

"Mitch" Is Back!



Mitch is welcomed back by Business Representatives Jim McMullan, left, and Ron Reynolds.

YOUR *Business Manager's* COLUMN

Some thoughts as we begin bargaining

By RONALD T. WEAKLEY

Proposals for contract improvements have been delivered to our largest employer, the Pacific Gas & Electric Company. Our letter of notice is found on pages 1-6 of this issue. PG&E's letter of notice regarding the Company's desires for revision is also reproduced. Both documents should be carefully reviewed by all members of Local 1245 who work for PG&E.

This exchange triggers the formal collective bargaining process

although both Union and Company negotiators have been working for months to prepare for the opening shot.

Thousands of dollars have already been spent by both sides just to ready our respective programs. Many more thousands of dollars and a tremendous number of man-hours will be spent before a satisfactory conclusion is reached which is acceptable to both management executives and our membership.

This expenditure has no direct relationship to the cost of our final settlement which will run into millions of dollars and which will compound into many more millions for years to come.

Local 1245's General Negotiating Committee will be led by your **Business Manager**, who has many years of experience in this process of working out solutions to problems which stem from natural

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Local 1245 and PG&E exchange bargaining proposals

Union's proposals

March 15, 1966

Pacific Gas & Electric Company
245 Market Street
San Francisco, California
Attention Mr. V. J. Thompson, Manager of Industrial Relations

Gentlemen:

In accordance with the Letter Agreement between Union and Company, executed September 8, 1965, which changed the date of submission of proposals by both parties to March 15, 1966, and pursuant to the other provisions of Section 500.2 of the collective bargaining Agreement of September 1, 1952, as amended, between the Pacific Gas and Electric Company and Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, covering the physical employees' unit, the undersigned on behalf of the Union herein gives notice of the Union's desire to negotiate amendments to said Agreement.

The undersigned on behalf of the Union likewise herein gives notice in accordance with the above-noted Letter Agreement, and pursuant to Section 24.2(a) of the Agreement of July 1, 1953, as amended, between the Pacific Gas and Electric Company and Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO, covering the clerical employees' unit, of the Union's desire to negotiate amendments to said Agreement.

Due to various factors present, we believe a certain amount of clearing of the air is needed before either side submits specific

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Company's proposals

March 15, 1966

Local Union 1245, International Brotherhood
of Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Pursuant to our letter of agreement dated July 26, 1965, the Company gives this notice under Section 500.2 of the Physical Agreement and Section 24.2(a) of the clerical Agreement of its desire to amend such Agreements, effective July 1, 1966.

Initial amendments to the respective Agreements as proposed by the Company are attached to this letter and cover the following subjects:

Physical Agreement

- Equal opportunity clause.
- School and training expense provisions.
- Addition to Section 202.17.
- Job bidding and promotion.
- Load Dispatcher, Division Operator and Distribution Operator classifications.
- Electric Transmission and Distribution job definitions and lines of progression.

Clerical Agreement

- Equal opportunity clause.
- Temporary upgrades.
- ACDS—Customer Service Clerk.

In addition to the foregoing the Company has a number of items which it desires to introduce in the various Sub-Committee meetings for discussion and which could lead to amendments to the Agreements.

Counter proposals to any Union proposed amendments to the two Agreements will be given by the Company at a later date.

Confirming recent arrangements between Company and Un-

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Please mail change of address to 1918 Grove St., Oakland, Calif. 94612

(Name) (Address) (City) (State) (Zip Code)

Some thoughts as we begin bargaining

By RONALD T. WEAKLEY

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differences of opinion, philosophy and economic viewpoint, and which regulate the acceptance or rejection of each party's proposals.

Our Union's negotiating teams are made up of experienced, responsible and competent people, whose top spokesman at the bargaining table will be Senior Assistant Business Manager **L. L. Mitchell**, recognized by many in labor, management and government, as a top-flight negotiator.

Mitch will be flanked by Assistant Business Manager **Dan McPeak**, veteran negotiator and contract administrator, who will keep the record and handle our membership communication process.

Ron Fields, Union's General Negotiating Committee Chairman, heads up the employee group which took the program set forth by the membership, the Advisory Council and the Executive Board and hammered out our basic set of 1966 proposals. He and his fellow employee Committee members will run the show within the confines provided by Executive Board policy.

Mitch and Dan and I will do the "pro" work. Together, all of us will blend our 1966 effort into one which is an immediate charge of responsibility for many thousands of members and their families, and one which has always been considered a sacred and honorable endeavor to serve those we are privileged to represent.

A new technique is being utilized in 1966. We have a number of Sub-committees. Their function is to act in an advisory capacity and they will serve to make certain that departmental problems are properly considered during the show in the "big tent", where "pork chop" issues are the main order of business.

We're adequately prepared to do the job at the negotiating level and at the Union policy level. We shall do our best to keep the lines of communication open and operating between the negotiating level and the working membership level.

We expect, however, that some problems will develop with respect to our communication program. The reason for this is lack of adequate membership education at the job level regarding the true process of collective bargaining.

A large number of our members weren't even on the payroll when we negotiated our settlement in 1963—the first year of our current three-year Agreements. In fact,

some of them weren't even born when we negotiated our first contract years ago.

This portion of our membership should learn this year what goes on and I hope they learn it right and remember it well. Unfortunately, we have some people around who still don't seem to understand some of the absolutes and some of the practicalities of the whole ball of wax called negotiations, despite the fact that they have been on the scene for some time.

Just to demand, doesn't get the job done. The word "bargain" means just that and the employer expects to get something out of the deal besides simply falling dead and yielding to the pressures of the organization of their employees. How much we get and how much the employer gets is the job for the negotiators on both sides who must come up with a satisfactory answer acceptable to their respective principals.

The "old hands" in our membership who have seen progress made, step by step, over the years, from a truly bad situation to a relatively good situation, don't need any education on this matter. They have "been there" and their story is worth listening to for those who "weren't there".

