

Local 1245 and P.G.&E. Exchange Bargaining Proposals

UNION'S PROPOSAL

April 22, 1970

Pacific Gas & Electric Company
245 Market Street
San Francisco, California
Attention Mr. I. W. Bonbright, Manager of Industrial Relations
Gentlemen:

In accordance with the provisions of Section 500.2 of the collective bargaining Agreement of September 1, 1952, as amended, between Local Union 1245, I.B.E.W., AFL-CIO, and the Pacific Gas and Electric Company, covering the Physical employees' unit, the undersigned, on behalf of the Union, 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 provisions of Section 24.2(a) of the Agreement of July 1, 1953, as amended, between Local Union 1245, I.B.E.W., AFL-CIO, and the Pacific Gas and Electric Company, covering the Clerical employees' unit, of the Union's desire to negotiate amendments to said Agreement.

The scope and diversity of recommendations for contract changes submitted by our membership indicates there is a need for the use of special employee groups to present and discuss certain problem areas peculiar to their function or department.

We would suggest the establishment of advisory participants to discuss these problems either in separate meetings or in selected meetings of our negotiating sessions where these persons could discuss their special problems. Certain of these problems will require an examination of current and future programs regarding the activities and operations of the Company so that the Union can provide specific proposals based on an understanding of the needs of both parties.

We also have certain holdover issues either deferred to interim nego-

YOUR *Business Manager's* COLUMN

SOME THOUGHTS AS WE BEGIN BARGAINING

By RONALD T. WEAKLEY

Negotiations are underway with PG&E on amendments to the existing contracts between the parties.

Notices, along with package proposals, were exchanged on April 22nd. Initial sessions were held on April 28th and April 30th in San Francisco. Committee bulletins on the subject contain further information.

An examination of the parties' initial proposals will confirm that we have a tough job ahead and I urge our PG&E members to read the proposals, which are printed elsewhere in this issue.

I won't preach any "sermons" in the column this year on the subject of the need for unity and membership support during what could develop into a "long hot summer," as our Committee works to achieve an acceptable settlement. That need

should be obvious.

Most of our members understand the problems and limits of negotiations and can be depended on to make reasonable judgments as the process of collective bargaining is carried on.

As always, there will be an upturn in the interest and participation factor among those who are affected by these negotiations. As always, there will be some who will be involved for the first time and who will find the process both educational and perhaps frustrating at times because the "easy method" just doesn't get it in this ball game.

It would be wise for the "silent majority" in our house to "become involved" right off the bat rather than waiting until a vote is taken on the results of bargaining.

It would also be wise for any who misunderstand the process and imagine that the contest is between the membership and its negotiating committee, to get off that kick early in the game this year. THE CONTEST IS WITH THE PG&E—THE GIANT UTILITY WHICH EMPLOYS THOUSANDS OF MEMBERS OF LOCAL 1245.

It is the job of our Committee to do its very best to convince PG&E that the needs and desires of our people must be met in a manner consistent with fairness and adequacy this year.

In the final analysis any acceptable settlement must reflect sufficient response to our Union's proposals on the part of the Company in order to attract a majority of those who will weigh that response in light of the "give and take" of bargaining, as well as how the results may affect each individual member and his family during the ensuing term of our contracts.



utility reporter

VOL. XVIII, NO. 1

OAKLAND, CALIFORNIA

APRIL, 1970

Official Publication of I.B.E.W. Local Union 1245, AFL-CIO, P.O. Box 584, Walnut Creek, Ca. 94597

tations from 1966 or raised during the contract term which should be discussed and resolved during 1970 bargaining sessions. We also suggest a review of all letters of understanding for inclusion in or revision of the contract or cancellation where not applicable.

It is also our understanding that grievance issues now at Review Committee level may be discussed for possible settlement and/or contract changes without prejudice to the position of the parties should we be unable to effect settlement by these means.

In line with the manner of submission of proposals in 1966 negotiations we have outlined certain specific contract and benefit changes being sought and the general subjects we wish to discuss before we make concrete proposals for change.

The enclosed subject matter is intended to apply to all employees unless specifically restricted by statement and is not intended to be limiting in regard to our discussion or submission of other proposals. In general, it is submitted to provide a basis for discussions which will lead to the development of a mutually agreed settlement of the 1970 negotiations.

We will be prepared to discuss the subject matter contained in our separate submissions and the possibility of special meetings on certain subject matters on the earliest date possible. In line with our prior discussions on a calendar for negotiations we could suggest Tuesday, April 28, 1970, as the date for our first meeting.

Very truly yours,
Ronald T. Weakley
Business Manager

I. SPECIFIC CHANGES DESIRED

A. Provide full payment of all medical coverage by Company and improve the group medical plans available to the employee and his dependents.

1. Add full dental coverage at no cost to the employee.
2. Add a prescription coverage provision that provides for payment of prescriptions at no cost to employee.
3. Change the CBS from a "relative value fee schedule" to the "usual, customary, and reasonable fee schedule".

B. Improve the sick leave provisions.

1. Provide for the full accumulation of unused sick leave.

(Continued on Page Two)

COMPANY'S PROPOSAL

April 22, 1970

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
P.O. Box 584
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley
Business Manager

Gentlemen:

The Company gives this notice under Section 500.2 of the Physical Agreement, dated September 1, 1952, and Section 24.2(a) of the Clerical Agreement, dated July 1, 1953, of its desire to amend such Agreements, effective July 1, 1970.

We are enclosing: a proposal for the reorganization of the classifications, wage rates, job definitions, and related matters in our materials distribution operation; and, a list of subjects which we wish to discuss before advancing detailed proposals.

In addition, the Company has a number of other items which we desire to introduce and discuss, and which might lead to final proposals.

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

Confirming our recent arrangements, the first meeting of the respective Bargaining Committees will be held in room 232 of Company's General Office building at 9:30 a.m. on Tuesday, April 28, 1970.

Yours very truly,
I. W. Bonbright

IWB:MMC
Encl.

ITEMS FOR DISCUSSION PHYSICAL AGREEMENT

1. Establish a procedure for returning employees to the active payroll from the Long Term Disability payroll. Title 101
2. Provide language to recognize the transfer of Communications Technicians from the General Office Building Department to the Communications Department, Electric Operations. Title 200
3. Provide flexibility in scheduling maintenance and construction employees. Title 202
4. Provide a means of updating pre-bid files. Title 205
5. Provide a means of limiting the original post-bidding on newly created jobs to the Division in which they were created. Title 205
6. Define the terms "same" and "next lower classification" as these are used in Section 206.1(d). Title 206
7. Provide for filling of Materials Man vacancies in the same manner as Auxiliary Operator vacancies are filled and discontinue post-bidding on these vacancies. Title 600
8. Modify the understandings with respect to the assignment of work within the Electric Transmission and Distribution Departments of the Divisions. Title 600
9. Modify the wage rate structure applicable to Truck Driver and Equipment Operator in General Construction. Exhibit X

CLERICAL AGREEMENT

1. Establish a procedure for returning employees to the active payroll from the Long Term Disability payroll. Title 6
2. Remove reference to classification seniority in Title 17.
3. Provide a means of updating pre-bid files. Title 18
4. Modify the language in Exhibit A to conform to Section 18.3(a).

