	Peer Review Committee	\$20.00	Weekly	Lump Sum - Annual				
	First Aid Instructor	\$20.00	Weekly	Lump Sum - Annual				

Gas Supply Skill Based Progression

Career Progress Chart



Base pay rates were taken from the Agreement between the IBEW 1245 and PG&E, dated effective January 1, 1994, pages 157, 158, and 159. All calculations were rounded off to the higher \$0.05. Since steps one and two are 25% the remainder at the third step is slightly less than 50%.

Skill Based Progression/Training Ad Hoc
Special Skill Blocks

The following Special Skill Blocks (SSBs) are to compensated as premium pay:

Certified Welder (> 20% SMYS)

Compensation: \$37.00/week

Minimum: Yard Specific

Maximum: Yard Specific

- 1. All training is to be completed by the employee on their own time.*
- 2. Testing is to be performed by the Company.*
- 3. Placing will be by seniority.*

Engine Analyst

Compensation: \$49.00/week

Minimum: 2

Maximum: 4

- 1. All training is given by the Company.*
- 2. Testing is to be performed by the Company
1 - Initial Screen Test; 2 - Advanced Test)*
- 3. Placing will be by seniority.*

*The following Special Skill Blocks (SSBs) are to compensated on a lump sum basis annually
(as bonus pay):*

Hazardous Waste Monitor

Compensation: \$48.00/week

Minimum: Yard Specific

Maximum: Yard Specific

- 1. All training is to be given by the Company for individuals that initially hold this SSB.*
- 2. Testing is to be performed by the Company for individuals that initially hold this SSB.*
- 3. Placing will be by seniority and may be changed annually.*
- 4. The only other SSB that can be held in conjunction with this SSB is the Certified Welder SSB.*

Peer Review and Training Advisor

Compensation: \$20.00/week

Minimum: GSBU LA-94-53 Committee Decision

Maximum: GSBU LA-94-53 Committee Decision

- 1. All training is to be given by the Company.*
- 2. Testing is to be performed by the Company.*
- 3. Placing will be made on a selection basis by the GSBU LA-94-53 Committee. The term is set at one year.*

First Aid Instructor

Compensation: \$20.00/week

Minimum: GSBU LA-94-53 Committee Decision

Maximum: GSBU LA-94-53 Committee Decision

1. All training is to be completed by the employee on their own time.
2. Qualification is to be by Red Cross Certification or equivalent.
3. Employee is given one week of preparation time per year.
4. Placing will be made on a selection basis by the GSBU LA-94-53 Committee. The term is set at one year.

Terms of Agreement

1. This Agreement shall be in effect until canceled.
2. Cancellation
 - a. This Agreement may be canceled by either party after December 31, 1997 (subject to 60 days written notice to the other party).
 - b. This Agreement may be canceled by either party before January 1, 1996 (subject to 10 days written notice to the other party).
3. This Agreement will be continued on a year to year basis as long as the following conditions are met:
 - a. GSBU LA 94-53 Committee meets their obligation to reduce costs as outlined in Attachment 1, plus any wage increase.
 - b. In light of this Agreement, Union and Company jointly agree to strive to meet or exceed the past and present safety and system compressor reliability standards.
 - c. Parties agree to meet quarterly or more often if requested by either party, to review the status of this Agreement and any and all labor disputes arising out of this Agreement including safety and reliability standards.
4. Any changes made to job definition and lines of progression (Exhibit VI-C), compensation changes, etc. will remain in effect after the termination of this Agreement, if termination occurs on or after all agreed to training of Transmission Mechanics has been met. (See note 3 page 23.)
5. Who is covered by this Agreement:
 - a. All employees currently designated as GSBU, including terminals and those included in Letter of Agreement R3-91-145. (Gas Production and Storage).

GSBU LA 94-53 Committee's Obligation to Reduce Costs

<u>Year</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>
<i>Projected IBEW Physical Labor Budget ***</i>	\$13,000,000	\$12,800,000	\$12,180,000	\$11,560,000
<i>Real Cost Savings**</i>	\$800,000*	\$650,000	\$620,000	\$575,000
<i>Cumulative Savings</i>	\$1,222,000	\$1,872,000	\$2,492,000	\$3,067,000
<i>% of Labor Expense</i>	N/A	5	5	5

* Credit given for savings that occur in 1995.

