

Utility Reporter

SEPTEMBER, 1973
 OAKLAND, CALIFORNIA
 VOL. XXI, NO. 9
 Official Publication of I.B.E.W.
 Local Union 1245, AFL-CIO,
 P.O. Box 4790,
 Walnut Creek, Ca. 94596



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

UNION'S PROPOSAL

Pacific Gas & Electric Company
 245 Market Street, Room 444
 San Francisco, California 94106
 Attention: Mr. I. W. Bonbright, Manager of Industrial Relations
 Gentlemen: October 1, 1973

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 & 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 & 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 may be a need for the use of special employee groups to present and discuss certain problem areas peculiar to their function or department.

If this should develop, 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.

We also have certain holdover issues raised during the contract term which should be discussed and resolved during 1973 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.

Attached are Exhibits A and B wherein we have outlined certain contract and benefit changes being sought, some of which are somewhat specific and others which cover general subjects we wish to discuss before we make specific proposals for change. Exhibit A is applicable to employees in the physical bargaining unit and Exhibit B is applicable to employees in the clerical bargaining unit.

We are prepared to discuss with Company the subject matter contained in our proposals, and in line with our prior discussions, we would suggest Friday, October 5, 1973, as the date for our first meeting.

Very truly yours,
 L. L. Mitchell
 Business Manager

PHYSICAL AGREEMENT Exhibit A PART I

TITLE 2. RECOGNITION
 Amend to include "clerks in the offices of gas department foreman."
 (Continued on Page Two)

... HAVE YOU MOVED? 

MY NEW ADDRESS IS:

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

RETURN TO:

P.O. BOX 4790, WALNUT CREEK, CALIF. 94596

COMPANY'S PROPOSAL

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P.O. Box 4790
 Walnut Creek, California 94596
 Attention: Mr. L. L. Mitchell, Business Manager
 October 1, 1973

Gentlemen:
 In accordance with Section 500.2 of the Agreement dated September 1, 1952, Subsection 24.2(a) of the Agreement dated July 1, 1953 and Section 6.02 of the Agreement dated January 1, 1969, Company hereby gives notice of its intention to open the three Agreements mentioned for amendment.

With respect to the Benefit Agreement, Company has no specific proposals to advance at this time.

With respect to the Operation, Maintenance and Construction Agreement and the Clerical Agreement, there are several problem areas which we believe deserve the attention of the negotiating committees as follows:

1. **Bidding and Transfer Proposals**
 On May 1, 1973, Company submitted proposals with respect to amendments to Titles 205 (Physical) and 18 (Clerical). On August 1, 1973, Union submitted a counter proposal including changes in these titles and others which related to seniority. It is our intention to discuss fully the problems which brought about these proposals and to seek mutually acceptable solutions to these and to related problems, i.e., certain Company procedures followed in administering the bidding titles of the Agreement.
2. **Response Problems**
 Under this heading we include some of our recent problems with respect to providing continuity of services to our customers, hours of work schedules and availability of employees for overtime assignments. We consider this to be one of the major problem areas before the bargaining committees this year.
3. **Meal Cost Problems**
 During the term of the current Agreements, disagreements with respect to reasonable meal cost have increased at an alarming rate. Therefore, we wish to discuss possible solutions to this problem.
4. **Grievance and Review Committee Backlog**
 As you are well aware, Review Committee backlog and the length of time that it takes to settle issues of any importance have become a major problem. While the Review Committee itself has taken steps to alleviate this problem, we believe that the subject should be further discussed between the negotiating committees. Attached as Exhibit 1 is a list of Review Committee cases which we believe are more susceptible to settlement by the negotiating committees than by the Review Committee itself and we wish to make it a part of this bargaining session.
5. **Method of Grading Clerical Jobs**
 While the Company-Union committee on this subject is making progress, a final settlement of this issue appears to be best handled by the negotiating committees.
6. **The Problem of Retaining Qualified Journeymen and Apprentices in Certain San Francisco Division Operating Departments**
 (Continued on Page Six)

YOUR Business Manager's COLUMN BARGAINING PROPOSALS EXCHANGED L. L. MITCHELL

This issue of the Utility Reporter is primarily composed of proposals by Union and Company which will form the basis of negotiations on the conditions and wages of our P.G.&E. clerical and physical members for the next term of the labor agreement.

The duration of the contract will be an important part of the negotiations, although you may note neither party has proposed a suggested period of time for which it will be operative.

In effect, the parties weigh the agreed to changes in terms of one year increments. Thus, the scope of changes in benefits, conditions and wages as a package are the basic determinants as to the length of time the parties will be willing to go before new negotiations would be sought. Various changes may be made to become effective at different dates within the term of the agreement and agreement may also be made to provide dates within the term which will allow negotiations

on stipulated issues. These factors provide more flexibility for the parties in developing a package which gives greater recognition to all the proposed changes which may be on the bargaining table.

Local 1245's committee has spent many long and arduous days in preparation of proposals which appear in this issue of our paper. The submission is prepared in general language, setting forth the issues which we wish discussed. This is backed up by specific language changes to the present contract which will be presented during our bargaining sessions as they are needed.

The committee must now review those proposals submitted by the P.G.&E. and prepare Union's positions for discussion of these issues with the Company. Initial meetings will be devoted to the explanation of each party's proposals before true bargaining begins.

Your committee is a capable, ded-
 (Continued on Page Three)

UNION'S PROPOSAL

(Continued from Page One)

Also amend pursuant to the Letter Agreement dated May 1, 1973, involving transfer of certain classifications between the E.S.C. and I.B.E.W. physical bargaining units.

TITLE 3. CONTINUITY OF SERVICE

Delete Section 3.5.

TITLE 4. UNION SECURITY

Amend to require that upon attaining regular status that every employee within the bargaining unit shall, as a condition of employment, become a member of and maintain membership in the Union. Also that all regular employees on the payroll as of 12/31/73 shall, within 30 days, become members of and maintain membership in the Union.

TITLE 8. LABOR MANAGEMENT COOPERATION

Add a new TITLE 8—LABOR MANAGEMENT COOPERATION

Such title to provide for regularly scheduled meetings at various levels for purposes of discussing matters of concern to the parties. Not for the purpose of negotiations or discussing grievances, but one of the purposes would be to attempt to resolve matters which could result in grievances.

TITLE 101. LEAVE OF ABSENCE

Incorporate current practices relating to funeral leave and jury duty into the Agreement. With respect to jury duty expand to cover appearance as witness in matters arising out of or in the course of employment.

Amend provisions relating to maternity leave pursuant to E.E.O.C. Guidelines. Also includes paid time off for adoptions.

Also refer to Union's proposals of August 1, 1973.

TITLE 102. GRIEVANCE PROCEDURE

Provide for greater participation of involved Shop Steward and involved Supervisor in the procedures below the Joint Grievance Committee level.

Provide for pre-hearings in the event Company contemplates disciplinary action against an employee. If unresolved refer directly to arbitration.

Equalize the grievance procedure to provide for forfeitures in the event Company fails to meet time limits.

Provide that grievances referred to the Review Committee shall be resolved within 120 days or be referred to arbitration.

TITLE 103. HOLIDAYS

Amend to provide for two additional holidays, one of which shall be "the day after Thanksgiving Day" and which shall be floated for those employees covered in Section 103.6(a) who are required to work such holiday. Also amend to provide that all employees shall be entitled to holidays off with pay.

Also amend to provide for overtime compensation at 2 times the straight rate of pay for all time worked on a holiday.

Delete Section 103.9

TITLE 104. MEALS

Amend to provide that in the event Company does not provide any of the meals called for under the provisions of this title and an employee is required to work 2 hours beyond the time the meal should be provided, that the employee shall be paid an additional 1 hour's pay at the straight time rate of pay for each hour worked until a meal is provided.