MATERIALS DISTRIBUTION REORGANIZATION

Consistent with its policy to incorporate a materials-handling concept into its warehouse operation, Company has redesignated its various warehouse and related facilities as Materials

(Continued on Page Two)

Please send any corrections of name, address or zip code to P.O. Box 584
Walnut Creek, Calif. 94597

(Name)

(Street Address)

(City)

(State and Zip Code)

UNION'S PROPOSAL

(Continued from Page One)

2. Provide for General Construction employees to earn sick leave benefits in the same manner as the Division employees, by transferring Title 209 to Part I, and deleting Title 309, of the physical agreement.
- C. Improve the vacation provisions.
 1. An employee will qualify for a vacation when he has completed his first six months of Company employment.
 2. An employee will be entitled to a vacation with pay under the following schedule:

a. With six months or more service	5 days
b. With one year or more service	10 days
c. With five years or more service	15 days
d. With ten years or more service	20 days
- D. Improve the holiday provisions.
 1. Provide for an additional guaranteed holiday on Columbus Day.
 2. Provide that a shift employee who is required to work on a holiday may, at his option, elect to forego the premium pay for working on a regular scheduled holiday and in lieu, take two (2) additional days off with pay in conjunction with his vacation.
- E. Change all the applicable provisions to two (2) times the straight time rate for all work now paid at one and one-half (1-1/2) times the straight time rate.
- F. Amend Titles 110 of the physical agreement and 11 of the clerical agreement to provide for a shift premium of 4% per hour for work performed on the second shift and 5% per hour for work performed on the third shift.
- G. Delete Sections 206.8 of the physical agreement and 19.10 of the clerical agreement. Provide that the Company pay the employee's relocation costs when he is required to change his residence from one locality to another by reason of a lack of work.
- H. Provide for a premium of one and one-half (1 1/2) times the regular rate of pay for all regularly scheduled work on Sunday.
- I. Increase the daily expense allowance provided in Title 301 of the physical agreement.
- J. Company to supply, without cost to the employee, all tools, equipment and special or protective clothing required by the job.
- K. Amend Sections 204.3 and 304.2 of the physical agreement and 13.4 of the clerical agreement to provide that an employee temporarily assigned to work in a higher classification shall be paid the wage rate of the higher classification for the eight-hour work period plus any extensions thereof.
- L. A ten and one-half percent (10 1/2%) increase in wage rates, with a minimum of \$17.60 per week, shall be granted to all employees covered by the bargaining Agreements.
- M. Improve Union Recognition.
 1. Agency Shop.
 2. Extend the letter agreement pertaining to the Negotiating Committee, Review Committee and Officers being carried on Company's payroll while they are engaged on Union business, to include all PG&E employees on the Advisory Council, Union's Safety Committee and other group meetings on negotiations or special meetings with Company.
- N. Revise lists provided under Section 106.4 of the physical agreement and add a similar provision in Clerical, to provide Social Security number and classification designation of each employee in addition to Company seniority.

II. STATEMENT OF OBJECTIVES AND SUGGESTED AREAS OF DISCUSSION

- A. Improve the Grievance Procedure.
 1. Modify procedure to minimize time delays and improve the effectiveness of present grievance procedure.
 2. Add to Titles 102 of the physical agreement and 9 of the clerical agreement a section providing that when a favorable or unfavorable incident occurs to an employee, a record of which is made by the Company, the affected employee will be furnished a copy of same within five (5) days of its occurrence.

- If this provision is not complied with, no such unfavorable incident will be considered in applying disciplinary action nor will it be used against an employee in grievance or arbitration procedure.
- B. Clarify work assignments and job definitions.
 1. Provide Clerical job definitions and lines of progression.
 2. Provide General Construction job definitions, lines of progression and apprenticeship programs.
 3. Discuss the continuity of service and obligations during civil disturbance and riots.
 4. Add all Clerical jobs in the Clerical operating line of progression to the Physical bargaining unit.
 - C. Vacations. Discuss the application of vacation earnings and use with the view toward standardizing of provisions to all employees. Provide needed revision of Title 8, of the clerical agreement, and combine Titles 211 and 311 with placement under Part I of the physical agreement.
 - D. Improve job and wage stability.
 1. Expand promotion and demotion rights for General Construction employees to equal those of Division employees.
 2. Amend applicable provisions of the Agreement to provide for the LTD Plan.
 3. Provide a recall clause for employees who are laid off for a lack of work.
 4. In the physical agreement, transfer Title 203 to Part I; delete Title 303.
 - E. Proposals previously submitted under Section 204.4 of the Physical Agreement and the interrelationship between wage rate and/or job duties of various classifications in both Agreements which may require adjustment.
 - F. Discuss revision of Titles 208 and 308 to standardize and include in Part I of the physical agreement.

III. PROBLEMS REQUIRING DISCUSSION

- A. Leave of Absence sections related to maternity leave, disability and schooling.
- B. Safety.
 1. Health hazards, drinking water and sanitary facilities for crews.
 2. Two men at night, use of persons in known high-risk area.
 3. Right of refusal on work felt to be unsafe.
 4. Helicopter use and rules.
 5. Joint rules, with discussion before change.
- C. Training and retraining; formal and on-the-job.
- D. Application of General Construction expense provisions.
- E. Section 207.2 of the physical agreement.
- F. Reimbursement of tuitions, fees and books for courses or schooling on subjects applicable to acquiring or upgrading of skills and knowledge required by jobs available in the Company.
- G. The application of Title 201 of the physical agreement.

COMPANY'S PROPOSAL

(Continued from Page One)

Facilities. In this regard, Company proposes the following job reclassifications to more accurately reflect this aspect of the duties of its materials personnel:

1. Combine the classifications of Stores Subforeman and Senior Storekeeper into the single classification of Materials Facility Subforeman with the job definition and line of progression as shown in the attached amended Exhibit VI-J of the Agreement dated September 1, 1952 and with the following single wage rate:

	\$209.75 per week
--	-------------------

 Incumbent Stores Subforemen and Senior Storekeepers will be reclassified to Materials Facility Subforemen at the above rate.
2. Reclassify the existing position of Storekeeper to Materials Facility Man with the job definition and line of progression as shown in the attached amended Exhibit VI-J. Incumbent Storekeepers will be reclassified to the Materials Facility Man classification at the present weekly wage rate for Storekeeper of \$189.70.
3. Combine the classifications of Storekeeper-Substore 2, Section Storekeeper, and Platform Subforeman into the classification of Materials Subforeman with the job definition and line of progression as shown on the attached, amended Exhibit VI-A and with the following single wage rate:

