



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. R2-13-37-PGE

IBEW



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

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

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

TOM DALZELL,
BUSINESS MANAGER

January 10, 2014

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

Dear Mr. Dalzell:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for Section 600.2, Exhibit VI-A, for the Materials Distribution and Division Materials Departments Including Gas Transmission & Storage. The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.

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

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

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____


Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

By: _____


Tom Dalzell
Business Manager

January 30, 2014

**PACIFIC GAS AND ELECTRIC COMPANY
and
IBEW, LOCAL UNION NO. 1245**

**MATERIALS DISTRIBUTION
AND
DIVISION MATERIALS DEPARTMENTS
INCLUDING GAS TRANSMISSION & STORAGE
JOB DEFINITIONS AND LINES OF PROGRESSION**

Exhibit VI-A, Section 600.2

REVISED *JANUARY 2014*
Replaces Book Dated *May 2006*
New language appear in italics

Table of Contents

FLOW CHARTS	<i>i</i>
WAREHOUSE OPERATIONS LINES OF PROGRESSION	<i>i</i>
MACHINE SHOP LINES OF PROGRESSION	<i>ii</i>
ELECTRIC AND UTILITY LINES OF PROGRESSION	<i>iii</i>
JOB DEFINITIONS LINE OF PROGRESSION.....	1
WAREHOUSE OPERATIONS, MATERIALS	1
CRANE OPERATOR	7
JANITOR	8
LEAD DRIVER.....	3
LIGHT TRUCK DRIVER – MATERIALS	6
MATERIAL FACILITY LEADER	1
MATERIALS FACILITYPERSON.....	2
MATERIALS HANDLER	4
MATERIALS LEADPERSON	2
PIPE HANDLER	7
PIPE MACHINE OPERATOR	7
PIPEPERSON	8
TRUCK DRIVER – MATERIALS.....	5
TRUCK DRIVER HEAVY - MATERIALS.....	5
MACHINE SHOP	8
APPRENTICE MACHINIST	9
CARPENTER	13
CERTIFIED WELDER	12
CRATER.....	14
LEAD CARPENTER	13
MACHINE SHOP LEADER	8
MACHINIST	9
MAINTENANCE WORKER - STORES.....	10
METAL WORKER	8
PLANT MAINTENANCE WORKER	15
ROUTINE WELDER	12
UTILITY WORKER – MECHANICAL METER DSBN.....	16

ELECTRIC AND UTILITY	17
APPRENTICE ELECTRICIAN	19
CERTIFIED WELDER	21
ELECTRIC MAINTENANCE CREW LEADER	17
ELECTRIC SHOP LEADER.....	17
ELECTRICIAN.....	18
FILTERPERSON	22
PAINTER – MATERIALS DISTRIBUTION	22
TRANSFORMER REPAIRPERSON - MATERIALS.....	20
<i>TRAVELING ELECTRIC SHOP LEADER</i>	18
TRAVELING ELECTRICIAN - Materials.....	23
TRAVELING UTILITY WORKER - Materials	24
UTILITY WORKER – ELEC MT DSBN	23

OUTLINE OF PROPOSED PROCEDURES TO ADMINISTER THE MATERIALS TRAINING

<i>COURSE</i>	<i>25</i>
<i>INTRODUCTION</i>	<i>25</i>
<i>HISTORY.....</i>	<i>25</i>
<i>COURSE DESCRIPTION</i>	<i>25</i>
<i>COURSE ADMINISTRATION.....</i>	<i>27</i>
Trainer's Qualifications.....	27
Trainer's Duties.....	27
<i>GRIEVANCE PROCEDURE.....</i>	<i>28</i>

PROCEDURES MATERIALS TRAINING PROGRAM AND TEST REQUIREMENTS 29

<i>I. FORK LIFT OPERATION COURSE.....</i>	<i>29</i>
<i>II. TRUCK DRIVING COURSE</i>	<i>29</i>
<i>III. DISPUTE PROCEDURE</i>	<i>29</i>

GENERAL INFORMATION 30

<i>I. TEMPORARY UPGRADES.....</i>	<i>30</i>
<i>II. HOURS OF WORK</i>	<i>30</i>
<i>III. DEFINITIONS.....</i>	<i>30</i>
<i>IV. FUNCTIONS OF WORK.....</i>	<i>31</i>
<i>V. ROTATIONAL TRAINING</i>	<i>32</i>

LETTER AGREEMENT 91-76 (Materialsman Training Program)..... 33

LETTER AGREEMENT R2-93-39 (Driver’s License Requirements) 34

LETTER AGREEMENT 98-92 (Combine Mtls. Handler/Leadman for 212 Emergency Call List)..... 37

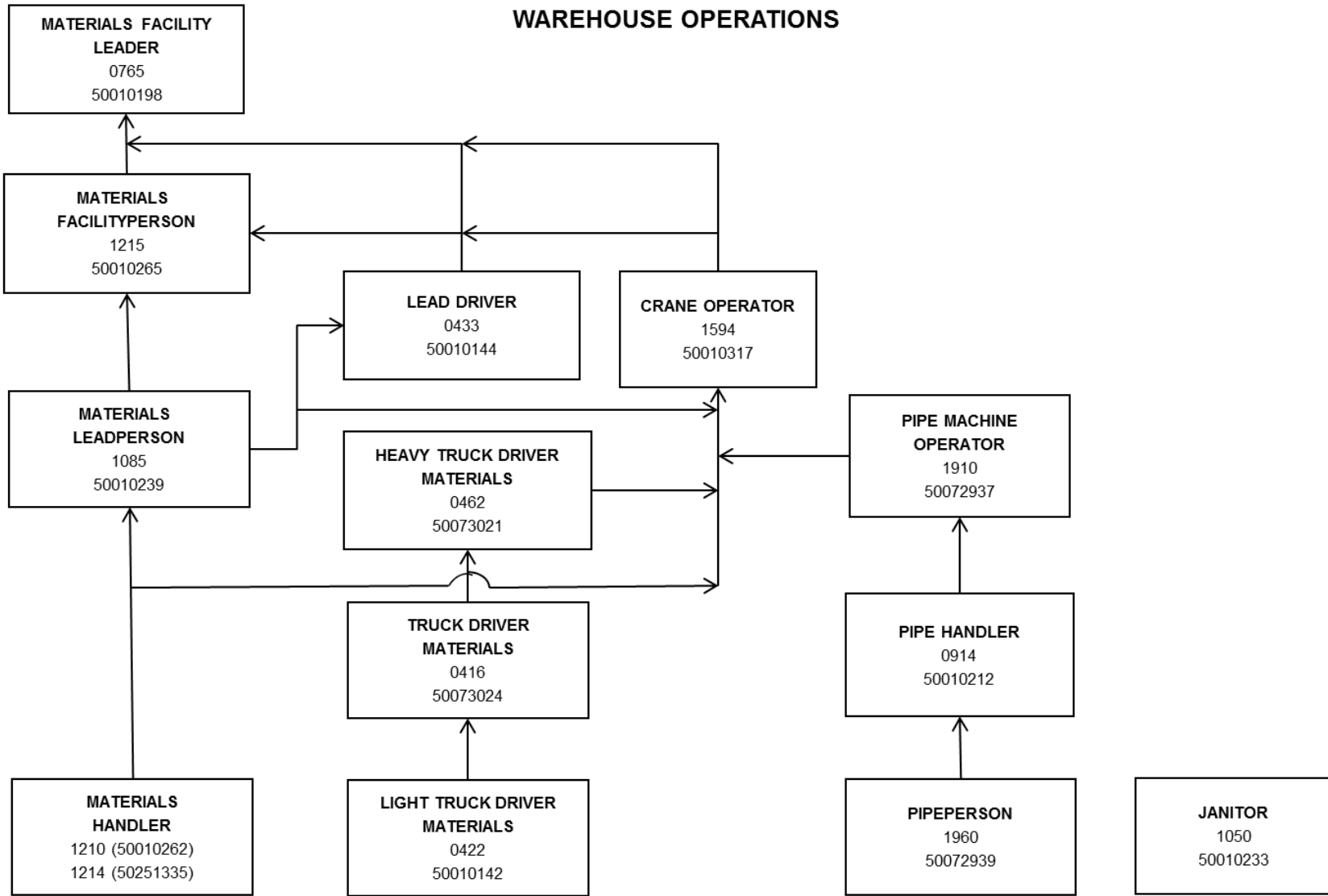
LETTER AGREEMENT 01-69 (Bidding Unit Clarification) 38

