



# LETTER AGREEMENT NO. R3-98-37-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

RICK R. DOERING, MANAGER  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

April 12, 1999

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

Company proposes the following revisions to proposal to replace the October 1996 Gas System Maintenance/Gas System Operations Line of Progression (Exhibit VI-C) with the attached Gas System Maintenance & Technical Support and Gas System Operations Line of Progression dated August 1998. This revised Line of Progression has been proposed and recommended by joint Company-Union 94-53 Committee.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: \_\_\_\_\_

Rick R. Doering, Manager and  
Chief Negotiator

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

May 10 1999

By: \_\_\_\_\_

Jack McNally  
Business Manager

PACIFIC GAS & ELECTRIC COMPANY  
AND  
IBEW, LOCAL UNION 1245, AFL-CIO

**GAS SYSTEM MAINTENANCE & TECHNICAL SUPPORT  
GAS SYSTEM OPERATIONS**

JOB DEFINITIONS AND LINES OF PROGRESSION  
EXHIBIT VI-C, SECTION 600.4

Revised April, 1999  
Replaces Book Dated October, 1996

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## Attachment A

### GAS SYSTEM MAINTENANCE AND TECHNICAL SUPPORT

#### Maintenance and Operations

##### 2415 Gas Transmission Technician

##### 2423 Gas Transmission Technician - COGEN

An employee who without direct supervision installs, adjusts, tests, operates, and maintains telecommunication equipment and facilities that must be maintained in compliance with the rules and regulations as established by the FCC. In addition, a Gas Transmission Technician will possess the qualifications and may be assigned the duties of a Gas Control Technician. Employees background, training and experience must be such that these duties are performed with skill and efficiency.

##### Next Lower Classification

##### Same or Higher Classification

2242 (2449) Gas Control Technician -  
COGEN & (Un.)  
2435 (2436) Gas Control Technician -  
GSM & TS Un.)  
2438 Gas Control Technician I  
2439 Gas Control Technician II  
2443 Gas Control Technician I -  
COGEN  
2444 Gas Control Technician II -  
COGEN

2415 Gas Transmission Technician  
2423 Gas Transmission Technician -  
COGEN

##### 2435 Gas Control Technician - GSM & TS

##### 2442 Gas Control Technician - COGEN

An employee who is a journeyman and without direct supervision is engaged in the technology associated with the installation, adjusting, testing, operation, maintenance and repair of mechanical, pneumatic, electrical and electronic gas measurement, instrumentation and control systems and all other equipment appurtenant to the operation of gas facilities. Employee must be able to climb towers, masts and work at elevated heights. Employee may be required to act in a lead capacity, supervising the work of other employees in lower classifications engaged in this work. Employee may be required to work as an assistant to a Gas Transmission Technician to gain experience in the installation, adjusting, testing, operation, maintenance and repair of telecommunication equipment. Employees background of apprenticeship and experience shall be such that these duties are performed with skill and efficiency. May be able to install telephone instruments if trained and qualified.

**2435 Gas Control Technician - GSM & TS**  
**2442 Gas Control Technician - COGEN (Cont'd.)**

<u>Next Lower Classification</u>	<u>Same or Higher Classification</u>
2437 Appr. Gas Control Technician - GSM & TS	2415 Gas Transmission Technician
	2423 Gas Transmission Technician - COGEN
	2435 (2436) Gas Control Technician - GSM & TS (Un.)
	2438 Gas Control Technician I
	2439 Gas Control Technician II
	2442 (2449) Gas Control Technician - COGEN & (Un.)
	2443 Gas Control Technician I - COGEN
	2444 Gas Control Technician II - COGEN
	2448 Gas Control Technician (M&C)**

**\*\*Note:** 2448 Gas Control Technician - M&C (PIO) - retain Division M&C Line of Progression bidding rights. Upon successfully completing the Radio Systems skill block, the incumbent will be reclassified to a 2435 Gas Control Technician - GSM (having completed first skill block #7 towards Gas Transmission Technician).

**2438 Gas Control Technician I**  
**2443 Gas Control Technician I - COGEN**

A pay code for a classification who has completed a skill block for progression to next higher classification.

**2439 Gas Control Technician II**  
**2444 Gas Control Technician II - COGEN**

A pay code for a classification who has completed a skill block for progression to next higher classification.

**0825 Lead Transmission Mechanic**  
**0815 Lead Transmission Mechanic - COGEN**  
**2434 Lead Gas Control Technician**  
**2445 Lead Gas Control Technician - COGEN**  
**2416 Lead Gas Transmission Technician**  
**2424 Lead Gas Transmission Technician - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

If the major function of the job is related to a specific craft skill (i.e. installation, maintenance, repair and operation of gas transmission facilities for Transmission Mechanic or mechanical, pneumatic, electrical and electronic gas measurement for Gas Control Technician or telecommunication equipment for Gas Transmission Technician), and the lead classification is regularly required to perform that major craft function, the lead classification with the craft skill qualifications shall be utilized; otherwise, skill qualifications will not be considered.

A classification required to supervise four or more employees, including himself, will receive a five percent premium over the highest classification that is supervised.

The senior employee at the headquarters possessing the major skill function will be selected for the lead assignment.

**0824** **Lead Transmission Mechanic I**

**0816** **Lead Transmission Mechanic I - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

**0823** **Lead Transmission Mechanic II**

**0817** **Lead Transmission Mechanic II - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

**2440** **Lead Gas Control Technician I**

**2446** **Lead Gas Control Technician I - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification



**2441 Lead Gas Control Technician II**  
**2447 Lead Gas Control Technician II - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

**2437 Apprentice Gas Control Technician - GSM & TS**

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

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0047 Sr. Maintenance Assistant - COGEN	1245 Corrosion Mechanic
0046 Maintenance Assistant II - COGEN	1406 (1414) Transmission Mechanic & (Un.)
0048 Sr. Maintenance Assistant	1415 (1416) Transmission Mechanic - COGEN & (Un.)
0049 Maintenance Assistant II	1417 Transmission Mechanic I
0935 Utility Worker	1418 Transmission Mechanic II
1160 Maintenance Worker (PIO)	1420 Transmission Mechanic I - COGEN
1682 Operator Mechanic - COGEN	1421 Transmission Mechanic II - COGEN
1683 Operator Mechanic I - COGEN	1576 Gas Transmission Operator (PIO)
1684 Operator Mechanic II - COGEN	1577 Sr. Gas Transmission Operator (PIO)
1705 Operator Mechanic	1704 Sr. Operator Mechanic (PIO)
1707 Operator Mechanic II	1836 Gas Supply Coordinator (PIO)
1708 Operator Mechanic I	2437 Appr. Gas Control Technician GSM & TS

**Note:** 1) An employee desiring to enter the Apprenticeship must first pass the Apprentice Gas Control Technician Pre-qualification Examination.

2) Upon completion of Apprenticeship program, employee will be classified as 2435 Gas Control Technician.

**1440 Mechanic-Welder**

**1441 Mechanic-Welder - COGEN**

A journeyman engaged in oxy-acetylene and arc welding who is capable of performing any welding operation required by the Gas System Maintenance and Technical Support Department. In addition, perform the work of an Operator Mechanic and may perform any of the duties of a Transmission Mechanic for which an employee has been trained. May be required to act as a leadperson directing the work of three employees in classifications engaged in this work. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Next Lower Classifications

Same or Higher Classifications

1401	Appr. Transmission Mechanic	1365	M&C Mechanic
1402	Appr. Transmission Mechanic - COGEN	1406	(1414) Transmission Mechanic & (Un.)
		1415	(1416) Transmission Mechanic - COGEN & (Un.)
		1417	Transmission Mechanic I
		1418	Transmission Mechanic I I
		1420	Transmission Mechanic I - COGEN
		1421	Transmission Mechanic II - COGEN
		1440	Mechanic-Welder
		1441	Mechanic-Welder - COGEN

**1112 Machinist \***

A journeyman engaged in precision work with all types of machine tools. In addition, perform any of the work of a Transmission Mechanic for which an employee has been trained. Background of apprenticeship and experience will be such that an employee performs these duties with skill and efficiency.

\* Gas Supply employees in classification 1112 Machinist are considered as "Incumbent Only."