Delete Sections 104.12 and 104.15.

TITLE 105. SAFETY

Amend to provide for:

- 1) Joint Labor-Management Health and Safety Committees.
- 2) Compensation of employee representatives designated by Union for all regular hours involved in walk-around inspections and investigations.
- 3) Reporting of industrial injuries to Union by Company.

Amend to provide that failure of Company to comply with applicable safety and health laws shall be deemed to be a violation of the Agreement.

Amend Section 105.4 by changing "750 volts" to "600 volts."

TITLE 106. SENIORITY

Refer to Union's proposals of August 1, 1973.

TITLE 107. MISCELLANEOUS

Amend to provide that Company shall provide all tools, protective devices and other equipment required in the performance of the job.

TITLE 109. APPRENTICESHIP TRAINING

Amend this Title to provide for a tri-party Apprenticeship and Training

Program, including coverage of General Construction.

Provide training for employees in Steam Heat Department, Division Materials Department and Materials Distribution Department.

TITLE 110. SHIFT PREMIUM

Change Title to PREMIUM PAY.

Establish shift premium at 4% for 2nd shift and 6% for 3rd shift.

Add provisions for premium pay for regularly scheduled work on Saturdays and Sundays. Such premium to be 15% for regularly scheduled Saturday work and 25% for regularly scheduled Sunday work.

TITLE 111. VACATIONS

Increase vacation allowance to provide for:

A vacation of 15 work days with pay in the 6th year of employment and thereafter up to and including the 15th year.

A vacation of 20 work days with pay in the 16th year of employment and thereafter up to and including the 25th year.

A vacation of 25 work days with pay in the 26th year of employment and thereafter.

Provide that employees who schedule their vacations during the period from January through May or from September through December shall be allowed 1 additional day of vacation for each week of vacation scheduled during either of these periods.

Amend Section 111.7 to provide for full earned vacation upon termination of employment.

TITLE 112. SICK LEAVE

Transfer Titles 209 and 309 to Part I and incorporate the Provisions of Title 209, as amended, into Title 112—SICK LEAVE.

Amend sick leave provisions to provide for:

- 1) Sick leave allowance of 96 hours with pay per year.
- 2) Entitlement to sick leave upon completion of probation.
- 3) Full accumulation of unused sick leave.
- 4) Once an employee qualifies for additional sick leave, he shall continue to be qualified.
- 5) Company payment for all Company required visits to doctor.
- 6) Buy back of accumulated sick leave upon termination or retirement.
- 7) Up to 3 days per year off with pay for illness of immediate family members.
- 8) Retention of current wage rate when unable to perform duties of regular classification due to impairment of health or physical ability, and is given light work within his ability to perform.

TITLE 113. INCLEMENT WEATHER

Transfer Titles 203 and 303 to Part I and incorporate the provisions of Title 203 into Title 113.—INCLEMENT WEATHER.

Also increase minimum compensation for probationary employees to 4 hours.

PART II

TITLE 200. APPLICATION

Amend to conform to proposal relative to Title 2.—Recognition.

TITLE 201. EXPENSES

In connection with Section 201.6 review Company's existing standard practice.

Amend Section 201.8(d) to provide for Company furnished transportation or actual travel cost.

TITLE 202. HOURS

Amend to provide for alternate work weeks of 40 hours and 32 hours.

Provide that an employee involved in a change of work weeks shall receive 10 work days in the payroll period involved in the change.

TITLE 204. WAGES AND CLASSIFICATIONS

Amend to provide that whenever an employee is assigned to work in a classification higher than his regular classification, he shall be paid for a minimum of 4 hours at the higher rate of pay. If he works more than 4 hours in the higher classification, he shall then be paid for 8 hours at the higher rate of pay.

Delete second sentence of Section 204.4.

Provide that any employee who has not submitted a pre-bid under the provisions of Title 205 shall not be required to take a temporary assignment in a higher classification if he does not desire to do so.

Also refer to Union's proposals of August 1, 1973.

TITLE 205. JOB BIDDING AND PROMOTION

Refer to Union's proposals of August 1, 1973.

TITLE 206. DEMOTION AND LAYOFF PROCEDURE

Refer to Union's proposals of August 1, 1973.

TITLE 207. MISCELLANEOUS

Provide for pre-notification of Union whenever Company plans to have work, which is ordinarily and customarily performed by employees in the bargaining unit, performed by outside contractors.

Provide further that whenever any work is let to outside contractors, that Company will, insofar as it is possible to do so, let such work to contractors who pay prevailing wages and fringe benefits.

Provide that whenever Company uses a device, devices or methods that could result in the layoff or demotion of employees, such employees shall be given training and the opportunity to transfer to another job without loss of pay.

TITLE 208. OVERTIME


Provide for double time for all overtime.

Revise rest period to provide that for every overtime hour worked in the period commencing 10 hours and ending 2 hours prior to start of normal work hours, an employee shall be entitled to 1 hour off during regular work hours. If employee works more than 4 hours overtime, he shall be entitled to a full day off during regular work hours. If an employee is required to work during his rest period, he shall be paid overtime plus regular pay.

Increase minimum period for overtime hours to 3 hours. If second overtime period overlaps first overtime minimum, pay for actual overtime.


Provide that no employee shall be forced to work overtime.

(Continued on Page Three)



the utility reporter

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UNION'S PROPOSAL

(Continued from Page Two)

Provide for system-wide method of distributing overtime. Also provide for weekly posting of overtime worked.

TITLE 210. STATUS OF EMPLOYEES

Amend Section 210.2 by deleting reference to holidays.

Provide for limitation on the use of part time employees and for prorated benefits for all part time employees.

TITLE 212. EMERGENCY DUTY

Provide for system-wide method of distributing overtime. Also provide for weekly updating of overtime worked. Also provide for posting of overtime worked.

TITLE 214. EXTENDED WORKWEEK

Amend to provide for minimum of 48 hours.

PART III

TITLE 301. EXPENSES

Increase current expense allowances to reflect the increased cost of living.

Review the special assignment provisions with relationship to those individuals (classifications) who are subject to successive short term moves.

Provide that any employee buying a home shall be eligible for Class A residence status.

Delete Section 301.8 as well as any other reference to project limitations.

Review the provisions of this Title with respect to any problems arising out of I.R.S. regulations.

TITLE 302. HOURS

Amend to provide for alternate work weeks of 40 hours and 32 hours.

Amend Section 302.10 by deleting Subsection (c) and all references thereto.

TITLE 303. INCLEMENT WEATHER

See proposals relative to proposed new Title 113.

TITLE 304. WAGES AND CLASSIFICATIONS

Amend to provide that whenever an employee is assigned to work in a classification higher than his regular classification, he shall be paid for a minimum of 4 hours at the higher rate of pay. If he works more than 4 hours in the higher classification, he shall then be paid for 8 hours at the higher rate of pay.

Provide that employees shall not be required to take a temporary assignment in a higher classification if he does not desire to do so.

Also refer to Union's proposals of August 1, 1973.

TITLE 305. JOB BIDDING AND PROMOTION

Refer to Union's proposals of August 1, 1973.

TITLE 306. DEMOTION AND LAYOFF PROCEDURE

Refer to Union's proposals of August 1, 1973.

TITLE 308. OVERTIME

Provide for double time for all overtime.

Revise rest period to provide that for every overtime hour worked in the period commencing 10 hours and ending 2 hours prior to start of normal work hours, an employee shall be entitled to 1 hour off during regular work hours. If employee works more than 4 hours overtime, he shall be entitled to a full day off during regular work hours. If an employee is required to work during his rest period, he shall be paid overtime pay plus regular pay.

Increase minimum period for overtime hours to 3 hours. If second overtime period overlaps first overtime minimum, pay for actual overtime.

