The offer of settlement by PG&E covers all benefits, wages, and working conditions as a single offer and must be considered as a total package. The offer is intended to resolve long-standing disputes between the Company and Union. The Grievance Procedure amendments are designed to improve and expedite the resolution of disputes. Amendments to the Safety Title provide for Union participation in the establishment and modification of Safety rules; the Safety rules will be a part of the Agreement and enforceable by the employees through the Grievance Procedure. Long range weather forecasting and its affects on G.C. employees will now be restricted. G.C. employees will receive greater protection against bypass in promotion by a change in the G.C. promotion procedures. Disputes over meal or multi-time of service employees, the maintaining of adequate trained manpower in certain critical classifications, and modification of the working rules related to job assignments of Gas T & D crews.

The promotion and demotion procedures were modified to recognize the rights of current and prospective employees under the Civil Rights Act of 1964. Several court settlements, on Equal Economic Opportunity Commission level, and change in Federal laws have all exposed weaknesses in the PG&E-I.B.E.W. promotion and demotion procedures. The settlement recognizes the changes necessary to remove the weaknesses in the amendments to the promotion-demotion procedures.

We did not achieve all of the improvements we wanted; but then neither did the Company. We did gain improvement in most of the areas of our proposals; we
Company’s Letter outlining items of agreement

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, and its attachments, constitute Company’s understanding of the settlement reached on March 6, 1974, between the Company’s Negotiating Committee and the Union’s Negotiating Committees for the 1973 General and Benefit Negotiations. Items of agreement not covered in the attachments are as follows:

1. Company will grant a general wage increase of 7 percent, effective upon the date of ratification and retroactive to January 1, 1974, for those employees who are still on the payroll on the date of ratification and who remain on the payroll for at least 10 days thereafter, or who retired under the provisions of Company’s Retirement Plan, or who died during the retroactive period.

2. The Company and Union will, during the next six months, review the practicability of establishing a tripartite Apprenticeship Training Program in conjunction with the State Department of Industrial Relations, Division of Apprenticeship Standards, with the intent of adopting it; provided that the parties can work out the procedural details in a satisfactory manner.

Further, Company will continue to study and discuss with Union apprenticeship problems as they pertain to General Construction in an attempt to find solutions, and explore the possible use of the school systems to provide academic training.

Within nine months of the date of this Agreement, Company and Union will pursue the development of training programs within the Building Department, the Steam Heat Department, the Division Materials Department, and the Materials Distribution Department.

3. The time limits contained in the last sentence of Section 205.4 of the Physical Agreement and Section 18.4 of the Clerical Agreement will not start to run until the calendar year following the computerization of the bidding process. Pre-bids will each have an individual anniversary date and the one-year time limit will run from that anniversary date.

4. The effective date of the changes in Titles 205 and 305 (Physical), and Title 18 (Clerical) are subject to future agreement between the parties.

5. When, and if, the California Industrial Welfare Commission issues valid wage agreements not covered in the attachments as follows:

Company will grant a general wage increase of 7 percent, effective upon the date of ratification and retroactive to January 1, 1974, for those employees who are still on the payroll on the date of ratification and who remain on the payroll for at least 10 days thereafter, or who retired under the provisions of Company’s Retirement Plan, or who died during the retroactive period.

6. The Company agrees to make rain gear available for Meter Readers before the next rainy season.

7. Prior to printing the Labor Agreements, the Company and Union will meet to agree on minor changes in language required by such developments as new Titles, classifications, etc., since the last Agreements were printed.

8. Effective January 1, 1975, Company will modify its Dental Plan to provide that the plan will pay 60 percent of employee’s dental bills now covered by the plan and the employee will pay 40 percent. Approximately July 1, 1974, the Company and the Union will continue negotiations with respect to medical plans to be made available to Company employees. On or before September 30, 1974, the parties will enter into an agreement covering the plans, or plans, to be made available and including the specific terms of at least one plan. Such agreement may include such other items as the parties may decide, including Company’s obligations under the Dental Plan. This agreement shall have an effective date of January 1, 1975.

9. It is understood that Company will continue to pay 75 percent of the medical plan premiums. Neither employee contributions nor Company’s contributions on behalf of active employees will be used to pay for premium payments on behalf of retired employees.

10. Effective upon the conclusion of the open period, which we understand will be the month of April, and upon ratification, the P.E. (self-funded) plan will be modified to include a $50,000 lifetime maximum and the California Blue Shield Plan will be modified to provide coverage for:

1. Pap smears,
2. Change home and office two-visit deductible to $30.00 deductible per person per calendar year,
3. Dependent children to age 23 without student status,
4. Routine injections, inoculations and immunizations.
5. It is further understood that these improvements will be financed for calendar year 1974 from the reserve funds in the plans or held by the PSEA and attributed to the plans to the extent that such funds are available.
6. In addition to the amendments to Title 208 - Overtime - of the Physical Agreement contained in the attachments, it was agreed to amend Section 208.16 to provide that prearranged overtime would be distributed in accordance with the principles outlined in Title 212 - Emergency Duty.
7. It was also agreed that the appropriate sections of the three agreements will be amended to provide a current term of January 1, 1974 through December 31, 1976.

8. If any of the foregoing or the attachments do not conform with your understanding of our settlement agreement, please let me know immediately.

Yours very truly,

I. WAYLAND BONBRIGHT
Manager of Industrial Relations

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Negotiating Committee’s Statement (Continued from page one)

have the ability to enter into negotiations on two Titles of the Agreement in 1976, when we can again pursue our goals. In 1977 we will again be able to go after that which we were unable to achieve now. All factors considered, we the members of your 1974 Negotiating Committees, feel this package is the best that can be when we can again pursue our goals. In 1977 we will again be able to go after that which we were unable to achieve now. All factors considered, we the members of

Howard Darington IV
Edwin M. Horn
Warren Manley
J. K. McNally
R. L. Robuck
Betty Thomas
Marvin R. Coleman
Wesley E. Dietrich
J. L. Dietz
Larry C. Finch
Jack B. Hill
James McCauley
L. L. Mitchell
Roger Rynearson
Stanley Stensrud
Eduardo Vallecillo
M. A. Walters
James Willburn

1974 NEGOTIATING COMMITTEE MEMBERS

Due to the fact that the March issue of the Utility Reporter is being mailed before the March 20th deadline for notification on last month’s hidden membership number, no winner or loser will be named in this issue. However, a new number for March is hidden somewhere in this issue of the Utility Reporter. Don’t miss out - read your Union Paper.

LOOK FOR YOUR CARD NUMBER

Please Vote
Proposed Language

All new language changes in the three agreements will appear in italics such as the typeface shown in this box.

What It Means

Where a word of explanation seems in order, it appears in this color format.

**PHYSICAL AGREEMENT AMENDMENTS**

**TITLE 1. PREAMBLE**

Amend SECTION 1.2 to read as follows:

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

Add age.