Rumors, fabrications and outright lies get into circulation during negotiations. Some people who should know better, pass such things on to others and in doing so, perform a disservice to their committees, their Union, their fellow members and themselves.

Let's knock off that "baby talk". Let's look at the maturity factor of 25 years of progress and make it work for us in 1966. We have a tough enough job on our hands this year without spending a lot of time correcting "phony baloney" on the job.

Another negative element always springs up during negotiations. This group is composed of the "summer soldiers" who desert the regiment when membership responsibility gets too hot for them. In order to try to justify their weakness, they seek listeners and followers and urge desertion during the so-called "withdrawal period", when their fellow workers are engaged in the most critical stage of the operation.

The elected leadership of this Union and the great majority of its members are sick and tired of the "blackmail" threats of these insipient free-riders and it may as well

Guidelines—For Whom?

President Johnson's strength is unquestioned but his judgment is not infallible. The most recent case in point is his 3.2% wage increase "guideline".

Whether the President likes it or not, the working people of the U.S.A. won't buy this accommodation to some of the big profiteers who seek to wrap the Flag around their present affluent position with the powerful help of the White House.

3.2 beer was never popular with working people and 3.2 wage increase limits are equally unpopular and equally arbitrary. Free choice of beer strength as well as free choice of wage levels are the proper business of those who operate in a free market in a free society.

The shadow of Vietnam is cast over the Nation as almost 10% of the Federal budget goes toward the maintenance of the President's commitment in Asia. The populace grows restless and apprehensive as the conflict drags on and on. Our economy is being strained and our sons are spilling their blood on distant shores.

Congress wavers as the "hawks" and the "doves" assess the temper of the voters and give the President an almost blank check to do as he sees fit in the present conflict.

We have given formal support to President Johnson through a resolution adopted by the duly elected officers of Local 1245 regarding his general objectives in Southeast Asia. We have not rescinded that resolution, nor do we intend to do so because of a serious difference of opinion concerning one of his domestic policies.

However, a false assessment of a National problem—that of what reasonable share of the fruits of production should accrue to the benefit of wage earners—makes us uneasy regarding other Presidential assessments of other problems, both foreign and domestic.

Perhaps we should pay closer attention to those who dwell in the halls of Congress at the pleasure of the citizenry. The majority of them are up for reelection this year and they should be made to account for their seeming abandonment of the fundamental responsibilities which are vested in the Legislative Branch under the provisions of the U. S. Constitution.

The Congress and only the Congress can declare a state of war. The Congress and only the Congress should place restraints on the movement of a free economy which includes free collective bargaining and the sanctity of its results.

President Johnson has a tough job on his hands. So do many working people who have families to support, bills to pay, and a right to a fair share of corporate and National wealth. The "guidelines" do nothing to improve the working man's share of this Nation's wealth.

If the "consensus" which is sought by President Johnson on the issue of his foreign policy is to be firm ed up, we respectfully suggest that he avoid making a 3.2% "guideline" apply only to those who provide the brains and muscle on the job and not equally to those who handle the capital and reap the larger benefit during wars and "police actions".

Our Local Union is only a part of Labor. It does not profess to be a bellwether of worker opinion but it does speak its piece through this publication.

We say that we will take our lumps if the National security factor properly requires our protective sacrifice.

We also say that we see no good reason to buy the so-called 3.2 "guideline" and we have no intention of doing so unless we are forced by the law of the land. Even then, if the profiteers are not made to share the burden equally, we shall do our utmost to change the law of the land through every legal means at our disposal.

be said here and now that any such potential deserters can put in their orders for their anti-union uniforms. We'll give them free passage into the ranks of the free-riders who dwell in caves of selfishness and indifference to the responsibilities of citizenship in our industrial society.

This year, at the least, we fully intend to seal off these caves of selfishness. "Blackmail", through threats of defection by those who do not possess the moral courage to respect, much less understand, the needs of the industry, their fellow workers, or even their own needs, must be stopped.

The employer has no real respect for these deserters. In fact,

we have been so advised by employer representatives right over the bargaining table.

Now to something more positive. I speak of the interests of the thousands of competent employees of PG&E who are also loyal Union members and good industrial citizens.

To all of them I say: stand with the principles and the history of Local 1245. Keep your investment going for you in terms of compounding past, present and future benefits derived from organizational unity and responsible Union democracy.

I am joined with all of the elected leaders of Local 1245 in
(continued on page three)

Local 1245 and PG&E exchange bargaining proposals

Union's proposals

(continued from page one)

proposals or takes a predetermined position on certain matters which we feel require some adjustment this year. Some of these factors are:

1. The continuing backlog of unresolved grievance issues.
2. The rapid and continuous changes occurring in materials, equipment, work processes and technology.
3. The disturbed National and International economic and political climate.
4. Results of bargaining sessions in other companies within the utility industry.

These and other factors have tended to increase disputes under the current Agreement; magnified differences of opinion; stimulated desire for change and obscured solutions to these problems during our last Contract term. We believe these particular matters presented in general terms might provide an atmosphere more conducive to joint problem solving than if we made specific and absolute proposals at this time. We have, therefore, divided our subject matter into three segments, and they are attached as:

- PART I Proposals now being submitted as specific and definite changes desired.
- PART II A statement of the general objective being sought and a number of changes or ideas which separately, or in combination, would assist in providing the means to the objective. (In general, the change is not sought for what it produces but for what it may provide in attainment of the objective.)
- PART III Problems which require discussions and exploration of cause, effect and scope before making specific proposals.