Provide that no employee shall be forced to work overtime.

Provide for system-wide method of distributing overtime. Also provide for weekly posting of overtime worked.

TITLE 309. SICK LEAVE

See proposals relative to proposed new Title 112.

TITLE 310. STATUS OF EMPLOYEES

Change "casual employees" to "probationary employees."

Revise Section 310.2 to read the same as Section 210.2 as proposed to be amended.

PART V

Depends on the results of negotiations between the parties.

PART VI

TITLE 600. EXHIBIT VI—Job Definitions and Lines of Progression.

Section 600.1 Exhibit VI—Division Gas

Include clerks in the offices of Gas Department Foreman and establish job definitions and lines of progression therefor.

Include Clerk Driver as one of those classifications next lower to Corrosion Mechanic.

Section 600.2 Exhibit VI-A—Materials Distribution and Division Materials Departments

Amend the lines of progression to provide for improved promotional rights for the classification of Material Man. Also provide opportunity for truck driving classifications to promote with the lines of progression.

Section 600.3 Exhibit VI-B—Division Steam Generation

Include the classification "Technical Clerk" and job definition therefor. Establish lines of progression in connection therewith.

Section 600.6 Exhibit VI-E—Division Steam Heat

Review the duties and responsibilities of the various classifications and make necessary revisions.

Section 600.8 Exhibit VI-G—Division Water

Expand the bidding rights of Canal Maintenceman to Heavy Truck Driver.

Section 600.10 Exhibit VI-J—Division Warehouse, including P.L.O. and Davis Warehouse of General Construction.

Delete (See Exhibit VI-A and VI-K)

Section 600.12 Exhibit VI-L—Division Electric

Expand the bidding rights of Second Operators to cross bid from Hydro to Substation and vice versa.

Provide bidding rights for Steam Plant Switching Center Operators into Hydro and Substation lines of progressions.

Equalize bidding rights of Electricians in General Construction, with other journeymen classifications in General Construction, in bidding job vacancies within a Division.

Review the job definitions of Communication Technician, Electrical Technician and Control Technician as to the duties involved for the purposes of clarification.

EXHIBIT VIII. JOB COMPARISONS

Provide for expanded opportunity to pass aptitude test.

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.

Include Routine Parts Clerk at Davis.

Update list in connection with consolidation of Materials Department.

EXHIBIT X. SCHEDULE OF WAGE RATES

Reduce the number of wage rates and establish a wage schedule which will provide for a minimum spread between rates of pay.

Provide that all classifications that perform the same duties, regardless of the line of progression in which they are employed, shall receive the same rate of pay.

A general wage increase which will at least return P.G.&E. employees to their relative position, as of 1970, in the Utility Industry and which will reestablish and improve the employees' purchasing power.

LABOR AGREEMENT INTERPRETATION

SUBJECT: Reasonable Costs Associated with Relocation of Bargaining Unit Employees Resulting from a Lack of Work

Improve the provisions to cover cost of obtaining comparable housing. Also increase the allowance in Section 206.8.

INSURANCE PROGRAMS

Establish provisions in the Collective Bargaining Agreement to cover:

1. Premium payments
2. Retention of benefits
3. Joint participating in overseeing and reviewing administration.
4. Protection of premiums in the event the National Health Insurance Program is adopted.

Hospital and Medical Insurance. Company pay full premium costs and improve the benefit structure.

Dental Insurance. Lower employees' co-payment.

Vision Care Insurance. Provide Company-paid program.

CLERICAL AGREEMENT

TITLE 2. RECOGNITION

Update Department references.

(Continued on Page Four)

YOUR *Business Manager's* COLUMN BARGAINING PROPOSALS EXCHANGED

L. L. MITCHELL

(Continued from Page One)

icated group of your fellow members who will do their utmost to achieve an acceptable settlement. It will be submitted to the membership when they have completed a tentative agreement. During the sessions to come, the primary committee will be calling in additional help from other member groups on specialized issues in order to be certain that all pertinent considerations are made on these important matters.

Each and every member should keep in mind that those of your fellow members on the committee will have spent many hours away from home and their normal pursuits before a conclusion is reached. They sacrificed their time in your behalf to perform the duties as negotiating committee members. Both the committee members and their families will have given up many of the pleasures that you will be enjoying while they are involved in the negotiating process. With the issues

before us, it is highly probable that no quick and easy solutions will be reached. The members of the committee perform these tasks voluntarily and willingly.

Your judgement of the results of negotiations can only be made when the bargaining produces a package for your ratification. The content will be made available for all to review at that time. Until then, much speculation and misinformation will be going around. Each of our members should avoid spreading these rumors or trying to second guess your committee, for they deserve and need all your support. They are united in their resolve to do the best job possible under very trying conditions, and your participation at meetings is one indication of your interest and support.

Your committee will be issuing bulletins as we progress through negotiations. Once again, I urge you to watch the bulletin board and attend your meetings.

UNION'S PROPOSAL

(Continued from Page Three)

TITLE 4. UNION SECURITY

Amend to require that upon attaining regular status that every employee within the bargaining unit shall, as a condition of employment, become a member of and maintain membership in the Union. Also that all regular employees on the payroll as of 12/31/73 shall, within 30 days, become members of and maintain membership in the Union.

TITLE 5. UNION ACTIVITY

Delete last portion of Section 5.4 "and it shall . . . any employee."

TITLE 6. LEAVE OF ABSENCE

Incorporate current practices relating to funeral leave and jury duty into the Agreement. With respect to jury duty expand to cover appearance as witness in matters arising out of or in the course of employment.

Amend provisions relating to maternity leave pursuant to E.E.O.C. Guidelines. Also includes paid time off for adoptions.

Also refer to Union's proposals of August 1, 1973.

TITLE 7. SICK LEAVE

Amend sick leave provisions to provide for:

- 1) Sick leave allowance of 96 hours with pay per year.
- 2) Entitlement to sick leave upon completion of probation.
- 3) Full accumulation of unused sick leave.
- 4) Once an employee qualifies for additional sick leave, he shall continue to be qualified.
- 5) Company payment for all Company required visits to doctor.
- 6) Buy back of accumulated sick leave upon termination or retirement.
- 7) Up to 3 days per year off with pay for illness of immediate family members.
- 8) Retention of current wage rate when unable to perform duties of regular classification due to impairment of health or physical ability, and is given light work within his ability to perform.

TITLE 8. VACATIONS

Increase vacation allowance to provide for:

A vacation of 15 work days with pay in the 6th year of employment and thereafter up to and including the 15th year.

A vacation of 20 work days with pay in the 16th year of employment and thereafter up to and including the 25th year.

A vacation of 25 work days with pay in the 26th year of employment and thereafter.

Provide that employees who schedule their vacations during the period from January through May or from September through December shall be allowed 1 additional day of vacation for each week of vacation scheduled during either of these periods.

Amend Section 8.7 to provide for full earned vacation upon termination of employment.

TITLE 9. GRIEVANCE PROCEDURE

Provide for greater participation of involved Shop Steward and involved Supervisor in the procedures below the Joint Grievance Committee level.

Provide for pre-hearings in the event Company contemplates disciplinary action against an employee. If unresolved refer directly to arbitration.

Equalize the grievance procedure to provide for forfeitures in the event Company fails to meet time limits.

Provide that grievances referred to the Review Committee shall be resolved within 120 days or be referred to arbitration.

Update Departmental references.

TITLE 10. HOURS OF WORK

Amend to provide for alternate work weeks of 40 hours and 32 hours.

Amend provisions relating to public contact employees to provide for consecutive work days and for agreement between Company and Union prior to establishing hours or days of work other than provided for in Sections 10.1 and 10.4.

Provide for rest period for all employees in each 4 hour work period.

