

## PACIFIC GAS AND ELECTRIC COMPANY

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

October 28, 1987

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:

This letter cancels and supersedes our Letter Agreement 86-82 dated July 7, 1987.

Pursuant to Section 204.4 of the Physical Agreement, Company proposes to amend the Lines of Progression and Wage Rates of Terminal Operator and Senior Terminal Operator in Pipe Line Operations and to adopt the newly revised Gas Supply Coordinator Training Program as follows:

- (a) All current Terminal Operators and Senior Terminal Operators will be reclassified to Gas Supply Coordinator with the following job definition:

1836 Gas Supply Coordinator

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

routine and emergency situations. Manages all base radio communications, air patrol reports, phone and teletype activities. Is required to operate compressors and remote valves, relay and verify gas production, orders and implements operational procedures associated with the injection or withdrawal process of gas storage fields. Is required to direct the activities and assist in the training of new personnel. May be assigned to work with maintenance personnel when not required for shift operations.

Beginner's classification.

Note: A transfer application from Gas Supply Coordinator will be given priority 1 status under the Job Bidding System. Under other circumstances, the Gas Supply Coordinator classification will be considered a beginner's classification and will not be posted for bid.

(b) The proposed wage rates are as follows:

	<u>Progression</u>	<u>Current</u> (1986)	<u>Progression</u>	<u>Proposed</u> (1986)	<u>Current</u> (1987)
Term. Oper.	Start	\$472.35	Start	\$540.85	\$561.05
	End 6 Mos.	514.10	End 6 Mos.	562.65	583.50
	End 1 Yr.	559.10	End 1 Yr.	584.75	606.30
	End 18 Mos.	588.20	End 18 Mos.	607.50	629.70
	End 2 Yrs.	616.55	End 2 Yrs.	631.90	654.85
Sr. Term. Oper.	Start	656.65	End 30 Mos.	656.65	680.35
	End 6 Mos.	684.80	End 3 Yrs.	684.80	709.35
		(New)	End 42 Mos.	716.70	742.20

Wage rates will be applied in accordance with Title 204, except that no employee may be initially assigned a wage step beyond the 24-month step, unless by written agreement between Company and Union. Transferees, regardless of initial wage step, will receive PWI's as they successfully complete sections of the training program, provided they have been in that training phase a minimum of three months.

Incumbent employees' wage rates will be converted to the new wage scale by assuming the equivalent wage step of the new classification. Change will be effective retroactive to January 1, 1986.

Employees who have spent six months or more in their permanent wage step will progress to the next higher wage step of the Gas Supply Coordinator classification.

Employees who have previously held the position of Senior Terminal Operator will be placed at the appropriate wage step of the new

classification based on time spent as a Senior Terminal Operator. Those having spent six months or more at the top of Senior Terminal Operator will be paid at the new top wage rate.

Employees hired after January 1, 1985 (R. Clark and R. Stewart), will be required to successfully complete the approved tests in the negotiated training program. All other incumbents will not be required to complete the training program. Transferees to the classification of Gas Supply Coordinator will be required to complete the training program.

(c) Testing - The following tests are required to enter this classification by new hires and transfer applicants:

1. Physical Pre-employment Test
2. Clerical Pre-employment Test
3. Verbal Comprehension
4. Typing - 25 w.p.m.
5. Arithmetic Computation Test\*

\*Employees hired into the classification will be required to take the ACT no later than the end of their second month. Should the employee fail, retests will be given not less than 30 days following failure. A maximum of two retests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.

(d) Training Program - The Gas Supply Coordinator training program has four training phases, each of which is intended to be in six-month increments. The training is documented through the successful completion of four proficiency tests. Each test should be administered prior to the completion of the six-month mark of the particular training phase. Tests will be identified as the 6-month test, the 12-month test, the 18-month test, and the 24-month test. Tests will be scheduled and administered by local supervision. Upon receipt of a written request from the employee with an endorsement by employee's immediate supervisor, the Human Resources Representative responsible for technical training coordination will schedule the examination for administration by local supervision.

Progressive Wage Increases (PWI) will be granted upon successful test completion and at the end of each six-month segment. However, an employee may work through the program at an accelerated pace, provided a minimum of three months on-the-job satisfactory work performance and the successful completion of a test in each segment have been achieved. The PWI would be effective on the date of the successful completion of the test, or the first day following three full months of satisfactory work

performance in that particular segment, whichever is later. If an employee's test results are delayed as a result of the Company's administration of the test, the employee will be awarded the PWI retroactively to the first day following the end of a six-month segment or meeting the requirements for progression. If an employee is not able to pass any test within the allotted six-month time frame, a retest must be successfully completed within three months, or the employee will be removed from the classification pursuant to Title 206.

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 AND ELECTRIC COMPANY

By *Alton Bright*  
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

Nov 10, 1987

By *Joe Welch*  
Business Manager