	\$189.70 per week
--	-------------------

 Incumbent Storekeepers-Substore 2, Section Storekeepers, and Platform Subforemen will be reclassified to Materials Subforeman at the above single rate.
4. Establish the classification of Lead Materials Man with a job definition and line of progression as shown on the attached amended Exhibits VI-A, VI-J, and VI-K at a single weekly rate of \$177.90. Eliminate the classification of Senior Warehouseman and reclassify the incumbents to Lead Materials Man at the single rate of \$177.90 per week.
5. Establish the classification of Materials Man with the job definition and line of progression as shown on the attached, amended Exhibits VI-A, VI-J, VI-K, and with the following progressive wage rates:

Start	\$139.65 per week
End 6 months	147.05 per week
End 1 year	151.15 per week
End 18 months	153.70 per week
End 2 years	162.85 per week

 Eliminate the classification of Warehouseman and reclassify the incumbents to Materials Man as outlined in Item 11 below.
6. Eliminate the classification of Checker and reclassify the incumbents as follows:

Name	Company Seniority	Proposed Classification
F. R. Gill	8-19-46 (L/A to 5-9-70)	Lead Materials Man
F. T. Esteves	8- 4-48	Lead Materials Man
J. M. Garliepp	12-10-51	Materials Man *
H. W. Walters	10- 9-52	Materials Man
A. Gomez	4-21-53	Materials Man

The wage rate of any employee reclassified to Materials Man who was regularly classified as Checker in Material Control on June 30, 1970 will continue to be \$167.45 per week until:

- a. He is no longer classified as a Materials Man in Material Control, or
- b. The wage rate of the Materials Man classification exceeds \$167.45 per week. The \$167.45 per week shall not be subject to any general wage increases.

*Mr. Gill is presently applying for LTD. If granted, Mr. Garliepp will be reclassified to

(Continued on Page Three)

the utility reporter

Telephone (415) 933-6060

RONALD T. WEAKLEY Executive Editor
 KENNETH O. LOHRE Managing Editor
 L. L. MITCHELL Assistant Editor
 M. A. WALTERS Assistant Editor
 JOHN J. WILDER Assistant Editor

Executive Board: Roland W. (Ron) Fields, Herbert E. Dickenson, Albert G. Callahan, Anthony Boker, James M. Lydon, James H. Fountain, C. P. "Red" Henneberry.

Published monthly at 1918 Grove Street, Oakland, California, CA 94612. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P. O. Box 584, Walnut Creek, CA 94597. Second Class postage paid at Oakland, California.

POSTMASTER: Please send Form 3579, Change of Address, to P. O. Box 584, Walnut Creek, Calif. 94597.

Subscription price \$1.20 per year Single copies, 10 cents

COMPANY'S PROPOSAL

(Continued from Page Two)

Lead Materials Man.

7. Eliminate the classification of Slinger and reclassify the incumbents to Materials Man with the following wage rates:

Name	Present Rate	Proposed New Rate	Next Step Due	Date Considered at Top
C. J. DePonte	\$162.85	\$162.85	-	11-12-69
J. M. Dudley	\$153.70	\$153.70	5-5-70	5-5-70

8. Eliminate the classification of Craneman and establish in its place the classification of Crane Operator (1594) with the job definition and line of progression as shown in the attached amended Exhibit VI-A and with the following wage rate:

Start	\$175.65 per week
End 1 year	184.05 per week

The incumbent Craneman will be reclassified to Crane Operator per Item 11 below.

9. Establish the classification of Truck Driver (0444) in Material Control with the job definition and line of progression as shown in the attached amended Exhibit VI-A and with the following progressive wage rate:

Start	\$156.70 per week
End 6 months	162.85 per week

10. Eliminate the vacant classifications of Apprentice Blacksmith (0111) and Apprentice Sheet Metal Worker (1461) and establish Maintenance Man (1165) as the next lower classification to Blacksmith (0110) and Sheet Metal Worker (1460).

11. An employee reclassified under this agreement will be:
- Credited with the classification seniority accrued in his present position,
 - Placed at the wage step in his new classification commensurate with the time spent in his present classification, unless otherwise specified above, and
 - Credited with time spent as such wage step toward progression to the next wage step in his new classification.

JOB DEFINITIONS AND LINES OF PROGRESSION

MATERIAL CONTROL MATERIALS DISTRIBUTION CENTER (Exhibit VI-A)

MATERIALS SUBFOREMAN

An employee who is in charge of a section of a center and who is engaged in handling the procurement, receipt, storage and disbursement of materials, equipment, and supplies including necessary records, paper work, inventory and local buying duties, or

Who, as a working foreman, is engaged in duties relating to shipments received at or disbursed from a Distribution Center, supervising employees loading and unloading, checking and storing materials and supplies. He also performs incidental clerical work on documents supporting incoming or outgoing shipments.

Next Lower Classifications

Lead Materials Man
Materials Man (who was classified as Checker on June 30, 1970)

Same or Higher Classifications

Materials Subforeman
Materials Facility Subforeman
Materials Facility Man

LEAD MATERIALS MAN

An employee who is qualified to perform without direct supervision and is engaged in performing, subordinate to the employee in charge, both supervisory and routine duties in the facility or section.

He shall be able to type with moderate skill (25 words per minute, net) and may be required to operate any Company vehicle to transport material between facilities or to a job site.

Next Lower Classification

Materials Man

Same or Higher Classifications

1594 Crane Operator
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man
0854 Working Foreman C
(C. C. Service Center)
0855 Working Foreman D
(C. C. Service Center)
Lead Materials Man

MATERIALS MAN

An employee who is qualified to perform without direct supervision and who is engaged in performing, subordinate to the employee in charge, routine duties in the facility such as loading, unloading, packing, and checking shipments. In addition, he operates material handling equipment or a light truck in transporting materials, supplies, or interoffice mail. Performs miscellaneous clerical duties. He shall be able to type with moderate skill (25 words per minute, net). He may be required to assist the Crane Operator and engage in preparing a load for lifting, hooking, or unhooking a load or removing a load from the sling during crane operations.

Note: A prebid within a division or an application for transfer between divisions will be considered as a bona fide bid from Materials Man or a higher classification in Line of Progression to Materials Man. Under other circumstances, the Materials Man classification will be considered a beginner's classification and will not be posted for bid.

0453 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists materials employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as:

- A motor vehicle with three axles or more with a gross vehicle rating of 40,000 pounds or more; or
- A truck-tractor with a gross combined weight rating of 50,000 pounds or more; or
- A truck with two or three axles which, when coupled to a trailer or semi-trailer with auxiliary dollies, has a gross combined weight rating of 50,000 pounds or more.

Two-wheel pole or pipe dollies are not considered trailers for purposes of the above.

Next Lower Classification

Materials Man

Same or Higher Classifications

1594 Crane Operator
0453 Heavy Truck Driver
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man
Lead Materials Man

0444 TRUCK DRIVER

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

Next Lower Classifications

0455 Light Truck Driver
(Materials Dept. only)
Materials Man

Same or Higher Classifications

0444 Truck Driver
0450 Dump Truck Driver (G.C.)
0453 Heavy Truck Driver
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man
Lead Materials Man

1594 CRANE OPERATOR

An employee who operates a traveling, gantry, or mobile crane for the purpose of moving materials, supplies or equipment, switching cars, and is responsible for the care

of the crane equipment. May be assigned to other duties when not operating the crane.