Establish provisions relating to shift work.

TITLE 11. SHIFT PREMIUM

Change Title to PREMIUM PAY.

Establish shift premium at 4% for 2nd shift and 6% for 3rd shift.

Add provisions for premium pay for regularly scheduled work on Saturdays and Sundays. Such premium to be 15% for regularly scheduled Saturday work and 25% for regularly scheduled Sunday work.

TITLE 12. OVERTIME

Provide for double time for all overtime.

Revise rest period to provide that for every overtime hour worked in the period commencing 10 hours and ending 2 hours prior to start of normal work hours, that an employee shall be entitled to 1 hour off during regular work hours. If employee works more than 4 hours overtime, he shall be entitled to full day off during regular work hours. If an employee is required to work during his rest period, he shall be paid overtime plus regular pay.

Increase minimum period for overtime hours to 3 hours. If second overtime period overlaps first overtime minimum, pay for actual overtime.

Provide that no employee shall be forced to work overtime.

Provide for system-wide method of distributing overtime. Also provide for weekly posting of overtime worked.

TITLE 13. WAGES

Amend to provide that whenever an employee is assigned to work in a classification higher than his regular classification, that he shall be paid for a minimum of 4 hours at the higher rate of pay. If he works more than 4 hours in the higher classification, he shall then be paid for 8 hours at the higher rate of pay.

Provide that any employee who has not submitted a pre-bid under the provisions of Title 18 shall not be required to take a temporary assignment in a higher classification if he does not desire to do so.

Add provisions relating to Agreement between Company and Union on the establishment of new or additional regular classifications or the revision of existing classifications.

Add provisions relating to assignment of employees to temporarily perform the duties of a Meter Reader.

Also refer to Union's proposals of August 1, 1973.

TITLE 14. HOLIDAYS

Amend to provide for two additional holidays, one of which shall be "the day after Thanksgiving Day" and which shall be floated for those employees covered in Section 14.6 who are required to work such holiday. Also amend to provide that all employees shall be entitled to holidays off with pay.

Also amend to provide for overtime compensation at 2 times the straight rate of pay for all time worked on a holiday.

Delete Section 14.9.

TITLE 15. EXPENSES

In connection with Section 15.2 review Company's existing standard practice.

TITLE 16. MEALS

Amend Title to conform to provisions of Title 104, as proposed to be amended, of the Physical Agreement.

TITLE 17. SENIORITY

Refer to Union's proposals of August 1, 1973.

TITLE 18. JOB BIDDING, PROMOTION AND TRANSFER

Refer to Union's proposals of August 1, 1973.

TITLE 19. DISPLACEMENT, DEMOTION AND LAYOFF

Refer to Union's proposals of August 1, 1973.

TITLE 20. MISCELLANEOUS

Amend to provide for:

- 1) Joint Labor-Management Health and Safety Committees.
- 2) Compensation of employee representatives designated by Union for all regular hours involved in walk-around inspections and investigations.
- 3) Reporting of industrial injuries to Union by Company.

Amend to provide that failure of Company to comply with applicable safety and health laws shall be deemed to be a violation of the Agreement.

Amend the provisions of Section 20.2 to include the establishment or adjustment of production standards.

Add provision to provide for:

- 1) Joint Job Evaluation Plan and Committee.
- 2) Joint Clerical and Office Classifications and Descriptions Program.

TITLE 21. STATUS OF EMPLOYEES

Amend Section 21.2 by deleting reference to holidays.

Provide for limitation on the use of part time employees and for prorated benefits for all part time employees.

TITLE 22. EXTENDED WORK WEEK

Amend to provide for minimum of 48 hours.

TITLE 24. LABOR MANAGEMENT COOPERATION

Add a new TITLE 24. LABOR MANAGEMENT COOPERATION

Such title to provide for regularly scheduled meetings at various levels for purposes of discussing matters of concern to the parties. Not for the purpose of negotiations or discussing grievances, but one of the purposes would be to attempt to resolve matters which could result in grievances.

TITLE 25. INCLEMENT WEATHER

Add a new Title 25. INCLEMENT WEATHER—to be applicable to office and clerical employees who are required to work in the field.

TITLE 26. TERM (Previously was Title 24.)

Depends on the results of negotiations between the parties.

EXHIBIT A. LINES OF PROGRESSION

Incorporate provisions of July 20, 1972 Letter Agreement regarding upgrades in Vice President and Controller's Organization.

Provide for related changes in examples of temporary assignments for all lines of progression in conformity with Union's proposals of August 1, 1973.

Review testing procedures currently agreed to between Company and Union and the implementation thereof.

Provide increased promotional opportunities for employees in Materials Distribution Department.

EXHIBIT F. STANDARD WAGE RATES

Revise number of Meter Readers involved in determination of wage rate for Head Meter Reader.

A general wage increase which will at least return P.G.&E. employees to their relative position, as of 1970, in the Utility Industry and which will reestablish and improve the employees' purchasing power.

LABOR AGREEMENT INTERPRETATION

SUBJECT: Reasonable Costs Associated with Relocation of Bargaining Unit Employees Resulting from a Lack of Work

Improve the provisions to cover cost of obtaining comparable housing. Also increase the allowance in Section 19.10.

INSURANCE PROGRAMS

Establish provisions in the Collective Bargaining Agreement to cover:

1. Premium payments
2. Retention of benefits
3. Joint participating in overseeing and reviewing administration.
4. Protection of premiums in the event the National Health Insurance Program is adopted.

Hospital and Medical Insurance. Company pay full premium costs and improve the benefit structure.

Dental Insurance. Lower employees' co-payment.

Vision Care Insurance. Provide Company-paid program.

Local 1245's Pension and Benefit Proposal

October 1, 1973

Pacific Gas & Electric Company
245 Market Street, Room 444
San Francisco, California 94106
Attention: Mr. I. W. Bonbright, Manager of Industrial Relations
Gentlemen:

In accordance with the provisions of Section 6.02, Part VI of the Benefit Agreement between Local Union 1245, I.B.E.W. and Pacific Gas & Electric Company, the undersigned, on behalf of the Union, gives notice of the Union's desire to negotiate amendments to said Agreement.

Attached are Union's proposed amendments; some of which are somewhat specific, and others more general, which we wish to discuss before we make specific proposals for change.

We are prepared to discuss with Company the subject matter contained in our proposals, and in line with our prior discussions, we would suggest Friday, October 5, 1973 as the date for our first meeting.

Very truly yours,
L. L. Mitchell
Business Manager

LOCAL UNION 1245 I.B.E.W.

PROPOSED AMENDMENTS TO BENEFIT AGREEMENT

PART I. GENERAL

- A.
1. Add to the Benefit Agreement a provision that the Company will furnish each employee with an annual statement of his P.G.&E. Benefits.
 2. Provide beneficiary of record for each plan on Benefit Statement to employees.
 3. Incorporate the monthly L.T.D. and D.I.F. reports to the Union in this section. Include in the L.T.D. report the monthly benefit amount for each employee.
 4. Add a provision stating that the Company will furnish the Union annually, on computer tape, a list of basic information on each benefit plan Participant and Survivor. Such list will include the Participant's Social Security number, sex, birthdate, employment date, Credited Service date, retirement date, death date, spouse's birthdate, spouse's death date, wage rate and classification at retirement or disability, elected survivors and/or variable annuity option, monthly pension benefit and survivor's monthly pension, and other information necessary to actuarially analyze the employee benefit programs.
 5. Add a provision that the Company shall notify the Union of any proposed change in any contract between the Company and any third party that affects the employee benefits.

PART II. GROUP LIFE INSURANCE PLAN

- A. Amend Section 2.04 of the GLIP to provide the Company pay the full cost of the Group Life Insurance Plan.
- B. Company continue \$5,000 of life insurance for retirees. Apply this improvement to those already retired.

