

PACIFIC GAS AND ELECTRIC COMPANY

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

March 29, 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 to you, dated March 21, 1985, on the same subject.

Attached is a revised Exhibit VI-L, Job Definitions and Lines of Progression for Division Electric Departments, Electric Department Office and Transmission and Distribution Department. The revision includes: 1) the addition of 0458 Field Clerk - Electric T&D (LA 83-116), 2) an update of 0252 Assistant Foreman's Clerk line of progression (LA 84-111), 3) the addition of 1042 UG Installer and 1041 Utility UG Installer (LA 84-157), 4) the removal of the 0470 incumbent only Electrician and 5) changes which have occurred as a result of general negotiations.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. M. Wright*
 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

By *Jack McNally*
 Business Manager

Apr 26, 1985

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

ELECTRIC DEPARTMENT OFFICE

AND

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

TRANSMISSION AND DISTRIBUTION DEPARTMENT

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

ELECTRIC DEPARTMENT OFFICE

0250 FOREMAN'S CLERK

An employee whose background and experience are such that he has a comprehensive knowledge of the operation and procedures of a General Foreman's or Assistant Supervisor's office and is engaged in performing clerical work and assisting in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs, assigning jobs to crews, receiving and dispatching customers' complaints or switching orders, preparing reports, processing time cards, work orders and GM's for the crews or for accounting purposes, and maintaining office files and records. May direct the work of one or two Assistant Foreman's Clerks.

Next Lower Classifications

0252 Assistant Foreman's Clerk
0458 Field Clerk - Electric T&D
2662 Operating Clerk - Electric
Department and Combination
2664 Operating Clerk-Steno -
Electric Department and
Combination
2667 Operating Clerk-Typist -
Electric Department and
Combination

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
0246 First Field Clerk (G.C.)
0250 Foreman's Clerk
0253 Foreman's Clerk
0254 Utility Foreman's Clerk
0310 Senior Shop Clerk (G.C.)
0313 First Shop Clerk (G.C.)
1750 Senior Service Operator
(Incumbent only)
2723 Senior Operating Clerk II -
Electric Department
2726 Senior Operating Clerk II -
Combination
2645 Senior Operating Clerk-
Steno II - Electric Department
and Combination
2646 Senior Operating-Typist II -
Electric Department and
Combination
2789 Senior Operating Clerk I -
Electric Department
2793 Senior Operating Clerk I -
Combination
2654 Senior Operating Clerk-Steno I -
Electric Department and
Combination
2655 Senior Operating Clerk-
Typist I - Electric Department
and Combination

0253 FOREMAN'S CLERK ⁽¹⁾

If directing the work of more than two Assistant Foreman's Clerks.

0254 UTILITY FOREMAN'S CLERK (Fortuna, Garberville and Willow Creek) ⁽¹⁾

An employee who performs the duties of Foreman's Clerk and, in addition, performs any of the duties of the classification of Materials Leadman which may be required at his headquarters.

0254 UTILITY FOREMAN'S CLERK (Burney) ⁽¹⁾

An employee who is a Foreman's Clerk and, in addition, performs commercial business office work, such as receiving service calls, collections, meter tags, new business applications, etc.

0252 ASSISTANT FOREMAN'S CLERK

An employee in a General Foreman's or Assistant Supervisor's office who assists the Foreman's Clerk or Senior Clerk by performing clerical work requiring a basic knowledge of Electric Department office procedures and accounting principles. This work includes such duties as writing requisitions for work orders or GM's, processing time cards, work orders and GM's for the crews or for accounting purposes, and maintaining office files and records. May receive and dispatch customers' complaints.

Next Lower Classifications

- *2676 Utility Clerk, Oper.,
Elec. Dept. and Comb.
- *2680 Utility Clerk-Steno
Oper., Elect. Dept. and Comb.
- *2684 Utility Clerk-Typist,
Elec. Dept. and Comb.
- **2732 Word Processing Operator-
Elect. Dept. and Comb.

Same or Higher Classifications

- 0243 Senior Field Clerk (G.C.)
- 0245 Routine Field Clerk (G.C.)
- 0246 First Field Clerk
- 0250 Foreman's Clerk
- 0252 Assistant Foreman's Clerk
- 0253 Foreman's Clerk
- 0254 Utility Foreman's Clerk
- 0310 Senior Shop Clerk (G.C.)
- 0313 First Shop Clerk (G.C.)
- 0314 Routine Shop Clerk (G.C.)
- 0456 T&D Driver
- 0458 Field Clerk - Electric T&D
- 1750 Senior Service Operator
(Inc. only)
- 2723 Senior Operating Clerk II -
- 2726 Senior Operating Clerk II -
Combination
- 2645 Senior Operating Clerk-
Steno II - Electric Department
and Comb.
- 2646 Senior Operating Clerk-
Typist II - Electric Department
and Comb.

(Continued)

*Includes employees at Clerk D rate of pay as of 1980 General Negotiations.

**The 30-month wage step of Word Processing Operator will be considered as top rate of pay when bidding to Assistant Foreman's Clerk.

(1)Line of Progression same as Foreman's Clerk.

0252 ASSISTANT FOREMAN'S CLERK (Continued)

- 2789 Senior Operating Clerk I -
Electric Department
- 2793 Senior Operating Clerk I -
Combination
- 2654 Senior Operating Clerk-Steno I -
Electric Department and
Combination
- 2655 Senior Operating Clerk-
Typist I - Electric Department
and Combination
- 2662 Operating Clerk - Electric
Department and Combination
- 2664 Operating Clerk-Steno - Electric
Department and Combination
- 2667 Operating Clerk-Typist - Electric
Department and Combination

Notes:

The starting rate for an employee who is a successful bidder on an Assistant Foreman's Clerk vacancy and who bids from T&D Driver and who is at the top rate of the T&D Driver classification, shall be the top rate of Assistant Foreman's Clerk. If he is not at the top rate of T&D Driver, he shall be placed at the 18-month wage step, and time worked in the T&D Driver classification shall be credited as time worked in the Assistant Foreman's Clerk classification.

