

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

February 6, 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

Re: Amended Line of Progression
Station Construction

Gentlemen:

Attached for your consideration is a proposed Letter Agreement (R2-84-40-PGE) which revises the GC Station Construction Lines of Progression and sets forth the method for Station Mechanics to be reclassified to either Apprentice or journeyman Electrician. Letter Agreement (80-39-PGE) will continue to be in effect for Hydro Substation Mechanics until such time as there is no one left in the classification.

In Revision 1 of this proposed Letter Agreement (R2-84-40-PGE), Company agreed with Union's proposal contained in your letter dated April 26, 1984 regarding progression from the Welder classification to Subforeman A (Mechanic)/Working Foreman B (Mechanic).

To avoid future problems, Company requests your confirmation of agreement to the following:

1. Working Foreman B (Electrician)/Subforeman A (Electrician) may supervise Electricians, Mechanics or Welders. However, Working Foreman B (Mechanic)/Subforeman A (Mechanic) with the craft skills of a Mechanic or Welder may not supervise Electricians.
2. Note 2 on the Line of Progression Chart shall be revised to conform with the licensing procedures presently being amended by the Federal Communications Commission.

Sincerely,

MAS:lh
Attachment

PACIFIC GAS AND ELECTRIC COMPANY

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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:

Attached is Exhibit I, the revised Station Construction Department's Lines of Progression. In conjunction with this LOP revision, Company proposes to incorporate provisions herein to allow Station Mechanics to become Apprentice or Journeyman Electricians.

I. The progression for Station Mechanics who wish to be considered for change of classification to Apprentice Electrician or Electrician may proceed, with approval of the Manager and with a successful score on the Arithmetic Computation Test (ACT).

II. Reclassification to Apprentice Electrician is initiated by request of the Mechanic. Subject to meeting the requirements of I above, the reclassification will proceed as follows:

- a. First through sixth step Mechanic shall reclassify from the present wage step to the same wage step in the Apprentice Electrician Program.
- b. Regardless of the Apprentice Electrician step that the Mechanic enters in the Apprentice Training Program, the step will be held until the Standards of Achievement for the academic and physical skills of that step have been met.

III. Reclassification to Electrician is initiated by request of a top step Mechanic. To qualify for this method of reclassification, the Mechanic must have, in addition to I above, the following prerequisites which can be completed without a formal declaration of intent to change status to Electrician.

- a. Been at the top wage step of Mechanic for at least two years.
- b. Passed the following Supplemental Academic Program courses successfully:

- B-10 Basic Math
- B-16 Print Reading - PGandE Drawings
- B-20 Safety
- B-25 Operating Procedures
- B-30 Receive and Store
- B-35 Introduction to Electricity and Electronics
- B-75 Field Testing
- E-10 D-C Theory
- E-15 A-C Theory
- E-16 Power Sources and Electric Motors
- E-26 Schematics and Diagrams
- E-30 Transformers and Vectors

If the Mechanic decides to reclassify to an Electrician, a formal application shall be submitted through the Foreman to the Manager. If application is approved, successful completion of the following requirements is mandatory before reclassification is final and before payment of the Electrician wage rate.

- c. Basic Electricity School in Emeryville.
- d. Six months of "on-the-job" training, including the following minimum requirements, under the supervision of an Electrician or other qualified person:

1. Wire Pulling	2 weeks
2. Terminating	5 weeks
3. Layout of Switchboards	2 weeks
4. Wiring of Switchboards	5 weeks
5. Field Tests:	
Transformer Ratio and Polarity	2 tests
Dielectric - Oil	2 tests
Megger	2 tests
Ground Resistance	2 tests
High Voltage Detector	2 tests

In the event that more Mechanics wish to become Electricians than there is need for, Company seniority will be the prevailing factor.