Under Part I, the general Negotiating Committees should need no assistance in defining or clarifying the issues. However, those items under Parts II and III will require considerable discussion. We are hopeful that much of the discussion of issues and problems along with exploration of effects of possible answers on jointly selected issues can be expedited by use of advisory or sub-committee groups. We believe that under the direction of the general Negotiating Committee members, these groups can provide a useful function in providing detail not otherwise available to the general Committee. With the participation of these field specialists, we believe recommendations by the separate parties to their respective negotiating committees will do much to im-

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YOUR *Business Manager's* COLUMN

By RONALD T. WEAKLEY

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saying loud and clear that so long as we have membership support, we shall continue to make the progress which has distinguished this organization over the past 25 years. Our Union is one of the finest combinations of human effort and responsibility to an industry and its service consumers which has ever appeared and survived on the American scene.

One of the greatest attributes accruing to our system of government is the manner in which thousands of free men and free women who work in a basic industry, can cope with the problems of living peacefully together with industrial leaders and as they do so, make that effort produce a better deal for the workers, the stockholders, the consumers and the general public through what we call collective bargaining.

The showcase of production in

the foregoing sense is being unveiled for the first time to the younger members of Local 1245 who will be the Union and Company leaders of tomorrow.

Let us conduct our present labor-management operations in a manner which will earn the honest approval of our youth because if we fail to do so, the youth will make some drastic changes.

Those who may be irked by this "sermon", can rest assured that this is my final one regarding the immediate job ahead.

It is delivered with experience tempered by humility; knowledge tempered by the expectancy of new lessons in human behavior; hope tempered by past disappointments. Above all, it is delivered in a spirit of good humor supported by an abiding faith in the common sense of those for whom I work as a friend and common man among the finest men and women I know.

Company's proposals

(continued from page one)

ion, the Advisory Committees or Sub-Committees appointed to review various subjects preliminary to definite action on the part of the respective Bargaining Committees will begin joint meetings on March 22, 1966.

Yours very truly,
V. J. THOMPSON
Manager of Industrial Relations.

VJT:MMC
Attach.

TITLE 1. PREAMBLE

Add Section 1.2 as follows:

1.2 It is the policy of Company and Union not to discriminate against any employee because of race, creed, sex, color or national origin.

TITLE 201. EXPENSES

Add after Section 201.6 the following:

GENERAL PROVISIONS FOR

EMPLOYEES ATTENDING COMPANY TRAINING CLASSES

The provisions of Sections 201.1, 201.2, 202.4, 202.22, and 202.23 shall not apply to employees who are temporarily assigned to attend training classes. In such assignments, the following provisions apply:

201.7 When Company determines that it is practicable for an employee to travel each day between his living quarters and the training location, he shall be paid for the travel time involved which is in excess of the time normally taken in traveling between his living quarters and his regular headquarters. When transportation facilities are not provided to an employee or other means of transportation is not authorized in advance, reimbursement of transportation expense at the minimum common carrier rate shall be made.

201.8 When Company determines that it is impracticable for an employee who attends training classes to return to his regular headquarters or to his living quarters each day, Company shall, for the duration of the training assignment, provide him board and lodging or, at its option, provide him with lodging and reimburse him for a reasonable cost for meals. With the advance approval of the supervisor in charge of the training classes, local transportation expense and other incidental expenses shall be paid by Company.

201.9 The travel expense incurred by an employee between his regular headquarters or living quarters and the training location at the beginning and at the end of his training assignment shall be paid by Company. When transportation facilities therefor are not provided by Company or other means of transportation is not authorized in advance, reimbursement of transportation expense at the minimum common carrier rate shall be made.

201.10(a) If on his non-work days an employee remains at the training location, his board and lodging on such days shall be provided by Company, or if Company does not provide board on such days, it shall provide transportation required to obtain meals and shall reimburse the employee for the reasonable cost of such meals.

(b) If an employee elects not to utilize Company-designated board and lodging on his non-work days, including any holiday which precedes or follows his non-work days, Company shall at its option:

- (1) Provide round-trip transportation by Company vehicle to his regular headquarters, or
- (2) Allow him for transportation a sum of \$6.00 for each of such days.

201.11 The provisions of Section 201.6 shall apply when an employee is authorized to use his personal vehicle as a means of transportation under the provisions of Sections 201.7, 201.9, and 201.10.

201.12 The regular hours of work of an employee on the days he attends training classes shall be from 8:00 A.M. to 12 o'clock noon and from 12:30 P.M. to 4:30 P.M. or from 8:00 A.M. to 12 o'clock noon and from 1:00 P.M. to 5:00 P.M., provided, however, that the regular lunch period may be advanced or delayed one hour or less at Company's discretion in order that satisfactory local meal arrangements can be made.

201.13 By written agreement between Company and Union, special provisions may be substituted for the provisions of Section 201.7 through Section 201.12, inclusive.

TITLE 202. HOURS

202.17 Amend Section 202.17 by adding the following after Subsection (c)

- (d) Conditions which require the manning on a two or three

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Local 1245's General Negotiating Committee on the PG&E System



Business Manager Ron Weakley **Senior Assistant Business Manager Vern Mitchell** **Assistant Business Manager Dan McPeak** **Ron Fields Electric Overhead** **Bill Fleming Electric Substations** **Howard Darington, IV Steam** **Dick Fleming Clerical** **Wayne Weaver Pipe Line** **Dean Cofer General Construction** **Ermano Paganini General Services** **John Za Gas**

Union's proposals

(continued from page three)

prove understanding and speed a solution to the problems raised by the scope of bargaining issues before us.

The enclosed subject matter is intended to relate to all employees equally unless specifically restricted by the statement or proposal. Further, this material is intended to be indicative, and not necessarily intended to limit our scope of discussion.

We will be prepared to discuss with you the disposition of the subject matter and attempt to prepare an agenda and calendar for subcommittee discussions as well as a calendar for the general Negotiating Committees in our meeting scheduled for Thursday, March 17, 1966.