**TITLE 2. RECOGNITION**

Amend SECTION 2.1 to read as follows:

2.1 For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment Company recognizes Union as the exclusive representative of those employees for whom the National Labor Relations Board certified Union as such representative in Case No. 20-RC-1454, but further including clerks in the offices of the electric department, foremen and technical clerks in steam generation, and excluding system dispatchers, assistant system dispatchers and Rodman-Chainman.

Adds technical clerks in steam generation and deletes Rodman-Chainman pursuant to an exchange of classifications between E.S.C. and I.B.E.W.

**TITLE 3. CONTINUITY OF SERVICE**

Amend TITLE 3 - CONTINUITY OF SERVICE to read as follows:

3.5 Consistent with the provisions of this Title which pertain to the continuity of service to the public, service employees who fill job vacancies on and after July 1, 1974, may be required to reside within the community in which the Company, headquarters to which they regularly report is located, unless for good cause such requirement is waived or varied by joint agreement of Union and Company as to any specific individual. Such agreement shall be determined solely on the basis of obligations relating to the continuous rendition and availability of Company service to the public. The waiver provided for above shall be reduced to writing, the conditions thereof set forth, and signed by the Company's Manager of Industrial Relations and Union's Business Manager.

For the purposes of this section, an employee will be considered to be residing in the "community" if his residence is located no more than 30 minutes automotive travel time, under ordinary travel conditions, from the employee's headquarters.

Any employee who must change his place of residence as provided herein shall be given a reasonable period of time in which to move in order to avoid personal hardship.

The local residence requirements allowing an employee to live beyond the above community standard in effect at the quarter during which he is assigned to such a duty shall be determined solely on the basis of obligations relating to the continuous rendition and availability of Company service to the public.

The waiver provided for above shall be reduced to writing, the conditions thereof set forth, and signed by the Company's Manager of Industrial Relations and Union's Business Manager.

**MEMORANDUM OF UNDERSTANDING**

Re: Arbitration Case No. 50

The undersigned agree and understand that the above subject Arbitration Case No. 50 (R. C. Case Nos. 961 and 1162) will be reinstated on the Review Committee agenda pursuant to the following three agreements and conditions:

1. The Review Committee shall endeavor to settle all issues involved in the said Arbitration Case No. 50 and issue a Decision with respect thereto within 30 days of the execution of this Memorandum of Understanding.

2. The Division referred to in the foregoing Item 1 will resolve the question of temporary upgrades occurring after the date of execution of this Memorandum of Understanding as follows:

   a. An employee who is otherwise entitled to fill a Troubleman or Serviceman vacancy, pursuant to the provisions of Subsections 205.3(a) and (b) of the Agreement, shall not be denied such temporary assignment because he does not reside within a commutable distance from the headquarters where the temporary vacancy occurs for the following reasons:

   i. The schedule of the employee he is replacing does not require that he be on-call, or

   ii. If on such on-call days, other employees in such classification at the headquarters who are filling the temporary vacancy.

   “Schedule adjustments resulting from changes agreed to under Item 2 above shall not result in the payment of overtime during the regular hours of work of such employee unless it is necessary for good cause such

   "A commutable distance, for the purpose of this Decision shall mean not more than 30 minutes automotive travel time, under ordinary travel conditions, from the employee's home to the headquarters where he is filling the temporary vacancy.

   In the event that a Review Committee Decision has not been issued within the time provided for above, the Board of Arbitration established, pursuant to the Submission Agreement in Arbitration Case No. 50, dated February 5, 1974, shall be reconvened at the earliest date upon which the parties and the arbitrator can agree for further proceedings pursuant to said Submission Agreement.

**RETURN ARBITRATION CASE // 50 TO THE REVIEW COMMITTEE FOR SETTLEMENT AND ESTABLISH GUIDELINES FOR SUCH SETTLEMENT.**
The Union is in accord with the foregoing provisions for establishing local meetings between the Division and Department management and Union's members. Union further agrees that any Division or Department may withdraw from participating in the Committee activities upon the giving of notice as provided for above.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
1974 By Business Manager

**Establishes similar meetings of those established in Title 8, at the Division Department level. Items for discussion will include such things as Union Management relationship, political matters of joint interest to the parties, etc...**

**TITLE 100. APPLICATION**

Amend SECTION 100.1 to read as follows:

100.1 The provisions of Part I of this Agreement shall apply to (a) operation, maintenance and construction of employees in each of Company's geographical Divisions (including clerks in the offices of electric department foremen and technical clerks in steam generation) and in its Pipe Line Operations Department, Materials Distribution, and the Communication and Building Departments of the General Contracting Units (b) General Construction. Whenever the words "employee" and "employees" are used in this Part they shall, unless otherwise noted, be construed to refer only to employees described above in this Section.

**TITLE 101. LEAVE OF ABSENCE**

Amend TITLE 101 - LEAVE OF ABSENCE to read as follows (TITLE 6 Clerical to read identically):

101.1 Status

"Leave of absence" without pay shall be granted to regular employees, under the conditions set forth in this Title for urgent or substantial personal reasons, provided that adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work. A "leave" will not be granted if the purpose for which it is requested may lead to the employee's resignation. For the purposes of this Agreement the terms "leave of absence" and "leave" shall signify absence without pay for periods in excess of ten consecutive work days. In the computation of the length of a "leave of absence" there shall be included any time the employee is absent with pay. Absences without pay for ten consecutive work days or less shall also be authorized under these provisions.

101.2 Periods of Leave

The Company may grant a "leave of absence" without pay to a regular employee for a period not in excess of six consecutive months. It may grant an additional "leave of absence" without pay for such employee if his personal circumstances and his service to the Company warrant the granting thereof. As excepted in Sections 101.6 and 101.8 a "leave of absence" will not be granted which, together with the last "leave" or "leaves" granted, will extend for a period in excess of twelve consecutive months.

101.3 Commence and End

A "leave" shall commence on and include the first work day on which the employee is absent without pay and shall terminate the work day preceding the day he returns to work. The conditions under which an employee shall be restored to employment on the termination of his "leave of absence" shall be clearly stated on the form on which application for the "leave is made."

101.4 Status

An employee's status as a regular employee shall not be impaired by a "leave of absence."

101.5 Termination of Service

If an employee fails to return immediately on the expiration of his "leave of absence," or if he accepts other employment while on "leave," except as provided in Section 101.6, or if he makes application for unemployment benefits under the California Unemployment Insurance Act while on "leave," he shall thereby forfeit the "leave of absence," and terminate his Service with Company.

101.6 Union Leave of Absence

Subject to the provisions of Section 101.1 Company shall at request of Union grant a "leave of absence" without pay to any employee for the purpose of entering Union functions, and in the course of the employee's regular duties, for a period not exceeding a total of 36 consecutive months. An employee who has returned to work for Company following an absence on "leave" for Union business in excess of six months shall not be granted another such "leave" until he has worked for a period equivalent to the time he was last continuously absent on "leave" for Union business.