Next Lower Classification
Materials Man

Same or Higher Classifications

1594 Crane Operator
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man

1050 JANITOR

An employee who is engaged in performing all types of janitorial work on the Company premises or section thereof assigned to him.
Beginner's Classification

MACHINE SHOP

0745 MACHINE SHOP SUBFOREMAN

An employee who shall have the qualifications of a Machinist and shall be working foreman called upon by the Foreman to assist him by allocating and supervising work in and around the machine shop.

Next Lower Classifications

*1120 Machinist
*1145 Machinist-Operator (Geysers)
*1147 Traveling Machinist

Same or Higher Classification

0745 Machine Shop Subforeman

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above of the apprenticeship leading to such journeyman classification.

*Experience in the machine shop required.

1120 MACHINIST

An employee who is a journeyman and who is qualified to do precision work with all types of machine shop tools, both power and bench, and is engaged in the performance of such work in connection with the manufacture, maintenance, and repair of all types of machinery. This may include the complete fabrication of a job from plans or sketches, the grinding or shaping of tools, related welding and rigging, and laying out and setting up of jobs. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification

1121 Apprentice Machinist

Same or Higher Classifications

0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
*1145 Machinist-Operator (Geysers)
1147 Traveling Machinist
1180 Plant Maintenance Man

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

1121 APPRENTICE MACHINIST

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

Next Lower Classifications

0920 Helper (Machine Shop)
*1165 Maintenance Man
*1700 Machine Operator
*1810 Tapping Machine Operator

Same or Higher Classifications

0110 Blacksmith
0160 Carpenter
0690 Carpenter Subforeman
1460 Sheet Metal Worker
2626 Certified Welder
2637 Traveling Certified Welder

*An employee in any one of these classifications will be given six months' classification seniority as an Apprentice Machinist if he is the successful bidder on such job and has spent at least one year in one or more of the classifications.

0100 BENCHMAN (Incumbents Only)

An employee who is engaged in overhauling and repairing all types of mechanical equipment and performing all types of mechanical and minor electrical work on electrical equipment, involving the incidental use of power tools. May include the fabrication of a job from plans or sketches, the grinding and shaping of tools, and the laying out and setting up of jobs.

Note: Future vacancies in the Benchman classification will not be filled. Company has offered to provide Apprentice Machinist training to employees in the Benchman classification. A Benchman who applies for such training will be required to meet the Apprentice Entrance Requirements in Material Control and, if successful, will be enrolled as a Benchman in the formal Apprentice Machinist training program. Upon completion of such training, the Benchman will be reclassified to Machinist.

1810 TAPPING MACHINE OPERATOR

An employee who operates portable pipe tapping pressure control equipment for the purpose of tapping gas mains under pressure. He may be called on to operate this equipment at various locations throughout the system. When not engaged in this work, he may perform other duties.

Next Lower Classification

1700 Machine Operator

Same or Higher Classifications

0110 Blacksmith
0160 Carpenter
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
1121 Apprentice Machinist
*1145 Machinist-Operator (Geysers)
1147 Traveling Machinist
1180 Plant Maintenance Man
1460 Sheet Metal Worker

Next Lower Classification

Same or Higher Classifications

1810 Tapping Machine Operator
2626 Certified Welder
2637 Trav. Cert. Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

1165 MAINTENANCE MAN

An employee who repairs and maintains buildings and equipment pertaining to the operation thereof; also greases and oils shop machinery and equipment.

Next Lower Classification

1700 Machine Operator

Same or Higher Classifications

0110 Blacksmith
0160 Carpenter
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
*1145 Machinist-Operator (Geysers)
1121 Apprentice Machinist
1147 Traveling Machinist
1165 Maintenance Man
1180 Plant Maintenance Man
1460 Sheet Metal Worker
2626 Certified Welder
2637 Trav. Cert. Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

1700 MACHINE OPERATOR

An employee who does work requiring skill and accuracy in the use of certain power tools, machines or equipment such as the drill press, punch press, or some of the more

(Continued on Page Six)

East Bay-Material Control Clerical U



Shirley Storey, Bus. Rep. for clerical in East Bay, Material Control and San Francisco Division, is shown introducing the guests at the Fashion Show.

The East Bay Material Control Clerical Unit No. 2301 scored a first for Local 1245 by sponsoring a very successful Fashion Show on April 4, 1970. The event took place at His Lordship's Restaurant in Berkeley, and there were approximately 200 people in attendance.

The models were all union members, (many of them shop stewards) from all over the East Bay Division (P.G.&E.) and Material Control.

The setting for the show was beautiful in that the restaurant overlooks the San Francisco Bay. This, combined with the good looking models, the excellent music and the good food, made for a very enjoyable afternoon.

This type of an event doesn't



This photo shows a general view of some of the people

Carolyn Wilson, Oakland Office



Nancy Luebke, Lafayette office



Leonard Butler, shop steward, Oakland office



Steen Patterson, Electric Dept.-Oakport



Carolyn Wilson, shop steward-Oakland office



Dave DePasquale, Hayward office



This photo shows some of the guests from the Union headquarters.



Jim Duarte, Oakland office



Shirley Nielson, Hayward office



Bob Williams, s

al Unit Fashion Show a Huge Success



some of the people in attendance.

just happen, it takes a great deal of planning and hard work. The officers, shop stewards and members of this unit who took an active part in putting on the show deserve a great deal of credit and a thank you for a job well done.

The committee in charge of the fashion show was made up of: Joan Bynum—chairman, Jacquelyn Sabbs—Programs, Florence Harris—Decorations, Jim Isham—Tickets, Paul Thorne and Jim Tieben—Clothes, Carolyn Wilson—Publicity, Leonard Butler—Door prizes, Ernize Adams, Sally Kelly, Winona Edwards, Edi Bell, Gladys Ellis and Dick Rhodes served in various capacities.

The fashion show was such a big success that the Unit is thinking of holding a spring dance next year.



Jackie Sabbs, shop steward-Oakland office, is shown hamming it up.