Very truly yours,
 Ronald T. Weakley
 Business Manager


PART I PROPOSALS STATING SPECIFIC CHANGES DESIRED

- A. A fair and equitable increase in wage rates shall be granted to all employees covered by the collective bargaining Agreements.
- B. Change all applicable provisions to provide two (2) times the straight time rate for all work now paid at one and one-half (1½) times the straight time rate.
- C. Change the method for determining the amount of shift differential pay from a fixed hourly rate to one in which the amount is determined by a percentage figure of the hourly rate.
- D. Establish time progression wage steps for all classifications which now have rates based on wage ranges.
- E. Provide that an employee temporarily assigned to work in a higher classification shall receive the wage rate of the higher classification for the eight-hour work period plus any extensions thereto.
- F. Company to provide medical and hospital benefits for employee and dependents under employee's choice of present plans without cost to the employee.
- G. Company to provide life insurance for each employee approximately equal to twice his annual salary without cost to employee (based on present schedule).


- H. Benefits under (F) and (G) to be continued for employees at retirement. Life insurance coverage to be the greater of the two following:
 1. \$1,000.00
 2. The amount determined by applying the employee schedule to the amount of retirement income.
- I. Provide full accumulation of all unused sick leave.
- J. Provide an additional guaranteed holiday.
- K. Increase annual vacation allowances by one (1) day per year of service, starting with the calendar year in which the 16th anniversary falls, and increasing one day per year thereafter until total vacation allowances equal 25 days.
- L. Company to supply without cost to the employee all tools, equipment and special or protective clothing required by the job.
- M. Increase daily expense allowances provided in Title 301.
- N. Increase rest period to a minimum of eight (8) hours.

PART II STATEMENT OF OBJECTIVES AND SUGGESTED AREAS OF DISCUSSION

- A. Improve job and wage stability.
 1. Provide wage payments for stated period of time for employees called to service in cases of civil disturbances.
 2. Provide for wage payment and rescheduling of employees to day shift when called for jury service.
 3. Provide right to paid time off in cases of death in family.
 4. Proscribe limits of work performed by out-of-bargaining unit employees.
 5. Provide job and wage guarantees for employees affected by:
 - a. Inability to maintain license requirements.
 - b. Partial incapacitation.
 - c. Changed work processes.
 6. Expand demotion provisions for General Construction to equal those of Division employees.
- B. Provide clarification of work assignments and job definitions.
 1. Discuss overlapping duties between classifications and the jurisdiction of work.
 2. Discuss safety and define responsibility for following procedures.
 3. Provide Clerical job definitions.
 4. Discuss work assignments and wage relationships.
- C. Joint Apprenticeship Training.
 1. Working alone restrictions.
 2. Determination of proper supervision.
 3. Journeyman bids to Apprentice (retention).
 4. Formal training and testing (academic).
 5. Expansion of rights to Apprentice in other Departments ((a) and (b) bids).
 6. Equalization between General Construction and Divisions.
 7. Ratio between Journeymen and Apprentices.
 8. Automatic progression.
 9. Upgrade to Apprentice.
- D. Hours—Stabilization of hours and schedules.
 1. Emergency Relief:
 - a. \$3.00 differential.
 - b. Establish as classifications in all groups.
 - c. Selection of Emergency Relief Operators:
 - (1) Posting.
 - (2) Use of District or headquarters.
 - (3) Means of exchange when Emergency Relief Operator does not wish to remain an Emergency Relief Operator.
 2. Stabilize scheduled work on holidays.



the utility reporter



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Company's proposals

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shift basis of a facility which is normally unattended or is to be unattended upon completion.

TITLE 205. JOB BIDDING AND PROMOTION

205.1 Under this Title a regular employee will be considered for promotion or transfer on the basis of his qualifications, his classification seniority and his Company seniority. It is the intent that the establishment of lines of progression shall not operate to impede an employee's advancement unreasonably. The parties recognize that experience and training in the duties of a job which is vacant are important elements to be considered in determining an employee's qualifications therefor. In filling a vacancy in operating, maintenance or construction classifications in the Divisions and Departments described in Section 200.1, Company shall observe the provisions of this Title and the related provisions of Title 206. "Demotion and Layoff Procedure" and in so doing shall give effect to the above stated purpose and intent.

205.2(a) A beginner's classification as used herein is defined as the classification with the lowest wage rate in each of the separate lines of progression of the recognized departments and subdivisions of the Divisions and Departments described in Section 200.1. Attached hereto, made a part hereof and marked Exhibit VII, is a list of such beginner's classifications.

(b) In filling a vacancy in a beginner's classification, Company, before hiring a new employee, will review the qualifications for placement of a regular employee of the Company who has requested in writing a transfer to such classification and who has the present ability to perform the duties of such classification and has demonstrated the qualifications required to progress in the line of progression of the classification which is vacant. Company's decision with respect to qualifications to fill a vacancy in a beginner's classification shall be final.

(c) A probationary employee shall not be entitled to consideration under the provisions of this Title or Title 206.

205.3

No change. (Filling temporary vacancies.)

205.4 As used in this Title, "normal line of progression" means the sequence from one classification to another, in a department or subdepartment where the lower classification provides training and experience for the specific work of the higher. The normal lines of progression are contained in Exhibit VI to this Agreement.

205.5 On August 1, 1966, and on every third Monday thereafter, Company shall post throughout its system a list of the job vacancies it intends to fill in the unit described in Section 200.1 of this Agreement. Thereafter, bids submitted by regular employees in accordance with the provisions of Section 205.6 to fill any such job vacancy shall be processed by Company and such bids shall be given preferential consideration in the following sequence:

(a) Bids made by regular employees in the Divisions who are in classifications which are higher in the normal line of progression to that classification in which the job vacancy exists.

(b) Bids made by regular employees in the Division who on the Friday following the date on which the vacancy was posted are in the same classification as that in which the job vacancy exists and who have for a period of 365 consecutive days or more immediately preceding such Friday been in such classification in their present headquarters.

(c) Bids made by regular employees in the Division who are at the top rate of pay of the next lower classification in the normal line of progression to that classification in which the job vacancy exists and who for the longest period of time have been in such next lower classification.