If you are in accord with the foregoing and the attached Exhibit I 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 
Manager of Industrial Relations

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

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

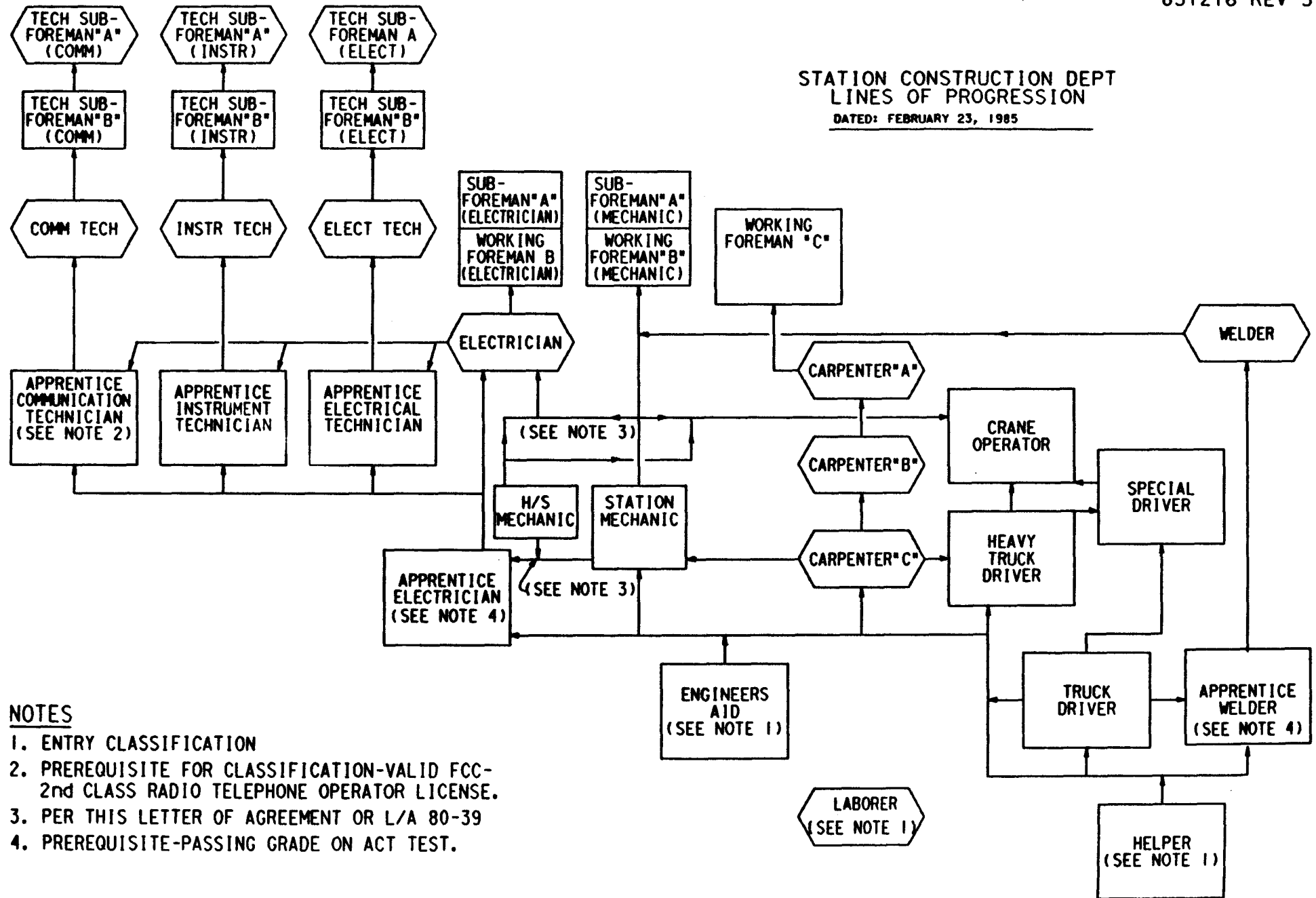
March 26, 1985

By 
Business Manager

STATION CONSTRUCTION DEPARTMENT - IBEW LINES OF PROGRESSION

STATION CONSTRUCTION DEPT
LINES OF PROGRESSION

DATED: FEBRUARY 23, 1985



NOTES

1. ENTRY CLASSIFICATION
2. PREREQUISITE FOR CLASSIFICATION-VALID FCC-2nd CLASS RADIO TELEPHONE OPERATOR LICENSE.
3. PER THIS LETTER OF AGREEMENT OR L/A 80-39
4. PREREQUISITE-PASSING GRADE ON ACT TEST.