101.7 Return From Union Leave of Absence

If an employee requests "leave of absence" for Union business notifies Company that he will return to work at the end of the first six months of such absence, his job shall be considered as vacant, and Company may fill it as provided in Title 205 in the case of a Division job, or as provided in Title 305 in the case of a General Construction job. If the employee returns to work before the end of six months, he shall be employed in his former Division or Department and in his former classification subject to the following:

(a) The employee may not be placed on a job in the same classification where there is a vacancy, if there is a vacancy that the employee can qualify for.

(b) If he accepts such assignment, the location of such job shall thereupon become a permanent change in his service with the Company, and he shall be considered as having entered the Company for work in that area.

(c) If he is a Division employee and elects to displace another employee, he shall displace that employee in his former Division or Department and classification who has the least seniority, provided that such employee's service with the Company is equal to or exceeds his own. If the last mentioned displacement cannot be effected, his placement in the Company shall be governed by Title 206, and his job placement in the Company shall be governed by Title 306.

(d) If he is an employee of General Construction and he elects to displace another employee, he shall displace that employee in his classification and department of General Construction within his former promotion and demotion area who has the least seniority, provided that the employee whose Service is equal to or exceeds his own. This displacement cannot be effected, his placement in the Company shall be governed by Title 306. If the employee has elected to displace another employee, he shall be granted a further retroactive "leave of absence" to cover the balance of his absence.

101.8 Funeral Leave

(a) If at all possible, a regular employee will be granted the actual time off with pay necessary to attend the funeral of a member of the immediate family, including the time the body may lie in state and the day of the funeral, but not to exceed three work weeks. The immediate family shall be limited to: mother, father-in-law, husband, wife, son, daughter, stepchild, brothers, sisters, half-brothers and half-sisters, foster parents, or a more distant relative who was a member of the employee's immediate household at the time of death.

(b) If the employee is employed by the Company following an absence on "leave" for Union business in excess of six months, he shall be employed in his former Division or Department in his former classification subject to the following:

(A) The employee may not be placed on a job in the same classification where there is a vacancy, if there is a vacancy that the employee can qualify for.

(B) If he accepts such assignment, the location of such job shall thereupon become a permanent change in his service with the Company, and he shall be considered as having entered the Company for work in that area.

(C) If he is a Division employee and elects to displace another employee, he shall displace that employee in his former Division or Department and classification who has the least seniority, provided that such employee's service with the Company is equal to or exceeds his own. If the last mentioned displacement cannot be effected, his placement in the Company shall be governed by Title 206, and his job placement in the Company shall be governed by Title 306.

(D) If he is an employee of General Construction and he elects to displace another employee, he shall displace that employee in his classification and department of General Construction within his former promotion and demotion area who has the least seniority, provided that the employee whose Service is equal to or exceeds his own. This displacement cannot be effected, his placement in the Company shall be governed by Title 306.

101.9 Jury Duty

Employers who are summoned to serve on a grand jury, trial jury, or a jury of inquiry will be granted the necessary time off with pay for jury duty in excess of six months, he shall be employed in his former Division or Department in his former classification subject to the following:

(A) The employee may not be placed on a job in the same classification where there is a vacancy, if there is a vacancy that the employee can qualify for.

(B) If he accepts such assignment, the location of such job shall thereupon become a permanent change in his service with the Company, and he shall be considered as having entered the Company for work in that area.

(C) If he is a Division employee and elects to displace another employee, he shall displace that employee in his former Division or Department and classification who has the least seniority, provided that such employee's service with the Company is equal to or exceeds his own. If the last mentioned displacement cannot be effected, his placement in the Company shall be governed by Title 206, and his job placement in the Company shall be governed by Title 306.

(D) If he is an employee of General Construction and he elects to displace another employee, he shall displace that employee in his classification and department of General Construction within his former promotion and demotion area who has the least seniority, provided that the employee whose Service is equal to or exceeds his own. This displacement cannot be effected, his placement in the Company shall be governed by Title 306.

101.11 Witnesses

Regular employees will be given the necessary time off to appear as a witness in either civil or criminal cases under the following conditions:

(a) Employees who have not attained regular status will be allowed time off without pay to attend the funerals of other persons the employee may be reasonably deemed to owe respect, but not to exceed one day.

(b) Employees who have not attained regular status will be allowed time off without pay subject to the other provisions of (a) above.

(c) Employees shall advise their supervisor on the work day following receipt of notice that they are required to report for jury duty service.

101.12 Adoption

Provides for sub-titles to various sections. Utilizes Service (as defined in Title 106) rather than Company seniority and the provision relating to Maternity Leave (Maternity Leave is to be treated the same as any other leave). Makes minor change in Union leave of absence and provides for time off with pay for funeral leave, jury duty, to act as a witness, and for legal adoption procedures.

**TITLE 102. GRIEVANCE PROCEDURE**

Amend TITLE 102 — GRIEVANCE PROCEDURE to amend Section 102.4 to read as follows:

102.4 A Review Committee shall be established consisting of three (3) representatives designated by Company's Manager of Industrial Relations, one of whom shall serve as Chairman of the Committee, and three (3) representatives designated by the Union's Business Manager, one of whom shall serve as Secretary of the Committee. The members of the Committee shall be authorized to make final decision
PHYSICAL AGREEMENT AMENDMENTS

respecting the disposition of any grievance. Company will not assume payment of any expense or lost time incurred by Union members of the Review Committee.

102.14 is amended to provide for designation of Chairman and Secretary of the Review Committee.

102.16 was added in order to adopt a Supplemental Grievance Procedure.

Mr. L. L. Mitchell, Business Manager
March 8, 1974
I.B.E.W., A.F.L-CIO
P. O. Box 4790
Wheat Creek, California 94596

Respectfully submitted,

By

Mr. L. L. Mitchell
I.B.E.W., A.F.L-CIO

REVIEW COMMITTEE ARBITRATION

Grievances referred to the Review Committee in accordance with the foregoing procedure will be acted upon in accordance with the provision of the Letter Agreement dated November 1, 1973, as last revised at the time of referral.

EXTENSION OF TIME LIMITS

The purpose of providing for this procedure is to encourage the expeditious resolution of grievances. For this reason, the time limits provided herein are absolute. However, the time limits provided for in each of the foregoing steps of this special grievance procedure may, upon showing good cause, request an extension of time in any of the foregoing steps which may be granted by the other. In no event shall any extension of time be granted beyond the time period provided for in each of the foregoing steps of this special grievance procedure.

DEPARTMENT SHOP STEWARD

The Union may designate one of the Shop Stewards in each Department represented at a headquarters to be a part of this procedure. The foregoing shall not restrict Union's right to designate appropriate alternates. For the purposes of this Agreement, a Department will mean for the physical forces. Any group of forces which there is a negotiated separate line of progression as provided for in Exhibit VI of the Physical Agreement, and for the Division clerical forces; Customer Services Department, Plant Accountant Department, and General Services Department; and for the Vice President and Comptroller's Organization: Plant Accounting Department, Corporate Accounting Department, Disbursement Accounting Department, Customer Accounting Department, Computer Operations Department, and the Personnel Manager.