Sharon Brown, Oakland office



Pasquale, Hayward



Annie McKelvey, Gas-Richmond



Bill Green, shop steward-Oakland



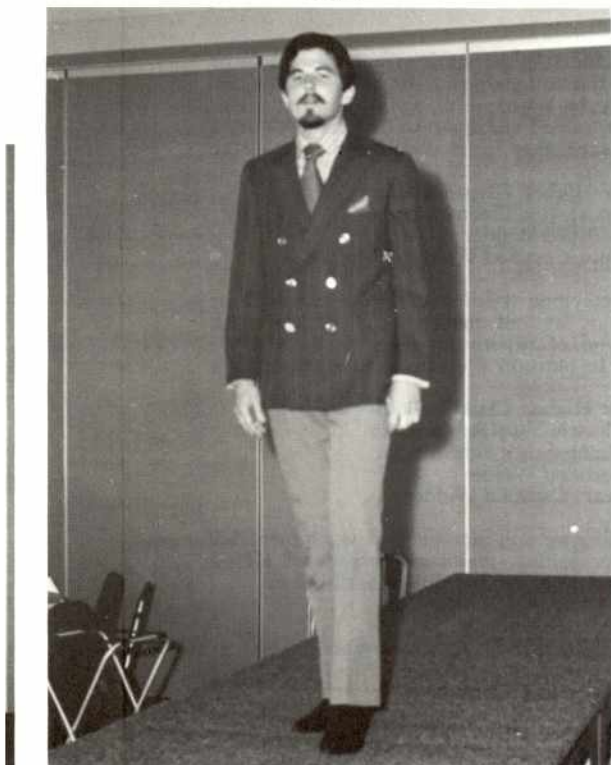
Carol Lombardi, Livermore office



Linda Niem, Hayward office



Jean Fujira, Berkeley office



Bob Williams, shop steward-Material Control



Cathy Leintz, Berkeley office



Another over-all view of the guests in attendance

COMPANY'S PROPOSAL

(Continued from Page Three)

common power-operated machine shop tools or similar work but not requiring the precision and skill of a journeyman. He lays out and sets up work in connection with the routine operation of his machine. He may be called upon to assist a machinist or other employees.

Next Lower Classification
0920 Helper (Machine Shop)

Same or Higher Classifications
0110 Blacksmith
0160 Carpenter
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
*1145 Machinist-Operator (Geysers)
1121 Apprentice Machinist
1147 Traveling Machinist
1165 Maintenance man
1180 Plant Maintenance man
1460 Sheet Metal Worker
1700 Machine Operator
1810 Tapping Machine Operator
2624 Routine Welder
2626 Certified Welder
2637 Trav. Cert. Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0110 BLACKSMITH

An employee who makes and repairs articles and tools, sharpens and tempers same and does other miscellaneous jobs requiring the use of hand tools, forge, anvil trip-hammer. His background and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification
1165 Maintenance man

Same or Higher Classifications
0110 Blacksmith
0690 Carpenter Subforeman
0745 Machine Shop Subforeman

1460 SHEET METAL WORKER

An employee who forms, welds, and unites sheet, rolled, cast and extruded metals including the fabrication of jobs from plans or sketches. Must have working knowledge of metallurgy and pattern drafting. His background and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification
1165 Maintenance man

Same or Higher Classifications
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
2626 Certified Welder
1460 Sheet Metal Worker

2626 CERTIFIED WELDER

An employee who does both electric and acetylene welding to build, reinforce, or repair Company material or equipment. He may lay out metal in accordance with plans or sketches before welding. His background of experience must be such as to qualify him for certification by the State if requested to perform a class of work requiring certification.

Next Lower Classification
2624 Routine Welder

Same or Higher Classifications
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
2626 Certified Welder
2637 Trav. Certified Welder

2624 ROUTINE WELDER

An employee who does work requiring moderate skill and accuracy in the use of welding equipment. He may be called on to assist a Certified Welder or other employee.

Next Lower Classification
0920 Helper (Machine Shop)

Same or Higher Classifications
0110 Blacksmith
0160 Carpenter
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
*1145 Machinist-Operator (Geysers)
1121 Apprentice Machinist
1147 Traveling Machinist
1180 Plant Maintenance man
1460 Sheet Metal Worker
2624 Routine Welder
2626 Certified Welder
2637 Trav. Certified Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0690 CARPENTER SUBFOREMAN

An employee who shall have the qualifications of a Carpenter and shall be a working foreman called upon by the Foreman to assist him by allocating and supervising work in and around the carpenter shop.

Next Lower Classification
0160 Carpenter

Same or Higher Classifications
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
0854 Working Foreman C
(Carpenter G.C.)

0160 CARPENTER

An employee who performs all classes of carpenter work, including cabinet making, joinery, and other work requiring a high degree of precision, employing hand and machine wood working tools. He may be required to do other work such as the repair and maintenance of buildings and fixtures.

Next Lower Classification
0400 Crater

Same or High Classification
0110 Blacksmith
0160 Carpenter
0163 Carpenter A (C.C.)
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
0854 Working Foreman C
(Carpenter G.C.)
1120 Machinist
*1145 Machinist-Operator (Geysers)
1147 Traveling Machinist
1180 Plant Maintenance man
1460 Sheet Metal Worker
2626 Certified Welder
2637 Trav. Certified Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0400 CRATER

An employee, qualified to do rough carpenter work, who crates materials, supplies or equipment, in such manner as to comply with shipping regulations; may perform other rough carpenter work or packing. Must be able to do millwork necessary to the

crating operation.
Next Lower Classification
0920 Helper (Machine Shop)

Same or Higher Classifications
0110 Blacksmith
0160 Carpenter
0400 Crater
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
*1145 Machinist-Operator (Geysers)
1121 Apprentice Machinist
1147 Traveling Machinist
1165 Maintenance man
1180 Plant Maintenance man
1460 Sheet Metal Worker
1810 Tapping Machine Operator
2624 Routine Welder
2626 Certified Welder
2637 Trav. Certified Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0920 HELPER

An employee whose principal duties consist of routine semi-skilled work such as assisting the employee in charge. He may be required to prepare and handle tools and material under the supervision of a journeyman or perform other semi-skilled duties as directed.

Beginner's Classification

ELECTRIC AND UTILITY AND HYDROELECTRIC MAINTENANCE

0750 MAINTENANCE SUBFOREMAN

An employee who shall have the qualifications of an electrician and be a working foreman; may be in charge of a small crew engaged in station construction and maintenance work.

Next Lower Classifications

*0470 Electrician
*0475 Electrician-Operator (Geysers)
*0477 Traveling Electrician
0710 Electric Shop Subforeman
*2626 Certified Welder
*2637 Trav. Certified Welder

Same or Higher Classifications

0650 Subforeman A (G.C.-Station)
0653 Subforeman B (G.C.-Station)
0750 Maintenance Subforeman
0850 Working Foreman A (G.C.-Station)
0853 Working Foreman B (G.C.-Station)

*Experience in hydroelectric maintenance required.

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0710 ELECTRIC SHOP SUBFOREMAN

An employee who is a working foreman and who performs and directs the work in the bushing repair shop of the electric and utility section of the Central Stores Shops. In addition, he may be required to assist on bushing repair work at other locations on Company's system and to give advice and direction concerning such work. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an electrician, and a background of experience in bushing repair work. He shall be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Next Lower Classifications

*0470 Electrician
*0475 Electrician-Operator (Geysers)
*0477 Traveling Electrician
0750 Maintenance Subforeman

Same or Higher Classifications

0650 Subforeman A (G.C.-Station)
0653 Subforeman B (G.C.-Station)
0710 Electric Shop Subforeman
0850 Working Foreman A (G.C.-Station)
0853 Working Foreman B (G.C.-Station)

*Experience in the electric shop required.