LETTER AGREEMENT R1-07-19 (Materials Leadperson – Satellite Locations) 40

LETTER AGREEMENT 12-32 (CDLA)..... 43

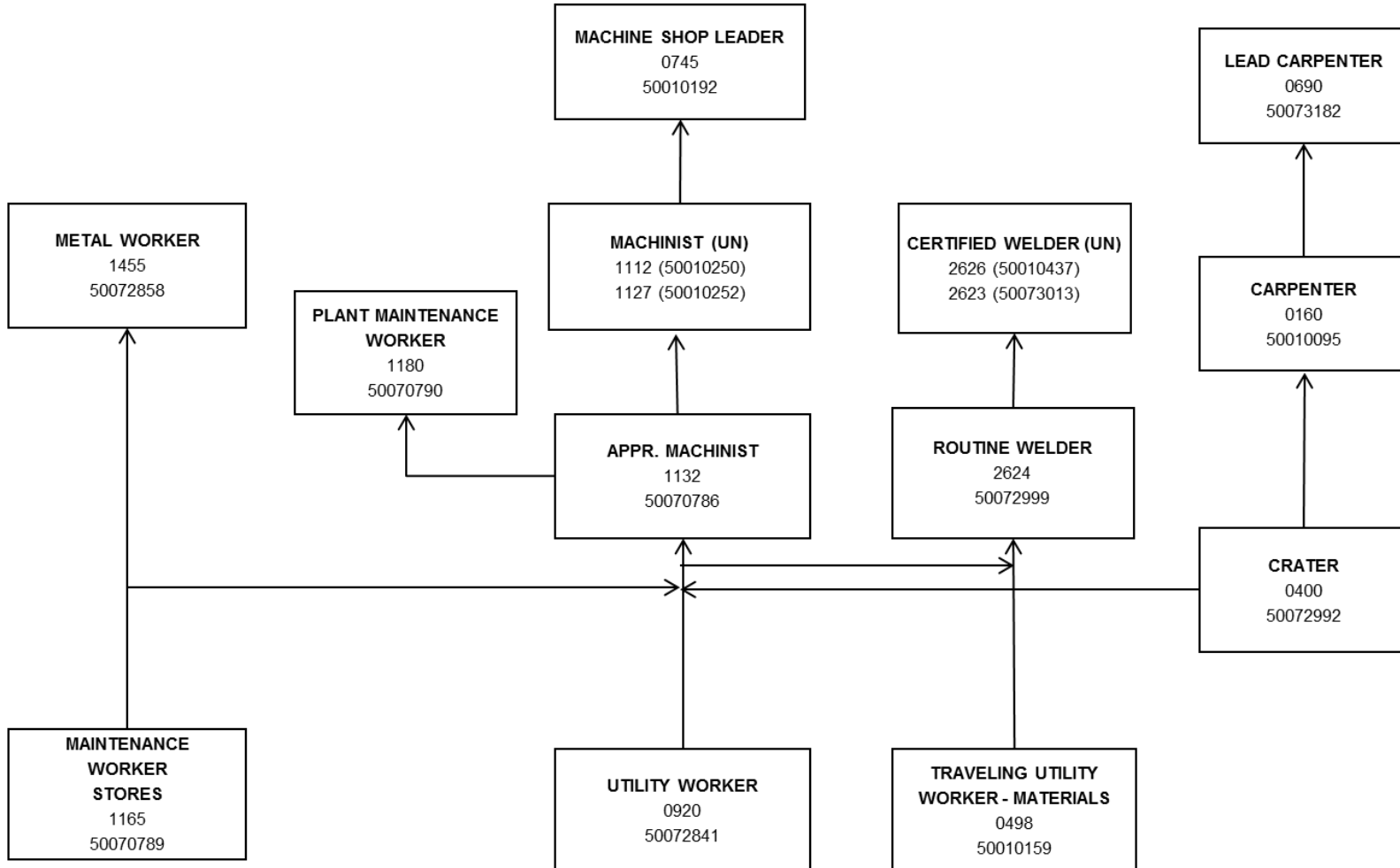
LIST OF DOCUMENTS/REASONS PROMPTING CHANGES..... 49

MATERIALS DEPARTMENT WAREHOUSE OPERATIONS

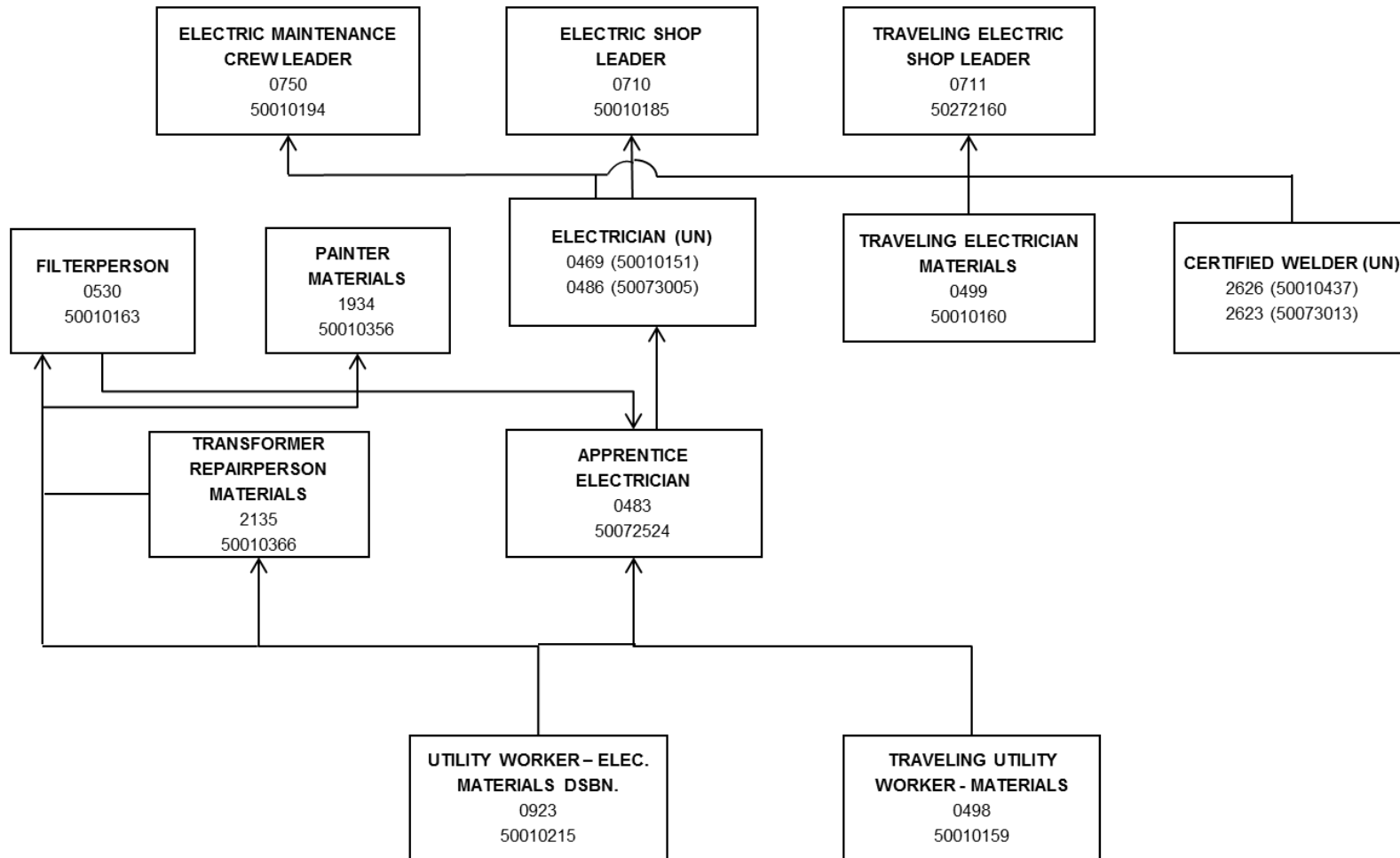


For illustrative purposes only. See job descriptions for additional detail.

**MATERIALS DEPARTMENT
MACHINE SHOP**



**MATERIALS DEPARTMENT
ELECTRIC AND UTILITY**



WAREHOUSE OPERATIONS, MATERIALS

MATERIAL FACILITY LEADER

0765 (50010198)

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where three or more employees including the Material Facility Leader are employed, interprets and administers Materials Department procedure, and both supervises and performs duties relating to materials related office procedures, shipping/receiving, disbursing, and salvaging of materials. The Material Facility Leader shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's applicable rules and procedures. If assigned to a Materials Facility where the Material Facility Leader is subordinate to a materials supervisory employee not in the bargaining unit, the Material Facility Leader may perform the duties of a Materials Leadperson.

Legacy Code	SAP Job Code	Next Lower Classifications
0433	50010144	Lead Driver+
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson*
1215	50010265	Materials Facility Person
1594	50010317	Crane Operator**

Legacy Code	SAP Job Code	Same or Higher Classifications
0765	50010198	Materials Facility Leader

*If no valid 205.7(b) bid on file from Materials Facilityperson or Material Facility Leader.

**Limited to Crane Operator who previously held classification of Materials Handler.

+Must have, on or before 1/15/79, been classified as Senior Warehouseman, (1085) Materials Leadperson or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Facilityperson.