** Requires absorption of a wage increase of 3.25%, estimated at \$422,000 in 1996, thus savings must actually equal \$1,222,000 (\$800,000 plus \$422,000). Any wage increase that occur in 1995 through 1999, would also have to be absorbed, and thus would actually raise the amount of savings required. The conditions set forth in Exhibit X of the Physical Labor Agreement are applicable to employees covered by this Agreement.

*** Assumes a starting labor budget of \$13,000,000 in 1996. This number is used as an example, the actual budget number may be higher or lower.

Contracting

1. Title 207.2 of the physical agreement does not apply to Gas Supply during the term of this agreement.
2. Floor numbers will be pro-rated starting from the date this Agreement is implemented. The floor numbers will be reduced at two per month until the floor number of 193 is reached.
3. If Gas Supply's LA 88-104 floor numbers go below 193, Gas Supply will meet all obligations of Title 207.2.
4. Company and Union will enter negotiations to determine new floor numbers when adding or deleting facilities that require personnel changes.
5. By September 1, 1995 or sooner, janitorial and landscaping contracts will be canceled (unless unable to be canceled) and the work assigned to the Bargaining Unit employees. If this agreement extends beyond 1/1/96 janitorial work performed in the control room,

compressor building and the auxiliary building shall be considered as work normally performed by the Bargaining Unit. With this agreement Union agrees to withdraw the grievance 11-154-90-7 (RC 1741-92-12) currently referred to Arbitration Case #199 on this subject matter and settle it without adjustment. All other janitorial and landscaping shall not fall under the provisions of 207.2 as work that is normally done by Bargaining Unit employees.

Work Rule Changes

1. *Flexible Work Schedule: Employees who are engaged in the maintenance of transmission facilities may be called on to work any schedule as deemed necessary by the Company (202.5(c)). This will be accomplished without overtime in accordance with 202.17.*

Transmission facilities include everything that the Gas Supply organization is responsible for in maintenance and operation.

2. *Title 202 is modified to include 4/10, 9/80 and 12-hour work schedules.*
3. *Title 202.5(c) "Special Cases" is modified to include all Gas Supply Headquarters.*
4. *Title 202.17 "Change of Hours" overtime provision will be dropped. Add to situation "overhauls". If this Agreement is terminated the Company is no longer exempt from 202.17.*
5. *Company will not be exempted from the provision of 202.17 until after September 1, 1995.*
6. *Title 110 will stay in effect.*
7. *Changing an employee from the regular shift/schedule to an alternative shift/schedule shall be done no more frequently than once per pay period.*
8. *Notification of such shift/schedule change shall be given no later than the end of the employee's work period on a work day.*

Training / Skill Based Pay

1. *Company and Union agree to form an Ad-Hoc committee to deal with training and apprenticeship issues associated with the line of progression and job description issues, proposed in this agreement. The training structure will address pre-qualification testing and performance testing requirements. Ad-Hoc will be completed by August 1, 1995.*
2. *Company and Union agree to form an Ad-Hoc committee to investigate "skill based pay". Ad-hoc completed by August 1, 1995.*

3. *Fifty percent of all Transmission Mechanics desiring to receive training under the Gas Control Technician classification shall receive a minimum of four weeks of training no later than 9 months after the approval of this agreement. (Primary, Secondary and Tertiary Gas Fundamentals).*
4. *Further training shall be furnished by the Company to all other classifications affected by this LOP change in a timely manner.*
5. *Skill Based Pay: Employees pay will be determined by the skills they bring to the job. Pay will be increased when the employee demonstrates the ability to handle more or different work functions. This could eliminate the need for apprenticeships. Employees will move up at their own speed. Demonstrating the required skills would encompass passing a class or test and performing the skill in the field.*

Miscellaneous Job Definitions To Include The Following

1. *Job definitions in Exhibit VI-C (Gas Transmission and Storage) of the Physical Agreement are modified, to put all classifications in one line of progression, and clarify job descriptions.*
2. *All classifications may be required to act as a leadman directing the work of up to three employees, including himself, in/or below their classification.*
3. *A classification required to supervise four or more employees, including himself, will receive a five percent premium over the highest classification that is supervised. These positions will be filled by the most senior qualified employee.*
4. *All classifications will be required to perform job duties below their classification for which they are qualified. Pay will remain at current pay rate.*
5. *All classifications will assist in training.*
6. *If Operator Mechanic is required to possess CDL, they will be paid in accordance with LA 92-28-PGE.*
7. *The Company shall be required to have a Senior Operator Mechanic / Senior Gas Transmission Operator, when two operators are on shift until January 1, 1996.*
8. *Maintenance Assistant / Operating Clerk, Union commits to address this subject matter after the current 206/19 activities are complete.*
9. *To fill a vacant Operator Mechanics shift, when a relief is not available in accordance with the Relief Agreement, a Transmission Mechanic may be utilized to cover any vacancy of one week or more or any day shift. Such assignments shall not require a penalty payment in accordance with 202.17. It is not intended to utilize a Transmission Mechanic to fill a vacant shift for periods of over 11 months at a time.*