(d) Bids made by regular employees in the Division who on the Friday following the date on which the vacancy was posted are in the same classification as that in which the job vacancy exists and who have for a period of less than 365 consecutive days immediately preceding such Friday been in such classification and in their present headquarters.

(e) Bids made by regular employees from any other Division who are in the same classification as that in which the job vacancy exists and in classifications which are higher thereto in the normal line of progression, and bids made by employees of General Construction who are in a classification comparable to that in which the vacancy exists, or in a classification comparable to classifications higher thereto in the normal line of progression. Attached hereto, marked Exhibit VIII and made a part hereof, is a list entitled "Job Comparisons" in which are enumerated certain classifications in General Construction, and opposite each, the classification in the Division which is deemed comparable to the former for the purpose of this Section and Section 305.2.

(f) Bids made by regular employees from any other Division, or by employees of General Construction who are at the top rate of pay of

the next lower classification and who for the longest period of time have been in such next lower classification.

(g) Bids made by regular employees in the Division in which the job vacancy exists regardless of their classification.

(h) Bids made by regular employees from any other Division regardless of their classification, and bids made by employees of General Construction under Section 305.3.

205.6 (a) Any regular employee of Company may, as provided for in Section 205.5, submit by United States mail to Company a bid on any job posted as vacant, but Company need not consider any bid which was mailed later than midnight of the Friday following the date of the Employment Bulletin posting the job vacancy on which the bid is made.

(b) Bids shall be made in good faith and shall be considered as an indication of the employee bidder's desire to occupy the vacant job. The employee who is the successful bidder must show good and sufficient reason why he should not fill the awarded job vacancy before his withdrawal will be accepted.

205.7 Vacancies as referred to in Section 205.5 above include vacancies which have been previously posted but which have remained unfilled for a period of three months from the date last posted, and include vacancies temporarily filled by Company as provided in Section 205.3, but exclude temporary vacancies and vacancies in temporary jobs and in jobs in beginner's classifications. A vacancy created by an employee's absence on leave as provided for in Title 101 of this Agreement or by reason of industrial disability shall be deemed to be a temporary vacancy.

205.8 (a) For the purpose of considering under Subsections 205.5(a) and 205.5(e) the bids made by an employee in a classification higher than that in which the job vacancy exists, Company shall add to the seniority the employee theretofore acquired in the classification in which the job vacancy exists, the seniority he acquired in each classification which in the normal line of progression is higher than that in which the vacancy exists.

(b) As used in this Title, "the same classification" means the classification with the same name in the line of progression in which the vacancy exists and any other classification which is listed as the same classification in Exhibit IX which is attached hereto and made a part hereof.

(c) Preferential consideration of bids made by employees in the same or higher classifications as provided for in Subsections 205.5(a), (b), (d) and (e) shall be in order of classification seniority. Preferential consideration of bids as provided for in Subsections 205.5(g) and (h) shall be in order of Company seniority.

205.9 When two or more employees whose bids are being considered under either Section 205.5(c) or 205.5(f) have been in the next lower classification for the same length of time, preferential consideration shall be on the basis of Company seniority.

205.10 (a) Job bids of employee veterans shall be entitled to preferential consideration for appointment to a job vacancy under the appropriate provision of this Title if the employee veteran (1) entered the armed forces of the United States, or the Merchant Marine, from his present line of progression, and was thereby entitled to re-employment with Company, under any Act of Congress, and (2) he has not transferred out of such line of progression and/or re-entered it following his return from military service (excepting those transfers resulting from the application of Title 206), and (3) he would have been deemed under the principles of classification seniority, and the bidding preferences established by this Title to have been ahead of the otherwise successful bidder in such line of progression at the time he entered the military service.

(b) The provisions of this Section shall be administered in a manner consistent with the principles set forth in the Labor Agreement Interpretation dated November 24, 1964, titled Veterans Preference.

(c) The provisions of this Section shall not be construed to give the employee veteran a preference in bidding superior to that which he might be expected to have had he continued in employment with the Company instead of entering the armed forces.

205.11

No change. (Qualifications)

205.12

Substitute present 205.14. (Supervisory and public contact jobs.)

205.13

No change. (No bidders)

205.14 When an employee is appointed to a vacancy on the basis of ability and personal qualifications in preference to an employee with greater classification seniority as provided in Subdivisions (a) through (f) of Section 205.5 or in preference to an employee with greater Company seniority as provided in Subdivisions (g) and (h) of Section 205.5, Company shall notify Union of its decision prior to completion of the transfer or promotion.

205.15 By written agreement between Company and Union, special

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Union's proposals

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3. Restrict undesirable schedules and limit temporary transfers:
 - a. Sunday premium.
 - b. Split week premium.
 - c. Short change premium.
 - d. Limit number and duration of temporary changes of individual.
 - e. Title 10 (Clerical Agreement)—provide for written agreement on schedules.
 - f. Forced change in work assignments and/or schedules.
 - g. Section 202.2 definition of "Rendition of adequate public utility service".
 - h. Section 302.7.
- E. Clarify use of headquarters and Expense provisions.
 1. Titles 301 and 302:
 - a. Clarify change of status "B" to "A" and vice versa.
 - b. Status upon hire and what constitutes first transfer.
 - c. Clarify meaning of 5 miles "board and room available".
 2. Title 201:
 - a. Review practices by Divisions in connection with sending trainees to schools.
 - b. What and who makes determination of impracticability of return at the end of a day.
 - c. Headquarters and board and lodging clarification.
- F. Improve Union Recognition:
 1. Union Shop.
 2. Provide joint safety provisions.
 3. Extend letter agreement signed November 10, 1960 pertaining to Negotiating Committee personnel being carried on Company's payroll while they are engaged in negotiations, to cover the Executive Board and officers when they are off the job on Union business, with billing to the Union.
- G. Improve job bidding, promotion and transfer procedures:
 1. Expansion of (a), (b), (c) and (d) rights under Section 205.7 across lines of progression (like classifications).
 2. Provide deadline for transfer after job bid award.
 3. Provide deadline for acceptance or rejection of job bid award.
 4. State order of preference where bidding on more than one job (sequence of preference to move up when senior bidder rejects).
 5. Regulate indiscriminate bidding.
 6. Expand promotion provisions for General Construction to equal those of Division employees.
 7. Delete Section 205.8.
 8. Revise Title 18—Expand posting and bidding process.
 9. Provide amalgamated lines of progression (Example—Substation and Hydro).
 10. Expand interchange rights—Physical to Clerical, and vice versa.
 11. Formalize procedures for transfers to starting level jobs.