**1406 Transmission Mechanic**

**1415 Transmission Mechanic - COGEN**

A journeyman who, without direct supervision, installs, operates, tests, adjusts, repairs and maintains natural gas compressor station and gas transmission facilities including, but not limited to, servicing, calibrating and testing of gas measurement and regulation pneumatic and hydraulic control systems and devices. Perform overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench, hand and machine shop tools such as valve facers, drill presses, grinders, lathes, mills and is capable of doing shop and routine

**1406 Transmission Mechanic**

**1415 Transmission Mechanic - COGEN (Cont'd.)**

welding. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, may be required to perform the work of an Operator Mechanic. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

**Next Lower Classifications**

1401 Appr. Transmission Mechanic  
1402 Appr. Transmission Mechanic  
- COGEN

**Same or Higher Classifications**

1365 M&C Mechanic\*\*  
1406 (1414) Transmission Mechanic &  
(Un.)  
1415 (1416) Transmission Mechanic  
- COGEN & (Un.)\*  
1417 Transmission Mechanic I  
1418 Transmission Mechanic II  
1420 Transmission Mechanic I  
- COGEN  
1421 Transmission Mechanic II  
- COGEN

**Note:** \*The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training, the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electric generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.

\*\*1365 M&C Mechanic - retain Division M&C Line of Progression bidding rights. Upon successfully completing the electrical measurement and control skill block, electronic controls skill block, and electronic measurement skill block, the incumbent will be reclassified to a 2435 - Gas Control Technician - GSM & TS.

**1417 Transmission Mechanic I**

**1420 Transmission Mechanic I - COGEN**

A pay code for a classification who has completed a skill block for progression to next higher classification.

**1418 Transmission Mechanic II**

**1421 Transmission Mechanic II - COGEN**

A pay code for a classification who has completed a skill block for progression to next higher classification.

**1401 Apprentice Transmission Mechanic**

**1402 Apprentice Transmission Mechanic - COGEN**

An employee who is engaged in performing Transmission Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Transmission Mechanic, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's education and general qualifications must be such that an employee is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

0047 Sr. Maintenance Assistant  
- COGEN  
0046 Maintenance Assistant II  
- COGEN  
0048 Sr. Maintenance Assistant  
0049 Maintenance Assistant II  
0935 Utility Worker  
1160 Maintenance Worker (PIO)  
1682 Operator Mechanic - COGEN  
1683 Operator Mechanic I - COGEN  
1684 Operator Mechanic II - COGEN  
1705 Operator Mechanic  
1707 Operator Mechanic II  
1708 Operator Mechanic I

1245 Corrosion Mechanic  
1401 Appr. Transmission Mechanic  
1402 Appr. Transmission Mechanic -  
COGEN  
1576 Gas Transmission Operator (PIO)  
1577 Sr. Gas Transmission Operator  
(PIO)  
1704 Sr. Operator Mechanic (PIO)  
1836 Gas Supply Coordinator (PIO)

Note: Upon completion of Apprenticeship program employee will be classified as 1406 Transmission Mechanic.

An Operator Mechanic who was reclassified from a Pipe Line Mechanic and who was at the top rate of the classification or a Line Mechanic who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed at the 18-month step and will be credited with 18 months of classification seniority.

An Operator Mechanic who was reclassified from a Pipe Line Mechanic and who was at less than the top rate who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed in the apprentice rate at the wage step that an employee had attained in the Pipe Line Mechanic classification and will be credited with equivalent apprentice classification seniority.

**1245 Corrosion Mechanic\***

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining all types of corrosion control equipment and instrumentation, such as, but not limited to, rectifiers, anodes, insulated fittings, volt-ohmmeters, potentiometers, recorders, and inhibitor injection system. This work includes

**1245 Corrosion Mechanic\* (Cont'd.)**

performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules and to provide functional guidance on all of the above activities. May work along or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

\*Gas Supply employees in classification 1245 Corrosion Mechanic are considered as "Incumbent Only."

**1705 Operator-Mechanic**

**1682 Operator-Mechanic - COGEN**

A shift or straight day employee who is responsible for operating, maintaining and repair of all underground storage facilities, Compressor Station facilities, transmission lines and appurtenant facilities with or without supervision.

Operating and service duties include monitoring, taking reads from various meter and gauges, starting and stopping equipment. Shall have thorough knowledge of operating principles, equipment and operating procedures, safety rules and general operating orders. Shall be able to operate all facilities in automatic, semi-automatic and manual modes. Assists in training and instructing other employees in proper operating techniques. Maintenance duties include routine repair; greasing valves, cleaning separators, changing filters, service vehicles, repairing leaks, etc. and providing assistance as needed. Shall be able to operate heavy mechanical equipment such as tractors, bulldozers, backhoes, road graders and trucks. Will be able to make minor repairs on heavy equipment. Shall be able to do shop and routine welding. Shall be proficient in mark and locates and responding to USA's and air patrol calls. Assist in performing, testing and operating equipment. In addition, will be required to perform cleaning, painting and housekeeping duties, assist with material handling including relieving the material facility person. Performs paperwork, as needed in the facility.

**1705 Operator-Mechanic**  
**1682 Operator-Mechanic - COGEN (Cont'd.)**

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0046 Maintenance Assistant II - COGEN	1089 Utility Leadperson (PIO)
0047 Sr. Maintenance Assistant - COGEN	1160 Maintenance Worker (PIO)
0048 Sr. Maintenance Assistant	1401 Appr. Transmission Mechanic
0049 Maintenance Assistant II	1402 Appr. Transmission Mechanic - COGEN
0935 Utility Worker	1406 (1414) Transmission Mechanic & (Un.)
	1415 (1416) Transmission Mechanic - COGEN & (Un.)
	1417 Transmission Mechanic I
	1418 Transmission Mechanic II
	1420 Transmission Mechanic I - COGEN
	1421 Transmission Mechanic II - COGEN
	1576 Gas Transmission Operation (PIO)
	1577 Sr. Gas Transmission Operator (PIO)
	1682 Operator-Mechanic - COGEN
	1683 Operator Mechanic I - COGEN
	1684 Operator Mechanic II - COGEN
	1704 Sr. Operator-Mechanic (PIO)
	1705 Operator-Mechanic
	1707 Operator Mechanic II
	1708 Operator Mechanic I

**Testing:** The following tests are required to enter this classification by new hires and employees designated as Same or Higher classifications:

1. Clerical Pre-Employment Test
2. Typing - 25 w.p.m.
3. Arithmetic Computation Test (ACT)\*

\* Employees hired into the classification will be required to take the ACT at the end of their second month. Should the employee fail, re-tests will be given not less than 30 days following failure. A maximum of two re-tests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.

Hours of Work:

May be assigned the same work hours and workdays as maintenance employees at the headquarters when not required for shift operations.

**Relief Operator-Mechanic**

A shift employee who stands shifts as assigned, relieving other Operator-Mechanics and performs all the duties of the Operator-Mechanic position.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

**1708 Operator Mechanic I**

**1683 Operator Mechanic I - COGEN**

A pay code for a classification who has completed a skill block for progression to next higher classification.

**1707 Operator Mechanic II**

**1684 Operator Mechanic II - COGEN**

A pay code for a classification who has completed a skill block for progression to next higher classification.

**1704 Senior Operator-Mechanic (PIO)**

A shift employee who, without direct supervision, is responsible for the underground storage facility. Shall have the qualifications of an Operator-Mechanic and direct and supervise the work of the Operator-Mechanic. Shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating and maintenance duties, assists in training and instructing other employees in proper operating techniques. A regular Senior or upgraded Senior will be on shift at all times at the underground storage facilities where normal operation requires more than one Operator-Mechanic per shift.

**Relief Senior Operator-Mechanic**

A shift employee who stand shifts, as assigned, relieving Senior Operator-Mechanics or Operator-Mechanics and performs all of the duties of the Senior Operator-Mechanic and Operator-Mechanic positions.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

## **Relief Operator**

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Relief Operator may be required to assume the hours of work of a non-shift employee provided that 1) an employee is notified of the change from shift to non-shift hours by 5:00 p.m., or an employee's quitting time, whichever is later, on the day before such change is made, and 2) an employee is assigned to work with a maintenance crew, or 3) an employee is assigned to work with a non-shift employee at a location other than an employee's headquarters.

- 1574 Lead Senior Gas Transmission Operator**
- 1685 Lead Operator Mechanic - Cogen**
- 1702 Lead Senior Operator Mechanic**
- 1706 Lead Operator Mechanic**
- Relief Lead Senior Gas Transmission Operator**
- Relief Lead Senior Operator Mechanic**

Temporary classification when assigned to supervise 4 or more employees including themselves.

If the major function of the job is related to a specific craft skill (i.e. operating, maintaining and repair of all underground storage facilities, compressor station facilities, transmission lines and appurtenant facilities), and the lead classification is regularly required to perform that major craft function, the lead classification with the craft skill qualifications shall be utilized; otherwise, skill qualifications will not be considered.

A classification required to supervise four or more employees, including himself, will receive a five percent premium over the highest classification that is supervised.