In agreeing to the above supplementary grievance procedure, both Company and Union understand that it in no way supplants the provisions of Title 102 or 9 of the Basic Labor Agreements. And for this reason, either Company or Union may terminate this supplementary grievance procedure at the expiration of thirty (30) days following receipt by the other party of such notice of intent. Should Company and Union agree to a grievance 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

The Union agrees to the adoption of the Foregoing provisions for a sup-
PHYSICAL AGREEMENT AMENDMENTS

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below for your signature.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By
Manager of Industrial Relations

The Union concurs with the foregoing amendment to the Letter Agreement effective November 1, 1973.

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

By
Business Manager

Section IID4 is revised to tighten up the Review Committee procedures and to provide that where a particular grievance at the Review Committee level lends itself to a bargaining approach that the parties may establish a special "Ad Hoc Negotiating Committee" to work on the problem within a 6 month time limit.

TITLE 103. HOLIDAYS

Amend TITLE 103 - HOLIDAYS to read as follows: (Title 14 of the Clerical Agreement to read identical except for section numbers.)

103.1 Only regular employees who are not on a "leave of absence" and who:
(a) Are paid for the work days immediately before and after the holiday, or
(b) Are off work with permission, but without pay, for reasons of illness or disability, on the work days immediately before and after the holiday, or
(c) Are paid for the work days immediately before or after the holiday but are off work with permission without pay on the other day,
shall, except as provided in Section 103.6, be entitled to have the following holidays off with pay when they fall on a work day in his basic workweek.

New Year's Day
Washington's Birthday
Independence Day
Labor Day
Veterans' Day
Thanksgiving Day
Christmas Day
Employee's Birthday

TITLE 104. MEALS

Amend Section 104.12 of TITLE 104 - MEALS to read as follows:

104.12 The provisions of this Title shall apply to shift employees as follows:
(a) He may arrange to have a meal purchased for him and delivered to the job. In such event the Company will pay the cost of the meal but will not be liable for delivery of the meal, or
(b) When held over from his previous shift, he may take the meal upon dismissal from work and Company shall pay the cost of the meal and 1/2 hour for the time to consume such meal, or
(c) He may provide his own meal(s) on the job and the Company shall reimburse him for the cost thereof at $2.00 for each meal.
(d) If he is not assigned to shift work which confines him to the job, he shall follow the same overtime meal practice as any other employee, and the time necessary to eat the meal shall be considered worktime.

The day after Thanksgiving is established as a 10th holiday - 103.1.

If an employee must be scheduled to work on such day, he may have another day off prior to June 1 of the following year. If the employee elects not to take such day off, he shall receive an additional day's pay at the straight time rate; but if the supervisor fails to grant him that day off, the Company will purchase this holiday at time and one-half - 103.4.

The provisions, with respect to the Holiday, are modified to permit a probationary or casual employee to work on his Holiday and receive straight time pay. However, the provision that if the Company requires him to work on his Holiday he will be paid time and one-half existing in the contract - 103.2(e).

TITLE 104. MEALS

Amend Section 104.12 of TITLE 104 - MEALS to read as follows:

104.12 The provisions of this Title shall apply to shift employees as follows:
(a) He may arrange to have a meal purchased for him and delivered to the job. In such event the Company will pay the cost of the meal but will not be liable for delivery of the meal, or
(b) When held over from his previous shift, he may take the meal upon dismissal from work and Company shall pay the cost of the meal and 1/2 hour for the time to consume such meal, or
(c) He may provide his own meal(s) on the job and the Company shall reimburse him for the cost thereof at $2.00 for each meal.
(d) If he is not assigned to shift work which confines him to the job, he shall follow the same overtime meal practice as any other employee, and the time necessary to eat the meal shall be considered worktime.

The provisions of this Section are applicable to all employees, including, but not limited to, shift employees, probationary employees, casual employees, and employees on a temporary basis. The provisions of this Section shall be interpreted in accordance with the collective bargaining agreement between the Company and the Union, and any and all disputes arising under this Section shall be resolved through the grievance and arbitration procedures established thereunder.
LABOR AGREEMENT INTERPRETATION

SUBJECT: Comparable Substitute for Usual and Average Meals

(Meals at Home)

TITLE 104 - MEALS - Physical Agreement

Section 104.2 - Comparable Substitute for Usual and Average Meals

The parties, in their belief that the health and safety of employees is of mutual concern to the Company and the employees, shall mutually strive to resolve disputes with respect to health and safety issues. To that end Union agrees to raise all health and safety issues with Company and allow for the adjustment of any such issues that occur in the workplace.

105. SAFETY

Amend TITLE 105—SAFETY to read as follows:

105.5 Election of Remedy

 Except in cases of trouble and emergency work involving immediate hazard to life or property, an employee shall not work alone dangerously near energized lines of 500 volts or more. In such cases the employee shall be adequately supervised by a competent person.

105.7 - 600-Volt Limit

The parties agree that, in the event of work involving the energized lines of 600 volts or more, the employee shall be adequately supervised by a competent person.

105.8 Safety Inspection Committees

The parties agree that the safety inspection committees shall be established immediately a Company-Union Committee shall be established to coordinate the inspection of the physical boundaries of the Division. Committee members shall serve for three years unless otherwise agreed by the parties.

105.9 Walk-around Inspections

Union may select from among nominees selected by the parties to serve as walk-around inspectors. The parties agree to the establishment of such committees.

105.10 Injury Reports

The parties agree that the union shall submit a quarterly summary of all lost-time industrial injuries to the Division. The summary shall be submitted at least 15 days in advance of regularly scheduled meetings of the Company-Union Safety and Health Committee.

The provision of this Title is substantially modified to provide the Union with a stronger voice in health and safety matters. A joint Health and Safety Committee is established. This committee will adjust grievances relating to safety which cannot be resolved at the Division level, negotiate with respect to additions to or
PHYSICAL AGREEMENT AMENDMENTS

revisions of the Accident Prevention Rules and will be charged with promoting safe working conditions and safety awareness on the part of supervisors and other employees.

Section 105.8 (formerly 105.2) is amended to provide for appointments to the Safety Inspection Committee from among nominees selected by Union.

Provisions are also added to provide time spent by employees in “walk around inspection” shall be considered and compensated for as their regularly assigned work.

Company will submit quarterly summaries of all time lost in Industrial injuries to the Union - 105.10.

TITLE 106. STATUS

Amend TITLE 106 - STATUS to read as follows:

(AMEND TITLE 17 of the Clerical Agreement to read identically, except for section numbers.)

106.1 Employment Date

As used in this Agreement, “employment date” means the latest date on which an employee began a period of Service with Company.

106.2 Company


106.3 Service

Service is defined as the length of an employee’s continuous employment since his Employment Date with Company, a Predecessor Company, Standard Pacific Gas Line, Inc., Pacific Gas Transmission, Alberta and Southern Gas Company, Alberta Natural Gas Company, Pacific Service Employees Association.

106.4 Acquisitions

In the acquisition of another company, the Service of the employees involved in such acquisition may be established by written agreement between Company and Union.