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0470 ELECTRICIAN

An employee who is a journeyman and who is engaged in performing all classes of electrical work. This may include the complete formation and assembly of a job from plans, sketches, or instructions, the drawing of plans for the completion of the supplementary work and for the reassembly of the specific job by other employees. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification

0471 Apprentice Electrician

Same or Higher Classifications

4070 Electrician
*0475 Electrician-Operator (Geysers)
0477 Traveling Electrician
0650 Subforeman A (G.C.-Station)
0653 Subforeman B (G.C.-Station)
0710 Electric Shop Subforeman
0750 Maintenance Subforeman
0850 Working Foreman A (G.C.-Station)
0853 Working Foreman B (G.C.-Station)

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0471 APPRENTICE ELECTRICIAN

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

Next Lower Classifications

0530 Filterman
0923 Helper (Elec. Shop)
1930 Painter

Same or Higher Classifications

0471 Apprentice Electrician
2626 Certified Welder
2637 Trav. Certified Welder

2626 CERTIFIED WELDER

An employee who does both electric and acetylene welding to build, reinforce or repair Company material or equipment. He may lay out metal in accordance with plans or sketches before welding. His background of experience must be such as to qualify him for certification by State if requested to perform a class of work requiring a certification.

Next Lower Classifications

2624 Routine Welder
2621 Apprentice Welder

Same or Higher Classifications

0710 Electric Shop Subforeman
0750 Maintenance Subforeman
2626 Certified Welder
2637 Trav. Certified Welder

0530 FILTERMAN

An employee who maintains and operates filtering and storage tank equipment for transformer and switch oils, prepares samples for testing, maintains records of all oil handled, prepares charges and credits and performs other related duties as directed.

Next Lower Classifications

0923 Helper (Elec. Shop)
1930 Painter

Same or Higher Classifications

0470 Electrician
*0475 Electrician-Operator (Geysers)
0471 Appr. Electrician
0477 Traveling Electrician
0530 Filterman
0710 Electric Shop Subforeman
0750 Maintenance Subforeman
2626 Certified Welder
2637 Trav. Certified Welder

(Continued on Page Seven)

COMPANY'S PROPOSAL

(Continued from Page Six)

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

1930 PAINTER

An employee who is regularly engaged in painting such equipment as transformer tanks, regulators, etc.

Next Lower Classifications
0923 Helper (Elec. Shop)
0530 Filterman

Same or Higher Classifications
0470 Electrician
*0475 Electrician-Operator (Geysers)
0471 Appr. Electrician
0477 Traveling Electrician
0710 Electric Shop Subforeman
0750 Maintenance Subforeman
1930 Painter
2626 Certified Welder
2637 Trav. Certified Welder

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

0923 HELPER

An employee whose principal duties consist of routine semi-skilled work such as assisting the employee in charge. He may be required to prepare, lay out and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

Beginner's Classification

DECOTO PIPE YARD AND PLANT

1594 CRANE OPERATOR

An employee who operates a mobile crane for the purpose of moving pipe, material, supplies, equipment, etc. Shall perform minor repair and maintenance work on such crane.

Next Lower Classification
1670 Fork Lift Operator

Same or Higher Classification
1594 Crane Operator

1670 FORK LIFT OPERATOR

An employee who operates a fork lift truck to transport pipe, material, supplies or equipment and performs minor repairs and maintenance work on such truck. When not engaged in operating the fork lift, may perform other routine duties in the pipe yard and plant.

Next Lower Classification
1960 Pipeman

Same or Higher Classifications
1594 Crane Operator
1670 Fork Lift Operator
1730 Primer Operator
1910 Wrapper Operator

1730 PRIMER OPERATOR

An employee who operates and maintains a pipe cleaning and priming machine and directs other employees as necessary in the complete operation of cleaning and priming pipe. When not engaged in such work, may perform other duties in the pipe yard and plant such as loading, checking, painting pipe, or wrapping pipe.

Next Lower Classifications
1820 Tar Pot Operator
1960 Pipeman

Same or Higher Classification
1730 Primer Operator

1910 WRAPPER OPERATOR

An employee who operates and maintains a pipe wrapping machine for the purpose of soil-proofing pipe and directs other employees as necessary in the complete operation of wrapping the pipe. When not engaged in pipe wrapping, may perform other duties in the pipe yard and plant, such as loading, checking or painting pipe.

Next Lower Classification
1820 Tar Pot Operator

Same or Higher Classification
1910 Wrapper Operator

1820 TAR POT OPERATOR

An employee who is responsible for the operation of the tar pots and performs such duties as lighting the burners, maintaining proper heat, charging the pots with tar, keeping the tar at the proper level to feed the pipe wrapping machines and keeping his work area clean. During the night work period, he shall also do such routine maintenance work as changing screens, cleaning and making adjustments as instructed by the Plant Maintenance man or day crew.

Next Lower Classification
1960 Pipeman

Same or Higher Classifications
1594 Crane Operator
1670 Fork Lift Operator
1730 Primer Operator
1820 Tar Pot Operator
1910 Wrapper Operator

1960 PIPEMAN

An employee whose principal duties consist of routine work in a pipe priming or wrapping crew; shall perform semi-skilled or unskilled work as directed.

Beginner's Classification

1180 PLANT MAINTENANCEMAN

A qualified employee who performs all types of repair and preventive maintenance work on all shop and pipe processing machinery and buildings in the pipe yard and plant. Inspects facilities to determine work necessary. Must be proficient in the use of bench, hand, power and air tools and welding equipment necessary for such work. Shall also perform minor electrical repair work and make tools used in the processes of the plant. Performs work on mobile pipe handling equipment not requiring engine disassembly. Prepares simple sketches for fabrication of and secures appropriate spare parts.

Next Lower Classification
1121 Apprentice Machinist

Same or Higher Classifications
0690 Carpenter Subforeman
0745 Machine Shop Subforeman
1120 Machinist
*1145 Machinist-Operator (Geysers)
1147 Traveling Machinist
1180 Plant Maintenanceman

*Providing that such an employee is a qualified journeyman Electrician or Machinist or has reached the two (2) year step, or above, of the apprenticeship leading to such journeyman classification.

LEAD MATERIALS MAN

An employee who is qualified to perform without direct supervision and is engaged in performing, subordinate to the employee in charge, both supervisory and routine duties in the facility.

Next Lower Classification
Materials Man

Same or Higher Classifications
1594 Crane Operator
Materials Subforeman
Lead Materials Man

1050 JANITOR

An employee performing all types of janitorial work in the pipe yard and plant.