Employees in Foreman's Clerk or Assistant Foreman's Clerk classifications shall be considered as next lower to Senior Operating Clerk II or Senior Operating Clerk I vacancies, respectively, in the Electric Department as indicated in the appropriate Division Clerical Lines of Progression.

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION ELECTRIC DEPARTMENTS

TRANSMISSION AND DISTRIBUTION DEPARTMENT

0740 LINE SUBFOREMAN

An employee who is a Working Foreman in charge of a crew of not more than four men (exclusive of himself) engaged in all classes of overhead line work, in all classes of underground distribution system work utilizing non-leaded cables, and in providing electric service to customers; may be required to drive the truck and operate the associated equipment as assigned. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Lineman, and be familiar with Company's construction and safety standards, General Orders 95 and 128, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

1100 (1103) Lineman (Un.)
2540 Troublemán

Same or Higher Classifications

0140 Cableman
0650 Subforeman A (G.C.-Line)
0653 Subforeman B (G.C.-Line)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0850 Working Foreman A (G.C.-Line)
0853 Working Foreman B (G.C.-Line)

2540 TROUBLEMAN

An employee who has the craft qualifications of a Lineman and performs alone any work in connection with providing and maintaining service to the public, either overhead or underground, such as installing services and all types of meters, replacing line and equipment fuses, patrolling, switching, restoring service on "no light" and "no power" calls, servicing and repairing customers' equipment, operating unattended substations, handling routine gas and water maintenance, operation and complaints; may be required to collect deposits and bills. In trouble and emergency work involving immediate hazard to life or property, may be required to work alone to cut circuits of over 600 volts in the clear.

Next Lower Classification

1100 (1103) Lineman (Un.)

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2540 Troublemán

1100 LINEMAN

An employee who is a journeyman and is engaged in performing all classes of overhead line work, of any voltage, and all classes of underground distribution system work except on "Network" systems, utilizing non-lead cables rated 25 kv or less. He may be required to drive the truck and operate associated equipment as assigned. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Notes on Lineman Definition:

It is the intent that the use of a light line crew as the basic work unit in the Overhead Section of the Electric Transmission and Distribution Department be continued. While one and two-man units with a Lineman as the highest classification will be utilized, it is not the intent of the Lineman definition to use other than a line crew on hot primary line construction and maintenance work. Further, it is not the intent to eliminate crews or accomplish the above work or any other line work which cannot practicably or safely be accomplished by a one or two-man unit by combining two or more such units.

One or two-man units will not be required to:

1. Set poles under the following conditions:
 - a. In primary which has not been cleared and grounded; or
 - b. Over 45 feet in length; or
 - c. Under heavy or congested traffic conditions; or
 - d. Where the pole is top-heavy to the extent that weights are required on the butt-end; or
 - e. With transformers attached; or
2. Perform any work on energized primary (taking voltage or current readings is not considered working on energized primary); or
3. Perform any substation switching; or
4. Perform line switching except to de-energize a line for work and to energize same at completion of work; or
5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole line; or
6. Perform wire stringing over more than three spans without special lift equipment, nor to perform such work above or below and parallel to energized primaries on the same pole line; or
7. Install or remove transformers rated above 10 kva.

1100 LINEMAN (Continued)

A Lineman working alone will not be required to install a crossarm or underarm molding, or to install or remove mid-span services except with aerial lift equipment and when installation of an associated span guy is not required.

Next Lower Classification

Same or Higher Classifications

1101 Apprentice Lineman

0140 Cableman
 0650 Subforeman A (G.C.-Line)
 0653 Subforeman B (G.C.-Line)
 0683 Night Cable Subforeman
 0680 Cable Pulling Subforeman
 0740 Line Subforeman
 0820 Cable Subforeman
 0850 Working Foreman A (G.C.-Line)
 0853 Working Foreman B (G.C.-Line)
 1100 (1103) Lineman (Un.)
 2280 (2286) Cable Splicer (Un.)
 2283 Night Cable Splicer
 2540 Troublemán
 1099 Underground Lineman (G.C.)
 (Incumbent only)

1101 APPRENTICE LINEMAN

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman. In order to gain experience for advancement to Lineman, he may work alone, or under indirect supervision on jobs for which he has been trained and instructed. He may be required to drive the truck and operate the associated equipment as assigned at not less than the starting rate of the T&D Driver. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, he may be required to work on live circuits of 600 volts or over.

Next Lower Classifications

Same or Higher Classifications

0180 Cartman
 0456 T&D Driver
 0458 Field Clerk - Electric T&D
 0910 Groundman
 0913 Night Groundman
 0960 Cableman's Helper
 1190 Street Light Maintencenceman
 1660 T&D Equipment Operator
 1943 Patrolman
 2010 Manhole Pumpman

0140 Cableman
 0623 Labor Foreman (Electric T&D)
 0683 Night Cable Subforeman
 0820 Cable Subforeman
 0845 Working Foreman
 0990 Inspector
 1099 Underground Lineman (G.C.)
 (Incumbent only)
 1101 Apprentice Lineman
 2280 (2286) Cable Splicer (Un.)
 2281 Apprentice Cable Splicer
 2283 Night Cable Splicer
 *2500 Voltage Tester
 *2510 Utility Voltage Tester
 2520 Towerman (G.C.)

