



# LETTER AGREEMENT

No. R2-91-48-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

David J. Bergman, Acting Manager

Jack McNally, Business Manager

May 16, 1991

Local Union No. 1245  
International Brotherhood of  
Electric 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 dated April 16, 1991 on the same subject and neutralizes job definitions and removes the Water Systems Repairman Training Program.

Company proposes to amend Section 600.8, Exhibit VI-G Division Water Job Definitions and Lines of Progression to reflect changes primarily resulting from Letter Agreement 91-21, as well as LA-90-110 for the Meteorological Instrumentman. Further, as a result of our discussion with Mr. Darrel Mitchell, we propose to amend the line of progression for the Apprentice Water Systems Repairman to eliminate from the "Same or Higher" all journeymen references.

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 AND ELECTRIC COMPANY

By *[Signature]*  
Manager of Industrial Relations

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

*[Signature]*, 1991

By *[Signature]*  
Business Manager

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**JOB DEFINITIONS AND LINES OF PROGRESSION**

**DIVISION WATER DEPARTMENT**

**(Brown or Pink Books)**

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION WATER DEPARTMENT

1905 WATER TREATMENT PLANT OPERATOR

An employee who operates one or more full treatment water plants. Such employee operates all equipment, including pumps, filters, and controls; runs all laboratory control tests, except bacteriological; collects bacteriological samples; maintains plant records; performs minor maintenance duties and keeps buildings, grounds, and equipment in a clean and orderly manner. Is required to have a Waterworks Operator's Certificate, Grade II. Since this work may not require full-time services, the employee may also be required to work as a Water Serviceman.

Next Lower Classifications

Same or Higher Classifications

\*2069(2066) Water Systems Repairman  
(Helms) & (Un.)

\*0830 Water Systems Subforeman  
1905 Water Treatment Plant Operator

\*2070(2068) Water Systems Repairman &  
(Un.)

\*Applies only to employees who possess valid Waterworks Operator's Certificate, Grade II.

0830 WATER SYSTEMS SUBFOREMAN

An employee who is a working foreman in charge of a crew of two to five persons, excluding the working foreman, engaged in construction, maintenance, and repair of canals, tunnels, ditches, flumes, pipelines, services, reservoirs, dams, gates, roads, and other related facilities of the water systems; handles the cleaning of canals, ditches, and other bodies of water. May supervise a crew not to exceed ten employees, excluding the working foreman, performing unskilled work. Shall have the personal qualifications of leadership and supervisory ability, the qualifications of a Water Systems Repairman, and be familiar with Company's construction and safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

Same or Higher Classifications

1036 Meteorological Instrumentman  
\*1905 Water Treatment Plant Operator  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)

\*0830 Water Systems Subforeman

2070(2068) Water Systems Repairman  
& (Un.)

\*Provided employee has been a Water Systems Repairman and has successfully completed the Water Systems Repairman Training Program.

2069 WATER SYSTEMS REPAIRMAN (Helms)

A resident employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. Such employee drives trucks and operates mechanical equipment, such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. Must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools, and in the operation of mechanized equipment associated with this work. Increased technology and work practices may require use of computer when qualified. May be assigned other work of similar nature as the occasion requires including building maintenance of hydro facilities. The employee's background and experience and the successful completion of formal training must be such as to qualify the employee to perform this work with skill and efficiency.

In addition, when not engaged in any of the above work, the employee may also be required to assist other plant personnel in routine plant maintenance assignments. May also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Next Lower Classifications

2067 Appr. Water Systems Repairman

Same or Higher Classifications

0830 Water Systems Subforeman  
1036 Meteorological Instrumentman  
1905 Water Treatment Plant Oper.  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2070(2068) Water Systems Repairman  
& (Un.)

2070 WATER SYSTEMS REPAIRMAN

An employee who is engaged in the construction, maintenance, and repair of all types of Hydro water system structures and related facilities and equipment, including water collection and domestic water systems. Such employee drives trucks and operates mechanical equipment, such as sno-cat, tractor-grader, backhoe, loaders, excavators and all equipment for general hauling, bulldozing, road maintenance, excavation and other similar work. If required, must possess a Commercial Class A Driver's License and if qualified, may be assigned duties associated with a Blasting License, Tunnel Safety License and/or Treatment Plant Operator License. Must make welds and do general leveling with surveyor's level, as required, have general working knowledge of carpentry and concrete practices, have a good working knowledge of safe rigging practices, be proficient in the use of all types of hand and power tools, and in the operation of mechanized equipment associated with this work. Increased technology and work

2070 WATER SYSTEMS REPAIRMAN (cont'd)

practices may require use of a computer, when qualified. May be assigned other work of similar nature as the occasion requires including building maintenance of hydro facilities. The employee's background and experience and the successful completion of formal training must be such as to qualify the employee to perform this work with skill and efficiency.