Transfer requirement for miscellaneous beginning level positions:

1. *Letter of Agreement 90-8-PGE requires the clerical pre-employment test and a 25 word per minute typing test. This requirement applies to Gas Supply Coordinators, Gas Transmission Operators and Maintenance Assistants.*

Travel Agreement:

1. *Gas Supply will utilize the most current Steam Generation Travel Agreement to determine “reasonable daily expenses”, which cover meals, laundry, telephone and miscellaneous costs. Gas Supply will cover the cost of lodging.*

Line of Progression Revisions:

1. *The revisions to the LOP for Gas Supply may affect the LOP of other departments and those changes should be made.*

Terminal and Load Center Consolidation:

1. *Company will propose, by separate Letter of Agreement, to address the Load Center and Terminal Consolidation Project and Job Classification Consolidation.*

Staffing Changes:

1. *In order to accommodate movement with Gas Supply, the Company shall utilize the provisions of contract section 205.7(a)(b). After exhausting all bids under 205.7, Company may then utilize the provisions of 206.17 in order to achieve optimum staffing at the affected headquarters.*
2. *Company and Union agree to consider separate Letters of Agreement under the provisions of section 206.17 to accommodate staffing moves required due to the closing of a headquarters or a shift of workload.*

The following is designed to clarify the meaning of technology as applied to Gas Supply (former GSBU).

Technology will be defined as advancements or enhancements to the methods, procedures or equipment required to accomplish the tasks outlined in the job descriptions. Training will be provided from time to time to assure maximum benefit from such advancements/enhancements.

Changes in technology that significantly increase the complexity and skill level required to perform the tasks outlined in the job descriptions will be subject to future bargaining between the Company and IBEW.

Clarification of subsection 205.4 and 205.5

Subsection 205.4(g) and 205.5(h) of the contract provide for the cancellation of bids made by employees who change classification. The computerized job bidding system considers any skill block progression as a change in classification and cancels all prebids and transfers on file. Employees covered by this line of progression who desire to keep their prebids or transfers active must resubmit the bids or transfers in accordance with Title 205.

- COPY -

LA 92-28-PGE

March 3, 1992

Mr. Jack McNally
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

Pursuant to Letter of Agreement No. 90-113-PGE Paragraph K, the Company is exercising its option to apply identical provisions to the Pipe Line Operations organization.

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

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit 1) that may be applied on a headquarters-by-headquarters basis to all Pipe Line Operations 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 modify the number of commercial driver's licenses to be established at a 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.

- 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. Should it become necessary to fill the vacancy under the provisions of Section 205.7 (i.e., no volunteer at headquarters), the Company will use the prebid list for the base classification.

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. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the 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. 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 classification 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 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 Title 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.

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/ Ronald L. Bailey
Manager, 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 1, 1992

By: /s/ Jack McNally
Business Manager

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.

- COPY -

LA R3-91-145-PGE

May 8, 1992

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

Pursuant to Section 205.19 of the Physical Agreement, Company proposes to transfer and reclassify, as noted in Attachment 1, thirty-five IBEW employees from its Distribution Business Unit (DBU) to its Gas Supply Business Unit (GSBU) effective June 1, 1992.

This transfer involves Gas Control Technicians, Appr. M&C Mechanics, M&C Mechanics, Orifice Metermen, Field Metermen, a Lead Compressor Mechanic and Compressor Mechanics; classifications which do not currently exist in the Gas Supply business Unit.

Nineteen of the positions would be transferred from Rio vista (Area fourteen, Bidding Unit 5, Demotion Unit 4),

Four of the positions would be transferred from Orland (Area fifteen, Bidding Unit 6, Demotion Unit 4),

Eleven of the positions would be transferred from Meridian (Area Sixteen, Bidding Unit 7, Demotion Unit 4), and

One of the positions would be transferred from French Camp (Area Twenty, Bidding Unit 10, Demotion Unit 5).

Company is not proposing any physical relocation of these employees.