106.5 Regular Status

(a) Division Employees

(1) Division employees shall be designated as probationary and regular, depending on the length of their Service.

(2) New employees shall be hired as probationary employees at a daily rate of pay not less than the minimum wage established for the classification of work to be performed. As long as a probationary employee retains such status, he shall not acquire any Service, or rights with respect to leave of absence, holidays, job bidding and promotion, demotion and layoff, sick leave, vacation, or similar rights and privileges.

(3) On the completion of his first six months of Service which, notwithstanding the provisions of Section 106.3 above, is interrupted by absence for more than a cumulative total of 30 days due to (1) layoff, (2) sickness or disability, or (3) any other reason, a probationary employee shall be given a status of a regular employee, a definite job classification, and placed on a weekly rate.

(b) General Construction

(1) General Construction employees shall be designated as casual or regular.

(2) A casual employee is any employee who is hired at a daily wage rate for an indeterminate period of time and who, regardless of length of service, may be discharged or laid off at the discretion of the Company, provided that he meets Company’s qualifications for continued employment. As used herein, six months of service is defined as a minimum of 115 days of work in any period of six consecutive months at the straight rate of pay; provided, however, that if by reason of absence due to inclement weather or holidays in such period an employee was prevented from working a total of 115 days, such period shall be extended by not more than the total number of days of such absence.

(3) A regular employee is one who has qualified for transfer from the status of casual employee and whose pay has been established at a weekly wage rate.

106.6 Part-time Employment

A part-time employee is any employee whose regularly scheduled workweek is less than 40 hours. Regular part-time employees shall be entitled to Service and prorated vacations and sick leave based on the ratio their scheduled workweek bears to 40 hours.

106.7 Intermittent Employees

(a) An intermittent employee is one who does not work any set schedule of hours per day or days per week, but who is on call to fill in on any schedule on an as-needed basis. During sickness or vacation relief periods, however, such employee may be required to work up to his scheduled hours and hours of the absence period. Such assignment cannot be made pursuant to the provisions of Subsection 205.3(a) or any Relief Agreement.

(b) Intermittent employees shall attain regular status upon the completion of six months of continuous service. Continuous service is defined in Section 106.5 as being “uninterrupted by (1) discharge, (2) resignation, or (3) absence for more than a cumulative total of 30 days due to (a) layoff, (b) sickness or industrial disability, or (c) other causes.” If an employee is off for more than 30 days during a six-month period, a new six-month qualifying period will begin upon his return to work.

(c) An intermittent employee who attains regular status or a regular employee who reattains or retains regular status shall be eligible to receive the following benefits:

(1) Group Life Insurance coverage will be $10,000. If an employee does not work in a given month, double deductions for premiums will be made in succeeding months.

(2) Long Term Disability insurance will be established on the basis of the employee’s current straight-time wage in conformance with the rules of the Savings Fund Plan.

(3) Dental Insurance.

(4) Group Medical Insurance. If an employee does not work in a given month, double deductions for premiums will be made in succeeding months.

(5) Vacation.

(6) Retirement Plan based on Company service calculated as above.

(7) Health Insurance Plan.

(8) 401K Plan.

(9) Paid Holidays when scheduled to work on a regular schedule known in advance. Such holiday payment shall be in proportion to the amount of time which such employee would have worked on such day if it were not a holiday.

106.8 Overtime

Part-time and intermittent employees shall receive the overtime rate of pay set forth in Title 208 for hours worked in excess of eight hours in a day or 40 hours in a week or on the 6th or 7th day worked in a week or on a holiday.

106.9 Progressive Wage Increases

Part-time and intermittent employees shall receive progressive wage increases (where applicable) upon completion of 1,040 hours of work at the straight-time rate of pay at an established wage step.

106.10 List

As soon as the end of each calendar year as it is practicable to do so, Company will provide a list showing the name, social security number, home address, employment date, and classification of each employee calculated to the end of such year.

106.11 Information

Upon an employee’s request, Company shall give him any information of record concerning his status as an employee of Company.

Title 106 combines the provisions of former titles 106, 210, and 310 into one Title in order to obtain uniform definitions of service (formerly seniority). Service is defined as the length of time since an employee’s last employment date. To break service, an employee must resign, be discharged, or be laid-off for more than one year. Service will be uniformly applied for determining vacation, sick leave, unemployment, retirement, and other benefits.

Holidays off without pay are added to the provision extending the 115 day period for casual employees in General Construction - 106.5(b).

Intermittent employees, formerly called “part-time non-scheduled”, are defined and the benefits for intermittent employees who obtain regular status are set forth. Additional limitations are provided for the use of intermittent employees - 106.7.

Provisions are made wherein an employee may obtain information of record concerning his status - 106.11.

TITLE 110. SHIFT PREMIUM

Amend Section 110.2 of TITLE 110 - SHIFT PREMIUM to read as follows:

110.2 No shift premium shall be paid for the first shift. A premium of 20c per hour shall be paid for work performed in the second shift and a premium of 25c per hour shall be paid for work performed in the first shift. The shift premium, if any, which is payable for an employee’s regularly scheduled hours of work shall be paid for any time worked by him immediately preceding or following his regular hours of work and as an extension thereof. If an employee is scheduled to work during a shift other than his regularly scheduled shift, and such work does not immediately precede or follow his regularly scheduled shift, he shall be paid the
TITLE III. VACATIONS

111.10 Sick Leave
(a) An employee shall not be required to use his vacation in lieu of sick leave; provided however that
(b) an employee who becomes sick or disabled while on vacation shall continue to receive vacation pay unless
(1) he has been hospitalized for one day or more for which he otherwise would receive vacation pay; or
(2) his doctor has ordered him to remain in bed for two or more such days.

Vacation entitlements are based on service (as defined in Title 106) and provisions are added for five (5) weeks vacation in the 26th year of service starting in 1975 - 111.12(c).

Service anniversary vacation starting in 1975 will be applicable only through the 25th calendar year - 111.3.

Uniform provisions are established with respect to forfeiture of vacation in one year due to absences of more than 21 consecutive work days in the preceding year - 111.5.

Minor changes are made in the scheduling section of the Title - 111.13.

Provisions are added with respect to granting of sick leave during vacation which he has not earned are established - 111.14.
**PHYSICAL AGREEMENT AMENDMENTS**

**TITLE 112. SICK LEAVE**

Add TITLE 112 - SICK LEAVE by deleting TITLES 209 and 309 and transferring the provisions of TITLE 209, as amended herein, to TITLE 112 to read as follows:

112.1 After completing one year of Service and for each year of Service thereafter, a regular employee shall be allowed sick leave with pay for a total of 80 hours per calendar year; and a regular part-time employee shall be allowed sick leave with pay for a portion of 80 hours per calendar year as the average number of hours he regularly works in a week bears to 40.

112.2 A regular employee, in addition to his annual sick leave which he is allowed under the provisions hereinabove, shall be allowed further sick leave with pay which shall not exceed the total of his unused annual sick leave in the eight years immediately preceding.