Beginners' Classification

JOB DEFINITIONS AND LINES OF PROGRESSION FOR THE DIVISION MATERIALS DEPARTMENTS, INCLUDING THE PIPE LINE OPERATIONS DEPARTMENT

MATERIALS FACILITY SUBFOREMAN

(Exhibit VI-J)

An employee who is in charge of a materials facility where three or more men including himself are employed, interprets and administers Materials Department procedure, and both supervises and performs work relating to the ordering, receiving, disbursing, and salvaging of materials. He shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's materials procedures, accounting procedures, and other applicable rules and procedures.

Note: It is understood that the classification of Materials Facility Subforeman may, at Com-

pany's discretion, be used in medium-size materials facilities for the relief of materials supervisors not in the bargaining unit or as working supervisors in these facilities (5 to 8 employees excluding the supervisor.)

Next Lower Classifications
Materials Facility Man
Lead Materials Man (if no
Materials Facility Man
bids on Company's system)

Same or Higher Classifications
Materials Facility Subforeman
Materials Subforeman

MATERIALS FACILITY MAN

An employee who is in charge of a materials facility where one or two men including himself are employed, interprets and administers Materials Department procedure, and both directs and performs work relating to the ordering, receiving, disbursing, and salvaging of materials. He shall be familiar with Company's materials procedures, accounting procedures, other applicable rules and procedures, and be able to type with moderate skill (25 words per minute, net.)

If assigned to a materials facility where he is subordinate to a Materials Facility Subforeman or a materials supervisory employee not in the bargaining unit, he will perform the duties of a Lead Materials Man.

Next Lower Classifications
Lead Materials Man
Materials Man (if no Lead
Materials Man, Materials
Facility Man or Materials
Facility Subforeman bids
on Company's system)

Same or Higher Classifications
Materials Facility Subforeman
Materials Subforeman
0854 Working Foreman C
(C.C. Service Center)
0855 Working Foreman D
(C.C. Service Center)
Materials Facility Man

LEAD MATERIALS MAN

An employee in a materials facility who, subordinate to a Materials Facility Subforeman or a materials supervisory employee not in the bargaining unit, is qualified to perform without direct supervision, and who both supervises and performs work relating to ordering, receiving, disbursing, and salvaging of material; or

An employee who is engaged in operating a facility which is physically removed from the local materials facility but is within the same city or town; or

An employee who, while assigned to one facility as his headquarters, is assigned to operate one or more other facilities which are normally unattended; or

An employee who handles all the work and duties relating to the operation of a materials facility where it is necessary regularly to assign other non-materials duties to him in order to utilize his full working time. When not engaged in materials duties, he may be assigned other routine physical or clerical duties around the service center.

In any of the above situations, he shall be able to type with moderate skill (25 words per minute, net) and may be required to operate any Company vehicle to transport material between facilities or to a job site.

Next Lower Classifications
Materials Man

Same or Higher Classifications
Materials Facility Subforeman
Materials Subforeman
0854 Working Foreman C
(C.C. Service Center)
0855 Working Foreman D
(C.C. Service Center)
Materials Facility Man
Lead Materials Man

Note: Employees who were reclassified from Warehouse Attendant to Senior Warehouseman, effective July 1, 1963, and subsequently to Lead Materials Man, shall accrue classification seniority when bidding on Materials Facility Man vacancies as a Lead Materials Man from July 1, 1963, when bidding in competition with an employee who was a Senior Warehouseman on or before July 1, 1963. When only former Warehouse Attendants are in competition to a Materials Facility Man vacancy, they shall accrue their former Warehouse Attendant classification seniority as Lead Materials Man for the purpose of such bid.

MATERIALS MAN

An employee who is qualified to perform without direct supervision, and who performs, subordinate to the employee in charge, duties relating to the ordering, receiving, disbursing, and salvaging of materials including the operation of material handling equipment. May be required to operate Company vehicles in order to perform loading and servicing duties on such vehicles and may be required to perform the duties of a Light Truck Driver. He shall be able to type with moderate skill (25 words per minute, net.)

Beginner's Classification

Note: A prebid within a division or an application for transfer between divisions will be considered as a bona fide bid from Materials Man or a higher classification in a Line of Progression to Materials Man. Under other circumstances, the Materials Man classification will be considered a beginner's classification and will not be posted for bid.

0453 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists materials employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as:

- A motor vehicle with three axles or more with a gross vehicle rating of 40,000 pounds or more; or
- A truck-tractor with a gross combined weight rating of 50,000 pounds or more; or
- A truck with two or three axles which, when coupled to a trailer or semi-trailer with auxiliary dollies has a gross combined weight rating of 50,000 pounds or more.

Next Lower Classifications
0444 Truck Driver

Same or Higher Classifications
0453 Heavy Truck Driver
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man
Lead Materials Man

0444 TRUCK DRIVER

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

Next Lower Classifications
0455 Light Truck Driver
(Materials Dept. only)
Materials Man

Same or Higher Classifications
0444 Truck Driver
0450 Dump Truck Driver (G.C.)
0453 Heavy Truck Driver
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man
Lead Materials Man

0455 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the

(Continued on Page Eight)

1970 LEGISLATIVE REPORT

By MERT WALTERS

The 1970 session of the California Legislature is well under way with 3,928 bills (2,817 in the Assembly and 1,408 in the Senate) having been introduced by April 3, the last day for unrestricted introduction of legislative proposals. In addition, 112 proposed Constitutional amendments and 443 resolutions have also been introduced. Many of the legislative proposals, perhaps a majority, will receive an early and painless death in Committee, others will die after hard-fought battles, some will be sent to interim study to be taken up again in 1971 and the remainder will end up on the Governor's desk for his signature or veto.

The subject matters are numerous and run the whole spectrum of special interest and general public concern. However, the majority of the debate will revolve around the budget, "tax reform," and "ecology and the environment."

The Governor's 6.48 billion dollar budget for the 1970-1971 fiscal year is the largest in the State's history and it is under attack from organized labor and many other groups for failing to meet the needs of today's society. The California State Federation of Labor is particularly concerned with the massive cutbacks in the Department of Industrial Relations and the resultant effects on job safety, apprenticeship, protections for women and minors and labor law enforcement. The Governor's budget proposes a \$7,100,000 slash in the appropriation for the State Department of Industrial Relations, which means reductions in the number of safety inspectors, apprentice co-ordinators and deputy labor commissioners, as well as long delays in processing wage claims and violations of safety and Industrial Welfare orders.

With the local property taxpayers demanding reduction in the size of their property tax bills and with Proposition 8 having qualified for the June 2nd ballot, the legislature is seriously considering the matter of tax reform. The Governor's program is primarily set forth in legislation introduced by Assemblyman Bagley (AB 1000 and 1001). This program is designed to bring a 648 million dollar reduction in property tax with offsetting revenues coming from other sources such as an additional 1% in sales taxes, increased income and bank and corporation taxes and a reduction in the oil depletion allowance. The State homeowners property tax exemption would be increased and the State would assume the major cost of welfare. The major opposition to the Governor's program evolves around

the lack of educational funds and alternative programs have been introduced.

