Office Expenses:
- Clerical Salaries: $84,398.17
- Rent to IBEW Energy Workers Center, Inc.: $18,000.00
- Telephone and Telegraph: $38,211.26
- Postage and Meter Expense: $10,320.64
- Supplies and Printing: $17,023.59
- Equipment Maintenance: $4,168.67
- Equipment Rental: $3,793.00
- Furniture and Equipment: $23,334.66
- Data Processing: $29,322.07
- Janitor: $3,250.35
- Personal Property Taxes: $1,065.18
- Clerical Meals: $178.00
- Fire Insurance: $12.00

Notary Public Expense: $233,091.67

Other Salaries and Expenses:
- Janitor: $3,250.35
- Telephone and Telegraph: $38,211.26
- Outside Line Construction: $1,223.66
- Truck-Driver P.U.D: $5,764.20

Total Various Negotiating Com.: $10,704.75

MEREDITH & RUBIN

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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

GENERAL FUND

Salaries Paid or Reimbursed | Expenses | Total
--- | --- | ---
Salaries | Reimbursed

Other Salaries and Expenses: (Continued)
- P.G.&E. Company:
  - Wage and Contract: $1,190.32
  - Pension and Benefit: $620.99
- Membership-Supplies:
  - Dues Buttons and Decals: $1,385.48
  - Staff and Executive Board Exp. Files: $857.79
  - Scrolls and Pins: $69.94
  - International Supplies: $209.75
- Election Expenses: $69.94
- Shop Steward Supplies: $11.37
- Membership Cards: $628.76
- P.G.&E. Job Definitions: $129.66
- Agreement: Pacific Gas Transmission-Amendment: $10.00
- Sierra Pacific Wage Scale: $105.65
- P.G.&E. Letter Agreements: $164.10
- P.G.&E. Physical Wage Schedule: $1,891.61

Total Various Committees: $30,110.99

Total Other Salaries and Expenses: $46,165.34

MEREDITH & RUBIN

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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

GENERAL FUND

Salaries Paid or Reimbursed | Expenses | Total
--- | --- | ---
Salaries | Reimbursed

Other Salaries and Expenses: (Continued)
- Group Life Insurance: $53,834.43
- Group Life Insurance: $247.12
- Pin Award Dinners: $246.94
- Memorial Bibles: $20.00
- Membership-Bay Area Union Prof. Center: $15.00
- Life Saving Award: $57.24
- Benefit Dinner: $50.00
- Benefit Dinner: $50.00
- Heart Association: $20.00
- American Cancer Society: $30.00
- Col. Council for Environmental & Economic Bolonce: $100.00
- California Volleys Union Card & Label Council: $30.00
- Ekar-Duncan Benefit Fund: $25.00
- First S. Baptist Church of San Luis Obispo: $20.00

Utility Reporter—March, 1974—Page Fifteen
Local 1245 Renews
Competitive Scholarship Contest

The Executive Board of Local 1245, IBEW, has announced the sixth annual competitive scholarship contest.

The purpose of this contest is to provide a grant in aid for scholarships to college, thereby making financial assistance available toward the attainment of a higher education.

1. The grant will be as follows:
   - $250.00 per year for four (4) years, as long as a C (2.0) average is maintained and the parent maintains their membership in good standing in Local Union 1245.

2. In order to be a candidate in this contest, you must be a son or daughter, natural, legally adopted or the legal ward of a member of Local Union 1245.

3. You must also be a high school senior who has graduated or is graduating in 1974. A copy of your diploma or a letter from your high school stating that you will graduate in 1974 must be attached to your scholarship application.

4. The Scholarship Grant will be made only to that candidate who intends to enroll in any college certified by their State Department of Education and accredited by the local Accrediting Association.

5. All applications shall be accompanied with a written essay, not to exceed five hundred (500) words, on the subject, “Energy Crisis—Fact or Fantasy?”

6. Essays should be submitted on 8 1/2”x11” paper, on one side, preferably typed and double spaced with applicant’s written signature at the conclusion of the essay.

7. Applications and essays must be mailed to the Local Union, P.O. Box 4790, Walnut Creek, California 94596, by registered or certified mail only, and be received no later than 10:00 a.m. on Monday, July 1, 1974.