Notes:

All employees with 205.8(b) or (c) prebids on file to Apprentice Lineman should be scheduled to attend the three-day Division Climbing School. An employee must have successfully completed the three-day Division Climbing School in order to be given consideration for a vacancy to the Apprentice Lineman classification. An employee who has not been given an opportunity to attend the three-day Division Climbing School shall not be bypassed for a vacancy. An employee who has failed the three-day Climbing School must make a request to be allowed a second attempt within 30 days following failure of first attempt in order to be considered for subsequent vacancies. An employee who fails to make a timely request to be allowed a second attempt shall no longer be considered a valid bidder to an apprenticeship where climbing is a requirement. An employee who has made a timely request to be allowed a second attempt and who has not had an opportunity to attend shall not be bypassed for a vacancy, provided the request was submitted timely to be valid under Subsection 205.4(d).

All employees with 205.8(b) or (c) prebids on file to Apprentice Lineman must have successfully completed the Arithmetic Computation Test (ACT) requirement prior to being considered for a vacancy to Apprentice Lineman. If an employee has not taken the ACT but has a written request on file with his/her personnel department, the employee must be given the opportunity to take the test before a bypass can be made.

All employees who are in classifications which are considered next lower to a climbing apprenticeship and who have passed the Division Climbing School and the ACT shall be required to attend the Basic Climbing School at Kettleman prior to being awarded an apprenticeship. An employee who is to be awarded an apprenticeship under Subsection 205.8(b) and has met the ACT requirement but who has not yet attended Basic Climbing School shall be awarded such job pending successful completion of the school.

Employees who are not in the line of progression but who have valid 205.8(c) prebids on file and are the otherwise successful bidders to a vacancy shall be awarded the position pending the successful completion of the next scheduled session at Kettleman.

*A Voltage Tester may bid to Apprentice Lineman as an Apprentice Lineman. If he previously had attained the one year or higher step as an Apprentice Lineman and if he is the successful bidder, he shall be placed in the wage step that he left. A Voltage Tester who had not previously completed the first year program of the Apprentice Lineman Related Academic Training shall be given the opportunity to do so. A Voltage Tester who had not previously attained the one year step of Apprentice Lineman classification may bid to Apprentice Lineman, and if he has completed the first year program of the Apprentice Lineman Related Academic Training, he shall be placed at the one year step of the Apprentice Lineman wage rate. If he has not completed the first year training, he shall be credited with his previous time worked in the Apprentice Lineman classification only.

2500 VOLTAGE TESTER

An employee who makes tests of loads, voltages, etc., with indicating or recording instruments for purposes of distribution or transmission system regulation or investigation of complaints. May calculate and set compensation of regulators. When it is necessary for a Voltage Tester to climb through live circuits of 600 volts or more, another Voltage Tester, or a journeyman, shall be assigned to assist him.

Next Lower Classification

1101 Apprentice Lineman
(One Year Step)

Same or Higher Classifications

0140 Cableman
0680 Cable Pulling Subforeman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
1100 (1103) Lineman (Un.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2510 Utility Voltage Tester
2540 Troubleman

2510 UTILITY VOLTAGE TESTER ⁽¹⁾

An employee who performs the duties of a Voltage Tester in the Electric Department, and in addition maintains street lights, inspects service entrance wiring, and may be required to work routine meter tags and service tags involving work on customers' premises.

(1) Same Line of Progression as a Voltage Tester.

2485 UTILITY TESTER - SAN FRANCISCO (INCUMBENT ONLY)

An employee who assists a Voltage Tester or a qualified journeyman make tests of loads, voltages, etc., with indicating or recording instruments for purposes of distribution or transmission system regulation or investigation of complaints, and in addition, he may be required to perform the duties of the Inspector - Electric T&D.

0990 INSPECTOR

An employee engaged in making various investigations and inspections such as checking pole lines with respect to General Order 95 and necessary maintenance, inspecting tower footings, checking tree and weed conditions, routing tree trimming and weed control crews, inspecting new construction and reconstruction work on overhead or underground lines, checking Company property conditions in the vicinity of street work, inquiring into accidents resulting in interruptions of service, contacting customers regarding service.

0990 INSPECTOR (Continued)

Next Lower Classification

1101 Apprentice Lineman
(one-year step)

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0990 Inspector
1100 (1103) Lineman (Un.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2510 Utility Voltage Tester
2540 Troubleman

1035 UTILITY INSPECTOR - SAN FRANCISCO (INCUMBENT ONLY)

An employee who, with an assistant, locates, identifies and marks the location of electric substructures on the surface of public streets and private property. In this endeavor, he may make contacts with customers or their representatives, private and public utilities or entities who own or are constructing or reconstructing buried structures. He may be required to perform the duties of an Inspector-Electric T&D; or

An employee who is engaged in inspecting the construction and reconstruction of electric substructures in streets, in private buildings and on private property. He may be required to perform the duties of an Inspector-Electric T&D.

0845 WORKING FOREMAN

An employee who is a Working Foreman in charge of a crew and equipment engaged in such work as installing non-lead covered underground cables, maintaining manholes, installing hand holes and underground boxes, digging holes or excavations, stubbing poles, clearing rights-of-way, clearing debris, loading, delivering and unloading material and supplies. He may be required to drive the truck and operate the associated equipment. He must be familiar with the Company's safety and other applicable rules and procedures. His crew may include a driver and one Lineman, Apprentice Lineman, Cable Splicer or Apprentice Cable Splicer. He shall have the personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

Next Lower Classifications

0623 Labor Foreman - Electric T&D
0456 T&D Driver
0458 Field Clerk - Electric T&D
1660 T&D Equipment Operator

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
1100 (1103) Lineman (Un.)
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer
2540 Troubleman

0623 LABOR FOREMAN

An employee who is a Working Foreman in charge of a crew and equipment engaged in such work as digging holes or excavations, stubbing poles, clearing rights-of-way, clearing debris, loading, delivering and unloading materials and supplies. He drives the vehicle and operates the associated equipment. He must be familiar with Company's safety and other applicable rules and procedures. His crew may include a T&D Equipment Operator. He shall have personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

Next Lower Classifications

0456 T&D Driver
0458 Field Clerk - Electric T&D
1660 T&D Equipment Operator

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0630 Labor Foreman A (G.C.-Line)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0990 Inspector
1100 (1103) Lineman (Un.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2540 Troubleman
0624 Labor Foreman - Electric
Maintenance
2510 Utility Voltage Tester

1660 T&D EQUIPMENT OPERATOR

An employee who is in charge of and operates hole diggers, back-hoes, loaders, tractors, and other equipment. He will be required to drive trucks. Must possess Class I Driver's License.