TRAINING

In order to permanently reclassify the employees involved, Company proposes that they be required to successfully complete the training requirements listed in Attachments 2 and 3. Company agrees to provide onsite assistance for employees covered by this Letter of Agreement while they are attending Basic Electricity and Basic Electronics. Employees electing to utilize all or part of the Basic Math Training Modules will be given the necessary time during regular work hours to complete the program. Employees listed in Attachment 1 will not be charged with previous failures of the Basic Electricity or Basic Electronics Courses.

In those cases where an employee is to be placed in an Apprenticeship program, the proposed step is noted in Attachment 1 (subject to approval by the Joint Apprenticeship Committee.)

Employees electing to pursue the Apprentice Gas Control mechanic program must meet the normal requirements to enter the Apprenticeship. If an Orifice Meterman, Field Meterman or Appr. M&C Mechanic covered by this letter of agreement fails to meet the Standards of Achievement for progression in the Apprentice Gas Control Mechanic Program then he/she will be reclassified as follows:

1. Apprentice M&C Mechanics

If the employee passes all three Gas Schools: Primary, Secondary, and Tertiary but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program.

2. Orifice Metermen

If the employee passes all of the Gas Schools but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program.

3. Field Metermen

If the employee passes all of the Gas Schools but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program. If the employee only passes the Primary School, he/she will be reclassified as an Orifice Meterman (PIO).

Journeymen (M&C Mechanics, Gas Control Techs, Compressor Mechanics, and the Lead Compressor Mechanic) will be provisionally awarded the new classifications until they meet the requirements outlined in Attachments 2 and 3. If a Gas Control Tech, Compressor Mechanic or Lead Compressor Mechanic does not successfully complete the training requirements he/she will revert back to his/her prior DBU classification. If a M&C Mechanic passes Basic Electricity but is unable to pass Basic Electronics and Basic Climbing after attempting, then he/she will be reclassified as a Gas Control Technician (PIO). If a M&C Mechanic is unable to pass Basic Electricity then he will revert back to a M&C Mechanic. M&C Mechanic with unassigned status will no longer be considered unassigned as of the effective date of this agreement.

Time spent in the Appr. Gas Control Mechanic Program will be credited towards the time required to complete the Appr. M&C Mechanic Program and current Appr. M&C's will receive documentation to demonstrate their completion of the Appr. M&C Mechanic Program as if they were still in the apprenticeship program. Documentation will also be sent to the employee's 701 file.

ELECTION OF LINE OF PROGRESSION

Company proposes that those employees listed in Attachment 1 (except for the Maintenance Assistants and Walt Williams), who as a result of the reorganization are transferred from DBU to Pipe Line Operations, be given an opportunity to elect their line of progression i.e. maintain a line of progression into DBU or fully accept their new identity as Pipe Line Operations employees and the associated bidding and demotion rights applicable under Titles 205 and 206.

Such employees will be given three options and must make their election NO LATER THAN June 1, 1992 using the attached election form. (Attachment 4) If an employee does not complete and return the election form he will automatically default to Option 2.

OPTION 1

Employees who choose to retain their Title 205/206 rights in the Division Gas Measurement and Control Line of Progression and choose not to go through the additional training will retain their current classification (PIO) and rate of pay. They will be "B" bidders for positions within their current DBU Bidding Unit and "D" bidders to positions within Pipeline Operations. Their demotion rights under Title 206 will be within the Gas Measurement and Control Line of Progression.

OPTION 2

Employees who choose to retain their Title 205/206 rights in the Division Gas Measurement and Control Line of Progression and choose to go through the additional training will be reclassified on a provisional basis as per Attachment 1 and will receive the applicable rate of pay. Should the employee not successfully complete the additional training by December 31, 1994* the employee will be reclassified as detailed on page 2 and receive the applicable rate of pay. Irregardless of whether he successfully completes the training or not, the employee's "B" bidding rights will be to positions within their current DBU Bidding Unit and he will have "D" bidding rights to Pipe Line Operations positions. Demotion rights under Title 206 will be within the Division Gas Measurement and Control Line of Progression.

OPTION 3

Employees who choose to accept their new identify as Pipe Line Operations employees will be reclassified on a provisional basis as per Attachment 1 and will receive the applicable rate of pay. If the employee successfully completes the training, the employee's provisional status will be removed and his "B" bidding rights will be to positions within Pipe Line Operations Technical or Transmission Maintenance depending on his classification. His demotion rights under Title 206 will be within Pipe Line Operations.

If the employee is not able to successfully complete the additional training by December 31, 1994* then he will be reclassified as detailed on page 2 and receive the applicable rate of pay.