The senior employee at the headquarters possessing the major skill function will be selected for the lead assignment.

- 1709 Lead Operator Mechanic I**
- 1686 Lead Operator Mechanic I - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.

- 1703 Lead Operator Mechanic II**
- 1687 Lead Operator Mechanic II - COGEN**

Temporary classification when assigned to supervise 4 or more employees including themselves.

A pay code for a classification who has completed a skill block for progression to next higher classification.



**1089 Utility Leadperson - Topock (PIO)**

An employee, subordinate to a non-bargaining unit supervisor, who is in charge of office procedures, shipping, receiving, dispersing and salvaging of material. An employee who is headquartered at a materials service point which is physically removed from the Materials Distribution Center. In the above situation, shall be able to use a typewriter or data terminal and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane) and any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between facilities or to a job site. Further, this classification will be assigned duties normally associated with both Utility Worker and clerical work. Shall be able to transport supplies, materials or equipment in a pick-up truck or a passenger car and, in addition, function as a Maintenance Assistance/Materials Handler. Must meet the entry requirements of a Materials Handler.

**0048 Senior Maintenance Assistant**

**0047 Senior Maintenance Assistant - COGEN**

A classification which may be required to supervise up to three employees, including themselves. This employee will be responsible for providing clerical support for the hazardous waste monitoring program. (Note: The intent of this agreement is not to replace the Environmental Monitor Special Skill Block with a Senior Maintenance Assistant.) This position will also be responsible for the duties performed by a Maintenance Assistant II classification, which include the following clerical duties:

- budget monitoring (i.e., SAP, TP, 457 reports, DCMS);
- computer applications (i.e., JTM, PSRS, ACCESS, EASY+, Electronic Metering, OLEC, Word Processing, Spreadsheets, PLM, SMS);
- coordinating contracts;
- permits and vendor contacts;
- handles the petty cash system;
- general typing, answering phones, and maintaining office files;
- compiling manuals, making meeting arrangements, ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- bill processing (i.e., FIS, Processing Job Orders Fleet Management/Monitoring, and Invoice Processing).

In addition to the foregoing, will be responsible for the following materials functions such as shipping, receiving, dispersal, salvage, processing materials requisitions, forklift operation and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and, in addition, functions as 0935 Utility Worker - GSM & TS as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance; vehicle cleaning; fire extinguisher maintenance; weed abatement; first aid kit and eye wash inventory; tool operation; and, mail delivery.

**Next Lower Classifications**

**Same or Higher Classifications**

0046 Maintenance Assistant II -  
COGEN  
0049 Maintenance Assistant II

0047 Sr. Maintenance Assistant  
- COGEN  
0048 Sr. Maintenance Assistant

**Note:** For an employee to hold this classification, they must have held the top rate of the Maintenance Assistant II classification for 6 months and have successfully passed the following proficiency examinations:

- Budget Monitoring
- Computer Proficiency Test
- Environmental Training Program

Should the employee fail any of these examinations, re-test will be given not less than 30 days following failure. A maximum of 2 re-tests will be given upon request. If an employee does not successfully complete these proficiency examinations, they will remain in the Maintenance Assistant II classification.

**0049 Maintenance Assistant II**  
**0046 Maintenance Assistant II - COGEN**

An employee who, without direct supervision, performs the following clerical duties:

- budget monitoring (i.e., SAP, TP, 457 reports, DCMS);
- computer applications (i.e. JTM, PSRS, ACCESS, EASY +, Electronic Metering, OLEC, Word Processing, Spreadsheets, PLM, SMS);
- coordinating contracts, permits and vendor contacts;
- handles the petty cash system;
- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- bill processing (i.e., FIS, Processing Job Orders, Fleet Management/Monitoring, and Invoice Processing).

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935 Utility Worker - GSM & TS as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

**Next Lower Classifications**

0057 Maintenance Assistant I  
0058 Maintenance Assistant I -  
COGEN

**Same or Higher Classifications**

0046 Maintenance Assistant II -  
COGEN  
0047 Sr. Maintenance Assistant -  
COGEN  
0048 Sr. Maintenance Assistant  
0049 Maintenance Assistant II

Note For an employee to hold this classification, they must have held the Maintenance Assistant I classification rate for 18 months or held the top pay step for 6 months. Will automatically progress to next higher classification (Senior Maintenance Assistant) after six months at top rate of classification and successful completion of appropriate training program.

**0057 Maintenance Assistant I**

**0058 Maintenance Assistant I - COGEN**

An employee who, without direct supervision, performs the following clerical duties:

- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- computer applications (i.e., Word Processing, Spreadsheets, PSRS, PLM, SMS, and other computer training);
- bill processing (i.e., FIS, Processing Job Orders, Fleet Management/Monitoring, and Invoice Processing).

Employees will receive training on petty cash system and BSRP.

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935 Utility Worker - GSM & TS as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Beginner's Classification.

Will automatically progress to Maintenance Assistant II classification after six months at top rate of classification.

Pre-employment Requirements:

- Clerical Pre-employment Test
- Physical Pre-employment Test
- 25 w.p.m. Typing Test

**0935 Utility Worker - GSM & TS**

An employee whose main duties consists of semi-skilled work, such as Utility Worker for journeyman or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision.

Beginner's classification.

**1577 Senior Gas Transmission Operator (PIO)**

A shift employee who is responsible for the Compressor Station and other transmission facilities within the jurisdiction of the District, including the compressor units and auxiliary equipment. Shall have qualifications to direct and supervise the work of the Gas Transmission Operator. Shall present supervisory skills, and a thorough knowledge of operating principles, equipment operating procedures, safety rules and general operating orders. In conjunction with an employee's operating duties, directs and assists in cleaning of equipment and the area around such equipment, assists in training and instructing other employees in proper operating techniques and may be required to perform minor maintenance work for which an employee is qualified. A regular Senior or upgrade Senior will be on a shift at all times.

**Relief Senior Gas Transmission Operator (PIO)**

A shift employee who stands shifts, as assigned, relieving any operating classification in the compressor plant and who is responsible for the performance of all of the duties of the classification an employee is relieving. In addition, may be required to perform maintenance work for which an employee is qualified; perform cleaning duties in and about the compressor station; assist in performing tests on operating equipment; assist in training and instructing other employees in proper operating techniques; and perform clerical work in the Supervisor's Office and to perform materials duties, including relieving the Materials Facility person.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

Note: When a Sr. GTO successfully completes the agreed to Operator-Mechanic (OM) Consolidated Job Duties they will be reclassified to an Operator Mechanic and will retain their Sr. GTO rate of pay.

**1576 Gas Transmission Operator (PIO)**

A shift employee who, under the direct or indirect supervision of a Senior Gas Transmission Operator, operates, monitors and services auxiliary equipment, operates compressor units as assigned, reads and logs figures from various meters and gauges, performs minor maintenance work and is required to do necessary cleaning.

Beginner's classification.

Note: When a GTO successfully completes the agreed to Operator-Mechanic (OM) Consolidated Job Duties they will be reclassified to an Operator Mechanic and will retain their GTO rate of pay.

## **GAS SYSTEMS OPERATIONS**

### **1587 Gas System Operator**

A shift employee who is responsible for the operation of transmission and distribution systems and facilities. The operator provides this service to divisions, power plants, major industries, the Gas System Maintenance & Technical Support Department (including underground storage facilities) and other gas utilization facilities. The operator ensures safety, security and continuity of service by monitoring gas supplies, equipment performance, and pipeline/facility conditions and by performing appropriate operations, adjustments, or recommendations for PG&E supervision or for System Gas Control. The operator is responsible for all station routing changes using SCADA and manual and automatic valves in conjunction with pneumatic and electronically controlled computer based control systems and compressors.

#### Specific Duties

Compiles and generates reports using computer equipment and software. Updates various logs as required by PG&E standard practices to maintain CPUC compliance. Monitors maintenance activities involving gas routing based on new/non-routine and standard/routine job clearances. Takes appropriate action in emergency situations, including emergency personnel "callouts". Manages all base radio communications, telephone and PC logging activities and takes appropriate action when necessary. Monitors and processes data pertaining to gas operations such as, but not limited to, gas quality and SCADA. Assists in operator training for new and existing operators. May perform work at remote locations to monitor and operate gas facilities.

#### Next Lower Classifications

1588 Gas Operator-in-Training

#### Same or Higher Classifications

1587 Gas System Operator

#### **Relief Gas System Operator**

Will be required to perform all duties listed above for a Gas System Operator. In addition, will fill a Relief designation as outlined in Titles 202, 205 and 208 - Utilization of Relief Shift Employees. May be required to perform associated clerical duties, including payroll.