PART III PROBLEMS REQUIRING DISCUSSION

- A. Development of a glossary of terms as used in the Agreements.
- B. FEPC and equal opportunities provisions in Agreements.
- C. Hardships created by literal application of vacation sign-up provisions.
- D. Effect of pre-1950 military service on employee pensions and widow's benefit.
- E. Application of meal provisions to shift employees.
- F. Time delays and effectiveness of present grievance procedure.
- G. Discuss backlog in Review Committee and grievances referred to Arbitration.
- H. Hardship of pay days falling on employee's day off. Establish alternate pay days where this occurs.
- I. Elimination of "Resident Employee" designation.

TERM

The term of the Agreements to be dependent on the results of bargaining.

Company's proposals

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provisions may be substituted for the provisions of this Title and Title 206, "Demotion and Lay-off Procedure."

205.16 Company, by agreement with Union, may consent to an exchange of headquarters requested by two or more employees in the same classification and same line of progression without reference to the foregoing provisions of this Title.

205.17

No change.

EXHIBIT VII

LIST OF BEGINNERS CLASSIFICATIONS

All Divisions

Electric Office Rodman-Chainman	Gas Meter Helper
Electric Transmission and Distribution Groundman	Gas Plant Helper
Electric Meter Helper	Garage & Transportation Department Garageman
Electric Substation Maintenance Helper	Warehouse Department Helper
Hydro Generating Maintenance Helper	Commercial Department Assistant Pump Tester
Electric Operating (Substation & Hydro) Second Operator (Progressive Rate) Choreman Cook Helper Helper—Hydro Generation Housekeeper or Houseboy Routine Hydro Clerk Gardiner	Building Service Department Elevator Operator Helper Janitor Janitress
Steam Generating Stations	Water Helper
Operating Helper (Shift)	Department of Pipe Line Operations Cook Helper Helper Janitor
Maintenance Helper	Central Stores Helper Janitor Pipeman
Clerical Plant Clerk, Routine	General Office —
Gas Transmission and Distribution Helper	Building Department Helper Janitor

EXHIBIT IX

LIST OF CLASSIFICATIONS COMMON TO MORE THAN ONE DEPARTMENT AND THE DEPARTMENTS BETWEEN WHICH SUCH CLASSIFICATIONS ARE CONSIDERED THE SAME FOR PURPOSES OF TITLES 205 AND 206

The attached list indicates the departments and subdepartments in which the classification listed will be considered as the same classification within the meaning of Sections 205.5(b), (d) and (e) and 206.4 of the Agreement. This list does not necessarily connote that the jobs within the several departments have identical duties or that performance of the job in one department of itself qualifies an employee for the same classification in another department.

Unless so provided in the departmental lines of progression, the fact that a classification is considered as next lower to another in one department does not mean that the same job is next lower to the higher job in another department. For example, an employee who is classified as an Apprentice Electrician in the Electric Maintenance Group in East Bay Division would not be considered as being in the next lower classification to Electrician in the Steam Generation Department of East Bay Division.

Classification	Departments
Carpenter Subforeman	Electric (Maintenance), General Services, Central Stores
Carpenter	Electric (Maintenance), Gas (Plant), Water, General Services, Central Stores
Apprentice Carpenter	Electric (Maintenance), General Services
Communication Technician	Electric (Maintenance), Pipe Line Operations
Apprentice Communication Technician	Electric (Maintenance), Pipe Line Operations
Tractor Driver, Heavy	Electric (T&D and Maintenance), Water
Tractor Driver, Light	Electric (T&D and Maintenance), Water

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Company's proposals

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Truck Driver, Heavy	Electric (T&D and Maintenance), Gas (T&D), Warehouse, Central Stores, General Services
Truck Driver, Light	Electric (T&D and Maintenance), Steam Generation, Gas (T&D), Warehouse, General Services
Electrician Subforeman	Electric (Maintenance), Steam Generation
Electrician	Electric (Maintenance), Steam Generation, Gas (Plant), Pipe Line Operations, Central Stores
Apprentice Electrician	Electric (Maintenance), Steam Generation, Gas (Plant), Central Stores
Labor Foreman	Electric (T&D and Maintenance), Water
Maintenance Subforeman	Electric (Maintenance), Steam Generation
Machinist	Electric (Maintenance), Steam Generation, Gas (Plant), Pipe Line Operations, Central Stores
Apprentice Machinist	Electric (Maintenance), Steam Generation, Gas (Plant), Central Stores
Mechanic	Electric (Maintenance), Steam Generation, Gas (Plant)
Apprentice Mechanic	Electric (Maintenance), Steam Generation, Gas (Plant)
Senior Service Operator	Electric (Office), Gas (Service)
First Service Operator	Electric (Office), Gas (Service)
Painter	Electric (Maintenance), General Services
Rigger	Electric (Maintenance), Steam Generation
Warehouseman	Warehouse, Central Stores
Senior Warehouseman	Warehouse, Central Stores
Certified Welder	Steam Generation, Central Stores
Welder	Electric (Maintenance), Steam Generation, Gas (Plant)
Apprentice Welder	Electric (Maintenance), Steam Generation, Gas (Plant)

ELECTRIC DEPARTMENT—OFFICE

Company plans to establish satellite System Dispatch Centers in the Northern and Southern areas of its system. This will result in the elimination of the classification of Load Dispatcher from the Agreement. Present Fresno Load Dispatchers will be offered promotion to Assistant System Dispatcher—Fresno, provided they qualify.