APPLICATION
for
LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO, COMPETITIVE SCHOLARSHIP CONTEST
Sponsored by
LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO
P. O. Box 4790
WALNUT CREEK, CALIFORNIA

DATE
I hereby make application to enter the Competitive Scholarship Contest sponsored by Local 1245, IBEW, AFL-CIO:

NAME
(Last) ________________________ (First) ________________________ (Init.) ________________________

ADDRESS
(Street) ________________________ (City) ________________________ (State) ________________________ (Zip #) ________________________

NAME OF PARENT

COMPANY

WORK LOCATION

I GRADUATED OR WILL GRADUATE FROM

HIGH SCHOOL IN

WHICH IS LOCATED AT

I EXPECT TO ATTEND COLLEGE OR SCHOOL LOCATION

(Candidate’s Signature)

This is to certify that I am a member in good standing of Local Union 1245, IBEW and the Candidate, whose name is signed to this application is my ________________________ and graduated during the term ending 1974.

Parent’s signature and Card No.

Energy Workers Center, Inc.
Annual Financial Report

TO THE BOARD OF DIRECTORS
I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
1218 BOULEVARD WAY
WALNUT CREEK, CALIFORNIA

We have examined the Statement of Assets, Liabilities and Net Worth of the I.B.E.W. Local Union 1245 Energy Workers Center, Inc. at December 31, 1973 and the related Statement of Income and Expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and included such tests of the records and such other auditing procedures as we deemed necessary in the circumstances.

In our opinion the accompanying financial statements present fairly the assets, liabilities and net worth of the I.B.E.W. Local Union 1245 Energy Workers Center, Inc. at December 31, 1973 and its income and expenses for the year then ended in accordance with generally accepted accounting principles and on a basis consistent with that of preceding periods.

MEREDITH & RUBIN
I.B.E.W. LOCAL UNION 1245
ENERGY WORKERS CENTER, INC.
STATEMENT OF ASSETS, LIABILITIES AND NET WORTH
DECEMBER 31, 1973

ASSETS
Wells Fargo Bank:
  Commercial Account $ 2,406.29
  Savings Account 10,840.62
  Total Assets $189,933.33

LIABILITIES AND NET WORTH
Total Liabilities and Net Worth $189,933.33

STATEMENT OF INCOME AND EXPENSE
YEAR ENDED DECEMBER 31, 1973

Income:
Rents $ 25,380.00
Interest and Other 1,578.32
  Total Income $ 26,958.32

Expense:
Interest  $ 2,995.25
Property Tax 4,997.65
Depreciation 4,507.00
Utilities 5,356.98
Maintenance and Supplies 2,940.54
Insurance 645.00
Gardener 366.50
  Total Expenses 19,088.92
Gain for Year, Per Statement of Income and Expense (Below) 7,869.40
  Total Liabilities and Net Worth $189,933.33

Gain for Year 7,869.40
but is unable to work due to illness will nevertheless be credited for the amount of overtime work by the person who actually performs the work. He will not be called again nor credited with any further overtime until he returns to work on a regular work day. When an employee is on vacation or is working or is scheduled to work on a regular work day and is absent for whatever reason, he will not be credited with the overtime if he does not work it. For this purpose of the procedure, vacation will begin when an employee leaves his work headquarters on the last day he is paid for, or the last day he is expected to be on work prearranged work who would otherwise have been called for overtime, he will be credited with one hour more than the maximum accrued in his classification. In other words, he would go to the bottom of the list.

2.6 A person bidding into or demoted to a new classification or new headquarters, or a person coming back off of an extended sickness will initially be credited with mean accumulated hours for the new classification and headquarters. In other words, he would go to the middle of the list on the assumption that overtime had been equitably distributed at his previous headquarters.

2.7 For timecard upgrades, overtime worked or credited at the temporary rate will be posted to the permanent classification. For temporary upgrades other than on a timecard basis, treatment will be as for persons bidding into or demoted down to a new classification.

2.8 For purposes of this procedure when overtime results because of unanticipated continuation of the work day, such overtime will be recorded as emergency overtime.

2.9 In the event of an emergency situation where more than 50% of the employees in a given headquarters are called out, an employee refusing or who cannot be reached will nevertheless be credited with the mean overtime of those working days.

2.10 In the distribution of emergency overtime for service personnel, the purpose and intent described in Subsection 212.1(a) shall be applicable; but the current call-out procedure shall remain in effect unless specifically changed by written agreement between the Division Personnel Manager and the appropriate Business Representative.

2.11 In the event that a grievance arises over the administration of this emergency overtime, the following grievance procedure will be followed: (a) When it has been determined by the Local Investigating Committee that it was impossible to use the emergency emergency call-out procedure, the actual overtime worked will be charged to those employees who worked and the grievance settled without adjustment.