PART III—RETIREMENT PLAN

- A. Modify the provisions of the Normal Pension (Section 3.06) to:
1. Base the highest average Covered Compensation on a consecutive thirty six month period.
 2. Amend the Normal Pension formula to 50% of the highest average Covered Compensation provided the Participant has 26 years of Credited Service. The fifty percent shall be increased by 1/12 of one percent for each month of Credited Service in excess of twenty six years, and reduced by 1/12 of one percent for each month less than twenty six years.
 3. Delete the Normal Pension formula that reduces the Normal Pension by an amount equal to 1/2 of the Primary Social Security Benefit (Section 3.06(b)).
- B. Modify the provisions of the Early Retirement Pension (Section 3.07) to:
1. Provide for Early Retirement option following the Participant's 50th birthday.
 2. Provide for no reduction in Pension Benefit for Early Retirement between age 60 and age 65.
 3. Provide that for Early Retirement between age 50 and age 60 the Pension Benefit will be reduced by 1/4 of one percent for each month between the Early Retirement Date and age 60, except that when a Participant's combined age and Credited Service equal 86 points, there shall be no reduction in Pension Benefits for Early Retirement.
- C. Amend the vesting provisions to provide 50% vesting after 5 years of employment with a 10% increase in each year to a maximum of 100% at ten years of employment. Also provide for 100% vesting at age 50.
- D. Amend the Spouse's Pension Benefit to provide that if a Participant has a vested pension, a Spouse will be eligible to receive a Spouse's Pension if the Participant dies in Service or during retirement. The amount of the Spouse's Pension will be three fourths of the Participant's Normal Pension (as calculated in Section 3.11)
- E. Provide for a quarterly Cost of Living adjustment to the Pension Benefit based on the Consumer Price Index. In no case will a person's Pension Benefit be reduced below 100% of his original Pension Benefit. Apply this provision retroactively to those currently receiving Pensions.

- F. Amend the provisions of the plan to provide for a return of employee contributions plus interest compounded annually without any reduction in the Pension Benefit.
- G. Provide in the Plan that in the event the Retirement Plan is terminated for any reason, the Company shall make the necessary contributions to the plan fund to satisfy all accrued liabilities.
- H. Amend the definition of "Credited Service" to read: "All Service prior to the Actual Retirement Date."
- I. Amend the definition of "Service" to incorporate all prior periods of six or more months' Service if the employee's period of current service equals or exceeds five years.
- J. Provide improvement in the medical plans applicable to retired employees.
- K. Company pay the full cost of the premium for the retiree's medical plan.

PART IV—L.T.D.

- A. Amend the L.T.D. plan to provide that all Regular Employees shall be covered by the L.T.D. plan.
- B. Incorporate in the L.T.D. plan a provision to resolve any dispute concerning whether an Employee is or is not disabled.
- C. Union wishes to discuss the provisions of Section 4.05(a) and 4.09(h).
- D. Amend the plan to provide Benefit payments equal to no less than 60% of the current wage rate of the classification the employee held when first disabled. Delete Sections 4.06(a), (b), (c), and (d). The Benefit payments of those employees currently on L.T.D. will be adjusted to the new rate.
- E. Amend Section 4.08(b) to provide for the inclusion of time worked at a reduced rate because of disability in the six month period.
- F. Amend Section 4.12 to include a waiver of medical plan premium while on L.T.D.
- G. Amend the L.T.D. plan to provide a wage continuance program for disabled employees during the period of time before they receive L.T.D. benefits.

PART X—SAVINGS FUND PLAN

- A. Amend to provide contributions of:
2, 3, 4 or 5 percent if he has at least five but less than ten years' Service;
2, 3, 4, 5 or 6 percent if he has at least ten years' Service.
Allow up to 10% mixed between Basic and Additional Contributions.

MISCELLANEOUS

- A. Update and/or delete obsolete language whenever such language is affected by time and changes.
- B. Incorporate the Voluntary Wage Benefit Plan into the Benefit Agreement.

Union's Proposal Relative to E.E.O.C. Guidelines

Editor's Note: Specific language was proposed to company on the EEOC guidelines and printed below is the August 1 letter and a synopsis of our proposal to the company on this matter, which due to timing will become a part of general negotiations.

August 1, 1973

Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, California 94106
Attention: Mr. I. W. Bonbright, Manager of Industrial Relations
Gentlemen:

I am writing in response to your proposed Letter of Agreement dated May 1, 1973 relating to Title 205 of the current Physical Agreement and Title 18 of the current Clerical Agreement.

As stated in our meeting of June 14, 1973, it is Union's position that our discussions should be expanded to cover the entire subject of promotions and promotional opportunities together with related matters such as: demotion and the effects on seniority, leaves of absence, etc.

Accordingly, enclosed are ten copies of Union's counter proposals to yours of May 1, 1973. Additionally, Union proposes that the parties review the provisions of the Master Apprenticeship Agreement (together with the guidelines for the various apprentice training program), and other training programs, the various lines of progressions set forth in Exhibit VI of the Physical Labor Agreement and Exhibit "A" of the Clerical Labor Agreement, other Exhibits to the Physical Labor Agreement affecting or affected by promotion and/or demotion as well as any Letter of Agreement or labor agreement interpretations. Such review to be for the purposes of eliminating any unnecessary barriers to promotional opportunities and/or provide conformity with changes in the Labor Agreements which may be agreed to by the parties.

Union's representatives, including Dorothy L. Hill, San Francisco Division; Ray Shepherd, East Bay Division; Terry L. Scott, Shasta Division; Roger Stalcup, General Construction and M. A. Walters, J. K. McNally and the undersigned are prepared to meet with Company's representatives to discuss this matter upon your advice.

At this time we are requesting that the necessary arrangements be made in order that Mrs. Hill and Messrs. Shepherd, Scott and Stalcup may participate in joint meetings of the parties as well as Union meetings relating thereto.

Very truly yours,
L. L. Mitchell
Business Manager

(Continued on Page Six)

COMPANY'S PROPOSAL

(Continued from Page One)

On February 13, 1973, Company submitted a proposal on this subject to the Union. This proposal was discussed in two formal and several informal meetings with no solution reached. We believe that this matter too is of prime importance and at least some general guidelines for solving this problem must be agreed to.

7. Transmission and Distribution Proposals

On January 16, 1973, Company submitted a proposed amendment to the Electric Transmission and Distribution Job Definitions and Lines of Progression. Company is resubmitting this proposal for consideration (Exhibit 2). On January 19, 1973, Company submitted a proposal to revise job definitions, lines of progression, and wage rates in the Gas Transmission and Distribution Department. A revised version of this proposal is attached as Exhibit 3.

8. Company intends to discuss the possibility of providing more descriptive titles for certain clerical classifications.

9. Company proposes to amend the classifications, wage rates and lines of progression and to provide testing and training programs in the Computer Operations Department as provided in the attachment labeled Exhibit 4.

10. Substation, Hydro and Distribution Operator Job Definitions, Lines of Progression and Training

Company will submit as soon as possible a comprehensive proposal to modify job definitions, lines of progression and hours for operating employees in the Electric Department. In addition, Company will propose a training and testing program for employees who aspire to journeyman operator positions.

11. Company proposes to complete the rearrangement of General Construction equipment operator rates.

12. On October 17, 1972, Company submitted a proposal to establish a formalized training program for Terminal Operators in the Pipe Line Operations Department. Company is resubmitting this proposal as Exhibit 5.

13. Company proposes that new apprentice and journeyman classifications be established in General Construction Line to cover the training and duties of employees engaged primarily in the installation of non-lead underground electric facilities. As you know, this work is currently being performed by Apprentice Linemen and Linemen. In addition, Company proposes to add a 30 months' step to the Apprentice Lineman progression of \$254.40 per week.