112.3 In the calendar year in which Company anticipates that an employee may attain ten years of Service and the eight-year period therefor, an employee whose sick leave record qualifies him in accordance with the formula shown below shall, upon exhausting his accumulated current sick leave, be allowed additional sick leave, if needed, not to exceed 160 hours in such calendar year.

112.4 If a dual classification employee with sick leave under Section 112.3 shall, upon exhausting such additional sick leave as provided in Section 112.3, be allowed, if needed, an additional 160 hours in such calendar year. Once the employee has qualified for such additional allowance, such additional allowance shall be renewed in full on the first day of each succeeding calendar year.

112.5 Current sick leave shall not be applied until cumulative sick leave has been exhausted. Cumulative sick leave shall be applied in the order in which it accrues.

112.6 Sick leave shall be charged by the hour with no charge made for increments of less than one hour. Such time off as that allowed for an employee's personal medical needs, including time off to care for his own dependents shall be charged against his sick leave to which he would be entitled under the provisions of Sections 112.1, 112.2, 112.3, and 112.4.

112.10(a) Except as provided in Section 108.2, if an employee's health or physical ability becomes impaired to such an extent that he cannot perform the work of his classification, Company shall, if practical to do so, give such employee light work within his ability to perform for which he shall be compensated at the rate of pay established for such work.

(b) It is Company's policy in the administration of Subsection 112.10(a) above to assign employees who are permanently partially disabled to such light work as may be available within the employee's current classification. When making such assignments within the employee's classification, Company shall give consideration to whether or not the disability is industrially related, the employee's service, the operating requirements of the District or Department, and the temporary assignments as provided in Section 108.2. For example, in the Electric Transmission and Distribution Department of the Divisions, Company will attempt to assign employees who can no longer meet the climbing requirement but who are otherwise qualified as journeymen to duties which require journeymen skills but do not require employees to regularly climb in excess of 400 feet. For example, a dual classification employee between Company and the Pipe Line Operations Department, Materials Distribution, and the Communication and Building Departments of the General Office. Whenever the words "employee" and "employees" are used in this Part they shall, unless otherwise noted, be construed to refer only to employees described above from whom the Union is the exclusive bargaining representative. Where the context of this Part makes it reasonable to do so, the word "Division" shall be construed to include and apply to the subdivisions enumerated hereinabove, and the word "Division Manager" shall be construed to include and apply to the heads of such subdivisions.

Conforms with revision made in Title 2.

**TITLE 201. EXPENSES**

Amend Subsection 201.8(d) to read as follows:

201.8(d) If an employee elects not to utilize Company-designated board and lodging on his non-work days, including any holiday which immediately precedes or follows his non-work days, Company shall allow him transportation for the sum of $6.00 per day for each of such days. In lieu of such allowance, Company may provide transportation arrangements between the training location and his living quarters or regular headquarters in accordance with Subsection 201.9(a). If he is scheduled to attend the training location for three consecutive weeks or more, transportation allowances under the provisions of Subsections 201.9(a), (b), or (c) will apply, commencing with the second weekend and alternate weekends thereafter for the duration of such scheduled attendance.

Provides for improved transportation allowances to return to regular headquarters (home) on the second and alternate weekends while attending extended training classes. (3 weeks or more)

**TITLE 204. WAGES AND CLASSIFICATIONS**

Amend TITLE 204- WAGES AND CLASSIFICATIONS, Section 204.2 to add Subsection (c) and amend Section 204.6 to add Subsection (c), each to read as follows:

204.2 (c) The "Wage Progression" of an employee who is absent on leave of absence without pay for more than 10 consecutive work days will be delayed by a period of time equivalent to such leave of absence. The "Wage Progression" of an employee in a beginning or other negotiated training classification who is absent for more than 25 consecutive work days because of an industrial injury as defined in Section 108.1 or for an illness or disability and is receiving sick leave with pay as provided for in Section 112.1, will be delayed by the period in excess of 25 consecutive work days.

204.6 (c) When Company appoints an employee from a classification covered under the Clerical Labor Agreement to a beginner's classification covered under this Agreement, such employees shall be given a wage rate commensurate with the provisions of subsections (a) or (b) above, whichever is applicable.

204.2 (c) establishes a uniform procedure for delaying wage progressions for employees in beginning or negotiated training classifications including apprenticeships. Eliminates any such delays in wage progressions for any other classifications.

204.6 (c) provides for wage retention, up to maximum of top step of beginning or other negotiated training classification, to be paid to, when an employee transfers from Clerical to Physical bargaining unit.

**TITLE 205. JOB BIDDING AND PROMOTION**

Amend the Sections of TITLE 205 - JOB BIDDING AND PROMOTION listed below to read as follows:

205.7 lists the sections of Title 205 to be interpreted in a manner consistent with the parties' purpose and intent in negotiating the job bidding and promotion procedures contained herein, namely that when employees are qualified by knowledge, skill and efficiency and are physically able to perform the duties of a job, the employee with the greatest qualifications shall receive preference in accordance with the sequence of consideration outlined in Sections 205.5(b), 205.7 and 205.8 for an appointment to fill a vacancy, and that Company shall endeavor to expedite the filing of job vacancies.

205.2(b) Delete.
205.4 Any regular full-time employee of Company entitled to preferential consideration under Subsections 205.7(a), (b) or Subsections 205.8(a), (b) or (c) may submit by United States mail on a form provided by Company a prebid on any existing job classification and headquarters for which he desires consideration. Company shall make a bid for each position which was postmarked less than eight (8) calendar days prior to the date of posting an award to fill a job vacancy in the classification and headquarters on which the prebid is made. Company shall award a voided prebid or postbid, provide 15 calendar days from date of receipt and without rejecting the bid will notify in writing an employee who submits a prebid, hereunder, of any known reason which might preclude his filling the classification on which he has prebid, including information regarding testing programs which must be completed. Such prebid shall be valid for a period of one year from the date of receipt or until such time as the employee changes his classification and/or headquarters.

205.5(a) Company shall make unrestricted appointments in filling one-half of the vacancies in the employee's classification and/or headquarters.

(b) The provisions of this Subsection shall be applicable to a beginning job classification in a line of progression at a headquarters where a transfer application for such vacancy was made in the last 15 calendar days from date of receipt and without rejecting the bid will notify in writing an employee who submits a prebid, hereunder, of any known reason which might preclude his filling the classification on which he has prebid, including information regarding testing programs which must be completed. Such prebid shall be valid for a period of one year from the date of receipt or until such time as the employee changes his classification and/or headquarters.

205.6 When a vacancy occurs in any job classification, except those covered by Section 205.8, which the Company intends to fill on a regular basis, Company shall make a bid for such position which was postmarked less than eight (8) calendar days prior to the date of posting an award to fill a job vacancy in the classification and headquarters on which the prebid is made. Company shall award the bid to the employee with the least service, except as otherwise provided in any applicable apprenticeship agreement.公司 shall notify the employee whose bid was unsuccessful of his eligibility to submit a new bid for the same position for the next open vacancy.