With the continuing growth in size and complexity of Company's local systems, the responsibilities of Division and Distribution Operators have increased to the point that Company also believes that a higher wage rate should be considered prior to the application of any general wage increase.

ELECTRIC TRANSMISSION AND DISTRIBUTION

Company proposes that the job definitions and lines of progression of the former Overhead and Underground Departments be combined under a heading of Electric Transmission and Distribution. The proposed job definitions and lines of progression are attached. Current wage rates for the new classifications established under this proposal are:

T & D Driver:	Start	\$123.75 per week
	End 6 months	128.60 per week
	End 1 year	132.50 per week
T & D Equipment Operator:	Start	\$137.00 per week
	End 6 months	141.70 per week
	End 1 year	160.35 per week
Working Foreman:	Start	\$155.15 per week
	End 1 year	160.35 per week

In addition Company proposes to eliminate the first three steps of the Apprentice Cable Splicer progression since such progression is presently included in the Cortman classification.

JOB DEFINITIONS

ELECTRIC TRANSMISSION AND DISTRIBUTION DEPARTMENT LINE SUBFOREMAN

An employee who is a working foreman in charge of a crew engaged in all classes of overhead line work, in all classes of underground distribution system work utilizing non-leaded cables, and in providing electric service to customers; drives the truck and operates the associated equipment as assigned. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Lineman, and be familiar with Company's construction and safety standards, General Order 95, accounting procedures, and other applicable rules and procedures.

TROUBLEMAN

An employee who has the craft qualifications of a Lineman and performs alone any work in connection with providing and maintaining service to the public, either overhead or underground, such as installing services and all types of meters, replacing line and equipment fuses, patrolling, switching, restoring service on "no light" and "no power" calls, servicing and repairing customers' equipment, operating unattended substations, handling routine gas and water maintenance, operation and complaints; may be required to collect deposits and bills. In trouble and emergency work involving immediate hazard to life or property, may be required to work alone to cut circuits of over 750 volts in the clear.

LINEMAN

An employee who is a Journeyman and is engaged in performing all classes of overhead line work, of any voltage, and all classes of underground distribution system work utilizing non-leaded cables. He drives the truck and operates associated equipment as assigned. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE LINEMAN

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of a journeyman. In order to gain experience for advancement to Lineman, he may work alone, or under indirect supervision on jobs for which he has been trained and instructed. He drives the truck and operates the associated equipment as assigned. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status. When working under the guidance and direction of a journeyman, and after one year's experience as an Apprentice Lineman, he may be required to work on live circuits of 750 volts or over.

GROUNDMAN

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

T. & D. DRIVER

An employee who drives a truck, maneuvers it at the job as required in connection with the construction, maintenance and operation of electric overhead and underground facilities, operates all associated mechanical equipment on the truck and acts as a field clerk, performing assigned clerical work for the crew; is responsible for keeping tools and materials in good order on the truck; assists with the ground work, and may be permitted to climb and work in training for advancement to Apprentice Lineman or to Apprentice Cable Splicer.

PATROLMAN

An employee who patrols and inspects transmission, distribution and telephone lines; handles service to the public, does routine maintenance and repair work and may be assigned to other related duties. When he is qualified, he may be required to perform work which involves climbing and also to perform work on primary or transmission circuits with a journeyman.

T. & D. EQUIPMENT OPERATOR

An employee who is in charge of and operates hole diggers, backhoes, loaders, tractors, and other equipment. He will be required to drive trucks.

WORKING FOREMAN

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

LABOR FOREMAN

An employee who is a working Foreman in charge of a crew and equipment engaged in such work as digging holes or excavations, stubbing poles, clearing rights of way, clearing debris, loading, delivering and unloading materials and supplies. He drives the vehicle, operates associated equipment and must be familiar with Company safety and other applicable rules and procedures. His crew may include a driver and one Lineman or Apprentice Lineman. He shall have personal qualifications of leadership and supervisory ability and a background of experience in the Electric Transmission and Distribution Department.

INSPECTOR

An employee engaged in making various investigations and inspections
(continued on page eight)

Company's proposals

(Note: We don't have room to list all the job definitions in Company's proposed Electric T&D Department, so we've included only those Company proposes to change.—The Editor.)

(continued from page seven)

such as checking pole lines with respect to General Order 95 and necessary maintenance, inspecting tower footings, checking tree and weed conditions, routing tree trimming and weed control crews, inspecting new construction and reconstruction work on overhead or underground lines, checking Company property conditions in the vicinity of street work, inquiring into accidents resulting in interruptions of service, contacting customers regarding service. (This classification was formerly listed in the Electric Department Office.)

CABLE SUBFOREMAN

An employee who is a working foreman in charge of a crew engaged in construction, maintenance and operation of underground and submarine facilities and associated work. He drives a truck as assigned. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Cable Splicer, and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

CABLE PULLING SUBFOREMAN

An employee who is a working foreman in charge of a crew and its equipment engaged in pulling underground electric cables and wires of all sizes, types, lengths and number of conductors into and out of pipes, conduits, and duct lines and other necessary work in conjunction with the pulling of cables. When not engaged in such work, he shall perform work in connection with the construction and maintenance of underground manholes, vaults, splice boxes, duct lines and similar structures. He drives a truck as assigned. He shall have the personal qualifications of leadership and supervisory ability and be familiar with the Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

CABLEMAN (SAN FRANCISCO DIVISION ONLY)