Notes:

- (1) It is understood that the classification of Material Facility Leader may, at Company's discretion, be used in Materials Facilities or Distribution Centers for the relief of non-bargaining unit materials supervisors or as working supervisors in these facilities (five to eight employees excluding the supervisor).
- (2) It is also understood that Company may, at its discretion, use the classification of Material Facility Leader as an assistant to a non-bargaining unit materials supervisor on a temporary basis during the transition to centralized facilities or centers. When this is done, the classification shall be offered on the basis of Service and qualifications to employees who are in the next lower classification at the facility or center.
- (3) Should establishment of a Material Facility Leader or Materials Facilityperson classification become necessary at a Distribution Center or Materials Facility, the classification shall be offered on the basis of Service and qualifications to employees in the next lower classification at that facility or center. If the classification is not filled in the manner outlined above, the employee with the least Service in the next lower classification at that headquarters shall be assigned the Material Facility Leader or Materials Facilityperson classification.
- (4) That all Materials Department employees assigned a shift at a Materials Facility or a Distribution Center, including the crew assigned duties at a Materials service point remote from the

Materials Facility or Distribution Center, be included in determining the need for a Material Facility Leader or a Materials Facilityperson.

MATERIALS FACILITYPERSON

1215 (50010265)

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where one or two employees, including the Facilityperson, are employed; interprets and administers Materials Department procedure, and both directs and performs duties relating to the materials related office procedures, shipping, receiving, disbursing, and salvaging of materials. The Materials Facilityperson shall be familiar with the Company's applicable rules and procedures and be able to use a computer with moderate skill and possess a valid Class C Driver's License.

If assigned to a Materials Facility where the Facilityperson is subordinate to a Material Facility Leader or a non-bargaining unit materials supervisor, the Facilityperson may be required to perform the duties of a Material's Leadperson. (See Notes 3 and 4 under Material Facility Leader.)

Legacy Code	SAP Job Code	Next Lower Classifications
0433	50010144	Lead Driver*
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson
1594	50010317	Crane Operator**

Legacy Code	SAP Job Code	Same or Higher Classifications
0765	50010198	Materials Facility Leader
1215	50010265	Materials Facilityperson

*Must have, on or before 1/15/79, been classified as a Senior Warehouseman, (1085) Materials Leadperson, or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Materials Facilityperson.

**Limited to Crane Operator who previously held classification of Materials Handler.

MATERIALS LEADPERSON

1085 (50010239)

An employee, subordinate to a Material Facility Leader or a non-bargaining unit materials supervisor, who is in charge of one or more functions and who both directs and performs duties relating to materials related office procedures, shipping, receiving, disbursing, and salvaging of materials.

An employee who is headquartered at a Distribution Center, Satellite Facility or a Remote Service Point ⁽²⁾ which may be physically removed from the Materials Distribution Center but is accountable to and assigned duties from the Center; or an employee who, while assigned to one facility as his/her headquarters, is assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. In any of the above situations, an employee shall be able to use a computer 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 jobsite.

Legacy Code	SAP Job Code	Next Lower Classifications
1210	50010262	Materials Handler*-Hired b/4 2009
1212	50010264	Materials Handler - GC

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver
0765	50010198	Materials Facility Leader

1214	50251335	Materials Handler-Hired after 12/31/08
1594	50010317	Crane Operator**

1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson
1215	50010265	Materials Facility Person

* See test requirements and training program – page 28

**Limited to Crane Operator who previously held classification of Materials Handler.

Notes:

- (1) There shall not be less than four (4) Materials Leadpersons assigned to the primary shift at a Materials Distribution Center.
- (2) Materials Leadperson assigned to a satellite location shall be considered for the purposes of Title 202 and 205 of the Physical Labor Agreement as headquartered at the remote location.

**LEAD DRIVER
0433 (50010144)**

An employee who operates a heavy truck to transport materials between Distribution Centers, Materials Facilities, Satellite Facilities, Remote Service Points, or to a job site. An employee who, while assigned to one Materials Facility or Distribution Center, Satellite Facility or Remote Service Point as his/her headquarters, may be assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. May be assigned, subordinate to Material Facility Leader or a non-bargaining unit materials supervisor, the direction and performance of duties relating to materials related office procedures⁽¹⁾, shipping, receiving, disbursing, and salvaging of materials. Must possess a valid Class A Driver's License and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane).

Legacy Code	SAP Job Code	Next Lower Classifications
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson ⁽¹⁾
1210	50010262	Materials Handler* ⁽²⁾ -Hired b/4 2009
1212	50010264	Materials Handler - GC
1214	50251335	Materials Handler-Hired after 12/31/08* ⁽²⁾

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver
0765	50010198	Materials Facility Leader ⁽¹⁾
1215	50010265	Materials Facility Person
1594	50010317	Crane Operator**

*See test requirements and training program - page 28.

**Limited to Crane Operator who previously held classification of Materials Handler.

Notes:

- (1) Will not be required to type or use a data terminal.
- (2) An employee prior to entering the classification of Lead Driver (0433) shall be required to satisfactorily complete Company's Driver's Training Course.

MATERIALS HANDLER

1210 (50010262) HIRED BEFORE 2009

1214 (50251335) HIRED AFTER 12/31/08

An employee who performs with or without direct supervision, subordinate to the employee in charge, routine duties in a Materials Facility or Distribution Center relating to shipping, receiving, related materials office procedures, disbursing, and salvaging of materials.

An employee who, while assigned to one Materials Facility or Distribution Center as his/her headquarters, may be assigned, as an assistant to a Materials Leadperson or Lead Driver, routine duties at one or more Materials Satellite Facilities, or Remote Service Points which may be unattended by Materials employees.

In addition, operates materials handling equipment (other than a traveling, gantry, or mobile crane); and may be required to drive any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between Materials Facilities or to a jobsite; may be assigned to assist the Crane Operator and engages in preparing a load for lifting, hooking, or unhooking a load or removing a load from the sling during crane operations.

The employee shall be able to use a computer with moderate skill and shall possess a Class C California Driver's License. The employee must meet requirements of Fork Lift Operation Course (see page 31) and have passed the Clerical Test Battery (CTB). The Materials Handler must also complete Course One of the Materials Training Course (MTC) and pass each module with a grade of at least 70% in order to move from 12 month step of Materials Handler to 18 month step of Materials Handler.

BEGINNER'S CLASSIFICATION

Notes:

- (1) A transfer application from a Materials Handler or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System and filled under the provisions of Subsection 205.5(b) of the Physical Agreement. Under other circumstances Materials Handler will be considered a beginner's classification.

Incumbent Division Materials Department and Materials Distribution employees will be exempt from the Clerical Pre-employment Test and the Fork Lift Training requirements when submitting a Priority 1 transfer to Materials Handler.

- (2) Duties involving interoffice mail delivery shall be limited to the practice in effect on January 31, 1972, in the Materials Distribution Department.
- (3) "Employee in charge" refers to Material Facility Leader, Materials Facilityperson, Materials Leadperson, or Lead Driver but shall not limit or restrict a nonbargaining unit supervisor's right to supervise or direct the work consistent with Titles 2 and 7 of the current Labor Agreement, including the 1966 Statement of Intent relative to bargaining unit work.

Bidding Rights of Materials Handler to Garage Department:

The (1210 & 1214) Materials Handler classification is considered for bidding purposes to Parts Clerk, Exhibit VI-D, Job Definitions and Lines of Progression, General Services Department, Division Garage Department, as a classification next lower, thereby entitling a Materials Handler to submit a prebid for consideration pursuant to Subsection 205.7(b).

Demotion Rights into Materials Handler

The Materials Handler will only be considered a beginning classification for the purpose of Section 206.6 of the Agreement while having employees in the first eighteen months of the training program

and only employees within the first eighteen months of such training program shall be subject to being displaced in accordance with the contract section.

TRUCK DRIVER HEAVY - MATERIALS
0462 (50073021)

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

Legacy Code	SAP Job Code	Next Lower Classifications
0416	50073024	Truck Driver - Materials

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver
0434	50073113	Special Driver - GC Service Ctr
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver - Gas
1594	50010317	Crane Operator
1646	50010321	Miscellaneous Equipment Operator* - Gas

A heavy truck is defined as:

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

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

* Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

TRUCK DRIVER – MATERIALS
0416 (50073024)

An employee who drives a truck transporting people, supplies, and equipment, loads and unloads the truck; performs necessary paperwork in connection therewith; assists materials employees in the performance of their work and may be assigned to operate materials handling equipment. Must possess a valid Class C California Driver's License.

Legacy Code	SAP Job Code	Next Lower Classifications
0422	50010142	Light Truck Driver - Materials

Legacy Code	SAP Job Code	Same or Higher Classifications
0416	50073024	Truck Driver - Materials
0417	50073024	Truck Driver - Electric
0418	50073023	Truck Driver - Water
0434	50073113	Special Driver - GC Service Ctr
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric

0465	50010148	Heavy Truck Driver - Gas
0525	50010162	Fieldperson* - GC - Gas
1594	50010317	Crane Operator
1646	50010321	Miscellaneous Equipment Operator* - Gas

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

** Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: Class C Driver's License required per LA 93-39-PGE.

LIGHT TRUCK DRIVER – MATERIALS

0422 (50010142)

An employee who drives a station wagon or pickup truck transporting people, supplies and equipment; loads and unloads the truck; performs necessary paperwork in connection therewith; assists employees in the performance of their work in the department to which he/she is assigned. Must possess a valid Class C California Driver's License.

Legacy Code	SAP Job Code	Next Lower Classifications
None		

Legacy Code	SAP Job Code	Same or Higher Classifications
0416	50073024	Truck Driver - Materials
0417	50073024	Truck Driver - Electric
0418	50073023	Truck Driver - Water
0422	50010142	Light Truck Driver - Materials
0423	50010143	Light Truck Driver - Garage
0424	50073019	Truck Driver Light - Electric
0425	50073014	Truck Driver Light - Water
0426	50073016	Truck Driver Light - Steam
0433	50010144	Lead Driver
0434	50073113	Special Driver - GC Service Ctr
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver - Gas
0525	50010162	Fieldperson* - GC - Gas
1594	50010317	Crane Operator
1646	50010321	Miscellaneous Equipment Operator** - Gas

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

** Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: Class C Driver's License required per LA 93-39-PGE.

CRANE OPERATOR
1594 (50010317)

An employee who operates a traveling, gantry, or mobile crane for the purpose of moving materials, supplies or equipment, switching cars, and is responsible for the care of the crane equipment. May be assigned to other materials related duties when not operating the crane.

Legacy Code	SAP Job Code	Next Lower Classifications
0462	50073021	Truck Driver Heavy - Materials
0463	50073022	Truck Driver Heavy - Electric
0465	50010148	Heavy Truck Driver - Gas
0914	50010212	Pipe Handler
1082	50010236	Materials Leadman - GC
1085	50010239	Materials Leadperson
1210	50010262	Materials Handler-Hired b/4 2009
1212	50010264	Materials Handler - GC

Legacy Code	SAP Job Code	Same or Higher Classifications
0433	50010144	Lead Driver
0765	50010198	Materials Facility Leader
1215	50010265	Materials Facility Person
1594	50010317	Crane Operator
1596	50070801	Crane Operator - GC Svc Ctr
1597	50010318	Crane Operator - GC Field - Gas
1646	50010321	Miscellaneous Equipment Operator* - Gas

* Applicable to employees who held the classification of 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: For purposes of this definition, a crane is defined as a mobile, self-propelled lifting device that uses a lattice structure boom, cable, and pulley lift mechanism.

PIPE MACHINE OPERATOR
1910 (50072937)

An employee who operates and maintains a pipe cleaning and priming machine or a pipe wrapping machine in the complete operation of cleaning and priming pipe or soil proofing pipe and directs other employees as necessary in the complete operation. When not engaged in pipe wrapping or priming and cleaning operation may perform other duties in the pipe yard and plant such as checking, loading, or other duties as may be assigned.

Legacy Code	SAP Job Code	Next Lower Classifications
0914	50010212	Pipe Handler
1960	50072939	Pipeperson

Legacy Code	SAP Job Code	Same or Higher Classifications
1910	50072937	Pipe Machine Operator

PIPE HANDLER
0914 (50010212)

An employee who operates a fork lift for the purpose of moving or transporting pipe, material, supplies, or equipment and performs minor repairs and maintenance work on such fork lift. Is responsible for the operation of tar pots and performs such duties as lighting the burners, maintaining proper heat, charging the pots with tar, keeping the tar at the proper level to feed the pipe wrapping machines and keeping his/her work area clean. During the night work period, shall also do such routine maintenance work as changing screens, cleaning and making adjustments as instructed by Plant Maintenance Worker or day crew. Without direct supervision, subordinate to the employee in charge, assists in tallying, receiving and shipping pipe, including records and related paper work with this operation.

Legacy Code	SAP Job Code	Next Lower Classifications
1960	50072939	Pipeperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0914	50010212	Pipe Handler
1910	50072937	Pipe Machine Operator

PIPEPERSON
1960 (50072939)

An employee whose principle duties consists of routine work in a pipe priming or wrapping crew; shall perform semi-skilled or unskilled work as directed.

BEGINNER'S CLASSIFICATION

JANITOR
1050 (50010233)

An employee who is engaged in performing all types of janitorial work on the Company premises or section thereof assigned to him.

BEGINNER'S CLASSIFICATION

MACHINE SHOP

MACHINE SHOP LEADER
0745 (50010192)

An employee who shall have the qualifications of a Machinist and shall be a working foreperson called upon by the Leader to assist him/her by allocating and supervising work in and around the machine shop.

Legacy Code	SAP Job Code	Next Lower Classifications
1112	50010250	Machinist*
1127	50010252	Un Machinist*

Legacy Code	SAP Job Code	Same or Higher Classifications
0745	50010192	Machine Shop Leader

*Experience in the Machine Shop required.

METAL WORKER
1455 (50072858)

An employee who makes and repairs articles and tools; sharpens and tempers same and does other miscellaneous jobs requiring the use of hand tools, forge, anvil triphammer, and who forms, welds, and unites sheet, rolled, cast and extruded metals, including the fabrication of jobs from plans and sketches. Must have working knowledge of metallurgy and pattern drafting. The employee's background and experience must be such that these duties can be performed with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
1165	50070789	Maintenance Worker - Stores

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader

1455	50072858	Metal Worker
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MACHINIST

1112 (50010250)

An employee who is a journeyman and who is qualified to do precision work with all types of machine shop tools, both power and bench, and is engaged in the performance of such work in connection with the manufacture, maintenance, and repair of all types of machinery. This may include the complete fabrication of a job from plans or sketches, the grinding or shaping of tools, related welding and rigging, and laying out and setting up of jobs. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1110	50070781	Machinist - GC Svc Ctr
1111	50073166	Machinist - Steam
1112	50010250	Machinist
1113	50070782	Machinist - DCPD
1124	50010251	UN Traveling Machinist
1126	50070783	UN Machinist - Steam
1127	50010252	UN Machinist
1128	50010253	UN Machinist - DCPD
1129	50070784	UN Traveling Machinist - DCPD
1146	50010252	Traveling Machinist - DCPD
1147	50010259	Traveling Machinist
1180	50070790	Plant Maintenance Worker

APPRENTICE MACHINIST

1132 (50070786)

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

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker-Mtls
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elec Mt Dsbn
1165	50070789	Maintenance Worker* - Stores
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1127	50010252	Un Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCPD
1126	50070783	Un Machinist - Steam

1128	50010253	Un Machinist - DCP
1129	50070784	Un Traveling Machinist - DCP
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist
1146	50010252	Traveling Machinist - DCP
1147	50010259	Traveling Machinist
1151	50070787	Certified Welder/Maintenanceman Arc
1455	50072858	Metal Worker
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCP
2632	50073012	Un Certified Welder - DCP
2634	50010439	Traveling Certified Welder - DCP
2635	50072894	Un Traveling Certified Welder - DCP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

*An employee in any one of these classifications will be given six months' classification seniority as an Apprentice Machinist if he/she is the successful bidder on such job and has spent at least one year in one or more in their current classifications.

MAINTENANCE WORKER - STORES
1165 (50070789)

An employee who repairs and maintains building and equipment pertaining to the operation thereof; also greases and oils shop machinery and equipment.

Legacy Code	SAP Job Code	Next Lower Classifications
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None

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1110	50070781	Machinist - GC Field
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCP
1124	50010251	Un Traveling Machinist
1126	50070783	Un Machinist - Steam
1127	50010252	Un Machinist
1128	50010253	Un Machinist - DCP
1129	50070784	Un Traveling Machinist - DCP
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist
1146	50010252	Traveling Machinist - DCP
1147	50010259	Traveling Machinist
1151	50070787	Certified Welder/Maintenanceman Arc

1165	50070789	Maintenance Worker - Stores
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPP
2632	50073012	Un Certified Welder - DCPP
2634	50010439	Traveling Certified Welder - DCPP
2635	50072894	Un Traveling Certified Welder - DCPP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

MACHINE OPERATOR
(1700)

An employee who does work requiring skill and accuracy in the use of certain power tools, machines, or equipment such as the drill press, punch press, or some of the more common power operated machine shop tools or similar work but not requiring the precision and skill of a journeyman. Lays out and sets up work in connection with the routine operation of his/her machine. May be called upon to assist a machinist or other employees.

Legacy Code	SAP Job Code	Next Lower Classifications
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elect Mt. Dsbn

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1110	50070781	Machinist - GC Field
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCPP
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist
1146	50010252	Traveling Machinist - DCPP
1147	50010259	Traveling Machinist
1151	50070787	Certified Welder/Maintenanceman Arc
1165	50070789	Maintenance Worker - Stores
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
1700		Machine Operator
2624	50072999	Routine Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPP
2634	50010439	Traveling Certified Welder - DCPP
2637	50010440	Traveling Certified Welder

CERTIFIED WELDER
2626 (50010437)

An employee who does both electric and acetylene welding to build, reinforce, or repair Company material or equipment. May lay out metal in accordance with plans or sketches before welding. Background of experience must be such as to qualify an employee for certification by the State if requested to perform a class of work requiring certification. For the Emeryville Central Repair Facility - duties will also include forming, welding and uniting of sheet, rolled, cast and extruded metals including the fabrication of jobs from plans and sketches. Must have working knowledge of metallurgy and pattern drafting. Background and experience must be such that an employee can perform these duties with skill and efficiency.