The Company reserves the right to amend any of its proposals and to advance new proposals on any of the items listed above or others not listed. We suggest the first meeting of the committees be held at 10:00 a.m. in Room 443, 245 Market Street, San Francisco, on Friday, October 5, 1973.

Very truly yours,
I. WAYLAND BONBRIGHT
Manager of Industrial Relations

IWB:RS
Attach.

Editor's Note: Instead of listing the Review Committee case nos. and the Division; for the sake of space we will print the issue and the number of grievances involved.

Exhibit I

PENDING REVIEW COMMITTEE CASES

Five Review Committee Cases—Reasonable Cost of Meals
Five Review Committee Cases—Procedure to be Used When Relocating Bargaining Unit Employees from One Headquarters to Another
Eleven Review Committee Cases—Emergency and Prearranged Call-out Procedures
Two Review Committee Cases—Duties of Fieldman
One Review Committee Case—Duties of Choreman
Twenty Review Committee Cases—Reclassification of Clerical Vacancies and Company's Use of Cross-Hatch Grading System
Twelve Review Committee Cases—Hours of Work
Four Review Committee Cases—Revision of Exhibit A, Lines of Progression

CASES SCHEDULED FOR ARBITRATION

One Arbitration Case On Appraisal Forms
One Arbitration Case On Demotion of Second Operator to Helper
One Arbitration Case On Residency Requirements

Exhibit II

October 1, 1973

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

As a result of the establishment of the interim Committee on Electric Transmission and Distribution problems and pursuant to Section 204.4 of the Physical Agreement, Company proposes adopting the following changes:

Establishment of a Lead Lineman classification with the following job definition and rate of pay:

1096 Lead Lineman

An employee who is a journeyman Lineman in charge of a two-man unit consisting of himself and one other employee.

Weekly Wage Rate: \$267.30

Company further proposes to revise the "Notes on Lineman Definition" to read as follows:

NOTES ON LEAD LINEMAN AND LINEMAN DEFINITIONS

It is the intent to utilize one and two-man units with a Lineman or a Lead Lineman as the highest classification to perform all classes of overhead and underground work, as outlined in the Lead Lineman's and Lineman's definitions, except:

In overhead work, one or two-man units will not be required to—

1. Set poles under the following conditions—
 - a. In primary that has not been de-energized and grounded, or
 - b. Under heavy or congested traffic conditions, or
 - c. Where weights are required on the butt end because of pole weight or attached equipment and/or apparatus.
2. Perform prearranged substation switching.
3. Perform prearranged line switching, except to de-energize a line for work and to energize same at completion of work.
4. Perform work on energized primary that requires changing stress or strain on the conductor, e.g., removing tie wires, cutting, splicing, etc. (Taking voltage and current readings, or phase indications, removing kites, replacing fuses, and other miscellaneous operations are not considered working on the energized primary.)
5. Perform wire stringing with special lift equipment, except where the two-man unit consists of two journeymen, nor to perform such work above or below and parallel to energized primaries on the same pole lines, or
6. Perform wire stringing in excess of three spans without special lift equipment, nor to perform such work above, below and parallel to energized primaries on the same pole line, or cross energized primaries.
NOTE: "Wire stringing" does not include paying out wire and laying up on poles, nor setting poles with wire attached.
7. Install or remove transformers where a tag line is mandatory.

In underground work, one or two-man units will not be required to—

1. Perform work on energized primaries, except to take voltage or current readings, replacing fuses, and other miscellaneous operations not considered as working on energized primary.
2. Perform prearranged substation switching.
3. Perform prearranged line switching, except to de-energize a line for work and to energize same at completion of work.

In all types of work one or two-man units will not be required to perform any function that would—

1. Create a hazard to life or property.
2. Exceed the capability of manpower, tools, or equipment available.

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

PACIFIC GAS AND ELECTRIC COMPANY
Yours very truly,

By _____
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

By _____
Business Manager

(Continued on Page Seven)

UNION'S PROPOSAL

(Continued from Page Five)

PHYSICAL LABOR AGREEMENT

TITLE 101. LEAVE OF ABSENCE

Revise provisions relating to leave of absence for Union business.

TITLE 106. SENIORITY

Provide for bridging the service for rehired employees. Five years from date of rehire, pick up previous seniority.

TITLE 204. WAGES AND CLASSIFICATIONS

Provide wage protection for clerical employees appointed to beginners classifications under the Physical Agreement.

TITLE 205. JOB BIDDING AND PROMOTION

Preferential consideration to be given on the basis of employment date among employees in the line of progression.

Employment date defined as the latest date on which an employee began a period of employment with Company which has been uninterrupted by layoff for more than one year, or by termination of employment for any other reason.

A fifteen day time limit to be placed on Company to acknowledge receipt of pre-bids and transfer applications.

Restrict Company in filling vacancies in beginners classifications and improve opportunities for employees to transfer to such vacancies.

Improve rights for clerical employees to fill vacancies in classifications in the physical bargaining unit.

TITLE 206. DEMOTION AND LAYOFF PROCEDURE

Revise demotion procedures to be based on employment dates rather than Company seniority.

Add preferential rehire rights for laid off employees.

PROVISIONS APPLICABLE TO GENERAL CONSTRUCTION DEPARTMENT

TITLE 305. JOB BIDDING AND PROMOTION

Promotional rights to be based on employment date.

Promotion-demotion geographic areas to be redefined and bidding rights within such redefined areas established.

Eliminate the three year bar on promotional rights and establish transfer rights to fill vacancies in beginning classifications.

Establish rights to exchange headquarters in order to return to an employee's Class A residence area.

TITLE 306. DEMOTION AND LAYOFF PROCEDURE

Demotion rights to be based on employment date.

Eliminate the three year bar on demotional rights.

Reduce the five year provisions for demotional rights to a different department to two years.

Establish preferential rehire rights.

Upon termination, employees to be provided with reason for same in writing.

TITLE 310. STATUS OF EMPLOYEES

Revise so that casual employees will be converted to regular status, the same as probationary employees are converted to regular status in the Divisions.

CLERICAL LABOR AGREEMENT

TITLE 13. WAGES

Provide wage protection for physical employees appointed to beginners classifications under the Clerical Agreement.

TITLE 17. SENIORITY

Provide for bridging the service for rehired employees. Five years from date of rehire, pick up previous seniority.

TITLE 18. JOB BIDDING AND PROMOTION

Eliminate the three year bar on pre-bidding.

A fifteen day time limit to be placed on Company to acknowledge receipt of pre-bids and transfer applications.

Restrict Company in filling vacancies in beginners classifications and improve opportunities for employees to transfer to such vacancies.

Improve rights for physical employees to fill vacancies in classifications in the clerical bargaining unit.

TITLE 19. DEMOTION AND LAY-OFF PROCEDURE

Eliminate the three year bar on demotional rights.

Establish provisions for demotion for reasons other than for lack of work.

COMPANY'S PROPOSAL

(Continued from Page Six)

October 1, 1973

Exhibit III

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter supersedes and cancels our letters to you of January 19, 1973 and March 28, 1973 on the same subject.

As a result of interim discussions of Gas Transmission and Distribution matters, Company proposes, effective January 1, 1974, to adopt the following revisions to the Light Crew Foreman job definition, to the "Notes on the Fitter Definition," and to the "Notes on Fieldman Definition," and to reflect these changes in Exhibit VI, "Job Definitions and Lines of Progression, Division Gas Departments."

The proposed revisions include:

A. Add the following note to the Light Crew Foreman job definition:

"A Light Crew Foreman may as a working foreman perform certain assignments with the assistance of a qualified employee. Such assignments shall not include any of the following:

- (1) Installation of mains or main inserts in excess of 1 1/4".
- (2) Installation of services or inserts over 1 1/4".
- (3) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provision made to accomplish the work through the use of barricades.
- (4) Installation of meter and splice boxes exceeding a weight of 200 pounds unless lift equipment is provided.

For purposes of the above, the term 'qualified employee' may include an experienced Helper who has six months in the Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the Helper has sufficient ability to perform the assigned work to the satisfaction of the Light Crew Foreman.

In all types of work, one or two-man units will not be required to perform any function that would:

- (a) create a hazard to life or property.
- (b) exceed the capability of manpower, tools, or equipment available."

B. Amend the "Notes on Fitter Definition" as follows:

A2. A Fitter and one other employee who shall be either a Fieldman or an Apprentice Fitter may be assigned work associated with the random or selected repair or alternation of services or repair of mains. Such work assignments shall not include production type work associated with the replacement of services by inserts in conjunction with main and service reconstruction projects. Within the above intent this could involve the following:

- a. Investigation of leaks.
- b. Repair of minor leaks by means of a leak clamp, fusion or welding. Large leaks, patching of pipes or emergency conditions shall be handled by crews.
- c. Minor alterations to services including abandonments and plastic inserts (does not include installation).
- d. Remodeling of domestic type meters and regulator sets.
- e. Repacking of glands in valves.

C. Amend the "Notes on Fieldman Definition" as follows:

A. Pipe location and leak surveys and investigations. This work shall normally be done alone, but, where necessary for protection of a Fieldman, a Helper may accompany him to act as a Flagman; no mechanical work will be performed as part of these functions. (Company replied, "Our understanding of the meaning of the new Fieldman definition is substantially the same as yours. However, we would like to comment on Paragraph Number 1. While we are in accord that when a Helper is assigned to assist a Fieldman, the Helper's primary function will be to act as a Flagman for the protection of both men, nevertheless, we do expect that the Helper will provide some assistance to the Fieldman such as raising manhole covers, painting the street after the Fieldman has chalked it, or holding one end of the pipe locator.")

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

Yours very truly,
PACIFIC GAS AND ELECTRIC COMPANY

By _____
Manager of Industrial Relations

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

By _____
Business Manager

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

COMPUTER OPERATIONS DEPARTMENT

Exhibit IV

Production Section (Computer Room)

Present Classification	Proposed Classification	Next Lower	Same or Higher
Machine Operator X	(1) Lead Machine Operator	Machine Operator	Lead Machine Oper.
Machine Operator A	(2) Machine Operator	Appr. Machine Oper.	Machine Operator in training & Lead Machine Operator Clerk C & above
(Machine Operator A)	(3) Machine Operator in training	Clerk D & Appr. Data Recording Operator	Data Recording Operator & above
Machine Operator B	(4) Appr. Machine Operator	Beginning	

1. Present MOX rate. Entry to a vacancy by successful completion of Lead Machine Operator examination and satisfactory performance as a Machine Operator.
2. Present MOA rate plus top 2 years of MOB. Entry upon successful completion of apprenticeship (or training provided in Machine Operator in training classification), including Machine Operator examination. Tests available upon attaining 3-year step in apprenticeship. Retests available every 90 days after previous test, but no employee will be tested more than 3 times. An employee who has spent 6 months at the top rate of Apprentice Machine Operator without passing the Machine Operator test will be terminated.
3. Present MOA rate. Entry by examination. Employees who enter this classification must pass Machine Operator examination within one year. First test will be available after 90 days. Two retests will be available at 90-day intervals. Failure to progress to Machine Operator at the end of one year will result in the employee being returned to the classification from which he came in the first available vacancy for which he is qualified.

4. Present MOB rate. Entry tests required.

Data Recording Section (Keypunch)

Present Classification	Proposed Classification	Next Lower	Same or Higher
Machine Operator X	(1) Lead Data Recording Operator	Data Recording Operator	Lead Data Recording Operator
Machine Operator A	(2) Data Recording Operator	Appr. Data Recording Operator	Data Recording Oper. & Lead Data Recording Operator Clerk C or above Machine Operator or above

Machine Operator B (3) Appr. Data Recording Operator

1. Present MOX rate. Entry to a vacancy by successful completion of Lead Data Recording Operator examination and satisfactory performance as a Data Recording Operator.
2. Present MOA rate. Entry upon successful completion of apprenticeship, including Data Recording Operator examination, or, in the case of a Clerk C (or above) or Machine Operator (or above), by examination only. Retests, up to a maximum of 2 (total of 3 tests), are available every 90 days after previous test.
3. Present MOB rate. Entry tests required.

October 1, 1973

Exhibit V

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

In our discussions of June 2, 1972 concerning training for Terminal Operators in the Pipe Line Operations Department, Company expressed its intent to develop a formalized training program for employees assigned to this classification. Accordingly, the attached program has been developed.

In conjunction with the development and administration of an adequate training program and pursuant to Section 204.4 of the Physical Agreement, Company proposes that the Terminal Operator position be redesignated as a beginner's classification with the following weekly wage rates:

Start	— \$173.50
End 6 Mos.	— 186.35
End 1 Yr.	— 199.25
End 18 Mos.	— 212.15
End 2 Yrs.	— 225.00

Based upon the above changes, Company proposes, pursuant to Section 205.11 of the Physical Agreement, adoption of a testing program at the end of each of the above six-month periods. Copies of typical questions for each test are attached.

A. Examination Procedure

The written examinations will be used to assist in determining the progress of any employee in the Terminal Operator training program effective January 1, 1974, or such earlier date that Company and Union agree to, and the following procedure shall apply:

1. A Terminal Operator who passes the established examination and who is satisfactorily performing his duties will be granted the periodic wage progression of the classification.
2. A Terminal Operator who is due to progress to the next higher wage step and who does not pass the established examination shall:
 - a. be notified in writing of the requirement that he pass the established examination prior to the date he is scheduled to receive the next higher wage step.
 - b. be held in his present wage rate, and
 - c. be allowed a maximum of three months to meet the requirements.
3. If during such three-month period the employee passes the established examination, he shall receive the next higher step wage rate effective on the date such examination is passed. He will not be eligible for further progression in the wage rate until six months have elapsed and, if applicable, further examinations have been passed.
4. a. If an employee who is attempting to meet the requirements established to progress from the six months to the one-year step of the program fails to meet the established requirements during such three months' period of time, he shall be removed from the classification.
 - b. If a Terminal Operator who is attempting to meet the requirements established to progress for any other step of the program fails to pass the established examination within the allotted time (including the three months' extension), he shall be removed from the classification and demoted to Helper in the Pipe Line Operations Department. As a Helper, he shall either fill a vacancy if one exists or displace the junior employee in the classification, provided such employee does not have more Company seniority than he.
 - c. An employee who on December 31, 1973 was satisfactorily performing the duties of the Terminal Operator classification and who continues to perform such duties in a satisfactory manner shall not be removed from his classification nor have his progress through the Terminal Operator wage rates delayed through application of the trainin g program. However, the training outlined in the program shall be made available to each of these employees in order to qualify them for progression to the Senior Terminal Operator position.
5. An employee who was formerly demoted for a reason other than the one contained in Paragraph 4 from Terminal Operator or who was formerly in a classification higher thereto in the line of progression and who returns to a vacancy in such classification shall be placed by Company in the wage step of the Terminal Operator classification commensurate with his current knowledge, skill, efficiency, adaptability, and physical ability.
6. An employee, except an employee covered by Paragraph 5 above, who fills a vacancy in the Terminal Operator classification shall be placed at the starting rate for the classification.
7. An employee shall be entitled to take an examination described in this Part A a maximum of four times in accordance with the following schedule:
 - 1st Examination—At any time prior to the date on which the examination requirement must be met as provided above.
 - 2nd Examination—One month, or thereafter, following the date of the original examination.
 - 3rd Examination—Two months, or thereafter, following the date of the second examination.
 - 4th examination—Three months, or thereafter, following the date of the third examination.

If an employee fails to pass the examination a fourth time, Company will not be required to give further consideration to examining such employee for qualification for progression within his classification. The foregoing schedule of examinations must be completed within the time limits provided in Paragraphs A-2 through A-4 above. An employee will be deemed to have met the examination requirement if he attains a grade of 70 percent on any form of the examination for the wage step he is attempting to attain. If such grade is attained, further examinations for progression within the applicable classification will not be required.

8. An employee who desires to meet the testing requirements must make written request by U. S. mail to the Pipe Line Operations Manager's administrative staff. If such request was timely with respect to the procedures outlined in Paragraph 7 above, he shall be tested within 14 calendar days.

The examinations will be administered by the Pipe Line Operations Manager's administrative staff. Each employee who is tested will be notified of his test results in writing. Counselling and other action necessary to assist employees in meeting the

(Continued on Page Eight)

ECOLOGINOMICS

by Ken Lohre

Don't bother to look in your dictionary for the definition of Ecologinomics, as there is no such word. It's merely joining parts of the words ecology and economics. Putting the words together on paper is easy, but joining the two goals in a program that will, in reality, provide a balance is a difficult task. Trading lunch boxes and paychecks for no ecological change could be disastrous. On the other hand, no concern for the environment or a failure to reverse certain of the practices now creating ecological problems could be just as disastrous.

A non-profit organization, The California Council for Environmental and Economic Balance, has been formed to provide a forum where the differing groups can resolve conflicts and work jointly to meet both environmental and economic needs without waste of talents, energy and money in pitched battles which are confusing the general public. The by-product of these conflicts is ill conceived and poorly drafted ballot initiatives which cost taxpayers millions of dollars in election processes. All of which could be better used in developing programs to provide planned prospects for improving and protecting the environment while providing for proper and needed economic growth.

In the special Executive Board meeting of September 7, the Executive Board authorized a donation to this group. There was also a notation shown in the Board report to the units that the purpose of the C.C.E.E.B. would be explained in the next issue of the Utility Reporter.

Our explanation of the Council's purposes and functions has been prepared principally from information contained in their brochure.

Need

The formation of this type of an organization is long overdue. Just a glance back at Prop. 9, an initiative Petition which if it had not been defeated in June of 1972, could have had major adverse economic impact on the lives of all Californians is sufficient reason to form the C.C.E.E.B.

The columns of Bus. Mgr. Mitchell during this period and an editorial following the defeat of Prop. 9, urged that a program of social responsibility be developed. That

the "special interest" groups (labor, bus. and ecologists) form a coalition to work out solutions which would serve the best interests of the general public and still be acceptable to the separate groups.

Goals—Cooperation and Balance

California's growth started with the missions, boomed with the gold rush, flourished with industry and our economic growth has made us the largest state in the nation. We paid a price for this economic success. Air and water pollution, crowding, urban sprawl, and depletion of natural resources are the resultant problems which must now be solved. One million, two-hundred and thirty-one thousand, one hundred and sixteen.

Some scientists contend that although we have an ecological crisis on our hands, there is a danger that we will overreact in meeting this crisis, thereby creating another crisis equally as harmful physically, socially and economically.

The key to the future is the cooperation of the different groups in working out a balanced program which improves the environment and causes minimum disruptions of peoples lives.

The C.C.E.E.B. will offer programs, coordinate efforts and seek wide support for improving the environment while maintaining healthy economic growth.

The Council's board of directors represents a wide spectrum of interest. One-third of the members are labor leaders; one-third represent business and industry; one-third are community leaders, educators, minority spokesmen, and environmentalists.

The Council works with all groups and institutions to promote understanding, cooperation and progress for better approaches to improving our environment and conserving natural resources and energy.

The Council actively supports programs to improve the environment, including conservation practices, development of parks and recreation areas, sewage treatment facilities, pollution control and mass transit systems.

The Council opposes unwise, extreme or illconceived measures, including irresponsible industrial practices, no-growth policies, and

other actions that unnecessarily deny people jobs, essential shelter, recreation, transportation or energy.

Council's objectives call for public awareness, mutual effort.

The California Council for Environmental and Economic Balance is committed to the development of programs that will undo past damage and prevent future damage to California's environment, while at the same time protecting the economic vitality of the state.

The Council seeks to create a public climate in which realistic alternatives can be debated, cooperation can be achieved, and mutual efforts can be directed to solving issues.

Among the Council's objectives are:

Public awareness

1. Develop information, studies, and news media material to explain the economic and environmental needs of California to the public.

2. Establish forums to acquaint the public with economic and environmental issues.

Futual effort

3. Work with community organizations, environmental groups, and government agencies to win acceptance of Council goals.

4. Seek harmony among differing viewpoints; work with labor, business and conservation organizations to identify areas of mutual concern and to develop possible alternative means of achieving various environmental goals.

Public policy issues

5. Support efforts to require local and state governments to evaluate and consider the economic impact as well as the environmental impact

of proposed projects.

6. Support ballot initiatives or referendums for state funding of more water pollution control facilities and new parks and public recreation areas.

7. Oppose "no growth" policies because of their disastrous effect on jobs and the economy.

8. Seek a realistic approach to land use and energy development and oppose piecemeal efforts that do not consider all the ramifications and effects.

Research

9. Encourage and sponsor research to determine the economic, social, and other effects of environmental proposals.

10. Support research and development of reasonable alternatives to reduce environmental problems, such as pollution controls, balanced transportation systems, use of new building materials, development of geothermal energy sources, etc.

Out with the O.K.

"Jobs for job's sake," "profit for profit's sake" and "no growth" are no longer acceptable positions in and of themselves.

We ask your support for the California Council for Environmental and Economic Balance. Their task is not an easy one. Former Governor Edmund Brown is the Chairman of this Council and Mike Peevey is the Executive Director. Your ideas and suggestions on the Council's programs and policies are welcome and your support is essential.

Send any comments or inquiries to Local Union headquarters or to:

Michael R. Peevey
Executive Director
215 Market St., Suite 930
San Francisco, Calif. 94105

John G. Romero

from General Construction, Fremont, could have won \$50.00 if he had noticed his Union membership card number in the August issue of the Utility Reporter. This month's number is as well hidden as it was last month. Don't miss out, read your Utility Reporter.

LOOK FOR YOUR CARD NUMBER

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Added Member Benefits

Four by-law amendments were passed by the membership at the August Unit meeting. These were approved by the International President and reviewed by the Executive Board in the September meeting. They will be placed in effect October 1, 1973.

In addition to providing proper compensation for our officers and committee persons, in relation to per diems and mileage expense, it is our belief that the establishment of a benefit for insurance coverage for the members spouse is somewhat unique and worthy of some comment.

Under our group life insurance program for membership benefits, we have a new coverage to provide a \$500 death benefit for the member, in the event of the death of his or her spouse.

COMPANY'S PROPOSAL

(Continued from Page Seven)

requirements will be administered by the Pipe Line Operations Terminal Operations' staff.

B. If a dispute should arise concerning an employee's appointment to the program or failure to successfully complete the program or eligibility to be retested, such dispute may be referred to the Local Investigating Committee as provided for in Section 102.8 provided that the time limits referred to in Section 102.6 are observed.

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

Yours very truly,
PACIFIC GAS AND ELECTRIC COMPANY

By _____

Manager of Industrial Relations
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO

By _____

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

Business Manager

_____, 1973

Editor's Note: Copies of the Training Outline will be made available to the terminal operators.