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

CABLE SPLICER

An employee who is a journeyman and who is engaged in splicing cables of any kind of voltage for the connection of cable, transformers, junction boxes and other equipment in the underground or overhead systems or stations. May be required to perform other underground work such as preparing cable racks, pulling in and racking cables, maintaining equipment in the underground system, etc. He shall install and maintain services, meters and equipment including conduit and wiring up to the meter on customers' premises and shall handle trouble in such installations. He drives a truck as assigned. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

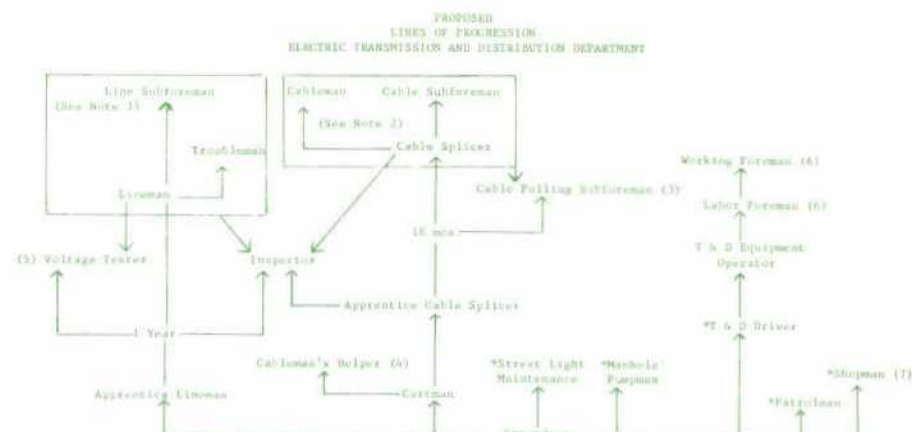
APPRENTICE CABLE SPLICER

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

HOLE DIGGER OPERATOR

This classification will be applicable to incumbents only.

This completes Company's proposals to change the Physical Agreement. Space limitations prevented us from reprinting, in "The Utility Reporter," Company's proposals to change the Clerical Agreement. However, these proposed Clerical changes are being mailed under separate cover, to all our Clerical Members.



Rigger and Launch Captain vacancies shall be filled on the basis of Company seniority and qualifications.

Notes:

* Employees in these classifications will accrue classification seniority as Groundman for bidding from one line of progression to another.

- Applicable to classifications listed in the Lineman box:
For purposes of bidding from one classification in the box to any other classification in the box, an employee will bid as a Lineman, and all time worked by him in any of the classifications in the box will be counted as time worked in the Lineman classification.
For the purposes of bidding to a job in his present classification in the box an employee will be credited with all time worked in his present classification and for time worked in any other classification in the box which has an equal or higher wage rate.
- Applicable to classifications listed in the Cable Splicing box:
For purposes of bidding from one classification in the box to any other classification in the box, an employee will bid as a Cable Splicer and all time worked by him in any of the classifications in the box will be counted as time worked in the Cable Splicer classification. For purposes of bidding to a job in his present classification in the box an employee will be credited with all time worked in his present classification and for time worked in any other classification in the box which has an equal or higher wage rate.
- For bidding to Cable Pulling Subforeman:
(a) Cable Splicer shall be considered as higher thereto in the normal line of progression.
(b) The 18 month step of Apprentice Cable Splicer shall be considered as the top rate of the next lower classification.
For bidding from Cable Pulling Subforeman:
(a) A Cable Pulling Subforeman who has been a Cable Splicer shall accrue classification seniority as an Apprentice Cable Splicer for bidding to Cable Splicer.
(b) A Cable Pulling Subforeman who has not been a Cable Splicer shall be considered an Apprentice Cable Splicer for returning to that classification at the point in the wage progression which he left.
- A Cableman's Helper shall accrue classification seniority as a Cartman for bidding to Apprentice Cable Splicer and if the successful bidder shall be credited with his classification seniority as Cableman's Helper up to a maximum of six months.
- The one-year or higher step of Apprentice Lineman shall be considered as the top rate of the next lower classification to Voltage Tester. A Voltage Tester may bid to Apprentice Lineman as an Apprentice Lineman if he previously had attained the one year or higher step as an Apprentice Lineman and if he is the successful bidder, he shall be placed in the wage step that he left. A Voltage Tester who had not previously attained the one-year step of Apprentice Lineman may bid to Apprentice Lineman and Voltage Tester classifications shall be combined. If the combined time totals one year or more, such time shall be considered as time worked in the Apprentice Lineman classification, he shall bid as an Apprentice Lineman and, if the successful bidder, be placed at the one-year step. If the combined time totals less than one year, such time shall be considered as time worked in the Groundman classification and he shall bid as a Groundman.
- Qualifications for Working Foreman or Labor Foreman require a background of experience in the Electric Transmission and Distribution Department.
- A Shopman in San Francisco Division shall accrue classification seniority as a Helper (Electric Maintenance) for bidding purposes. If a Shopman is the successful bidder on an Apprentice Electrician job, he shall be credited with his classification seniority as a Shopman up to a maximum of six months in the Apprentice Electrician classification. Shopman in S.F. Division and Transformer Repairman in other Divisions shall be considered as the same classification for bidding purposes.

April Nominations for I.O. Convention

Nominations for delegates to the International Convention of the I.B.E.W., which is scheduled to convene on September 19, 1966 at St. Louis, Missouri, will be open at the April Unit Meetings in accordance with the Local's By-laws.

Article III sets up the procedure for nominating candidates. (The following excerpt is from Article III: its specific language is controlling.)

ARTICLE III

Section 6. Provides that nominations shall be made under a special order of business at 8:30 P.M. at your April Unit Meeting.

Section 11. Provides that nominees shall have been members in good standing for two years prior to April 1, 1966. A nominee should not have his name recorded in the minutes as a candidate if he knows he does not qualify.

Section 12. Provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he is nominated. The only exception to this is if the member notifies the Local Union's Recording Secretary in writing, on or before April 1, 1966, that he will run if he is nominated.

Attend your April Unit Meeting and participate in this important function of your Union: