

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

April 11, 1985

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter of March 12, 1985 on the same subject.

There is presently a vacant Blacksmith position (temporarily filled) and two Sheet Metal Worker classifications, presently filled by Messrs. Frank Montoya and James Renshaw in the Materials Distribution shop at Emeryville. It has been determined that there is an insufficient amount of work within the Blacksmith classification to justify retaining a full-time employee in this position. Job duties presently performed by the Blacksmith are required, however, to maintain an effective and efficient operation. Company, therefore, proposes to eliminate the existing classifications of Blacksmith and Sheet Metal Worker and establish a new classification of Metal Worker by merging the job duties of the two existing classifications, as follows:

1455 METAL WORKER

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.

Next Lower Classifications

1165 Maintenceman
 1700 Machine Operator

Same or Higher Classifications

0690 Carpenter Subforeman
 0745 Machine Shop Subforeman
 1455 Metal Worker

Company also proposes to place the Metal Worker in all Lines of Progression which currently list the classifications of Blacksmith and Sheet Metal Worker. The proposed rate of pay for the classification will be the existing rates of Blacksmith and Sheet Metal Worker, which are the same.

In addition, Company proposes to retain Messrs. Frank Montoya and James Renshaw, as present incumbents only, in their current Sheet Metal Worker classification and grandfather Mr. D. Jackson into the newly established Metal Worker classification.

An apprenticeship program will be developed for this classification at a later date.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J. W. Bunting*
Manager of Industrial Relations

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

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

April 26, 1985

By *Jack McKinney*
Business Manager