Notes:

Training will be provided by the Company to ensure that Certified Welders are qualified to perform metal working duties. In addition, training opportunities will be made available to employees in lower classifications within the line of progression, to ensure that the Facility has qualified employees capable of performing metal working duties.

Legacy Code	SAP Job Code	Next Lower Classifications
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson
2624	50072999	Routine Welder

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0710	50010185	Electric Shop Leader
0745	50010192	Machine Shop Leader
0749	50073081	Electrical Maintenance Subfrmn - Steam
0750	50010194	Electric Maintenance Crew Leader
1151	50070787	Certified Welder/Maintenanceman Arc
2617	50010435	Welder - GC - Gas
2622	50072914	AWS Certified Welder
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPD
2632	50073012	Un Certified Welder - DCPD
2635	50072894	Un Traveling Certified Welder - DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
2644	50010439	Traveling Certified Welder - DCPD

ROUTINE WELDER
2624 (50072999)

An employee who does work requiring moderate skill and accuracy in the use of welding equipment. May be called on to assist a Certified Welder or other employee.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	Traveling Utility Worker -

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter

		<i>Materials</i>
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elect Mt. Dsbn
2135	50010366	Transformer Repairperson-Mtls
2140	50010367	Transformer Repairperson

0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCPD
1124	50010251	Un Traveling Machinist
1126	50070783	Un Machinist - Steam
1127	50010252	Un Machinist
1128	50010253	Un Machinist - DCPD
1129	50070784	Un Traveling Machinist - DCPD
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist
1146	50010252	Traveling Machinist - DCPD
1147	50010259	Traveling Machinist
1151	50070787	Certified Welder/Maintenanceman Arc
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2617	50010435	Welder - GC - Gas
2622	50072914	AWS Certified Welder
2623	50073013	Un Certified Welder
2624	50072999	Routine Welder
2625	50072900	Arc Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPD
2632	50073012	Un Certified Welder - DCPD
2634	50010439	Traveling Certified Welder - DCPD
2635	50072894	Un Traveling Certified Welder - DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

LEAD CARPENTER
0690 (50073182)

An employee who shall have the qualifications of a Carpenter and shall be a working foreman called upon by the Foreman to assist an employee by allocating and supervising work in and around the carpenter shop.

Legacy Code	SAP Job Code	Next Lower Classifications
0160	50010095	Carpenter

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
0854	50010206	Working Foreman C - Gas

CARPENTER
0160 (50010095)

An employee who performs all classes of carpenter work, including cabinet making, journey, and other work requiring a high degree of precision, employing hand and machine wood working tools. May be required to do other work such as the repair and maintenance of buildings and fixtures.

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0163	50010096	Carpenter A - Gas
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
0854	50010206	Working Foreman C - Gas
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCPD
1124	50010251	Un Traveling Machinist
1126	50070783	Un Machinist - Steam
1127	50010252	Un Machinist
1128	50010253	Un Machinist - DCPD
1129	50070784	Un Traveling Machinist - DCPD
1146	50010252	Traveling Machinist - DCPD
1147	50010259	Traveling Machinist
		Certified Welder/Maintenanceman Arc
1151	50070787	Arc
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCPD
2632	50073012	Un Certified Welder - DCPD
2634	50010439	Traveling Certified Welder - DCPD
		Un Traveling Certified Welder - DCPD
2635	50072894	DCPD
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

**CRATER
0400 (50072992)**

An employee, qualified to do rough carpenter work, who crates materials, supplies, or equipment, in such manner as to comply with shipping regulations; may perform other rough carpenter work or packing. Must be able to do millwork necessary to the crating operation.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	<i>Traveling Utility Worker - Materials</i>
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elect Mt. Dsbn

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0400	50072992	Crater
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1111	50073166	Machinist - Steam

1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCP
1124	50010251	Un Traveling Machinist
1126	50070783	Un Machinist - Steam
1127	50010252	Un Machinist
1128	50010253	Un Machinist - DCP
1129	50070784	Un Traveling Machinist - DCP
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist
1146	50010252	Traveling Machinist - DCP
1147	50010259	Traveling Machinist
1165	50070789	Maintenance Worker - Stores
1180	50070790	Plant Maintenance Worker
1455	50072858	Metal Worker
2135	50010366	Transformer Repairperson-Mtls
2140	50010367	Transformer Repairperson
2623	50073013	Un Certified Welder
2624	50072999	Routine Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCP
2632	50073012	Un Certified Welder - DCP
2634	50010439	Traveling Certified Welder - DCP
2635	50072894	Un Traveling Certified Welder - DCP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

PLANT MAINTENANCE WORKER
1180 (50070790)

A qualified employee who performs all types of repair and preventive maintenance work on all yard and shop machinery and building operated by the Materials Distribution Department. Inspects facilities to determine work necessary. Must be proficient in the use of bench, hand, power and air tools, and welding equipment necessary for such work. Shall also perform minor electrical repair work.

Legacy Code	SAP Job Code	Next Lower Classifications
1132	50070786	Apprentice Machinist

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0745	50010192	Machine Shop Leader
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCP
1124	50010251	Un Traveling Machinist
1126	50070783	Un Machinist - Steam
1127	50010252	Un Machinist
1128	50010253	Un Machinist - DCP
1129	50070784	Un Traveling Machinist - DCP
1146	50010252	Traveling Machinist - DCP
1147	50010259	Traveling Machinist
1180	50070790	Plant Maintenance Worker

UTILITY WORKER – MECHANICAL METER DSBN
0920 (50072841)

An employee whose principal duties consists of routine semi-skilled work such as assisting the employee in charge. May be required to prepare and handle tools and material under the supervision of a journeyman or perform other semi-skilled duties as directed.

BEGINNER'S CLASSIFICATION

ELECTRIC AND UTILITY

ELECTRIC MAINTENANCE CREW LEADER

0750 (50010194)

Legacy Code	SAP Job Code	Next Lower Classifications
0469	50010151	Electrician - Materials
0486	50073005	Un Electrician - Materials
2623	50073013	Un Certified Welder*
2626	50010437	Certified Welder*

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	<i>Working Foreman A - Non-Climbing</i>
0107	50251367	<i>Working Foreman B - Non-Climbing</i>
0499	50010160	<i>Traveling Electrician - Materials</i>
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader

An employee who shall have the qualifications of an electrician and be a working foreman; may be in charge of a small crew engaged in station constructions and maintenance work.

*Experience in hydroelectric maintenance required.

ELECTRIC SHOP LEADER

0710 (50010185)

An employee who is a working foreman and who performs and directs the work in the bushing repair shop of the electric and utility section of the Central Store Shops. In addition, may be required to assist on bushing repair work at other locations on Company's system and to give advice and direction concerning such work. Shall have the personal qualifications of leadership and supervisor ability, the craft qualifications of an electrician and a background of experience in bushing repair work. Shall be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Legacy Code	SAP Job Code	Next Lower Classifications
0469	50010151	Electrician*
0486	50073005	Un Electrician* - Materials

Legacy Code	SAP Job Code	Same or Higher Classifications
0499	50010160	<i>Traveling Electrician - Materials</i>
0105	50251365	<i>Working Foreman A - Non-Climbing</i>
0107	50251367	<i>Working Foreman B - Non-Climbing</i>
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0749	50073081	Electrical Maintenance Subfrmn - Steam

0750	50010194	Elec Maintenance Crew Leader
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*Experience in electric shop required.

TRAVELING ELECTRIC SHOP LEADER
0711 (50272160)

An Employee who is a working foreman and who performs, schedules, assigns and directs the work of electric equipment repair at the repair shops of Electric Equipment Supply. In addition, may be required to assist on electric equipment at other locations on the Company's system and to give advice and direction concerning such work. Shall have personal qualifications of leadership and supervisory ability, the craft qualifications of an Electrician and a background of experience in electric equipment repair work. Shall be familiar with the Company's test, repair, construction and safety standards, accounting procedures, and other applicable systems, rules and procedures.

Legacy Code	SAP Job Code	Next Lower Classifications
0469	50010151	Electrician*
0486	50073005	Un Electrician - Materials*
0499	50010160	Traveling Electrician - Materials

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0749	50073081	Electrical Maintenance Subfrmn - Steam
0750	50010194	Elec Maintenance Crew Leader

* Experience in electric shop required

ELECTRICIAN
0469 (50010151)

An employee who is a journeyman and who is engaged in performing all classes of electrical work. This may include the complete formation and assembly of a job from plans, sketches, or instruction, the drawing of plans for the completion of the supplementary work and for the reassembly of the specific job by other employees. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
0483	50072524	Apprentice Electrician

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0466	50073083	Electrician – GC - SC
0467	50010149	Electrician - Electric & Hydro
0468	50010150	Electrician - Steam
0469	50010151	Electrician

0472	50073082	Electrician - DCP
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0477	50010153	Traveling Electrician
0479	50010154	Traveling Electrician - DCP
0484	50010156	Un Electrician - Elec & Hydro
0485	50073004	Un Electrician - Steam
0486	50073005	Un Electrician - Materials
0489	50073006	Un Electrician - DCP
0491	50072952	Un Traveling Electrician - DCP
0499	50010160	Traveling Electrician - Materials
0651	50010179	Subforeman A - Overhead
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0749	50073081	Electrical Maintenance Subfrmn - Steam

Note: Class C Driver's license may be required per LA 93-39-PGE.