**1588 Gas System Operator-in-Training**

A shift employee who is engaged in performing Gas System Operator work as an assistant to, and under the direct supervision of, a Gas System Operator. The first six months will consists of a formalized training program that will include SCADA training, computer training, and on the job training at the assigned headquarters. Oral and written examinations will be administered to monitor performance in the Operator Training Program. During this formal training period, the GSOIT will be required to learn and successfully demonstrate that each duty of the Gas System Operator position can be performed. After successful completion of the six month formalized training, the GSOIT will continue the program with on the job training and development. After eighteen months and demonstration of all aspects of the training program, the GSOIT will be advanced to the Gas System Operator position.

Beginner's classification.

**Gas Supply Business Unit**  
**Title 8/21 Joint Recommendation**  
**June 23, 1995**

During Title 8 negotiations between Gas Supply management and the IBEW, it was agreed that employment and job security were key issues for the Union while cost reduction and work flexibility were critical items for the Company. To this end, both Company and Union have agreed to enter a Productivity Enhancement Agreement, which is structured to ensure that Gas Supply and its employees are positioned to compete successfully in the competitive marketplace.

The Company and Union agree to work in partnership to reduce costs, maintain or improve system reliability, and support an environment in which safety is not compromised.

With approval of this proposal, both the IBEW and Company agree that the terms and conditions outlined here apply only to the business and represented employees of Gas Supply and not to any other areas of PG&E. Company and Union stipulate that this Agreement will not be used as precedent or interpretation of any provision affecting other areas of the Company's operations. Further, the parties commit that this Agreement will not be used in any current or future arbitration cases applying to other business units exclusive of interpretations arising out of this agreement.

Gas Supply Business Unit  
Skill Based Progression/Training Ad Hoc  
Joint Recommendation  
July 5, 1995

During Title 8 negotiations between Gas Supply management and the IBEW, it was agreed that an Ad Hoc Committee would be formed to deal with training and apprenticeship issues associated with the line of progression and job description proposed in the Title 8 Joint Recommendation dated June 23, 1995.

The Ad Hoc Committee has met and as a team developed this recommendation to address these issues.



**Company and Union's understanding on the procedure to reduce operational cost for Gas System Maintenance:**

**Skill Based Progression/Training Ad Hoc  
Terms of Agreement**

1. All employees will be allowed to progress to the level that their initiative and skills enable them to achieve.
2. Skill blocks (SB's) must be passed in sequence.
3. Before an individual can proceed to next progression SB above their base classification, they must be able to perform all of the duties of their base classification.
4. The Company will provide all training necessary for an individual to perform all of the duties in their base classification.
5. The Company will provide a training library and all consumable books for the academic training.
6. The academic training may be done on the individual's personal time.
7. The Company will provide the centralized and on-the-job training that is associated with each SB.
8. Once an individual starts an SB, they have one year to complete that SB. If an individual is not able to complete that SB in this time frame, they must submit a request for a time extension to their supervisor for consideration by the Peer Review Committee.
9. The Peer Review Committee is to be named on an annual basis by the GSBU LA-94-53 Committee. Compensation for this task is as discussed in the Special SB section.
10. Balance of training and testing associated with this Agreement is ongoing.

**1998 Wages - Gas System Maintenance & Technical Support**

<i>Class Code</i>	<i>Job Classification</i>	<i>1998 Salary Start</i>	<i>End of: 6 months</i>	<i>End of: 1 Year</i>	<i>End of: 18 mths.</i>	<i>End of: 2 years</i>	<i>Skill Blocks Completed</i>	<i>Weekly \$ Inc</i>	<i>Skill Block Knowledge</i>
<b>1705</b>	<b>Operator Mechanic</b>	\$ 809.35	\$ 817.95	\$ 841.90	\$ 860.30	\$ 931.40		Base Job	
1708	Operator Mechanic I					\$ 950.65	1	\$19.25	Station Facilities
1707	Operator Mechanic II					\$ 969.90	2	\$19.25	Trans Facilities
1706	Operator Mechanic (Lead)					\$ 978.00		Base + 5%	Temp Upg Rate
1709	Operator Mechanic I (Lead)					\$ 997.25	1	\$19.25	Station Facilities
1703	Operator Mechanic II (Lead)					\$ 1,016.50	2	\$19.25	Trans Facilities
<b>1406</b>	<b>Transmission Mechanic</b>	\$1,008.30					3	Base Job	Pneumatic Reg & Cnt
1417	Transmission Mechanic I	\$1,025.85					4	\$17.55	Electric Meas & Ctrl
1418	Transmission Mechanic II	\$1,043.40					5	\$17.55	Electronic Controls
0825	Lead Trans Mechanic	\$1,078.35		\$1,102.75					Temp Upg Rate
0824	Lead Trans Mechanic I	\$1,085.75		\$1,110.15			4	\$7.40	Electric Meas & Ctrl
0823	Lead Trans Mechanic II	\$1,093.15		\$1,117.55			5	\$7.40	Electronic Controls
<b>2435</b>	<b>Gas Control Tech</b>	\$1,078.35					6	Base Job	Elect Measurement
2438	Gas Control Tech I	\$1,086.50					7	\$8.15	Radio Systems
2439	Gas Control Tech II	\$1,094.65					8	\$8.15	Voice Systems
2434	Gas Control Tech (Lead)	\$1,132.30						Base + 5%	Temp Upg Rate
2440	Gas Control Tech I (Lead)	\$1,140.45					7	\$8.15	Radio Systems
2441	Gas Control Tech II (Lead)	\$1,148.60					8	\$8.15	Voice Systems
<b>2415</b>	<b>Gas Trans Tech</b>	\$1,110.95					9	Base Job	Data Systems
2416	Gas Trans Tech (Lead)	\$1,160.65					9		Temp Upg Rate

**1998 Wages - Gas System Maintenance & Technical Support**

<i>Class Code</i>	<i>Job Classification</i>	<i>1998 Salary Start</i>	<i>End of: 6 months</i>	<i>End of: 1 Year</i>	<i>End of: 18 mths.</i>	<i>End of: 2 years</i>	<i>Skill Blocks Completed</i>	<i>Weekly \$ Inc</i>	<i>Skill Block Knowledge</i>
<b>COGEN POSITIONS</b>									
<b>1682</b>	<b>Operator Mechanic</b>	\$841.75	\$850.70	\$875.60	\$894.75	\$ 968.70			Base Job
1683	Operator Mechanic I					\$ 987.95	1	\$19.25	Station Facilities
1684	Operator Mechanic II					\$1,007.20	2	\$19.25	Trans Facilities
1685	Operator Mechanic (Lead)					\$1,017.15		Base + 5%	Temp Upg Rate
1686	Operator Mechanic I (Lead)					\$1,036.40	1	\$19.25	Station Facilities
1687	Operator Mechanic II (Lead)					\$1,055.65	2	\$19.25	Trans Facilities
<b>1415</b>	<b>Transmission Mechanic</b>	\$1,048.65					3	Base Job	Pneumatic Reg & Cnt
1420	Transmission Mechanic I	\$1,066.20					4	\$17.55	Electric Meas & Ctrl
1421	Transmission Mechanic II	\$1,083.75					5	\$17.55	Electronic Controls
0815	Lead Trans Mechanic	\$1,121.50		\$1,146.90					Temp Upg Rate
0816	Lead Trans Mechanic I	\$1,128.90		\$1,154.30			4	\$7.40	Electric Meas & Ctrl
0817	Lead Trans Mechanic II	\$1,136.30		\$1,161.70			5	\$7.40	Electronic Controls
<b>2442</b>	<b>Gas Control Tech</b>	\$1,121.50					6	Base Job	Elect Measurement
2443	Gas Control Tech I	\$1,129.65					7	\$8.15	Radio Systems
2444	Gas Control Tech II	\$1,137.80					8	\$8.15	Voice Systems
2445	Gas Control Tech (Lead)	\$1,177.60						Base + 5%	Temp Upg Rate
2446	Gas Control Tech I (Lead)	\$1,185.75					7	\$8.15	Radio Systems
2447	Gas Control Tech II (Lead)	\$1,193.90					8	\$8.15	Voice Systems
<b>2423</b>	<b>Gas Trans Tech</b>	\$1,155.40					9	Base Job	Data Systems
2424	Gas Trans Tech (Lead)	\$1,270.10					9		Temp Upg Rate