(c) Company shall make unrestricted appointments in filling one-half of the vacancies in the classifications which are higher thereto in the line of progression as shown in Title 600, or Classification of vacancy filled. Company shall make unrestricted appointments in filling one-half of the vacancies in the Line of Progression as provided for in Title 600, and Exhibit IX-Code Classification System.
(a) “Beyond commutable distance,” as used above, shall mean a new headquarters located more than 45 minutes or 30 miles from his present
(b) Bids made by employees listed in Subsection (a) above who formerly worked in such job classification and headquarters, and who were transferred from such headquarters, demoted from such classification, or were placed on Long Term Disability status from such headquarters. An employee’s bid shall not be considered under this subsection if following his demotion or transfer he has not exercised any available opportunity to bid on a job in his former classification and headquarters;
(c) Bids made by employees listed in Subsection (a) above who formerly worked in such job classification.

In considering, under Subsection (a) or (b), bids received from two or more employees on the same job, Company shall give preferential consideration to the bid made by the employee who has the greatest seniority.

An employee who has been demoted or transferred under the provisions of this Section who thereafter voluntarily removes himself from the Line of Progression to which he was previously transferred or demoted shall not be given consideration under this Section.

206.14 Notwithstanding the provisions of Section 205.5, a regular full-time employee who has been laid off for lack of work for a period not in excess of one year shall be entitled to preferential rehire in the reverse order of layoff as follows: When a vacancy exists in a beginner’s job in the line of progression in the Division from which one employee was laid off, Company’s openings for re-employment are to be matched with the last mailing address as furnished by the laid-off employee. Within five working days after such notice is mailed, such laid-off employee must advise this Section. An employee returning to a beginner’s job under the provisions of this Section shall be entitled to preferential rehire rights to the last mailing address as furnished by the laid-off employee. Within five working days after such notice is mailed, such laid-off employee must advise

Company whether or not he accepts such re-employment. Company, in its sole discretion, shall be entitled to reject any employee’s bid for re-employment. If no reply is received within five days after the notice is mailed, such laid-off employee shall be considered terminated, and the next employee on the laid-off list may be notified of the opportunity to bid. To expedite rehiring, more than one employee may be notified of an opening, but priority shall be given to employees in the reverse order of layoff. If no employee remains on the laid-off list the provisions of Section 205.5 will be invoked.

Employees recalled shall report to work within seven calendar days after advising Company of their acceptance of re-employment. If they fail to report within such time, they shall be considered terminated. Company, in its sole discretion, shall be entitled to reject any employee’s bid for re-employment.

For the purposes of this Section, an employee’s “regular hours of work” shall be the same on a non-work day as those regularly scheduled for such employee on a work day.

208.11(f) An employee entitled to a rest period hereunder may nevertheless be required to work during regular work hours on a work day without having had a rest period of 8 consecutive hours, in which event he shall be paid at 2 times the straight rate of pay for all work performed during such rest period. For the purposes of this Section, an employee’s “regular hours of work” shall be the same on a non-work day as those regularly scheduled for such employee on a work day.

208.23 Except where a hazard to life or property exists, employees will not be required to work more than 3 consecutive weekends without having 2 consecutive days off.

Provides for payment of double time for work beyond 16 consecutive hours and for work performed between midnight and 8:00 a.m. unless an employee requests for work at 6:00 a.m. or later. (Same provisions applicable to the 8 hour period preceding the start of any employee’s regular hours of work, which start at other than 8:00 a.m.)

208.2
Provides for 2 times the straight rate of pay for work during a rest period of 2 days (24 hours) or less.

Provides, except where a hazard to life or property exists, that an employee will not be required to work more than 2 consecutive weekends without having a weekend (2 consecutive days) off.

TITLE 209. SICK LEAVE
Delete: See Title 112

TITLE 210. STATUS
Delete: See Title 106

END

Amend Title 212 - EMERGENCY DUTY

Amend Title 212 - EMERGENCY DUTY as follows:

212.1(a) The provisions of this Title shall be interpreted and applied in a manner consistent with the parties’ purpose and intent in negotiating a voluntary on-call system for emergency duty contained herein, namely that when employees volunteer for emergency duty they are making a definite commitment to be readily available for call-out; and in turn, Company will call the volunteer with the least amount of recorded emergency overtime hours. When there are insufficient volunteers available for emergency duty, Company will continue to require employees to report for work on an emergency basis.

(b) Employees shall not be required to be on-call, however, Company with Union’s cooperation shall establish a call-out procedure for employees who volunteer for emergency duty in case of emergency. Assignment of emergency work shall be distributed and rotated as equitably as practicable among qualified employees in the same classification and in the same location who have volunteered for emergency duty. The period during which an employee is available for duty shall not be considered as hours worked.

212.2(a) Company will prepare a list at each headquarters of those employees who volunteer for emergency work. In calling employees to respond to emergency situations involving immediate hazard to life or property, Company may give preferential consideration to employees whose residences are located within 30 minutes automotive travel time, under ordinary travel conditions, from their headquarters. This list will be maintained and updated semi-annually. The employee’s name will be removed from the list if he fails to respond to an emergency call-out in a timely manner.

212.2(b) In administering Subsection (a) above, Company shall establish a sign-up procedure for employees in each term of the Agreement to list the employees who have volunteered for emergency duty. Employees shall volunteer for emergency duty by signing a form in the presence of the employee’s supervisor. The employee’s name shall be placed on the call-out list for the period following the employee’s volunteer request. On a semi-annual basis, the call-out list will be updated to reflect the current list of volunteers.

212.3 In the event an employee is called for emergency overtime and refuses or cannot be reached, he will not be credited with any overtime served until he returns to work on a regular work day. An employee who is called for emergency overtime and refuses to report for duty shall be considered as having served the entire time on call.

(Continued on page seventeen)

MEREDITH & RUBIN
Certified Public Accountants
2525 Van Ness Avenue, Room 215
San Francisco, California 94109
Telephone: 771-2577
February 12, 1974

TO THE OFFICERS AND MEMBERS OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL NO. 1245
1218 BOULEVARD WAY
WALNUT CREEK, CALIFORNIA

We have examined the Statements of Recorded Cash Receipts and Disbursements of your Local Union for the year ended December 31, 1973 and the related Statement of Assets, Liabilities and Equity at December 31, 1973. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The following summarizes information included in these financial statements which are a part of this report:

Cash and Stock Fund at Cost at December 31, 1972:
- General Fund $445,339.10
- Replacement Fund 48,343.53
- Scholarship Fund 18,357.17
- Fund for Organizing Expenses 644.57
- Supplemental Retirement-Seniority Fund 23,134.62
- Other Assets Net of Liabilities $535,832.99

Disbursements*
- General Fund 1,786,173.40
- Replacement Fund 1,786,173.40
- Scholarship Fund 1,786,173.40
- Fund for Organizing Expenses 1,786,173.40
- Supplemental Retirement-Seniority Fund 1,786,173.40
- Other Assets Net of Liabilities 1,786,173.40

Increase $354,391.25

Cash and Stock Fund at Cost at December 31, 1973:
- General Fund $765,135.51
- Replacement Fund 51,340.23
- Scholarship Fund 18,707.57
- Fund for Organizing Expenses 461.40
- Supplemental Retirement-Seniority Fund 54,485.52
- Other Assets Net of Liabilities 80,041.59

Equity $970,265.83

*Exclusive of transfers between funds.

The Supplemental Retirement-Seniority Fund was established during 1972. This Fund is considered an asset of the Local and is included in these statements. Amounts invested in the Dodge and Cox Fund for this Fund are shown at cost and are included with cash assets. The liability related to this fund is shown at its approximate amount as of December 31, 1973.

In our opinion the accompanying financial statements present fairly the recorded cash receipts and disbursements of Local No. 1245 for the year ended December 31, 1973 and the equity of Local No. 1245 at December 31, 1973 in accordance with the accounting principles stated in the note to the Statement of Assets, Liabilities and Equity and on a basis consistent with that of preceding periods.

MEREDITH & RUBIN

STATEMENT OF RECORDED CASH RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED DECEMBER 31, 1973

GENERAL FUND

Receipts:
- Local Union portion of receipts:
  - "A" Members' Dues $53,431.60
  - "B" Members' Dues 1,512,618.25
  - Initiation Fees 11,135.38
  - Reimbursement Fees 15.50
  - Difference in Dues 739.18
  - Agency Fees 3,866.00
  - Working Dues—Outside Line 20,865.92
  Total $1,602,662.83

Reimbursements to General Fund:
- Reimbursements held for Members' Credit or to be refunded 7,865.31

Interest (1,620.22)

Dividends 176.50

Refunds and Reimbursements:
- From Replacement Fund 32,326.39
- From Scholarship Fund 1,000.00
- From Fund for Organizing Expenses 564.29
- Energy Workers Center for Insurance Payment 333.00
- Insurance Recoveries—Auto 2,313.00
- Workmen's Comp. Insurance 4,956.52
- Staff Salary 1,742.84
- Other 2,120.97

Total $81,814.00

Other: Reimbursements
- International Portion of Receipts:
  - "A" Members Per Capita 104,037.00
  - "B" Members Per Capita 104,037.00
  - Initiation Fees 11,135.38
  - D.B.A.F. Fees 180.00
  - Reimbursement Fees 15.50
  - Difference in Per Capita 1,688.00

Pension Reimbursement Fees 50.00

Total $484,736.82

Total Receipts $2,169,213.71

Total of Receipts and Balance:
- February 12, 1973 $970,265.83
- Total $2,169,213.71

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- February 12, 1973 $970,265.83
- Total $2,169,213.71

MEREDITH & RUBIN

NOTE: This report was reprinted. The original text is not available.
### Payroll Taxes:

- **Employee Portion:**
  - U.S. Income Tax Withheld: 110,303.66
  - California Income Tax Withheld: 17,116.80
  - FICA: Withheld 3,459.04
  - SDI Withheld: 3,459.04
- **Local Union Portion:**
  - MEREDITH & RUBIN: 25,170.39
- **Other Employees:**
  - California Unemployment Insurance: 3,468.91
  - Federal Unemployment Tax: 1,000.49
  - Nevada Unemployment Tax: 83.10
  - Workman’s Comp. Ins.: 10,483.99
  - Legal Fees: 16,302.05
  - PRD Service Charges (Various Employers): 1,116.54
  - Subsequently Reimbursed: 489.00
  - Allowances: 14,075,

### Other Expenditures:

- **Cash Balance December 31, 1973:** $18,707.57
- **Cash Balance December 31, 1972:** $18,351.17
- **Details of Balance:**
  - Wells Fargo Bank—Savings Account: $461.40

### MEREDITH & RUBIN

#### SCHEDULE 1 (Continued)

**GENERAL FUND**

- **Employee Benefits:**
  - Welfare and Pension Plans: $23,291.56
  - Group Life Insurance Forwarded: 13,083.51
  - Group Life Insurance Withheld: (6,497.25)
  - FICA: 25,170.39
  - Staff Pension Plan Forwarded: 50,029.17
  - Staff Pension Plan Withheld: (28,879.00)
  - Clerical Pension Plan Forwarded: 5,900.00
  - Clerical Pension Plan Withheld: (2,950.00)
  - Workman’s Comp. Ins.: 10,483.99
  - Legal Fees: 16,302.05
  - Transportation: 128,601.62
  - Total General Fund: $890,224.24

- **Liabilities:**
  - General Fund: $945,077.10
  - Total Liabilities and Equity: $1,082,088.62

### SCHOLARSHIP FUND

- **Cash Balance December 31, 1972:** $18,351.17
- **Receipts:**
  - Interest: 1,106.40
  - Total Receipts and Balance: $19,457.57
- **Disbursements:**
  - Net Transfer to General Fund for Scholarships: 750.00
  - Total as Above: $18,707.57

### EXHIBIT B

**REPLACEMENT FUND**

- **Cash Balance December 31, 1972:** $48,343.53
- **Receipts:**
  - Transfers from General Fund: $33,190.00
  - Interest: 1,823.10
  - Total of Receipts and Balance: $83,756.63
- **Disbursements:**
  - Total Cosh and Stock Fund at Cost: $53,977.99

### EXHIBIT C

**SCHOLARSHIP FUND**

- **Cash Balance December 31, 1972:** $18,351.17
- **Receipts:**
  - Interest: 1,106.40
  - Total Receipts and Balance: $19,457.57
- **Disbursements:**
  - Net Transfer to General Fund for Scholarships: 750.00
  - Total as Above: $18,707.57

### EXHIBIT D

**FUND FOR ORGANIZING EXPENSES**

- **Balance December 31, 1972:** $3,468.91
- **Interest:** 187.70
- **Total Receipts and Balance:** $328.51
- **Disbursements:**
  - Transfer to General Fund: 564.29
  - Total as Above: $461.40

### EXHIBIT E

**SUPPLEMENTAL RETIREMENT—SEVERANCE FUND**

- **Balance December 31, 1973:** $3,468.91
- **Interest:** 187.70
- **Total Receipts and Balance:** $328.51
- **Disbursements:**
  - Transfer to General Fund: 564.29
  - Total as Above: $461.40

### EXHIBIT F

**LOCAL NO. 1245**

**STATEMENT OF ASSETS, LIABILITIES AND EQUITY**

- **At December 31, 1973:**
  - Total Assets: $1,082,088.62
  - Liabilities and Equity: $1,082,088.62

### Notes:

- The accounts are maintained on a cash basis. Assets and Liabilities consist of those arising from cash transactions and all other material Assets and Liabilities. Depreciation has been computed on depreciable assets, at $100 per month on automobiles and 10% per year on furniture and equipment. Prepaid and delinquent dues and unpaid operation expenses are not included in this statement. The amount shown as a liability for supplemental retirement-severance has been computed on the basis of amounts previously established and vested percentages.