At that point, his "B" bidding rights will revert to Division Gas Measurement and Control positions and he will have "D" bidding rights to Pipe Line Operations positions. Demotion rights under Title 206 will be within the Division Gas Measurement and Control Line of Progression.

Employees who elect to retain Title 205/206 rights in the Division Gas Measurement and Control line of progression can only reverse that election through bidding procedure, i.e., bid into a Pipe Line Operations classification and be awarded a vacancy under Subsection 205.7(d) or through the transfer procedure.

Elections to retain Title 205/206 rights in the Division Gas Measurement and Control Line of Progression attach to the incumbent NOT the position.

*If for some reason the Company is unable to provide sufficient classes for the employees to be able to complete the requirements by December 31, 1994; the employees will not be negatively impacted.

TITLE 206

If a lack of work occurs in Division Gas Measurement and Control then the Pipeline employees who has retained his DBU classification in the Measurement and Control Line of Progression WILL be considered in determining the least senior employee in Gas Measurement and Control. The affected incumbent would then exercise Title 206 rights based on his election of being in the Division Gas Measurement and Control Line of Progression.

However, if a lack of work occurs in Pipe Line Operations Transmission Maintenance then only those employees who are holding Pipe Line Operations classifications WILL be considered in determining the least senior employee. The incumbent then exercises Title 206 rights based on their election of being in the Division Gas Measurement and Control or Pipe Line Operations lines of progression.

LINE OF PROGRESSION MODIFICATION

Company proposes to modify the current Pipe Line Operations Transmission Maintenance Line of Progression by creating four new classifications:

- 1251 Apprentice Technical Compressor Mechanic
- 1250 Unassigned Technical Compressor Mechanic
- 1249 Technical Compressor Mechanic
- 1246 Lead Technical Compressor Mechanic

(Attachment 5)

In addition, Company proposes to modify the current Division Gas Measurement and Control Line of Progression to provide an avenue for the Compressor Mechanics to move into the Gas Control Technician and Measurement and Control Mechanic positions. (Attachment 6)

BIDDING RIGHTS

Company proposes that existing A, B, and C bidders to the DBU positions listed in Attachment 1 retain their current rights until the list has been exhausted. A list of the existing A, B, and C bidders as of May 1, 1992 will be frozen. However, these employees must maintain their bids on file to retain the grandfathering status afforded by this agreement. Bids will be accepted from these employees but they must enter the PLO line of progression. Once the frozen list has been exhausted the vacancies will be filled in the normal manner. Once the election process has occurred, only those Pipe Line positions filled with DBU classifications (PIO) will be open to employees on the frozen list.

When a vacancy occurs in one of these positions the senior bidder on the frozen list will be contacted and informed that the job he had a bid on file for has been reclassified to a Pipe Line Operations classification and there are additional training requirements associated with holding the classification. The employee must then decide if he/she wishes to exercise the bid under those conditions and if the employee say no, they will be removed from the frozen bid list. The Company must continue to offer the position to the remaining employees on the list. If all employees turn the position down, the list will be considered exhausted and the Company can then fill the position and all future vacancies in its normal manner. If a position listed in Attachment 1 becomes vacant, and it was formerly filled by an employee holding a Pipe Line classification, irregardless of the 205/206 rights the employee had elected, it shall be filled from the normal prebid list (not the frozen list).

TRANSITION PERIOD

Company proposes that until the parties complete negotiations on the revised Lines of Progression and Job Definitions for Pipe Line Operations that the employees covered by this agreement will continue to perform the work that they have performed as Field Metermen and Orifice Metermen, i.e., mark and locate, pipe to soils, aerial patrol, and leak surveys, etc.

RETITLE

Company proposes to change the title of Pipe Line Operations currently in Exhibits III, VI, VII, IX, X and the supplements to Titles 205 and 206 of the Physical Agreement; and Title 2 and the supplements to Titles 18 and 19 of the Clerical Agreement to reflect its new title, Gas Transmission and Storage. There will be absolutely no effect on bidding rights of the IBEW employees already assigned to PLO. (On January 1, 1990, PLO was reorganized into Northern Pipe Line Operations, Southern Pipe Line Operations and Gas Production and Storage. Each of these departments is included in the proposed bidding unit of Gas Transmission and Storage.

GRIEVANCE SETTLEMENT

Grievances #11-164-94-2, #11-165-91-3 and #11-166-91-4 regarding the use of Maintenance Assistants and the reclassification of a vacant Compressor Mechanic position to a Gas Control Mechanic are settled upon signing of this agreement and the individuals involved will not participate in the election process since the grievants knowingly accepted positions in Pipe Line Operations.

Company and Union agree that if the grievances regarding the performance of Gas Control Tech work by non-Gas Control Techs is resolved in the Union's favor, that the affected employees covered by this letter of agreement will participate in any back wages agreed to in the settlement, as appropriate.

88-104

The associated floor numbers will be transferred from the respective divisions to Pipe Line Operations effective June 1, 1992.

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 AND ELECTRIC COMPANY

By /s/ Ronald L. Bailey
Manager - Industrial Relations

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

June 1, 1992

By /s/ Jack McNally
Business Manager

Attachment 1

5/8/92

HQ	LAST NAME	FIRST NAME	CURRENT CLASSIFICATION	CURRENT STEP	CURRENT WAGE	PROPOSED CLASS	PROPOSED STEP	PROPOSED WAGE	FINAL WAGE
Mer	Stewart	Bob	Gas Control Tech	Jrn	\$875.25	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Blevins	Jim	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Ollar	Bruce	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Rogers	Matt	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Jurkiewicz	Jim	M/C Mech-Unsgd	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Clement	Debbie	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
Mer	Higgins	Dianne	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
Mer	Abella	Dennis	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Martin	Lenny	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Saldivar	Eloy	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Spratt	Gordon	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Villapando	Joe	Orifice Mman		\$747.60	Gas Control Mech	Jrn	\$857.65	\$881.45
Mer	Watson	Bob	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Orl	Ramirez	Mark	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Orl	Thall	Mike	M/C Mech	Appr	\$767.30	Gas Control Mech	30 Mnth*	\$767.30	\$881.45
Orl	Matousek	Chuck	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Orl	Rossi	John	Orifice Mman		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45

* Placement and wage rate subject to approval by Joint Apprenticeship Committee

Attachment 1

5/8/92

HQ	LAST NAME	FIRST NAME	CURRENT CLASSIFICATION	CURRENT STEP	CURRENT WAGE	PROPOSED CLASS	PROPOSED STEP	PROPOSED WAGE	FINAL WAGE
FC	Williams	Walt	Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
FC	Vacant **		M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
FC	Vacant ##		Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Nielsen	Frank	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Penick	Jerry	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Spainhower	Brad	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Vacant		Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Schmaljohann	Gene	Comp Mech-Unsgd	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Ohleyer	Ken	Corrosion Mech		\$818.55	Corrosion Mech		\$818.55	\$818.45
RV	De Flores	Jack	Field Mman		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Guerra	Geno	Field Mman		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Larsen	Carl	Field Mman		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Marcantelli	Rich	Field Mman		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Tiemeyer	Bill	Field Mman		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Claar	Cliff	Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Bennet	Dan	Gas Control Mech	Jrn	\$875.25	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Cox	John	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Dana	George	M/C Mech	Appr	\$767.30	Gas Control Mech	30 Mnth*	\$767.30	\$881.45
RV	Greenwood	Ron	M/C Mech-Unsgd	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Joerke	Delaine	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Mc Govern	Bill	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Alioto	Pam	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
RV	De Flores	Grace	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
RV	Blattler	Rhoda	Operating Clerk		\$721.45	Maintenance Asst		\$723.35	\$723.35
RV	Thompson	Tom	Orifice Mman		\$747.60	Gas Control Mech	Jrn	\$857.65	\$881.45

* Placement and wage rate subject to approval by Joint Apprenticeship Committee

** The vacant M&C Mechanic will be filled via Title 206 from the Stockton yard.

The vacant Gas Control Mechanic position in French Camp will be filled through the current bid list.

**TRAINING REQUIREMENTS FOR
RECLASSIFICATION TO
GAS CONTROL MECHANIC**

<u>CURRENT DBU CLASSIFICATIONS</u>	<u>CLASSES</u>
Gas Control Technician	Basic Electricity Basic Electronics Climbing School
Measurement & Control Mech.	Basic Electricity* Basic Electronics Climbing School
Orifice Meterman	Secondary Gas School** Tertiary Gas School** Basic Electricity Basic Electronics Climbing School
Field Meterman	Primary Gas School*** Secondary Gas School** Tertiary Gas School** Basic Electricity Basic Electronics Climbing School

*If a journeyman Measurement & Control Mechanic passes Basic Electricity but fails to pass Basic Electronics and Climbing School after attempting, then he will be reclassified as a Gas Control Technician.

**If the employee passes all of the Gas Schools but fails to complete the Gas Control Mechanic Schools he will be provisionally reclassified as a Measurement & Control Mechanic until completion of the entire M & C Apprenticeship Program.

***If the employee only passes the Primary School, he will be reclassified as an Orifice Meterman.

**TRAINING REQUIREMENTS FOR
RECLASSIFICATION TO
TECHNICAL COMPRESSOR MECHANIC
AND
LEAD TECHNICAL COMPRESSOR MECHANIC**

CURRENT DBU CLASSIFICATION

CLASSES

Compressor Mechanic

Basic Electricity
Basic Electronics
Climbing School

Lead Compressor Mechanic

Basic Electricity
Basic Electronics
Climbing School

**Line of Progression Election Form
For Employees Affected by Letter of Agreement R3-91-145**

(Employee's Name)

In accordance with the provisions of Letter of Agreement #R3-91-145 your position has been reclassified from a Division Gas Measurement and Control classification to a Pipe Line Operations classification. The provisions of the Letter of Agreement allow you to have a one time opportunity to elect your preference to retain Title 205/206 rights in the Division Gas Measurement and Control Line of Progression or assume Title 205/206 rights in the Pipe Line Transmission or Technical Maintenance Lines of Progression. You must make this election by June 1, 1992.

I wish to retain my Title 205/206 rights in the Division Gas Measurement and Control Line of Progression. I understand that this election may deny me upgrades to temporary vacancies in Pipe Line Transmission and Technical Maintenance classifications as a Subsection 205.7(b) bidder. I also understand that I can only reverse this election through the bidding/transfer procedure.

I elect to assume Title 205/206 rights in the Pipe Line Transmission or Technical Maintenance Line or Progression. I understand that this election may deny me upgrades to temporary vacancies in the Division Gas Measurement and Control Department.

Employee's signature

Date

PIPE LINE OPERATIONS DEPARTMENT
TRANSMISSION MAINTENANCE
REVISED 4/17/92

Company Proposal April 17, 1992

1246 LEAD TECHNICAL COMPRESSOR MECHANIC

An employee who may perform the duties of a Technical Compressor Mechanic and who, under general guidance, provides technical, operational, supervisory or other assistance as directed, for two or more other employees within the compressor group.

Next Lower Classification

Same or Higher Classification

1249 Technical Comp. Mech.

1246 Lead Technical Comp. Mech.

1249 TECHNICAL COMPRESSOR MECHANIC

An employee who, without direct supervision installs, operates, tests, adjusts, repairs and maintains natural gas compressors and appurtenant station facilities including, but not limited to, servicing, calibrating and testing of pneumatic, electronic, hydraulic and electrical control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, has the qualifications of, and may be required to perform the duties of a Gas Control Mechanic. May be required to work as a leadman directing the work of one other employee.

Next Lower Classification

Same or Higher Classification

1251 Appr. Tech. Comp. Mech.

1249 (1250) Technical Comp.
Mech. & (Un.)

1246 Lead Tech. Comp. Mech.

1251 APPRENTICE TECHNICAL COMPRESSOR MECHANIC

An employee who is engaged in performing the duties of a Technical Compressor Mechanic as an assistant to, or under the direction of a journeyman. In order to gain experience for advancement to a Technical Compressor Mechanic the employee may be required to work alone or under indirect supervision on jobs for which employee has been trained and instructed. Maintains files, records and schedules.

Next Lower Classification

Same or Higher Classification

1406 Transmission Mechanic

1249 (1250) Tech. Comp. Mech
& (Un.)

1251 Appr. Tech. Comp. Mech.

ATTACHMENT 5

DIVISION GAS MEASUREMENT AND CONTROL

Revised 4/3/92

Company Proposal April 6, 1992

2410 GAS CONTROL TECHNICIAN

An employee who, without direct supervision, installs, checks, adjusts, operates and maintains all gas supervisory and remote control equipment including pneumatic and electronic controls, computers and their associated equipment. He may be required to act as a leadman, supervising the work of other employees in lower classification engaged in this work. His background of training, education and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classifications

*0640 Light Crew Foreman
1244 Compressor Mechanic (Rio Vista only)
1365 (1366) Measurement & Control
Mechanic & (Un.)