APPRENTICE ELECTRICIAN

0483 (50072524)

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

Legacy Code	SAP Job Code	Next Lower Classifications
0400	50072992	Crater
0498	50010159	Traveling Utility Worker - Materials
0530	50010163	Filterperson
0920	50072841	Utility Worker - Mechanical Meter Distrb
0923	50010215	Utility Worker - Electric Mt Dsbn
1934	50010356	Painter - Materials Dist
2135	50010366	Transformer Repairperson - Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0466	50073083	Electrician - GC - SC
0467	50010149	Electrician - Electric & Hydro
0469	50010151	Electrician
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0481	50010155	Apprentice Electrician
0482	50072851	Apprentice Electrician - Steam
0483	50072524	Apprentice Electrician
0484	50010156	Un Electrician - Elec & Hydro
0485	50073004	Un Electrician - Steam
0486	50073005	Un Electrician - Materials
0488	50010157	Appr. Electrician - GC
0710	50010185	Electric Shop Leader

0750	50010194	<i>Elec Maintenance Crew Leader</i>
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TRANSFORMER REPAIRPERSON - MATERIALS
2135 (50010366)

An employee in the shop who repairs, services, and maintains transformers. May also be required to overhaul and repair various other types of electrical equipment and tools for which s/he is qualified to perform.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	<i>Traveling Utility Worker - Materials</i>
0920	50072841	Utility Worker - Mechanical Meter Distrb
0922	50010214	Utility Worker -Helms
0923	50010215	Utility Worker - Electric Mt Dsbn
0925	50010216	Utility Worker - Electric Maintenance

Legacy Code	SAP Job Code	Same or Higher Classifications
0160	50010095	Carpenter
0400	50072992	Crater
0466	50073083	<i>Electrician - GC - SC</i>
0467	50010149	<i>Electrician - Electric & Hydro</i>
0469	50010151	Electrician
0474	50010152	<i>Electrician - GC</i>
0476	50072953	<i>Un Traveling Electrician</i>
0477	50010153	Traveling Electrician
0481	50010155	Apprentice Electrician
0482	50072851	Apprentice Electrician - Steam
0483	50072524	Apprentice Electrician
0484	50010156	<i>Un Electrician - Elec & Hydro</i>
0485	50073004	<i>Un Electrician - Steam</i>
0486	50073005	Un Electrician - Materials
0499	50010160	Traveling Electrician - Materials
0530	50010163	Filterperson
0690	50073182	Lead Carpenter
0710	50010185	Electric Shop Leader
0745	50010192	Machine Shop Leader
0750	50010194	Elec Maintenance Crew Leader
1111	50073166	Machinist - Steam
1112	50010250	Machinist (PIO-GSBU only)
1113	50070782	Machinist - DCPD
1126	50070783	Un Machinist - Steam
1127	50010252	Un Machinist
1128	50010253	Un Machinist - DCPD
1129	50070784	Un Traveling Machinist - DCPD
1131	50070785	Apprentice Machinist - Steam
1132	50070786	Apprentice Machinist

1146	50010252	Traveling Machinist - DCP
1147	50010259	Traveling Machinist
1165	50070789	Maintenance Worker - Stores
1180	50070790	Plant Maintenance Worker
1934	50010356	Painter - Materials Dist
2135	50010366	Transformer Repairperson - Mtls
2140	50010367	Transformer Repairperson
2623	50073013	Un Certified Welder
2624	50072999	Routine Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCP
2632	50073012	Un Certified Welder - DCP
2634	50010439	Traveling Certified Welder - DCP
2635	50072894	Un Traveling Certified Welder - DCP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder
1124	50010251	Un Traveling Machinist

CERTIFIED WELDER
2626 (50010437)

An employee who does both electric and acetylene welding to build, reinforce or repair Company material or equipment. May lay out metal in accordance with plans or sketches before welding. Background of experience must be such as to qualify an employee for certification by State if requested to perform a class of work requiring a certification.

Legacy Code	SAP Job Code	Next Lower Classifications
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson
2624	50072999	Routine Welder

Legacy Code	SAP Job Code	Same or Higher Classifications
0690	50073182	Lead Carpenter
0710	50010185	Electric Shop Leader
0745	50010192	Machine Shop Leader
0749	50073081	Electrical Maintenance Subfrmn - Steam
0750	50010194	Electric Maintenance Crew Leader
1151	50070787	Certified Welder/Maintenanceman Arc
1618	50253880	Welder - GC - Not Gas
2617	50010435	Welder - GC - Gas
2622	50072914	AWS Certified Welder
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2631	50072942	Certified Welder - DCP
2632	50073012	Un Certified Welder - DCP
2634	50010439	Traveling Certified Welder - DCP

2635	50072894	Un Traveling Certified Welder - DCPP
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

FILTERPERSON
0530 (50010163)

An employee who maintains and operates filtering and storage tank equipment for transformer and switch oils, prepares samples for testing, maintains records of all oil handled, prepares charges and credits and performs other related duties as directed.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	<i>Traveling Utility Worker-Mtls</i>
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elec Mt Dsbn
2135	50010366	Transformer Repairperson - Mtls
2140	50010367	Transformer Repairperson

Legacy Code	SAP Job Code	Same or Higher Classifications
0467	50010149	<i>Electrician - Electric & Hydro</i>
0469	50010151	Electrician
0474	50010152	<i>Electrician - GC</i>
0476	50072953	<i>Un Traveling Electrician</i>
0477	50010153	Traveling Electrician
0483	50072524	Apprentice Electrician
0484	50010156	<i>Un Electrician - Elec & Hydro</i>
0485	50073004	<i>Un Electrician - Steam</i>
0486	50073005	Un Electrician - Materials
0499	50010160	Traveling Electrician - Materials
0530	50010163	Filterperson
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader
1934	50010356	Painter - Materials Dist
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

PAINTER – MATERIALS DISTRIBUTION
1934 (50010356)

An employee who is regularly engaged in painting such equipment as transformer tanks, regulators, etc.

Legacy Code	SAP Job Code	Next Lower Classifications
0498	50010159	<i>Traveling Utility Worker-Mtls</i>
0920	50072841	Utility Worker - Mechanical Meter Dsbn
0923	50010215	Utility Worker - Elec Mt Dsbn

Legacy Code	SAP Job Code	Same or Higher Classifications
0469	50010151	Electrician
0477	50010153	Traveling Electrician
0483	50072524	Apprentice Electrician

1926	50070802	Painter Utility Worker (Hired 1/1/88 and after)
2135	50010366	Transformer Repairperson -Mtls
2140	50010367	Transformer Repairperson

0486	50073005	Un Electrician - Materials
0499	50010160	Traveling Electrician - Materials
0530	50010163	Filterperson
0710	50010185	Electric Shop Leader
0750	50010194	Elec Maintenance Crew Leader
1151	50070787	Certified Welder/Maintenanceman Arc
1924	50010354	Painter A
1925	50010355	Painter B
1934	50010356	Painter - Materials Dist
2623	50073013	Un Certified Welder
2626	50010437	Certified Welder
2636	50072957	Un Traveling Certified Welder
2637	50010440	Traveling Certified Welder

UTILITY WORKER – ELEC MT DSNB
0923 (50010215)

An employee whose principle duties consist of routine semi-skilled work such as assisting the employee in charge. May be required to prepare, layout and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

BEGINNER'S CLASSIFICATION

TRAVELING ELECTRICIAN - Materials
0499 (50010160)

An employee who is a journeyman and who is engaged in performing all classes of electrical work including transformer field repair. This may include the complete formation and assembly of a job from plans, sketches, or instruction, the drawing of plans for the completion of the supplementary work and for the re-assembly of the specific job by other employees. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Legacy Code	SAP Job Code	Next Lower Classifications
0483	50072524	Apprentice Electrician

Legacy Code	SAP Job Code	Same or Higher Classifications
0105	50251365	Working Foreman A - Non-Climbing
0107	50251367	Working Foreman B - Non-Climbing
0466	50073083	Electrician - GC
0467	50010149	Electrician - Electric & Hydro
0468	50010150	Electrician - Steam
0469	50010151	Electrician
0472	50073082	Electrician - DCPD
0474	50010152	Electrician - GC
0476	50072953	Un Traveling Electrician
0477	50010153	Traveling Electrician
0479	50010154	Traveling Electrician - DCPD

0484	50010156	Un Electrician - Elec & Hydro
0485	50073004	Un Electrician - Steam
0486	50073005	Un Electrician - Materials
0489	50073006	Un Electrician - DCPD
0491	50072952	Un Traveling Electrician - DCPD
0499	50010160	Traveling Electrician - Materials
0651	50010180	Subforeman A (Excluding Line Const.)
0653	50010181	Subforeman B - GC
0710	50010185	Electric Shop Leader
0749	50073081	Electrical Maintenance Subfrmn - Steam

TRAVELING UTILITY WORKER - Materials
0498 (50010159)

An employee whose principle duties consist of routine semi-skilled work such as assisting the employee in charge. May be required to prepare, layout and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

BEGINNER'S CLASSIFICATION

OUTLINE OF PROPOSED PROCEDURES TO ADMINISTER THE MATERIALS TRAINING COURSE

INTRODUCTION

The objective of the Materials Training (MTC) is to broaden employee understanding of materials operations and to set standards for achievement and excellence that will develop successful, proficient Materials personnel. This training course provides a general introduction to materials management concepts and a familiarization with how the Materials Operations interacts with the rest of the Company.