Next Lower Classifications

0456 T&D Driver
0458 Field Clerk - Electric T&D
0623 Labor Foreman

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0990 Inspector
1100 (1103) Lineman (Un.)
1660 T&D Equipment Operator
1690 Hole Digger Operator (G.C.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2510 Utility Voltage Tester
2540 Troubleman

0458 FIELD CLERK - ELECTRIC T&D

An employee who is normally assigned to an Electric Construction Supervisor to perform field clerical duties for various crews: When not so assigned, will be assigned to drive a truck, maneuver it at the job, as required in connection with the construction, maintenance and operation of electrical overhead and underground facilities, operates all associated mechanical equipment on the truck and acts as a Field Clerk, performing assigned clerical work for the crew. Is responsible for keeping tools and materials in good order on the truck, assists with the ground work and may be required to drive a sno-cat to haul employees and materials only. Must possess a Class I Driver's License.

Next Lower Classification

0456 T&D Driver
*0252 Assistant Foreman's Clerk

Same or Higher Classifications

0458 Field Clerk - Electric T&D
0140 Cableman
*0250 Foreman's Clerk
*0253 Foreman's Clerk
*0254 Foreman's Clerk
0435 Special Driver (G.C. - Line)
0457 Line Truck Driver (G.C.)
0623 Labor Foreman (Electric T&D)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0990 Inspector
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1660 T&D Equipment Operator
1690 Hole Digger Operator (G.C.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2510 Utility Voltage Tester
2540 Troubleman

*Applicable to employees who entered this classification from T&D Driver, Senior Line Truck Driver or Line Truck Driver classifications.

- Notes:
1. This classification will be filled only on a permanent basis in accordance with provisions of Title 205 except for relief of an absent employee, for temporary assignments after permanent assignments to this classification, or as provided in Note 2 below.
 2. Company may use this classification in any headquarters for six months to determine a need for this classification on a permanent basis. The classification will be filled on the basis of service and qualifications from among the T&D Drivers in the headquarters.
 3. Temporary assignments to this classification will be made in increments of one day or more.

0456 T&D DRIVER

An employee who drives a truck, maneuvers it at the job as required in connection with the construction, maintenance and operation of electrical overhead and underground facilities, operates all associated mechanical equipment on the truck and acts as a Field Clerk, performing assigned clerical work for the crew; is responsible for keeping tools and materials in good order on the truck; assists with the ground work and may be required to drive a Sno-cat to haul men and materials only. Must possess Class I Driver's License.

Next Lower Classifications

0180 Cartman
0910 Groundman
0913 Night Groundman
0960 Cableman's Helper
1190 Street Light Maintenceman
1943 Patrolman
2010 Manhole Pumpman

Same or Higher Classifications

0140 Cableman
*0250 Foreman's Clerk
*0252 Assistant Foreman's Clerk
*0253 Foreman's Clerk
*0254 Foreman's Clerk
0435 Special Driver (G.C.-Line)
0456 T&D Driver
0457 Line Truck Driver (G.C.)
0458 Field Clerk - Electric T&D
0623 Labor Foreman (Electric T&D)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0990 Inspector
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1660 T&D Equipment Operator
1690 Hole Digger Operator (G.C.)
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2510 Utility Voltage Tester
2540 Troubleman

*Applicable to employees who entered this classification from T&D Driver, Senior Line Truck Driver or Line Truck Driver classifications.

0820 CABLE SUBFOREMAN

An employee who is a Working Foreman in charge of not more than six men exclusive of himself assigned as a crew or disbursed as work units engaged in construction, maintenance and operation of underground and submarine facilities and associated work. He drives a truck as assigned. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Cable Splicer, and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

0820 CABLE SUBFOREMAN (Continued)

Next Lower Classifications

2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0820 Cable Subforeman

0683 NIGHT CABLE SUBFOREMAN - SAN FRANCISCO DIVISION ONLY

A service employee who has the full qualifications of and performs work of a Cable Subforeman.

Next Lower Classifications

2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0820 Cable Subforeman

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of a Night Cable Subforeman shall be as follows:

10:00 P.M. to 6:00 A.M.

WORK SCHEDULE

Rotating schedule as established by agreement at local level.

0140 CABLEMAN (San Francisco Division)

An employee who has the qualifications of a Cable Splicer, is familiar with the underground system and has the experience and ability to analyze cable and equipment troubles quickly and to restore services promptly by replacing fuses, switching, disconnecting defective cables or apparatus, making repairs, etc. He drives a truck as assigned. When not engaged in such work, he shall perform any type of Cable Splicer's work; shall be familiar with Company's standards, procedures and safety regulations.