Same or Higher Classifications

0644 Technical Subforeman A
(G.C. Gas)
0645 Technical Subforeman B
(G.C. Gas)
1247 Lead Compressor Mech
(Rio Vista only)
2405 Gas Technician (G.C.)
2410 Gas Control Technician

*An employee in East Bay or San Francisco Division, who, on June 30, 1966 was classified as a Light Crew Foreman (0640) and who is qualified to perform the duties of the Measurement and Control Mechanic (1365) classification, shall be entitled to preferential consideration on bids to Gas Control Technician (2410) and to Measurement and Control Mechanic under Subsection 205.7(b) of the Agreement.

1365 MEASUREMENT AND CONTROL MECHANIC

An employee who is a journeyman and who is engaged in the installation, operation, and maintenance of all types of gas measurement, control and treating equipment in gas collection, transmission, storage and distribution systems, such as meters and regulators used for purchase, sale, and operation purposes, all types of pneumatic controllers and their associated control valves, pneumatic transducers and computers, and all types of telemetering equipment (excluding microwave circuits) where the basic circuitry does not include transistors.

Cont'd.

1365 MEASUREMENT AND CONTROL MECHANIC (Cont'n.)

He may be required to measure the output of electronic transducers (not including calibration adjustments) in connection with his regular work at a station. To gain experience for advancement to Gas Control Technician, he may be required to work under supervision on basic circuitry having transistors and perform calibration adjustments on electric transducers for which he has been trained and instructed. He may be required to operate and maintain a propane-air plant. He calculates Btu and specific gravity of gas mixtures and sizes orifice plates including ratio controllers and adjusts equipment for required Btu and gravity control. He performs pressure control operations during shutdowns for repair or tie-in of distribution mains and transmission lines. He may be required to weld, if qualified. May work alone or with the assistance of one other employee. May also work with a third employee without upgrade in a lower classification where the man is necessary for guarding manhole or vault openings or for flagging traffic. During pressure control operations, may provide functional assistance or guidance to crews involved. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency.

Next Lower Classification

1368 Appr. Measurement &
Control Mechanic

Same or Higher Classification

0644 Technical Subforeman A
(G.C. Gas)
0645 Technical Subforeman B
(G.C. Gas)
1244 Compressor Mechanic
1247 Lead Compressor Mechanic
1365 (1366) Measurement &
Control Mechanic (Un.)
2405 Gas Technician (G.C.)
2410 Gas Control Technician

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LA 95-80- PGE

June 20, 1995

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:

Currently, employees are required to have their license in hand by the vacancy control date, for positions requiring a commercial driver's license.

The Company has established a procedure whereby employees may attend 40 hours of classroom and hands on training at the Livermore Training Center to qualify for a commercial driver's license. Because the school can only accommodate four students a week, there is a significant delay for employees in obtaining their license.

Company is, therefore, proposing, pursuant to Section 205.19, to award vacancies requiring a commercial driver's license, pending successful completion of the school (including the DL170 test by Company tester) and/or license certification. In order to be considered for a pending award, the employee must already have passed the physical examination and have obtained the Department of Motor Vehicle's permit for a commercial driver's license.

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/ David J. Bergman
Director and Chief Negotiator

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

July 7, 1995

By: /s/ Jack McNally
Business Manager

Questions and Answers
from Gas System Maintenance / Gas System Operations
LA 94-53 Committee

1. *Can an employee be required to attend training and show proficiency in an area that is above his classification?*

No.

2. *Can an employee be required to attend training and show proficiency in an area that is below his classification?*

Yes.

3. *What is the pass percentage for academic testing?*

Passing scores for classification pre-qualification tests will be 70% and closed book. Passing scores for the remaining academic tests will be 75% and open book tests.

4. *How will monetary compensation for the Special Skill Blocks (SSB) be paid?*

The Welder and Engine Analyst SSBs will be included in the employees bi-weekly pay check. The remaining SSBs will be paid as a lump sum payment at the end of each year.

5. *What are the special job duties of an employee with the Environmental Monitor Skill Block that differentiate the employee from a GSM employee with normal environmental and hazardous materials training?*

All employees are responsible for environmental issues. The Environmental Monitor, in addition, is required to complete manifests, have specific computer skills, obtain/maintain permits, and oversees the local districts environmental compliance program.

6. *If I fail a Skill Block, how many retries do I have?*

The original test plus two retakes.

7. *What classifications will require a demonstration of skills in order to progress to the next higher classification?*

Operator-Mechanic, Transmission Mechanic and Gas Control Technician.

8. *Can the Skill Block test be challenged if I already possess the necessary knowledge?*

Yes, the academic test can be challenged, but the skill blocks still need to be completed in sequence.