HISTORY

During the 1974 PG&E/IBEW general negotiations, commitments were made regarding a formal training course in the Materials Department. The Materials Training Course is only one segment of the department's training program. Other components are the Forklift Truck Operator Course, the Truck Driving Course, and rotational training assignments.

COURSE DESCRIPTION

The Materials Training Course is a self-study, self-paced program which incorporates formalized training modules.

Upon entry into Materials Operations the employee may begin the Orientation Module of Course 1.

The Warehouse Operations Director, or other designated individual, is primarily responsible for the implementation of the MTC. He/she must ensure that qualified trainers are chosen, coordinate course administration and ensure the course is completed within the required time frame.

All Materials Handlers hired or transferred in after the effective date of December 1, 1996, and who are not eligible to prebid, must successfully complete the Materials Training Course. Materials Handlers hired before January 15, 1979, are exempt from taking the MTC as a condition of promotion or continued employment. However, they are strongly encouraged to take the MTC for their own betterment.

The MTC includes three courses that are aimed at providing a foundation upon which the employee can develop his or her knowledge of Materials Operation functions and policies.

Course 1 has 7 modules. These modules consist of the following:

- Orientation
- Office Procedures
- Environment
- Beginning Receiving
- Beginning Disbursing
- Beginning Investment Recovery
- Employee Success Factors (i.e., Communication, Business Understanding, etc.)

[Note: These courses are taught at San Ramon Learning Center]

Course 1 must be completed to move from a Materials Handler to an 18-month step of Materials Handler.

Course 2 has 7 modules which consist of the following:

- Advance Investment Recovery
- Advance Disbursing
- Advance Receiving
- Advance Office Procedures
- Advance Orientation - This would consist of 3 classes taught in San Ramon:
- Characteristics of the Successful Employee;
- Leadership Fundamentals; and,
- Team Building)
- Responsibilities of a Facility Leadperson
- Responsibilities of a Remote Leadperson

Course 2 must be completed to be a successful qualified bidder to move from an 18-month step of Materials Handler to a Leadperson.

Course 3 has 5 modules which consist of the following:

- Orientation
 - Responsibility of the Class A Driver;
 - Driver's logs;
 - Pre-trip;
 - Radio Operation; and,
 - Paperwork process for deliveries
- Environmental
- Loading and Securing
- Technology
- Job Site Delivery

Course 3 must be completed to be a successful bidder to move from an 18-month step of Materials Handler or Leadperson to a Lead Driver.

The following items are required prior to taking Course 3:

- A valid physical
- A valid driver's permit
- A valid prebid
- A demonstrated need for relief drivers at the employee's home facility

A trainer from Warehouse Operations will train the perspective trainee on the required 40 hours road time prior to formalized training needed to obtain a Class A license.

Leadman drivers are required to pass the MTC in order to be eligible for the line of progression for Materials Facility Person and/or Material Facility Leader.

These courses will be given to all employees in the Materials Distribution line of progression.

An employee's wage progression as a Materials Handler will not be held up for the first 18 months in relation to an employee's progress in the training program. However, if an employee is required to pass the MTC, that person must satisfactorily complete it before he/she can progress beyond the 18-month wage progression of the Materials Handler.

The MTC will be a time managed progression. The Training Coordinator of Warehouse Operations will consistently monitor the progress of this program.

A grade of 70 percent or higher for each of the tests in Courses 1, 2, and 3 is considered a passing grade. An employee who has failed on his/her first attempt to pass a test will be eligible to retest for that same module as described in the next section.

COURSE ADMINISTRATION

Administration of the Materials Training Course is the responsibility of the Materials Supervisor and/or designated trainer, in conjunction with the Warehouse Operations section of the Materials and Fleet Department. The Materials Supervisor must enroll an employee in the Materials Training Course by contacting the training coordinator in Warehouse Operations for a Materials Training Manual, from which the trainee will study. When the trainee feels confident and ready to take a test, the Supervisor should call the Training Coordinator in Warehouse Operations to request a test for the module learned. After the test is taken, it should be forwarded to Warehouse Operations for grading. If there is a passing score on the test, it will remain with Warehouse Operations for grading. If there is a passing score on the test, it will remain with Warehouse Operations until all modules are successfully completed for the designated course. If the test is failed, it is returned to the Materials Supervisor to review with the trainee, and a retest will be provided no sooner than 30 days.

When all modules in each course have been passed, the Training Coordinator in Warehouse Operations will document test scores on a record sheet which will be filed and maintained by the Training Coordinator. . The trainee's record sheet is used to document that person's training information, such as the employee's identification, date each test taken, including any retests, and the respective test scores.

The employee will be provided study time during regular work hours over a period from the date of enrollment in the course. (Minute time required to be determined.)

All tests given in this course will be "closed book." Test periods will not exceed (time to be determined once modules are completed.) If a trainee fails on his first attempt to pass a test, two retests are allowed with a passing grade of at least 70 percent. Scheduling for retests is as follows:

<u>First Retest:</u>	30 days following the date of the initial test.
<u>Second Retest:</u>	30 days following the date of the first retest.

Trainee will be given their test results promptly and a critique of the employee's test performance will take place as necessary. An employee required to pass the modules, but failing to do so, is precluded from progressing beyond the classification of Materials Handler.

Comments or suggestions for improving the course or its administration are encouraged so that it can be modified as necessary to be of the most benefit to the trainee and the department.

Trainer's Qualifications

The group of trainers shall be selected by the Director of Warehouse Operations. The selected trainers shall possess the following traits:

1. Enthusiasm for and good knowledge of the concepts and objectives of the training course.
2. The ability to provide instruction and guidance in any lesson area of the course.
3. Significant experience in Warehouse Operations functions and responsibilities.
4. The ability to motivate subordinate employees.

Trainer's Duties

1. Be familiar with the contents, concepts, and objectives of the respective modules.
2. Maintain the course control documents (course records) and make reports as required from these records.
3. Arrange for additional training sessions, if required.
4. Be the liaison between the trainee and the local supervisor.
5. Arrange for all written tests with the training coordinator and maintain proper control and security over them.

GRIEVANCE PROCEDURE

Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Title 102 of the Agreement. However, if the grievance pertains to:

- (a) the fairness of administration of correction of a test required in the program, or
- (b) the attainment of a standard or proficiency which does not require a test as such, the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprenticeship Training Committee for its recommendation.

PROCEDURES MATERIALS TRAINING PROGRAM AND TEST REQUIREMENTS

I. FORK LIFT OPERATION COURSE

1. Each Materials Handler shall be required to successfully demonstrate his/her ability to operate a fork lift by successfully participating in and successfully completing a fork lift training program.
2. All incumbent Materials Department employees who are required to operate a fork lift must also participate in this training program.

II. TRUCK DRIVING COURSE

1. An employee prior to entering the 0433 Lead Driver Classification shall be required to satisfactorily complete a driver's training course. The training effort shall be conducted by the Company's Livermore School or by an outside Truck Driving School selected by the Company for this training effort.
2. Reports relative to an employee's participation in the School, including all recommendations, shall be final. However, each party shall retain the right to review these records. Company's application of the final recommendation shall be subject to the grievance procedure outlined herein.
3. All employees who were reclassified to the 0433 Lead Driver classification, on December 1, 1993, shall be required to satisfactorily complete the Driver's Training Course. Failure to satisfactorily complete the course shall result in the employees' removal from the employees' present classification. Such employees shall be placed into positions in accordance with Section 206.15 of the Physical Agreement.
4. An employee who fails the Truck Driving School shall have one chance to reenter the School within one year of the initial failure based upon agreement between the Company and Union.

III. DISPUTE PROCEDURE

1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Section 102.8 of the Agreement; however,
2. If the grievance pertains to:
 - a. the fairness of administration or correction of a test required in the program, or
 - b. the attainment of a standard or proficiency which does not require a test as such, or
 - c. an evaluation by the outside Truck Driving School,

the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprenticeship Training Committee for its recommendations.

GENERAL INFORMATION

I. TEMPORARY UPGRADES

Subsection 205.3(a) of the Physical Labor Agreement states that employees at a headquarters in which a vacancy occurs shall be assigned to the temporary vacancy, if practicable. In applying this intent to situations where shift operations have been established, such as at a consolidated Materials Distribution Center, it is proper, for periods of short duration (less than five workdays), to upgrade the senior qualified employee on the shift in which the temporary vacancy occurs rather than upgrade the senior prebidder at the headquarters regardless of shift.