**1998 Wages - Gas System Maintenance & Technical Support**

<i>Class Code</i>	<i>Job Classification</i>	<i>1998 Salary Start</i>	<i>End of: 6 months</i>	<i>End of: 1 Year</i>	<i>End of: 18 mths</i>	<i>End of: 2 years</i>	<i>Skill Blocks Completed</i>	<i>Weekly \$ Inc</i>	<i>Skill Block Knowledge</i>
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**Pay progression for Maintenance Assistant Classification.**

0057	Maintenance Assistant I	\$581.45	\$654.65	\$727.55					Entry Classification
0049	Maintenance Assistant II	\$800.65	\$841.90	\$884.90					Automatic Progression
0048	Sr Maintenance Assistant	\$923.45							Pass Skill Assessment

**Pay progression for Maintenance Assistant Classification - Cogen.**

0058	Maintenance Assistant I	\$604.75	\$680.85	\$756.65					Entry Classification
0046	Maintenance Assistant II	\$832.70	\$875.60	\$920.30					Automatic Progression
0047	Sr Maintenance Assistant	\$960.40							Pass Skill Assessment

**New Positions to Add.**

1574	Sr GTO (Lead)	\$1,074.60		\$1,124.30				Base + 5%	Temp Upg Rate
1702	Sr Operator Mechanic (Lead)	\$1,012.15		\$1,057.40				Base + 5%	Temp Upg Rate

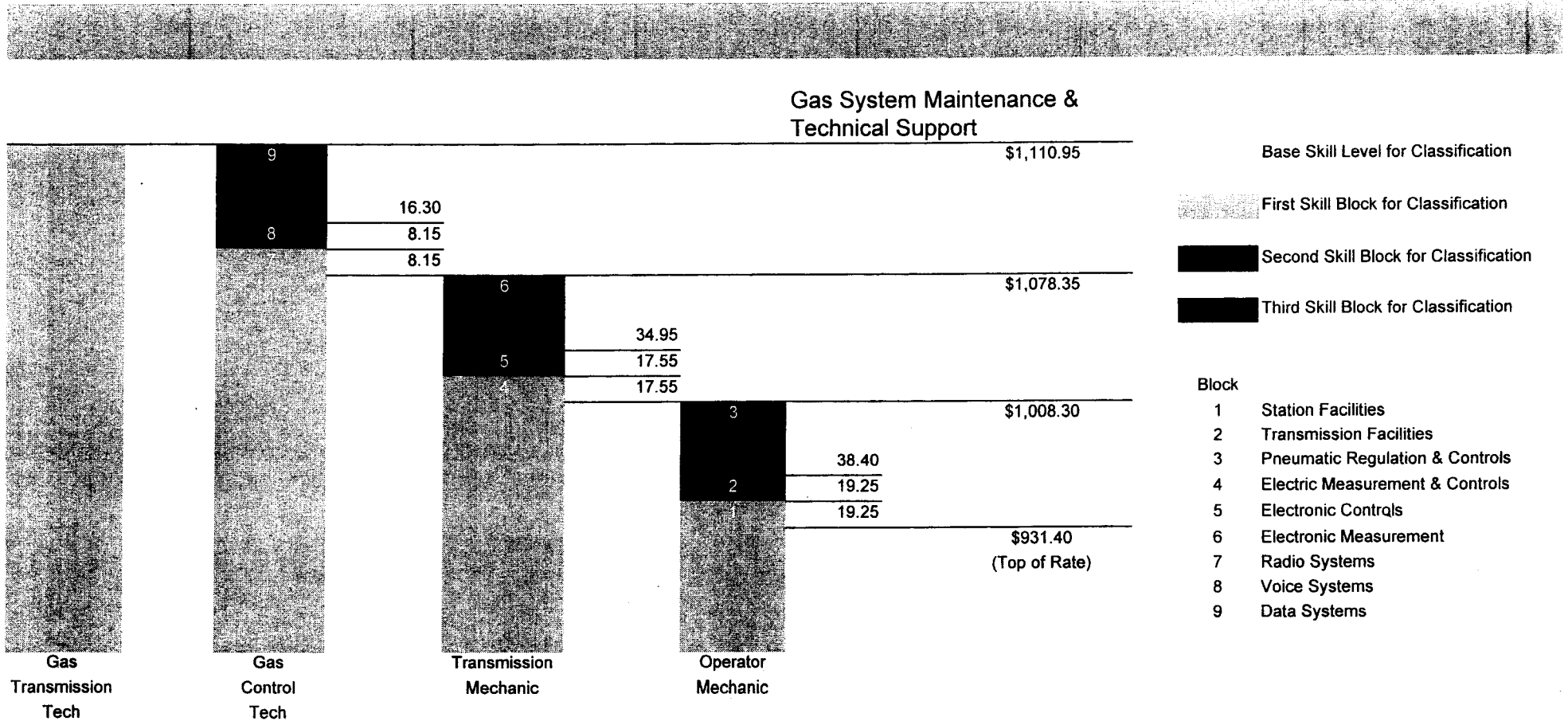
**Special Skill Blocks.**

Certified Welder	\$37.00	Weekly	Premium Pay
Engine Analyst	\$49.00	Weekly	Premium Pay
Environmental Monitor	\$48.00	Weekly	Lump Sum - Annual
Peer Review Committee	\$20.00	Weekly	Lump Sum - Annual
First Aid Instructor	\$20.00	Weekly	Lump Sum - Annual

# GAS SYSTEM MAINTENANCE & TECHNICAL SUPPORT

## Skill Based Progression

### Career Progress Chart 1998 Wages



Base Skill Level for Classification

First Skill Block for Classification

Second Skill Block for Classification

Third Skill Block for Classification

**Block**

- 1 Station Facilities
- 2 Transmission Facilities
- 3 Pneumatic Regulation & Controls
- 4 Electric Measurement & Controls
- 5 Electronic Controls
- 6 Electronic Measurement
- 7 Radio Systems
- 8 Voice Systems
- 9 Data Systems

Base pay rates were taken from the Agreement between the IBEW 1245 and PG&E, dated effective January 1, 1997, pages 153,156,157 and 159. All calculations were rounded off to the higher \$0.05. Since steps one and two are 25% the remainder at the third step is slightly less than 50%.

**Skill Based Progression/Training Ad Hoc**  
**Special Skill Blocks**

The following Special Skill Blocks (SSBs) are to be compensated as premium pay:

**Certified Welder (> 20% SMYS)**

Compensation: \$37.00/week

Minimum: Yard Specific  
Maximum: Yard Specific

1. All training is to be completed by the employee on their own time.
2. Testing is to be performed by the Company.
3. Placing will be by seniority.

**Engine Analyst**

Compensation: \$49.00/week

Minimum: 2  
Maximum: 4

1. All training is given by the Company.
2. Testing is to be performed by the Company  
1 - Initial Screen Test; 2 - Advanced Test)
3. Placing will be by seniority.

The following Special Skill Blocks (SSBs) are to be compensated on a lump sum basis annually (as bonus pay):

**Hazardous Waste Monitor**

Compensation: \$48.00/week

Minimum: Yard Specific  
Maximum: Yard Specific

1. All training is to be given by the Company for individuals that initially hold this SSB.
2. Testing is to be performed by the Company for individuals that initially hold this SSB.
3. Placing will be by seniority and may be changed annually.
4. The only other SSB that can be held in conjunction with this SSB is the Certified Welder SSB.

**Peer Review and Training Advisor**

Compensation: \$20.00/week

Minimum: GSBU LA-94-53 Committee Decision  
Maximum: GSBU LA-94-53 Committee Decision

1. All training is to be given by the Company.
2. Testing is to be performed by the Company.
3. Placing will be made on a selection basis by the GSBU LA-94-53 Committee. The term is set at one year.

**First Aid Instructor**

Compensation: \$20.00/week

Minimum: GSBU LA-94-53 Committee Decision

Maximum: GSBU LA-94-53 Committee Decision

1. All training is to be completed by the employee on their own time.
2. Qualification is to be by Red Cross Certification or equivalent.
3. Employee is given one week of preparation time per year.
4. Placing will be made on a selection basis by the GSBU LA-94-53 Committee. The term is set at one year.

### **Miscellaneous Job Definitions To Include The Following**

1. Classifications in one line of progression, and clarify job descriptions.
2. All classifications may be required to act as a leadman directing the work of up to three employees, including Job definitions in Exhibit VI-C (Gas System Maintenance & Technical Support) of the Physical Agreement are modified, to put all himself, in/or below their classification.
3. A classification required to supervise four or more employees, including himself, will receive a five percent premium over the highest classification that is supervised. These positions will be filled by the most senior qualified employee.
4. All classifications will be required to perform job duties below their classification for which they are qualified. Pay will remain at current pay rate.
5. All classifications will assist in training.
6. If Operator Mechanic is required to possess CDL, they will be paid in accordance with LA 92-28-PGE.
7. The Company shall be required to have a Senior Operator Mechanic / Senior Gas Transmission Operator, when two operators are on shift until January 1, 1996.
8. Maintenance Assistant / Operating Clerk, Union commits to address this subject matter after the current 206/19 activities are complete.