Next Lower Classifications

2067 Appr. Water Systems Repairman

Same or Higher Classifications

0830 Water Systems Subforeman  
1036 Meteorological Instrumentman  
1905 Water Treatment Plant Oper.  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2070(2068) Water Systems Repairman  
& (Un.)

2067 APPRENTICE WATER SYSTEMS REPAIRMAN

An employee engaged in performing Water Systems Repairman work as an assistant to or under the general direction of a Repairman or other higher classified employee. In order to gain experience for advancement to Water System Repairman, such employee may work alone or under indirect supervision on jobs for which the employee has been trained and instructed. The employee's educational and general qualifications must be such that the employee is considered capable of attaining journeyman status.

Next Lower Classification

0418 Truck Driver  
0922 Utility Worker (Helms)  
0945 Utility Worker  
1898 Water System Operator  
1899 Utility Water System Operator  
(Spring Gap)

Same or Higher Classifications

1037 Asst. Meteorological  
Instrumentman  
1905 Water Treatment Plant Oper.  
2067 Appr. Water Systems Repairman

1898 WATER SYSTEM OPERATOR

An employee who cleans, patrols, maintains, makes minor repairs to and is responsible for the flow and level of water in canals, flumes, gates, tunnels, syphons, penstocks, gaging stations, canal alarms, spill channels, trash rakes, fish ladders, fish screens, dams, reservoirs and their appurtenant facilities and equipment. Inspects and operates such facilities as assigned. The employee shall maintain and install measuring devices and regulate diversions to customers. The employee is required to fly in a helicopter to perform the duties of the position. If qualified, may be assigned duties involving the need for any Commercial Drivers License. May also be required to operate and provide routine maintenance for water treatment systems (such as chlorination systems) and may be required to pass a Treatment Plant Operators test for State certification to operate such water treatment systems. Residency may also be required. May also be required to operate and provide routine maintenance for weather stations.

**1898 WATER SYSTEM OPERATOR (cont'd)**

In addition, when not engaged in any of the above work, the employee may also be required to assist other water personnel in routine maintenance assignments. May be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday.

**Next Lower Classifications**

0945 Utility Worker

**Same or Higher Classifications**

0418 Truck Driver  
0830 Water Systems Subforeman  
1898 Water System Operator  
1899 Utility Water System Operator  
(Spring Gap)  
1905 Water Treatment Plant Opr.  
2067 Appr. Water Systems Repairman  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2070(2068) Water Systems Repairman  
& (Un.)

**1899 UTILITY WATER SYSTEM OPERATOR (Spring Gap)**

An employee who performs the duties of a Water System Operator and in addition operates the Spring Gap Tram and patrols lines assigned.

**Next Lower Classifications**

0945 Utility Worker

**Same or Higher Classifications**

0418 Truck Driver  
0830 Water Systems Subforeman  
1898 Water System Operator  
1899 Utility Water System Operator  
(Spring Gap)  
1905 Water Treatment Plant Opr.  
2067 Appr. Water Systems Repairman  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2070(2068) Water Systems Repairman  
& (Un.)

**0418 TRUCK DRIVER**

An employee who drives a truck (other than a pickup truck) transporting persons, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

0418 TRUCK DRIVER (cont'd)

Next Lower Classifications

0945 Helper  
1898 Water System Operator  
1899 Utility Water System Operator  
(Spring Gap)

Same or Higher Classifications

0415 Truck Driver (G.C.)  
0416 Truck Driver (Materials)  
0417 Truck Driver (Electric)  
0418 Truck Driver (Water)  
0461 Heavy Truck Driver (G.C.)  
0462 Heavy Truck Driver (Materials)  
0463 Heavy Truck Driver (Electric)  
0464 Heavy Truck Driver (Water)  
0465 Heavy Truck Driver (Gas)  
0830 Water Systems Subforeman  
1905 Water Treatment Plant Operator  
2067 Appr. Water Systems Repairman  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2070(2068) Water Systems Repairman  
& (Un.)