The senior prebidder in the headquarters should only be upgraded when the temporary vacancy is of a duration of one week (five workdays) or more or when upgrading an employee on the shift for a short duration assignment would result in additional transfers or upgrades from other shifts, making it impossible to avoid shift changes.

II. HOURS OF WORK

The workday of Materials Distribution employees who report for their day's work after 3 p.m. and finish their day's work at or before 8 a.m. shall consist of eight consecutive hours.

III. DEFINITIONS

Materials Distribution Center

A large Materials facility which serves one entire Division or multiple Divisions. Below is a company-wide listing of Materials Distribution Center:

Fremont

- Note: (1) A Division may have Materials Facilities at Power Plants, Hydro Plants, Compressor Plants, or other specialty facilities and still have its main materials distribution point qualify as a Materials Distribution Center.
- (2) Materials Facilities 470 - Eureka and 16 Central Gas Meter Shop are excluded from the above definition.

Materials Facility

A stand alone staffed location or headquarters from which material is disbursed to satisfy normal demands. Supervision is provided by an Area Materials Supervisor, or a Materials Facility person or Material Facility Leader (used to be Materials Subforeman). Below is a listing of location types with Materials Facilities:

Power Plants
Hydro Sites
Compressor Stations
Repair Facilities

Satellite Facility

A staffed location with more than one Leadperson or Lead Driver. Maintains significant inventory, used as an emergency response site, and acts as a transfer station to distribute routine material prepared by the Materials Distribution Center. Supervision is provided by the Area Materials Remote Supervisor. Satellite Facilities report to the Materials Distribution Center. Satellite Facilities do not perform all routine material functions normally performed at Materials Distribution Center or Materials Facility. Below is a company-wide listing of Satellite Facilities:

Bakersfield	Lakeville
Salinas	Ukiah
Stockton	Pismo Beach
Daly City	Fresno
Eureka	Marysville
Redding	

NOTE: L/A 07-19-PGE allows the Company to have more than one Materials Leadperson headquartered at 22 large yards without having to upgrade one of them to Facility Person, and without having to have supervision on site.

Remote Service Point

A staffed or unstaffed location where some materials services are performed. Remote Service Points report to the Materials Distribution Center. Any location not listed under Materials Distribution Center, Materials Facility or Satellite Facility is a Remote Service Point.

IV. FUNCTIONS OF WORK

1. Materials related office procedure (includes operation of a data terminal).
2. Shipping
3. Receiving
4. Disbursing
5. Salvage

V. ROTATIONAL TRAINING

It is Company's policy to provide for rotational training for employees in the Materials Department. Such rotation shall be for training and will offer employees exposure to all functions performed by the employees' particular classification. Such rotational training assignments shall be made within the classification when necessary and when adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work. Length of service shall be a consideration for rotational training assignments.

LA 91-76-PGE

May 28, 1991

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes pursuant to Section 109.2 of the Agreement to revise the Materialsman Training Program. The revised training program material was provided to Mr. Ron Fitzsimmons of your staff on February 4, 1991.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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

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

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

July 1 , 1991

By /s/ Jack McNally
Business Manager

**LETTER AGREEMENT
R2-93-39-PGE**

January 14, 1994
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

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

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

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

1. Accommodation of Current Employees Without Licenses

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

2. Future Accommodation of Employees With Suspended Licenses

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

3. Revoked Licenses

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

4. Apprentice Clarification

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

5. "A" License Requirements

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

6. Geysers Power Plant

A license requirements for the Geysers Power Plant was discussed. No agreement was reached. If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

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

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

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

May 1 , 1995

By /s/ Jack McNally
Business Manager

CES - PHYSICAL

January 14, 1994

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

(1) Depending upon local operating conditions.

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

**LETTER AGREEMENT
NO. 98-92-PGE**

November 20, 1998

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

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The Materials 94-53 Committee determined that the Materials Department in most headquarters upgraded employees in the Materials Handlers (1210) classification to Materials Leadperson (1085) when they are called out for the 212 "Emergency Duty" and work alone.

As a result, pursuant to Section 212.12 of the Physical Agreement, the Company proposes to combine the classifications of Materials Handler (1210) and Materials Leadperson (1085) for the purposes of the Title 212 Emergency Call list. This change will not apply to Diablo Canyon Power Plant.

Either party may cancel this agreement by providing 30 days written notice of cancellation.

The effective date of this agreement is January 1, 1999.

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
Chief Negotiator

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

December 2, 1998

By: s/Jack McNally
Business Manager



**LETTER AGREEMENT
NO. 01-69-PGE**



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

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

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

December 17, 2001

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

There has been over the years bidding priority confusion with the Materials Department. The confusion has been in assigning the proper Bidding Unit designation. In an effort to clear up the ambiguity, the Company proposes the following clarification in accordance with Section 205.19 of the Agreement.

The Bidding Unit for Materials Department employees is the geographical area listed in the "Supplement to Title 205 Bidding Units" in the Agreement unless otherwise specified. An example would be if a Materials employee were headquartered in Ukiah, his/her Bidding Unit would be Bidding Unit three and when the Materials position is being filled it would also be in Bidding Unit three.

Bidding Unit 14, "Materials Distribution" includes Emeryville, Fremont and Decoto Pipe Yard only. Employees and the positions are in Bidding Unit 14 only.

Materials Department employees in Bidding Unit 18 are 205.5 (d)(1) and 205.7 (b) bidders to Materials classifications in Bidding Unit two. Materials Department employees in Bidding Unit two are 205.5 (d)(1) and 205.7 (b) bidders to Materials classifications in Bidding Unit 18.

This proposal has been discussed with Mr. Frank Saxsenmeier of your staff.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

December 20, 2001

By: s/Perry Zimmerman
Perry Zimmerman
Business Manager



LETTER AGREEMENT NO. R1-07-19-PGE



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

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

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

May 9, 2007

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

Dear Mr. Dalzell:

Currently the language in the Materials Line of Progression allows the Company to have more than one Materials Leadperson headquartered at a Satellite location without having to upgrade one of them to Facility Person, and without having to have supervision on site. The Company would like to be able to do the same at the 22 large yards listed in the attachment. This is in addition to those that are already designated as Satellite Facilities and staffed.

Company is proposing to fill 25 plus Materials Leadperson positions across the Company. Attached is a subset of those positions and where we plan to fill an additional Materials Leadperson at a Service Center where we already have one Materials Leadperson headquartered. This change requires modification of the General Information in the Job Definition and Line of Progression for Materials Distribution.

It is not the intent of this Letter Agreement to adversely impact current incumbent employees in the Material Facility Leader and the Material Facility Person classifications.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/John A. Moffat for
Stephen A. Rayburn
Director and Chief Negotiator

Attachment L/A R1-07-19-PGE

Area	Service Point Assignment	Comments
5	Stockton	Already Satellite
4	Bakersfield	Already Satellite
3	Salinas	Already Satellite
1	Martin/Daly City	Already Satellite
7	Santa Rosa	
7	San Rafael	
6	Vacaville w/GC	
6	Chico W/GC	
6	Auburn	
6	Placerville w/GC	
6	Sacramento	
5	Merced	
4	Fresno	
4	Fresno GC	
4	Bakersfield GC	
3	Cinnabar	
3	Cupertino	
3	Edenvale	
3	GC Dado	
2	Concord	
2	Oakland	
2	Antioch	
2	Richmond	
1	San Francisco	
1	Colma	
1	San Carlos/w GC	



**Pacific Gas and
Electric Company™**

LETTER AGREEMENT NO. 12-32-PGE

IBEW



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

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

January 11, 2013

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

Dear Mr. Dalzell:

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

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

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

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

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

*By: s/Stephen A. Rayburn
 Stephen A. Rayburn
 Director and Chief Negotiator*

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

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

CIO

January 17 , 2013

*By: s/Tom Dalzell
 Tom Dalzell
 Business Manager*

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

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

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

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanic Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

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

CDL List T200 & T300 Utilized for Company Convenience

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

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCP	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsb	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

LA	Subject	Page(s)
LA 98-92 12/2/98	Added letter agreement regarding Title 212 Emergency Call Out List.	36
LA 07-25 6/1/07	Add note Crane Operator 1594 (50010317) with note: **Limited to Crane Operator who previously held classification of Materials Handler	4, 5, 6
LA 07-03 1/24/07	Removed language requiring passing typing test (25 words per minute).	5, 30, 33
LA R1-07-19 5/14/07	Added Note under Satellite Facility: L/A 07-19-PGE allows the Company to have more than one Materials Leadperson headquartered at 22 large yards without having to upgrade one of them to Facility Person, and without having to have supervision on site.	35
Tool List	Removed	48
LA 02-10 04/04/02	Removed	53
LA R1-09-33 09-23-09	New classification titled Traveling Electric Shop Leader created	21
LA R1-07-19 05-14-07	Added letter agreement regarding list of satellite locations.	39-41
LA 12-32 1/17/13	Added letter agreement regarding CDLA.	42-47