### **Clarification on Technology**

Technology will be defined as advancements or enhancements to the methods, procedures or equipment required to accomplish the tasks outlined in the job descriptions. Training will be provided from time to time to assure maximum benefit from such advancements/enhancements.

Changes in technology that significantly increase the complexity and skill level required to perform the tasks outlined in the job descriptions will be subject to future bargaining between the company and IBEW.

### **Clarification of Subsection 205.4 and 205.5**

Subsections 205.4(g) and 205.5(h) of the contract provide for the cancellation of bids made by employees who change classification. The computerized job bidding system considers any skill block progression as a change of classification and cancels all prebids and transfers on file. Employees covered by this line of progression who desire to keep their prebids or transfers active must resubmit the bids or transfers in accordance with Title 205.



# LETTER AGREEMENT

## No. 92-28-PGE

March 3, 1992

Mr. Jack McNally  
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

Pursuant to Letter of Agreement No. 90-113-PGE Paragraph K, the Company is exercising its option to apply identical provisions to the Pipe Line Operations organization.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 to the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit 1) that may be applied on a headquarters-by-headquarters basis to all Pipe Line Operations non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department. At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial drivers license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to modify the number of commercial driver's licenses to be established at a headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Should it become necessary to fill the vacancy under the provisions of Section 205.7 (i.e., no volunteer at headquarters), the Company will use the prebid list for the base classification.

Once the number of position requiring a commercial drivers license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the driver's license. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification, Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner. with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, Company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.
- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By: /s/ RONALD L. BAILEY  
Manager - 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

June 1, 1992

By: /s/ JACK McNALLY  
Business Manager

**EXHIBIT I**

**COMMERCIAL DRIVER'S LICENSE ADDENDUM**

In addition to the other specific duties of present classification held, the following work is performed.

Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

# LETTER AGREEMENT

## No. R3-91-145-PGE

May 8, 1 992

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

Pursuant to Section 205.19 of the Physical Agreement, Company proposes to transfer and reclassify, as noted in Attachment 1, thirty-five IBEW employees from, its Distribution Business Unit (DBU) to its Gas Supply Business Unit (GSBU) effective June 1, 1992.

This transfer involves Gas Control Technicians, Appr. M&C Mechanics, M&C Mechanics, Orifice Metermen, Field Metermen, a Lead Compressor Mechanic and Compressor Mechanics classifications which do not currently exist in the Gas Supply Business Unit.

Nineteen of the positions would be transferred from Rio Vista (Area Fourteen, Bidding Unit 5, Demotion Unit 4),

Four of the positions would be transferred from Orland (Area Fifteen, Bidding Unit 6, Demotion Unit 4),

Eleven of the positions would be transferred from Meridian (Area Sixteen, Bidding Unit 7, Demotion Unit 4), and

One of the positions would be transferred from French Camp (Area Twenty, Bidding Unit 10, Demotion Unit 5).

Company is not proposing any physical relocation of these employees.

### TRAINING

In order to permanently reclassify the employees involved, Company proposes that they be required to successfully complete the training requirements listed in Attachments 2 and 3. Company agrees to provide onsite assistance for employees covered by this Letter of Agreement while they are attending Basic Electricity and Basic Electronics. Employees electing to utilize all or part of the Basic Math 7 training Modules will be given the necessary time during regular work hours to complete the program. Employees listed in Attachment 1 will not be charged with previous failures of the Basic Electricity or Basic Electronics Courses.

In those cases where an employee is to be placed in an Apprentices program, the proposed step is noted in Attachment 1 (subject to approval by the Joint Apprenticeship Committee.)

Employees electing to pursue the Apprentice Gas Control Mechanic program must meet the normal requirements to enter the Apprenticeship. If an Orifice Meterman, Field Meterman or Apprentice M & C Mechanic covered by this letter of agreement fails to meet the Standards of Achievement for progression in the Apprentice Gas Control Mechanic Program then he/she will be reclassified as follows:

1. Apprentice M & C Mechanics

If the employee passes all three Gas Schools: Primary, Secondary, and Tertiary but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program.

2. Orifice Metermen

If the employee passes all of the Gas Schools but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program.

3. Field Metermen

If the employee passes all of the Gas Schools but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program. If the employee only passes the Primary School, he/she will be reclassified as an Orifice Meterman.(PIO).

Journeymen (M&C Mechanics, Gas Control Techs, Compressor Mechanics, and the Lead Compressor Mechanic) will be provisionally awarded the new classifications until they meet the requirements outlined in Attachments 2 and 3. If a Gas Control Tech, Compressor Mechanic or Lead Compressor Mechanic does not successfully complete the training requirements he/she will revert back to his/her prior DBU classification. If a M&C Mechanic passes Basic Electricity but is unable to pass Basic Electronics and Basic Climbing after attempting, then he/she will be reclassified as a Gas Control Technician (PIO). If a M&C Mechanic is unable to pass Basic Electricity then he will revert back to a M&C Mechanic. M&C Mechanics with unassigned status will no longer be considered unassigned as of the effective date of this agreement.

Time spent in the Appr. Gas Control Mechanic Program will be credited towards the time required to complete the Appr. M&C Mechanic Program and current Appr M&C's will receive documentation to demonstrate their completion of the Appr. M&C Mechanic Program as if they were still in the apprenticeship program. Documentation will also be sent to the employee's 701 file

**ELECTION OF LINE OF PROGRESSION**

Company proposes that those employees listed in Attachment 1 (except for the Maintenance Assistants and Walt Williams), who as a result of the reorganization are transferred from DBU to Pipe Line Operations, be given an opportunity to elect their line of progression i.e. maintain a line of progression into DBU or fully accept their new identity as Pipe Line Operations employees and the associated bidding demotion rights applicable under Titles 205 and 206.

Such employees will be given three options and must make their election NO LATER THAN JUNE 1, 1992 using the attached election form. (Attachment 4) If an employee does not complete and return the election form he will automatically default to Option 2

**OPTION 1**

Employees who choose to retain their Title 205/206 rights in the Division Gas Measurement and Control Line of Progression and choose not to go through the additional training will retain their current classification (PIO) and rate of pay. They will be 'B' bidders for positions within their current DBU Bidding Unit and 'C' bidders to positions within Pipeline Operations. Their demotion rights under Title 206 will be within the Gas Measurement and Control Line of Progression.

**OPTION 2**

Employees who choose to retain their Title 205/206 rights in the Division Gas Measurement and Control Line of Progression and choose to go through the additional training will be reclassified on a provisional basis as per Attachment 1 and will receive the applicable rate of pay. Should the employee not successfully complete the additional training by December 31, 1994\* the employee will be reclassified as detailed on page 2 and receive the applicable rate of pay. Irregardless of whether he successfully completes the training or not, the employee's 'B' bidding rights will be to positions within their current DBU Bidding Unit and he will have "D" bidding rights to Pipe Line Operations positions. Demotion rights under Title 206 will be within the Division Gas Measurement and Control Line of Progression.

**OPTION 3**

Employees who choose to accept their new identity as Pipe Line Operations employees will be reclassified on a provisional basis as per Attachment 1 and will receive the applicable rate of pay. If the employee successfully completes the training, the employee's provisional status will be removed and his "B" bidding rights will be to positions within Pipe Line Operations Technical or Transmission Maintenance depending on his classification. His demotion rights under Title 206 will be within Pipe Line Operations

If the employee is not able to successfully complete the additional training by December 31, 1994\* then he will be reclassified as detailed on page 2 and receive the applicable rate of pay. At that point, his "B" bidding rights will revert to Division Gas Measurement and Control positions and he will have "D" bidding rights to Pipe Line Operations positions. Demotion rights under Title 206 will be within the Division Gas Measurement and Control Line of Progression.

Employees who elect to retain Title 205/206 rights in the Division Gas Measurement and Control line of progression can only reverse that election through the bidding procedure, i.e., bid into a Pipe Line Operations classification and be awarded a vacancy under Subsection 205.7(d) or through the transfer procedure.

Elections to retain Title 205/206 rights in the Division Gas Measurement and Control line of progression attach to the incumbent NOT the position

\*If for some reason the Company is unable to provide sufficient classes for the employees to be able to complete the requirements by December 31, 1994: the employees will not be negatively impacted.

**TITLE 206**

If a lack of work occurs in Division Gas Measurement and Control then the Pipeline employee who has retained his DBU classification in the Measurement and Control line of Progression WILL be considered in determining the least senior employee in Gas Measurement and Control. The affected incumbent would then exercise Title 206 rights based on his election of being in the Division Measurement and Control line of progression.

However, if a lack of work occurs in Pipe Line Operations Transmission Maintenance then only those employees who are holding Pipe Line Operations classifications WILL be considered in determining the least senior employee. The incumbent then exercises Title 206 rights based on their election of being in the Division Gas Measurement and Control or Pipe Line Operations line of progression.

**LINE OF PROGRESSION MODIFICATIONS**

Company proposes to modify the current Pipe Line Operations Transmission Maintenance Line of Progression by creating four new classifications

- 1251 Apprentice Technical Compressor Mechanic
- 1250 Unassigned Technical Compressor Mechanic
- 1249 Technical Compressor Mechanic
- 1246 Lead Technical Compressor Mechanic

(Attachment 5)

In addition, Company proposes to modify the current Division Gas Measurement and Control Line of Progression to provide an avenue for the Compressor Mechanics to move into the Gas Control Technician and Measurement and Control Mechanic positions. (Attachment 6)



**BIDDING RIGHTS**

Company proposes that existing A, B, and C bidders to the DBU positions listed in Attachment 1 retain their current rights until the list has been exhausted. A list of the existing A, B, and C bidders as of May 1, 1992 will be frozen. However, these employees must maintain their bids on file to retain the grandfathering status afforded by this agreement. Bids will be accepted from these employees but they must enter the PLO line of progression. Once the frozen list has been exhausted the vacancies will be filled in the normal manner. Once the election process has occurred, only those Pipe Line positions filled with DBU classifications (PIO) will be open to employees on the frozen list.

When a vacancy occurs in one of these positions the senior bidder on the frozen list will be contacted and informed that the job he had a bid on file for has been reclassified to a Pipe Line Operations classification and there are additional training requirements associated with holding the classification. The employee must then decide if he/she wishes to exercise the bid under those conditions and if the employee says no, they will be removed from the frozen bid list. The Company must continue to offer the position to the remaining employees on the list. If all employees turn the position down, the list will be considered exhausted and the Company can then fill the position and all future vacancies in its normal manner. If a position listed in Attachment 1 becomes vacant, and it was formerly filled by an employee holding a Pipe Line Classification, irregardless of the 205/206 rights the employee had elected, it shall be filled from the normal prebid list (not the frozen list).

**TRANSITION PERIOD**

Company proposes that until the parties complete negotiations on the revised Lines of Progression and Job Definitions for Pipe Line Operations that the employees covered by this agreement will continue to perform the work that they have performed as Field Metermen and Orifice Metermen i.e. mark and locate, pipe to soils, aerial patrol, and leak surveys, etc.

**RETITLE**

Company proposes to change the title of Pipe Line Operations currently in Exhibits III, IV, VII, IX, X and the supplements to Titles 205 and 206 of the Physical Agreement; and Title 2 and the supplements to Titles 18 and 19 of the Clerical Agreement to reflect its new title, Gas Transmission and Storage. There will be absolutely no effect on bidding rights of the IBEW employees already assigned to PLO. (On January 1, 1990, PLO was reorganized into Northern Pipeline Operations, Southern Pipeline Operations and Gas Production and Storage. Each of these departments is included in the proposed bidding unit of Transmission and Storage).

**GRIEVANCE SETTLEMENT**

Grievances #11-164-91-2, #11-165-91-3 and #11-166-91-4 regarding the use of Maintenance Assistants and the reclassification of a vacant compressor mechanic position to a gas control mechanic are settled upon signing of this agreement and the individuals involved will not participate in the election process since the grievants knowingly accepted positions in Pipe Line Operations.

Company and Union agree that if the grievances regarding the performance of Gas Control Tech work by non-Gas Control Techs is resolved in the Union's favor, that the affected employees, covered by this letter of agreement will participate in any back wages agreed to in the settlement, as appropriate.

**88-104**

The associated floor numbers will be transferred from the respective divisions to Pipe Line Operations effective June 1, 1992.

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: /s/ Ronald L. Bailey  
Manager Industrial Relations

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

LOCAL UNION 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS,  
AFL-CIO

June 1, 1992

By: /s/ Jack McNally  
Business Manager

HQ	LAST NAME	FIRST NAME	CURRENT CLASSIFICATION	CURRENT STEP	CURRENT WAGE	PROPOSED CLASS	PROPOSED STEP	PROPOSED WAGE	FINAL WAGE
Mer	Stewart	Bob	Gas Control Tech	Jrn	\$875.25	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Blevins	Jim	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Ollar	Bruce	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Rogers	Matt	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Jurkiewicz	Jim	M/C Mech-Unsgd	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Clement	Debbie	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
Mer	Higgins	Dianne	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
Mer	Abella	Dennis	Orifice MMan		\$747.60	Gas Control Mech	24Mnth*	\$747.60	\$881.45
Mer	Martin	Lenny	Orifice MMan		\$747.60	Gas Control Mech	24Mnth*	\$747.60	\$881.45
Mer	Saldivar	Eloy	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Spratt	Gordon	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Villalpando	Joe	Orifice MMan		\$747.60	Gas Control Mech	Jrn	\$857.65	\$881.45
Mer	Watson	Bob	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Ori	Ramirez	Mark	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Ori	Thall	Mike	M/C Mech	Appr	\$767.30	Gas Control Mech	30 Mnth*	\$767.30	\$881.45
Ori	Matousek	Chuck	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Ori	Rossi	John	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45

\* Placement and wage rate subject to approval of Joint Apprenticeship Committee

HQ	LAST NAME	FIRST NAME	CURRENT CLASSIFICATION	CURRENT STEP	CURRENT WAGE	PROPOSED CLASS	PROPOSED STEP	PROPOSED WAGE	FINAL WAGE
FC	Williams	Walt	Gas Control Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
FC	Vacant **		M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
FC	Vacant ##		Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Nielsen	Frank	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Penick	Jerry	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Spainhower	Brad	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Vacant		Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Schmaljohann	Gene	Comp Mech -Unsgd	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Ohleyer	Ken	Corrosion Mech		\$818.55	Corrosion Mech		\$818.55	\$818.55
RV	De Flores	Jack	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Guerra	Geno	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Larsen	Carl	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Marcantelli	Rich	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Tiemeyer	Bill	Field MMan		\$709.35	Gas Control Mech	18 Mnth	\$709.35	\$881.45
RV	Claar	Cliff	Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Bennet	Dan	Gas Control Tech	Jrn	\$875.25	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Cox	John	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Dana	George	M/C Mech	Appr	\$767.30	Gas Control Mech	30 Mnth*	\$767.30	\$881.45
RV	Greenwood	Ron	M/C Mech-Unsgd	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Joerke	Delaine	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	McGovern	Bill	M/C Mech	Jrn	\$857.65	Gas Control mech	Jrn	\$881.45	\$881.45
RV	Alioto	Pam	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
RV	De Flores	Grace	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
RV	Blattler	Rhoda	Operating Clerk		\$721.45	Maintenance Asst.		\$723.35	\$723.35
RV	Thompson	Tom	Orifice MMan		\$747.60	Gas Control Mech	Jrn	\$857.65	\$881.45

- Placement and Wage rate subject to approval by Joint Apprenticeship Committee
- \*\* The vacant M&C Mechanic will be filled via Title 206 from the Stockton yard.
- ## The vacant Gas Control Mechanic position in French Camp will be filled through the current bid list.

TRAINING REQUIREMENTS FOR  
RECLASSIFICATION TO  
GAS CONTROL MECHANIC

CURRENT DBU CLASSIFICATIONS

CLASSES

Gas Control Technician

Basic Electricity  
Basic Electronics  
Climbing School

Measurement & Control Mech,

Basic Electricity\*  
Basic Electronics  
Climbing School

Orifice Meterman

Secondary Gas School\*\*  
Tertiary Gas School\*\*

Basic Electricity  
Basic Electronics  
Climbing School

Field Meterman

Primary Gas School\*\*\*  
Secondary Gas School\*\*  
Tertiary Gas School\*\*

Basic Electricity  
Basic Electronics  
Climbing School

\*If a journeyman Measurement & Control Mechanic passes Basic Electricity but fails to pass Basic Electronics and Climbing School after attempting, then he will be reclassified as a Gas Control Technician.

\*\*If the employee passes all of the Gas Schools but fails to complete the Gas Control Mechanic Schools he will be provisionally reclassified as a Measurement & Control Mechanic until completion of the entire M&C Apprenticeship Program.

\*\*\*If the employee only passes the Primary School he will be reclassified as an Orifice Meterman.

TRAINING REQUIREMENTS FOR  
RECLASSIFICATION TO  
TECHNICAL COMPRESSOR MECHANIC'  
AND  
LEAD TECHNICAL COMPRESSOR MECHANIC

CURRENT DBU CLASSIFICATIONS

Compressor Mechanics

Lead Compressor Mechanic

CLASSES

Basic Electricity  
Basic Electronics  
Climbing School

Basic Electricity  
Basic Electronics  
Climbing School

**Line of Progression Election Form  
For Employees Affected By Letter of Agreement R3-91-145**

\_\_\_\_\_  
(Employee's Name)

In accordance with the provisions of Letter of Agreement #R3-91-145 your position has been reclassified from a Division Gas Measurement and Control classification to a Pipe Line Operations classification. The provisions of the Letter of Agreement allow you to have a one time opportunity to elect your preference to retain Title 205/206 rights in the Division Gas Measurement and Control Line of Progression or assume Title 205/206 rights in the Pipe Line Transmission or Technical Maintenance Lines of Progression. You must make this election by June 1, 1992.

I wish to retain my Title 205, 206 rights in the Division Gas Measurement and Control Line of Progression. I understand that this election may deny me upgrades to temporary vacancies in Pipe Line Transmission and Technical Maintenance classifications as a Subsection 205.7(b) bidder. I also understand that I can only reverse this election through the bidding/transfer procedure.

I elect to assume Title 205/20 rights in the Pipe Line Transmission or Technical Maintenance Line of Progression. I understand that this election may deny me upgrades to temporary vacancies in the Division Gas Measurement and Control Department.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

PIPE LINE OPERATIONS DEPARTMENT

TRANSMISSION MAINTENANCE

REVISED 4/17/92

Company Proposal April 17, 1992

1246 LEAD TECHNICAL COMPRESSOR MECHANIC

An employee who may perform the duties of a Technical Compressor Mechanic and who, under general guidance, provides technical, operational, supervisory or other assistance as directed, for two or more other employees within the compressor group.

Next Lower Classification

1249 Technical Comp. Mech.

Same or Higher Classification

1246 Lead Technical Comp. Mech.

1249 TECHNICAL COMPRESSOR MECHANIC

An employee who, without direct supervision installs, operates, tests, adjusts, repairs and maintains natural gas compressors and appurtenant station facilities including, but not limited to, servicing, calibrating and testing of pneumatic, electronic, hydraulic and electrical control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, has the qualifications of, and may be required to perform the duties of a Gas Control Mechanic. May be required to work as a leadman directing the work of one other employee.

Next Lower Classification

1251 Appr. Tech Comp. Mech.

Same or Higher Classification

1249 (1250) Technical Comp.  
Mech. & (Un)

1246 Lead Tech. Comp. Mech.



1251 APPRENTICE TECHNICAL COMPRESSOR MECHANIC

An employee who is engaged in performing the duties of a Technical Compressor Mechanic as an assistant to, or under the direction of a journeyman. In order to gain experience for advancement to a Technical Compressor Mechanic the employee may be required to work alone or under indirect supervision on jobs for which employee has been trained and instructed. Maintains files, records and schedules.

Next Lower Classification

Same or Higher Classification

1406 Transmission Mechanic

1249 (1250) Tech. Comp. Mech.  
& (Un.)

1251 Appr. Tech. Comp. Mech.

DIVISION GAS MEASUREMENT AND CONTROL  
Revised 4/3/92

Company Proposal April 6, 1992

2410 GAS CONTROL TECHNICIAN

An employee who, without direct supervision, installs, checks, adjusts, operates and maintains all gas supervisory and remote control equipment including pneumatic and electronic controls, computers and their associated equipment. He may be required to act as a leadman, supervising the work of other employees in lower classifications engaged in this work. His back ground of training, education and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

\*0640 Light Crew Foreman  
1244 Compressor Mechanic  
(Rio Vista only)  
1365 (1366) Measurement &  
Control Mechanic & (Un.)

Same of Higher Classifications

0644 Technical Subforeman A (G.C. Gas)  
0645 Technical Subforeman B (G.C. Gas)  
1247 Lead Compressor Mech  
(Rio Vista Only)  
2405 Gas Technician (G. C.)  
2410 Gas Control Technician

- An employee in East Bay or San Francisco Division, who, on June 30, 1966 was classified as a Light Crew Foreman (0640) and who is qualified to perform the duties of the Measurement and Control Mechanic (1365) classification, shall be entitled to preferential consideration on bids to Gas Control Technician (2410) and to Measurement and Control Mechanic under Subsection 205.7(b) or the Agreement.

1365 MEASUREMENT AND CONTROL MECHANIC

An employee who is a journeyman and who is engaged in the installation, operation, and maintenance of all types of gas measurement, control and treating equipment in gas collection, transmission, storage and distribution systems, such as meters and regulators used for purchase, sale, and operation purposes, all types of pneumatic controllers and their associated control valves, pneumatic transducers and computers, and all types of telemetering equipment (excluding microwave circuits) where the basic circuitry does not include transistors.

He may be required to measure the output of electronic transducers (not including calibration adjustments) in connection with his regular work at a station. To gain experience for advancement to Gas Control Technician, he may be required to work under supervision on basic circuitry having transistors and perform calibration adjustments on electric transducers for which he has been trained and instructed. He may be required to operate and maintain a propane-air plant. He calculates Btu and specific gravity of gas mixtures and sizes orifice plates including ratio controllers and adjusts equipment for required Btu and gravity control. He performs pressure control operations during shutdowns for repair or tie-in of distribution mains and transmission lines. He may be required to weld, if qualified. May work alone or with the assistance of one other employee. May also work with a third employee without upgrade in a lower classification where the man is necessary for guarding manhole or vault openings or for flagging traffic. During pressure control operations, may provide functional assistance or guidance to crews involved. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency

Next Lower Classification

1368 Appr. Measurement &  
Control Mechanic

Same or Higher Classification

0644 Technical Subforeman A (G.C. Gas)  
0645 Technical Subforeman B (G.C. Gas)  
1244 Compressor Mechanic  
1247 Lead Compressor Mechanic  
1365 (1366) Measurement & Control  
Mechanic (Un.)  
2405 Gas Technician (G. C.)  
2410 Gas Control Technician

# LETTER AGREEMENT

## NO. 95-80-PGE

June 20, 1995

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Currently, employees are required to have their license in hand by the vacancy control date, for positions requiring a commercial driver's license.

The Company has established a procedure whereby employees may attend 40 hours of classroom and hands on training at the Livermore Training Center to qualify for a commercial driver's license. Because the school can only accommodate four students a week there is a significant delay for employees in obtaining their license.

Company is therefore proposing, pursuant to Section 205.19, to award vacancies requiring a commercial driver's license, pending successful completion of the school (including the DL170 test by Company tester) and/or license certification. In order to be considered for a pending award the employee must already have passed the physical examination and have obtained the Department of Motor Vehicle's permit for a commercial driver's license.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman  
Director and Chief Negotiator

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

July 7, 1995

By: s/Jack McNally  
Business Manager

Questions and Answers  
from Gas System Maintenance / Gas System Operations  
LA 94-53 Committee

1. *Can an employee be required to attend training and show proficiency in an area that is above his classification?*  
**No**
2. *Can an employee be required to attend training and show proficiency in an area that is below his classification?*  
**Yes**
3. *What is the pass percentage for academic testing?*  
**Passing score for classification pre-qualification tests will be 70% and closed book. Passing scores for the remaining academic tests will be 75% and open book tests.**
4. *How will monetary compensation for the Special Skill Blocks (SSB) be paid?*  
**The Welder and Engine Analyst SSBs will be included in the employees bi-weekly pay check. The remaining SSBs will be paid as a lump sum payment at the end of each year.**
5. *What are the special job duties of an employee with the Environmental Monitor Skill Block that differentiate the employee from a GSM employee with normal environmental and hazardous materials training?*  
**All employees are responsible for environmental issues. The Environmental Monitor, in addition, is required to complete manifests, have specific computer skills, obtain/maintain permits, and oversees the local districts environmental compliance program.**
6. *If I fail a Skill Block, how many retries do I have?*  
**The original tests plus two retakes.**
7. *What classifications will require a demonstration of skills in order to progress to the next higher classification?*  
**Operator-Mechanic, Transmission Mechanic and Gas Control Technician**
8. *Can the Skill Block test be challenged if I already possess the necessary knowledge?*  
**Yes, the academic test can be challenged, but the Skill Blocks still need to be completed in sequence.**