Next Lower Classifications

0683 Night Cable Subforeman
0820 Cable Subforeman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

Same or Higher Classification

0140 Cableman

2280 CABLE SPLICER

An employee who is a journeyman and who is engaged in splicing cables of any kind or voltage for the connection of cable, transformers, junction boxes, and other equipment in the underground or overhead systems or stations. May be required to perform other underground work such as

preparing cable racks, pulling in and racking cables, maintaining equipment in the underground system, etc. He shall install and maintain services, meters, and equipment including conduit and wiring up to the meter on customers' premises and shall handle trouble in such installations. He drives a truck and operates the associated equipment as assigned. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. In addition to his responsibility as a journeyman, may be assigned as a Working Foreman in charge of a crew and its equipment engaged in pulling underground cables and wires of all sizes, types, lengths and number of conductors into and out of pipes, conduits and duct lines and other necessary work in conjunction with the pulling of cables. May be required to perform work in connection with the construction and maintenance of underground manholes, vaults, splice boxes, duct lines and similar structures. As a Working Foreman, he shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Notes on Cable Splicer Definition:

- A. It is the intent that the use of an underground unit is basic in the Underground Section of the Electric Transmission and Distribution Department. A unit may be made up of:

1-Cable Splicer,

2-Cable Splicers,

1-Cable Splicer and one Apprentice Cable Splicer, or

1-Cable Splicer and one Groundman.

These units can be supplemented by a Cartman, Groundman, or other physical classification acting in the capacity of a Cartman and/or Flagman. It is not the intent of the Cable Splicer definition to use other than an underground crew (one directly supervised by an Exempt Supervisor or a Cable Subforeman) to work on live apparatus and/or cables (except to inspect, clean, paint and flame-proof cables).

Two or three man units (as opposed to crews) will not be required to:

1. Make transmission pipe-type cable splices, 60 kv and above.
2. Perform maintenance on apparatus with exposed current carrying energized parts, energized above 600 volts.
3. Phase three-phase primary apparatus and lead cables normally energized above 600 volts.
4. Install or remove three-phase underground residential distribution, underground commercial distribution and pad-mount transformers with an aggregate capacity greater than 1000 kva.

2280 CABLE SPLICER (Continued)

5. Proof test primary cable sections beyond the length of cable between the station and the first switch outside the station.

In all types of work, units will not be required to perform any function that would:

1. Create a hazard to life or property.
 2. Exceed the capability of manpower, tools, or equipment available.
- B. The Cable Splicer classification will be applied to all work on cables rated above 25 kv and "Network" systems (including primary power cables feeding the network) as now exist in San Francisco and Oakland. In addition, all leaded cables or paper insulated cables, regardless of voltage rating, will be Cable Splicer's work. Company is not precluded, however, from using the Cable Splicer on any type of insulated cable.
- C. The Cable Splicer classification is a journeyman classification. The filling of vacancies in this classification, pursuant to Titles 205 and 206, shall not be subject to the conditions outlined in Subsections 205.14(a) and (b).
- D. A Cable Splicer while assigned as a Working Foreman in charge of a crew and its equipment engaged in pulling cable may drive a truck as assigned, but may not operate the associated equipment for cable pulling.

Next Lower Classifications

2281 Apprentice Cable splicer

Same or Higher Classifications

0140 Cableman
0649 U/G Subforeman A (G.C.)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

2283 NIGHT CABLE SPLICER - SAN FRANCISCO DIVISION ONLY

A service employee who has the full qualifications of and performs the work of a Cable Splicer.

(For purposes of the Master Apprenticeship Agreement, vacancies in this classification will be filled in the same manner as vacancies in the classification of Cable Splicer.)

2283 NIGHT CABLE SPLICER (Continued)

Next Lower Classifications

2281 Apprentice Cable Splicer

Same or Higher Classifications

0140 Cableman
0649 U/G Subforeman A (G.C.)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
2280 (2286) Cable Splicer (Un.)
2283 Night Cable Splicer

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of a Night Cable Splicer shall be as follows:

10:00 P.M. to 6:00 A.M.

WORK SCHEDULE

Rotating schedule as established by agreement at the local level.

1105 CABLE LINEMAN (To be Used on a Temporary Basis Only)

An employee who, as a member of a crew, as a member of a two-man unit, or alone, performs splicing and terminating on non-leaded cables rated 25 kv or less in connection with the construction, maintenance and operation of streamline, pad-mount and full underground distribution systems except "network" systems. This temporary classification shall be used for the duration of an employee's assignment to such work and shall apply to any classification in the Electric Transmission and Distribution Department so assigned, except Apprentice Lineman.

2281 APPRENTICE CABLE SPLICER

An employee who is engaged in performing Cable Splicer's work as an assistant to or under the general direction of a journeyman. On jobs for which he has been trained and instructed, and only for purposes of gaining experience and proficiency for advancement to Cable Splicer, may work alone when under the indirect supervision of an employee who has attained journeyman status. He may also be required to work alone on repetitive routine jobs not involving cable splicing, such as tagging, mapping, electrolysis surveys, flame-proofing, replacing tanks and adjusting pressure on nitrogen pressure systems. He drives a truck as assigned. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

2281 APPRENTICE CABLE SPLICER (Continued)

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0180 Cartman	0740 Line Subforeman
*0960 Cableman's Helper	0845 Working Foreman
0456 T&D Driver	1100 (1103) Lineman (Un.)
0458 Field Clerk - Electric T&D	2281 Apprentice Cable Splicer
0910 Groundman	2540 Troublemán
0913 Night Groundman	1099 U/G Lineman (G.C.)
1190 Street Light Maintenance man	(Incumbent only)
1660 T&D Equipment Operator	0649 U/G Subforeman A (G.C.)
2010 Manhole Pumpman	

Notes:

All employees with 205.8(b) or (c) prebids on file to Apprentice Cable Splicer should be scheduled to attend the three-day Division Climbing School. An employee must have successfully completed the three-day Division Climbing School in order to be given consideration for a vacancy to the Apprentice Cable Splicer classification. An employee who has not been given an opportunity to attend the three-day Division Climbing School shall not be bypassed for a vacancy. An employee who has failed the three-day Climbing School must make a request to be allowed a second attempt within 30 days following failure of first attempt in order to be considered for subsequent vacancies. An employee who fails to make a timely request to be allowed a second attempt shall no longer be considered a valid bidder to an apprenticeship where climbing is a requirement. An employee who has made a timely request to be allowed a second attempt and who has not had an opportunity to attend shall not be bypassed for a vacancy, provided the request was submitted timely to be valid under Subsection 205.4(d).

All employees with 205.8(b) or (c) prebids on file to Apprentice Cable Splicer must have successfully completed the Arithmetic Computation Test (ACT) requirement prior to being considered for a vacancy to Apprentice Cable Splicer. If an employee has not taken the ACT but has a written request on file with his/her personnel department, the employee must be given the opportunity to take the test before a bypass can be made.

All employees who are in classifications which are considered next lower to a climbing apprenticeship and who have passed the Division Climbing School and the ACT shall be required to attend the Basic Climbing School at Kettleman prior to being awarded an apprenticeship. An employee who is to be awarded an apprenticeship under Subsection 205.8(b) and has met the ACT requirement but who has not yet attended Basic Climbing School shall be awarded such job pending successful completion of the school.

Employees who are not in the line of progression but who have valid 205.8(c) prebids on file and are the otherwise successful bidders to a vacancy shall be awarded the position pending the successful completion of the next scheduled session at Kettleman.

*A Cableman's Helper who is the successful bidder on an Apprentice Cable Splicer vacancy shall be credited as an Apprentice Cable Splicer up to a maximum of six months.

0960 CABLEMAN'S HELPER

An employee who assists a Cableman by handling and preparing tools and materials for the Cableman's use, is responsible for keeping materials and tools in good order and assists in general housekeeping on Cableman's truck, drives the Cableman's truck, guards open manholes, receives and transmits telephone or radio orders, prepares reports and material requisitions, accounts for material used and salvaged, prepares installation sketches and time cards.

Next Lower Classifications

0180 Cartman (Incumbent only)
0910 Groundman
0913 Night Groundman
2010 Manhole Pumpman

Same or Higher Classifications

0140 Cableman
0623 Labor Foreman (Electric T&D)
0649 U/G Subforeman A (G.C.)
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
0845 Working Foreman
0960 Cableman's Helper
0990 Inspector
1100 (1103) Lineman (Un.)
1101 Apprentice Lineman
1660 T&D Equipment Operator
2280 (2286) Cable Splicer (Un.)
2281 Apprentice Cable Splicer
2283 Night Cable Splicer
2500 Voltage Tester
2510 Utility Voltage Tester
2540 Troublemán
1099 U/G Lineman (G.C.)
(Incumbent only)

0180 CARTMAN (Incumbent only)

An employee who assists a Cable Splicer by handling and preparing tools and materials for the splicer's use; is responsible for keeping material and tools in good order and assists in general housekeeping on the splicer's cart or truck, drives the truck, guards open manholes, prepares reports and requisitions, accounts for material used and salvaged, prepares time cards and installation sketches.

Notes:

An employee who on December 18, 1970 was classified as a Cartman will be reclassified to Apprentice Cable Splicer when he qualifies by meeting the entrance requirements for such apprenticeship. When he is reclassified, he will be placed at the starting step and time worked in the Cartman classification will be credited as Apprentice Cable Splicer up to a maximum of six months. An employee who has not previously qualified for the

apprenticeship and who is unable to do so at this time, shall be retained in his classification until such time that he (1) can meet the requirements of the apprenticeship, and at that time be reclassified to Apprentice Cable Splicer, or (2) is a successful bidder to another classification under provisions of Title 205 with bidding rights the same as established previous to this change.

1190 STREET LIGHT MAINTENANCEMAN

An employee who maintains street lights and electroliers, cleans and changes glassware, replaces lamps and defective parts, and performs other miscellaneous work on street lights and street light circuits. May work on street light circuits normally energized above 600 volts when such circuits are properly cleared and grounded.

Next Lower Classifications

0180 Cartman (Incumbent only)
 0456 T&D Driver
 0458 Field Clerk - Electric T&D
 0910 Groundman
 0913 Night Groundman
 0960 Cableman's Helper
 1660 T&D Equipment Operator
 1943 Patrolman
 2010 Manhole Pumpman

Same or Higher Classifications

0140 Cableman
 0623 Labor Foreman (Electric T&D)
 0683 Night Cable Subforeman
 0740 Line Subforeman
 0820 Cable Subforeman
 0845 Working Foreman
 0990 Inspector
 1100 (1103) Lineman (Un.)
 1101 Apprentice Lineman
 1190 Street Light Maintenceman
 2280 (2286) Cable Splicer (Un.)
 2281 Apprentice Cable Splicer
 2283 Night Cable Splicer
 2500 Voltage Tester
 2510 Utility Voltage Tester
 2540 Troubleman
 0653 Subforeman B (G.C.-Line)
 0649 U/G Subforeman A (G.C.)
 0650 Subforeman A (G.C.-Line)
 1099 U/G Lineman (G.C.)
 (Incumbent only)

1943 PATROLMAN

An employee who patrols and inspects transmission, distribution and telephone lines or cables; contacts customers concerning Company operations which affect their service, does routine maintenance and repair work and may be assigned to other related duties. When he is qualified, he may occasionally be required to perform work which involves climbing and also to perform work on primary or transmission circuits with a journeyman.

Next Lower Classifications

0180 Cartman (Incumbent only)
 0456 T&D Driver
 0458 Field Clerk - Electric T&D
 0910 Groundman
 0913 Night Groundman

Same or Higher Classifications

0140 Cableman
 0623 Labor Foreman (Electric T&D)
 0683 Night Cable Subforeman
 0740 Line Subforeman

(Continued)

1943 Patrolman (Continued)

0960 Cableman's Helper
 1190 Street Light Maintenance man
 1660 T&D Equipment Operator
 2010 Manhole Pumpman

0820 Cable Subforeman
 0845 Working Foreman
 0990 Inspector
 1100 (1103) Lineman (Un.)
 1101 Apprentice Lineman
 1943 Patrolman
 2280 (2286) Cable Splicer (Un.)
 2281 Apprentice Cable Splicer
 2283 Night Cable Splicer
 2500 Voltage Tester
 2510 Utility Voltage Tester
 2540 Troubleman
 0649 U/G Subforeman A (G.C.)
 0650 Subforeman A (G.C.-Line)
 0653 Subforeman B (G.C.-Line)
 1099 U/G Lineman (G.C.)
 (Incumbent only)

2010 MANHOLE PUMPMAN

An employee engaged in the cleaning and maintenance of manholes and vaults; drives trucks, operates pumps, inspects for leaks and reports conditions found, and prepares sketches on the forms provided.

Next Lower Classifications

0180 Cartman
 0456 T&D Driver
 0458 Field Clerk - Electric T&D
 0910 Groundman
 0913 Night Groundman
 0960 Cableman's Helper
 1190 Street Light Maintenance man
 1660 T&D Equipment Operator
 1943 Patrolman

Same or Higher Classifications

0140 Cableman
 0623 Labor Foreman (Electric T&D)
 0683 Night Cable Subforeman
 0740 Line Subforeman
 0820 Cable Subforeman
 0845 Working Foreman
 0990 Inspector
 1100 (1103) Lineman (Un.)
 1101 Apprentice Lineman
 2010 Manhole Pumpman
 2280 (2286) Cable Splicer (Un.)
 2281 Apprentice Cable Splicer
 2283 Night Cable Splicer
 2500 Voltage Tester
 2510 Utility Voltage Tester
 2540 Troubleman
 0649 U/G Subforeman A (G.C.)
 0650 Subforeman A (G.C.-Line)
 0653 Subforeman B (G.C.-Line)
 1099 U/G Lineman (G.C.)
 (Incumbent only)

0523 SECOND FALLER (To be Used on a Temporary Basis Only)

An employee in a Labor crew who is engaged in cutting and felling trees, generally requiring the use of a chain saw; may be required to trim felled trees and saw into lengths.

0910 GROUNDMAN

An employee whose principal duties consist of semi-skilled work while assisting a journeyman or apprentice including the use of hand tools under direction; assists in overhead and underground line construction and maintenance and other miscellaneous semi-skilled work. May be required, under direction, to use portable power tools for work not requiring precision. He may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

BEGINNER'S CLASSIFICATION.

Notes on Division Climbing School:

A three-day school shall be attended by all employees who are in jobs which are considered next lower to a climbing apprenticeship prior to attending the centralized climbing school at Kettleman.

Employees who, by submitting a transfer application, have indicated a desire to enter a line of progression where climbing is required must attend and pass the three-day school before such a transfer can be effected. If the Company has failed to provide an opportunity for the employee to attend the school, Company must do so before a bypass can be made for failure to meet this requirement. An employee who has failed the three-day Climbing School must make a request to be allowed a second attempt within 30 days following failure of the first attempt to be considered for subsequent vacancies. A transfer to Groundman from an employee who fails to make a timely request to be allowed a second attempt shall be considered invalid. An employee who has made a timely request to be allowed a second attempt to attend shall not be bypassed for a vacancy provided the request was submitted timely to be valid under Section 205.

General Construction employees who enter the Division in a job next lower to a climbing apprenticeship and who worked in a climbing position for at least six months shall have the Division Climbing School and the Basic Climbing School requirement waived.

0913 NIGHT GROUNDMAN - SAN FRANCISCO DIVISION ONLY

A service employee who has the full qualifications of and performs work of a Groundman.

Beginner's Classification

Notes:

A transfer application from a Groundman or a higher classification in the Electric T&D Line of Progression will be given Priority 1 status under the Job Bidding System. Under other circumstances, Night Groundman will be considered a Beginner's Classification and will be posted for bid.

HOURS OF WORK

Pursuant to the provisions of Section 202.8 of the Agreement, Company and Union are in accord that the hours of work of Night Groundman shall be as follows:

10:00 P.M. to 6:00 A.M.

WORK SCHEDULE

Rotating schedule as established by agreement at the local level.

LETTER AGREEMENT 84-157 ESTABLISHING
CONDITIONS APPLICABLE TO THE FILLING OF THE
CLASSIFICATIONS OF UTILITY UG INSTALLER AND UG INSTALLER

Until Company and Union agree to the contrary, assignments to Utility Underground Installer and Underground Installer will be made on a temporary basis in accordance with the provisions of Section 205.3 of the Labor Agreement.

This work will be performed by a Utility Underground Installer or higher classification (who has been appropriately trained) with the assistance of an Underground Installer or another Utility UG Installer. The Underground Installer will not be required to perform splicing or terminating alone or as part of a crew.

The temporary classifications and job descriptions consist of the following:

1041 Utility UG Installer

An employee who is in charge of a working unit/crew of one to five additional employees engaged in the installation of new UG residential services. Shall have the personal qualifications of leadership and supervisory ability, and be familiar with G.O. 112, G.O. 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment.

Gas

Next Lower Classifications

0560 Fitter
0562 Fitter - Arc
0563 Unassigned Fitter
* **1042 UG Installer
1300 Gas Mechanic
* **1645 Equipment Operator
* **1650 Heavy Equipment Operator

Same or Higher Classifications

0640 L.C. Foreman
*0641 L.C. Foreman
1041 Utility UG Installer

Electric

Next Lower Classifications

*1042 UG Installer
*1660 T&D Equipment Operator

Same or Higher Classifications

0140 Cableman
0683 Night Cable Subforeman
0740 Line Subforeman
0820 Cable Subforeman
*0845 Working Foreman
1041 Utility UG Installer

1041 Utility UG Installer (Continued)

1100 Lineman
1103 Unassigned Lineman
2280 Cable Splicer
2283 Night Cable Splicer
2286 Unassigned Cable Splicer
2540 Troubleman

*Must have successfully completed ACT.

**Applicable to those employees who have completed the Fieldman/Equipment Operator Training Program. However, this will not apply to those employees who, through no fault of their own, were not scheduled to attend the training program on a seniority basis.

- Notes:
- A. Work units/crews will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
 - B. A minimum of three employees is required to install services in excess of 2 inches or inserts in excess of 1½ inches.
 - C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this agreement regarding new UG residential secondary service, including splicing and the associated substructures. Hot termination and meter installation is limited to 600 volts or less providing special training has been provided.

1042 UG Installer

An employee who, as part of a unit/crew is engaged in the installation of new underground residential plastic gas and electric distribution construction services. Shall be familiar with G.O. 112, G.O. 128, Company construction standards, safety rules and accounting requirements. Shall be skilled in the installation of electric non-lead cable systems and plastic gas distribution systems and the operation of associated construction tools and equipment. Assists the Utility UG Installer or higher classifications.

Gas

Next Lower Classification

0419 Truck Driver
0524 Fieldman
(18-month step)

Same or Higher Classifications

0465 Hvy. Truck Driver
*0524 Fieldman
(24-month step)
0560 Fitter
0562 Fitter - Arc.
0563 Fitter, Unassigned
1041 Utility UG Installer
1042 UG Installer
1300 Gas Mechanic
1645 Equipment Operator
1650 Hvy. Equipment Operator

ElectricNext Lower Classification

0456 T&D Driver
 1943 Patrolman
 1190 Str. Lt. Maintenceman
 0960 Cableman's Helper

Same or Higher Classifications

0149 Cableman
 0623 Labor Foreman
 0683 Night Cable Subforeman
 0740 Line Subforeman
 0820 Cable Subforeman
 0845 Working Foreman
 0990 Inspector
 1041 Utility UG Installer
 1042 UG Installer
 1100 Lineman
 1103 Unassigned Lineman
 2280 Cable Splicer
 2283 Night Cable Splicer
 2286 Unassigned Cable Splicer
 2540 Troublemán

*Applicable to those employees who have completed the Fieldman/Equipment Operator Training Program. However, this will not apply to those employees who, through no fault of their own, were not scheduled to attend the training program on a seniority basis.

- Notes:
- A. Work units/crews will not be required to perform any function that creates a hazard to life or property, nor exceed that capability of manpower, training, tools or equipment available.
 - B. A minimum of three employees is required to install services in excess of 2 inches or inserts in excess of 1¼ inches.
 - C. Cable installation is limited to non-lead, CIC and direct buried types for purposes of this agreement regarding new UG residential secondary service.
 - D. Will act as an assistant to the Utility UG Installer or higher classifications in the performance of cable termination, splicing, and meter installation.

The crew/unit will report to Gas supervision.

Company will provide training for all employees working in the underground utility work unit. The following is a description and schedule of the training:

Underground Utility Work Unit/Crew Training

1. Administration:

- 1.1 All training, qualifying and reviewing of personnel for assignment to an underground utility work unit shall be administered jointly by the Division Gas and Electric instructors.
- 1.2 Company shall provide training, as listed in Items 3.1 through 3.3 below, when ten (10) or more Electric T&D employees within a Region have submitted prebids to Utility UG Installer or UG Installer.

2. The following training will be required for Gas T&D employees:
 - 2.1 Two days of classroom training based on the material and instruction received at the initial two-day, non-lead splicing course.
 - 2.2 Three days of actual on-the-job training to qualify personnel in the proper installation of secondary underground services.
 - 2.3 Two days of on-the-job observation and review of work procedures by the Division instructors.
3. The following training will be provided for Electric T&D employees subject to the provisions of 1.2 above:
 - 3.1 Three days of Division classroom and hands-on training based upon the expanded Plastic System Training Course.
 - 3.2 Three days of actual on-the-job training to qualify personnel in the proper installation of plastic gas services.
 - 3.3 Two days of on-the-job observation and review of work procedures by Division instructors.

Further, it is agreed that employees working in Utility Underground Installer and Underground Installer classifications will be on a voluntary basis. A Gas T&D employee may at any time request and be granted the right to return to his regular classification and duties. An Electric T&D employee, upon successful completion of the required training, will be considered as having volunteered for such assignments as they occur, in accordance with the provisions of Section 205.3 of the Labor Agreement, for a period of 12 consecutive months.

Company also agreed that no employee will be displaced, demoted or reassigned to different work for lack of work as a result of this agreement. Employees classified as UG Installer will be subject to the non-lead splicing course for the purpose of familiarizing them with the work process. However, in the assignment of duties, note D of the UG Installer classification will govern.

LETTER OUTLINING INTENT OF SUBSECTION 202.5(a)

As a result of the 1976/77 general negotiations, Subsection 202.5(a) of the Physical Contract was added to provide for the scheduling of employees in the [Gas and the] Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.5(a) "In addition to the hours and conditions outlined in Subsection 202.4(a) above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Subsection thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters." (*Last sentence was added to this paragraph after this Letter of Intent was written.)

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours

and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Subsection 202.5(a) must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

1. The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Subsection 202.5(a), the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 to 4:30 or 5:00 in accordance with the provisions of Section 202.4. The Company also agrees that where an employee who is scheduled to work other than 8:00 to 4:30 or 5:00 is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two-thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions.)

2. Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m. - 5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service."

3. Once the Subsection 202.5(a) schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.
4. The provisions in Subsection 202.5(a) relative to the advancement or delay of the regular lunch period apply also to the Subsection 202.5(a) schedule of hours.

In order to assure a uniform approach to the implementation of Subsection 202.5(a), clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.