Ecology and the environment is a much discussed subject today and this is reflected in the halls of the Legislature. Numerous bills concerning water quality, waste disposal, air and water pollution, pesticides and other matters affecting our environment are now before the Legislature. Among these are a number of bills which could directly affect the Utility Industry in such areas as power plant siting, use of fossil fuels and limitations on radiation exposure. All of these are being carefully watched by L.U. 1245 in order to protect the interests of our membership.

As in every session of the legislature, good and bad bills directly affecting Local Union 1245 and its membership, have been introduced and Local 1245 is actively involved in supporting the good bills and opposing the bad bills. Two examples of the latter are: SB 462 which if it were to become law would prohibit L.U. 1245 members from maintaining or repairing any equipment or facility beyond the meter of the employer. In other words, the gas serviceman would not be able to adjust, light or service the customer's appliances. Discussions with the author assure us that this is not the intent of the bill and that the bill will be drastically amended or dropped.

AB 991, which if it should become law in the form it was introduced, would adversely affect L.U. 1245 members working for publicly owned electric utilities in that such utilities would be unable to perform construction, re-construction, alteration or repair work with their own work force if the cost of the job was more than \$3,000. Local Union 1245 is working with the author in an effort to alleviate our concern.

Local 1245 has developed a legislative program on behalf of its membership in State employment. These members do not have the benefit of collective bargaining or even the "meet and confer" process now available to other public employees. Assemblyman Townsend has introduced AB 1036, which would provide special salary adjustments for hydro-electric employees in the Department of Water Resources. AB 1281 has been introduced by Assemblyman Porter and others to provide for the payment of time and one-half for operation and maintenance employees in the Department of Water Resources. In addition, we are working with Assemblyman Milias in an effort to bring a meaningful bargaining process into State employment.

COMPANY'S PROPOSAL

(Continued from Page Seven)

department to which he is assigned.
Next Lower Classifications
None

Same or Higher Classifications
0444 Truck Driver
0445 Light Truck Driver with winch (G.C.)
0450 Dump Truck Driver (G.C.)
0453 Heavy Truck Driver
0455 Light Truck Driver
Materials Facility Subforeman
Materials Subforeman
Materials Facility Man
Lead Materials Man
Materials Man

JOB DEFINITIONS

GENERAL CONSTRUCTION SERVICE CENTER AT DAVIS OF THE GENERAL CONSTRUCTION SERVICES DEPARTMENT SHOP CLASSIFICATIONS (Exhibit VI-K)

1120 MACHINIST

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools, and who performs such work in connection with the repair and maintenance of automotive and other equipment. His background of experience must be such that he can perform these duties with skill and efficiency.

1007 MECHANICAL INSPECTOR

An employee who makes complete inspections and repairs to all types of vehicles, construction equipment and appurtenances, including hydraulic and electric circuits and devices, and makes reports thereon; inspects vehicles or equipment being assembled, fabricated or repaired to make sure that they meet Company's and manufacturer's specifications; recommends payment of invoices, and initiates claims and adjustments. He shall have the craft qualifications of an Equipment Mechanic. He must be able to operate properly all types of vehicles and construction equipment and to impart this knowledge to other employees.

Note: The classification of Field Garage Mechanic A and Equipment Mechanic are considered as the next lower classification to Mechanical Inspector and time spent at the top rate of one is considered as time spent in both classifications for purposes of Section 305.5. A Mechanical Inspector who is to be demoted shall be demoted to the classification from which he came.

1345 LEAD MECHANIC

An employee who is an Equipment Mechanic and who is in charge of a shift where one, two or three employees, including himself, are employed. When he is in charge of a shift where three employees, including himself, are employed, at least one employee shall be in a classification lower than Equipment Mechanic.

1255 EQUIPMENT MECHANIC

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his job. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

1258 APPRENTICE EQUIPMENT MECHANIC

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

0880 GARAGEMAN

An employee who acts as a helper for a journeyman or, under indirect supervision, does all types of tool, equipment and automotive service work, including dispensing fuel, checking and dispensing oil, greasing, washing, cleaning, polishing, changing

and repairing tires, preventive maintenance inspections which do not require adjustments or repairs, battery servicing and any necessary janitorial work, air tool preventive maintenance (including disassembly), replacing and refinishing handles to tools, sanding and refinishing pike poles and ladders.

0470 ELECTRICIAN

An employee who is a journeyman and is engaged in performing all classes of electrical work, particularly, the installation, maintenance, testing and repair of electrical equipment in and around the yard and warehouse and the testing, repairing and servicing of hot line tools, pole and tower line grounding devices and other electrical tools and equipment. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

2620 WELDER

An employee who performs both electric and acetylene welding on all types of materials and equipment. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. He may also be required to lay out work in accordance with the plans or sketches, or to do blacksmithing at times when there is no welding to be done.

1930 PAINTER

An employee who prepares surfaces for painting and paints all types of automotive equipment, tools and devices. His background of experience must be such as to qualify him to perform these duties with skill and efficiency.

1200 TOOL MAINTENANCE MAN

An employee who cleans and paints tools and materials and performs related minor repair work.

0160 CARPENTER

An employee who is a journeyman and is skilled in the use of all woodworking tools. He may be required to do other work including the repair and maintenance of buildings and fixtures.

0166 ROUGH CARPENTER

An employee who performs routine carpentry work such as building simple structures, erecting scaffolds, building forms and doing miscellaneous repair work.

0275 ROUTINE PARTS CLERK

An employee who performs, under the general direction of the employee in charge, duties relating to the purchasing, storing, restocking, issuing and requisitioning of automotive parts, tools, and related supplies. He must have legible handwriting and clerical aptitude.

OFFICE CLASSIFICATIONS

0310 SENIOR SHOP CLERK

An employee who has the qualifications of a First Shop Clerk, performs clerical work and is a lead clerk directing the work of other shop clerks.

0313 FIRST SHOP CLERK

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in General Construction Service Center office work and the normal amount of judgment accompanying that knowledge, may be required to perform secretarial work, including taking dictation; may be assisted by a Routine Shop Clerk.

0314 ROUTINE SHOP CLERK

An employee who performs routine clerical work, requiring a basic knowledge of established General Construction Service Center office procedures, and elementary accounting principles; may operate PBX board; is in training for advancement to First Shop Clerk upon completion of training and when a vacancy occurs. He must have a high school education or its equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand prior to promotion to First Shop Clerk.

MATERIALS FACILITY CLASSIFICATIONS

LEAD MATERIALS MAN

An employee who, subordinate to a materials supervisory employee not in the bargaining unit, is qualified to perform without direct supervision and who both supervises and performs work relating to ordering, receiving, disbursing, and salvaging of materials. He shall be able to type with moderate skill.

MATERIALS MAN

An employee who is qualified to perform without direct supervision and who performs, subordinate to the employee in charge, duties relating to the ordering, receiving, disbursing and salvaging of materials including the operation of material handling equipment. He shall be able to type with moderate skill.

1594 CRANE OPERATOR

An employee who operates and maintains a mobile crane for the purpose of moving materials, supplies, and equipment.