0425 LIGHT TRUCK DRIVER (Temporary Assignment Only)

An employee who drives a station wagon or pickup truck transporting persons, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which such employee is assigned.

Next Lower Classifications

0945 Helper  
1898 Water System Operator  
1899 Utility Water System Operator  
(Spring Gap)

Same or Higher Classification

0945 HELPER

An employee whose principal duties consist of semiskilled work while assisting a higher classified employee; and, in addition, does such work as digging holes or ditches, clearing rights of way and handling tools and materials. When receiving the top rate of pay of such employee's classification, may be required to operate a boat on waterways for breaking ice. In addition, may be required to perform appropriate camp duties, including the hauling of camp materials and garbage, janitor work, gardening and helping in the boardinghouse.

Beginner's Classification.

## 0247 FIELD CLERK

An employee whose background and experience is such that the employee has a comprehensive knowledge of the operation and procedures of a general foreman's or foreman's office in the Water Department, and who performs the clerical work and assists 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; preparing reports; processing timecards, work orders, and GMs for the crews or for accounting purposes; and maintaining office files and records. The employee's duties may require that the employee work in the office, in a camp, or in the field.

### Next Lower Classifications

0265 Routine Hydro Clerk  
2662 Operating Clerk  
2664 Operating Clerk-Steno  
2667 Operating Clerk-Typist

### Same or Higher Classifications

0243 Senior Field Clerk (G.C.)  
0245 Routine Field Clerk (G.C.)  
0246 First Field Clerk (G.C.)  
0263 Senior Hydro Clerk  
0264 First Hydro Clerk  
0310 Senior Shop Clerk (G.C.)  
0313 First Shop Clerk (G.C.)  
2645 Senior Operating Clerk-Steno II  
2646 Senior Operating Clerk-Typist II  
2654 Senior Operating Clerk-Steno I  
2655 Senior Operating Clerk-Typist I  
2723 Senior Operating Clerk II  
2789 Senior Operating Clerk I

## 1036 METEOROLOGICAL INSTRUMENTMAN

An employee who, without direct supervision, is engaged in the installation, operation, and maintenance of equipment associated with the cloud seeding, precipitation, surface wind, temperature, and upper air sounding systems. Such employee routinely performs duties, such as installation and removal of silver iodide generator equipment and precipitation gauges; services and makes repairs to the equipment as required; adjusts and calibrates gauges and recorders; changes charts; and maintains records. During storm periods, operates the upper air sounding system, reducing data and submitting to the weather office. Is responsible for maintaining adequate supplies to operate the project and may be called on from time to time to perform special studies in the field, such as collecting snow replica slides.

In addition, may be required to perform other duties of a Water Systems Repairman and be assigned to work on Company's water facilities in the hydro development in the area to which assigned.



**1036 METEOROLOGICAL INSTRUMENTMAN (cont'd)**

**Next Lower Classifications**

1037 Assistant Meteorological  
Instrumentman  
2069(2066) Water System Repairman  
(Helms) & (Un.)  
2070(2068) Water System Repairman  
& (Un.)  
2073 Utility Water System Repairman

**Same or Higher Classification**

0830 Water Systems Subforeman  
1036 Meteorological Instrumentman

**1037 ASSISTANT METEOROLOGICAL INSTRUMENTMAN**

An employee who is engaged in performing a Meteorological Instrumentman's work as an assistant to or under the direction of a Meteorological Instrumentman. Without direct supervision, in the field, operates, adjusts, cleans, zeros and checks meteorological instruments for proper operation, and installs and calibrates rain gauges. In the shop, performs routine maintenance on these instruments without direct supervision.

**Next Lower Classifications**

0418 Truck Driver  
0464 Heavy Truck Driver  
0945 Helper  
1898 Water System Operator  
1899 Utility Water System Operator  
(Spring Gap)

**Same or Higher Classifications**

1036 Meteorological Instrumentman  
0830 Water Systems Subforeman  
1905 Water Treatment Plant Operator  
2067 Appr. Water Systems Repairman  
2069(2066) Water Systems Repairman  
(Helms) & (Un.)  
2070(2068) Water Systems Repairman  
& (Un.)