(b) When it has been determined by the Local Investigating Committee that the Company made a mistake in the administration of this procedure, the Company will pay the aggrieved employee for the time that he has lost.

(c) When it has been determined by the Local Investigating Committee that the overtime was improperly assigned to an employee in another classification or crew in another service area thereby making equitable distribution impossible, the aggregated overtime paid for shall be paid for the time that the employee worked.

(d) Employees who receive overtime payment for time not worked as a result of a misapplication of this Section will nevertheless be credited on the appropriate list the amount paid as if they had actually worked it. If an employee fails to respond when called more than three times, he will be removed from the voluntary call-out list for that period.

2.12 By written agreement between Company's Manager of Industrial Relations and the Business Manager of Union, other call-out procedures may be adopted.

Establishes a system-wide method for equal distribution of emergency overtime. Provides for necessary sub-steps for emergency overtime and procedures to be utilized to assure equal distribution thereof. Also provides for payment for time not worked when overtime is not properly assigned.

TITLE 214. EXTENDED WORKWEEK

Delete this Title.

TITLE 301. EXPENSES

Amend the Sections of TITLE 301—EXPENSES listed below to read as follows:

301.3(a). Company shall give him an expense allowance for the following:

1. Each scheduled day he works in his basic workweek or is prevented from performing such scheduled work by inclement weather conditions covered in Title 303; (2) each day he reports for prearranged work on a non-work day; (3) holidays which occur on days he is scheduled to work; (4) any day he reports for prearranged work on a non-work day and such day as specified above except the rate shall be $7.00 a day if more than 50 miles radially or 75 road miles or more from the point which is the center of his Residence Area, the amount shall be $8.15 a day. Thereafter, if he continues to work at this current location, Company shall, upon the expiration of such location, and shall be entitled to payment for the mean overtime to be paid for the adjacent work day or such day is also observed as a “holiday” pursuant to the provisions of Title 103. He shall be entitled to such allowance for a period not to exceed 26 consecutive weeks.

301.8 An employee who is hired for a single project and who is required to move from one job location to another on the same project shall not be deemed to qualify for expense allowances provided for in Section 301.4 unless he has had a prior transfer between Company jobs or projects in his present period of continuous service with Company.

An employee on a project who is not receiving expenses and who is assigned to non-project work shall qualify for expenses only when such assignment to non-project work involves being transferred to a new location.

301.9(a). When the Manager in charge orders that an employee be temporarily detached from his then established headquarters and assigned to a temporary, emergency job or project, he shall be paid for the amount of time he is actually worked, at the rate of pay he was entitled to at his previous headquarters, said amount to be subject to mean accumulated hours for the new classification and headquarters. In other words, he would “go to the middle of the list.”

(b) Any continuous period of attendance at Company training classes shall be considered a special temporary assignment for the duration of such assignment.

(c) An employee on a project who is not receiving expenses shall not be charged for the amount of time he is actually worked when he changes his residence, and the provisions of Subsection 301.3(a) do not thereafter apply at such location, his expense allowance shall continue as provided herein until the expiration of 26 consecutive weeks (182 days) from his starting date at such location or on the date that such change in residence became effective, whichever occurs later.

(b) If his residence is determined under Subsection 301.3(b), Company shall give him an expense allowance of $6.65 a day for the following:

1. Each scheduled day he works in his basic workweek or is prevented from performing such scheduled work by inclement weather conditions covered in Title 303; (2) each day he reports for prearranged work on a non-work day; (3) holidays which occur on days he is scheduled to work; (4) any day he reports for prearranged work on a non-work day and such day as specified above except the rate shall be $7.00 a day if more than 50 miles radially or 75 road miles or more from the point which is the center of his Residence Area, the amount shall be $8.15 a day. Thereafter, if he continues to work at this current location, Company shall, upon the expiration of such location, and shall be entitled to payment for the mean overtime to be paid for the adjacent work day or such day is also observed as a “holiday” pursuant to the provisions of Title 103. He shall be entitled to such allowance for a period not to exceed 26 consecutive weeks.

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An employee on a project who is not receiving expenses and who is assigned to non-project work shall qualify for expenses only when such assignment to non-project work involves being transferred to a new location.

301.9(a). When the Manager in charge orders that an employee be temporarily detached from his then established headquarters and assigned to a temporary, emergency job or project, he shall be paid for the amount of time he is actually worked, at the rate of pay he was entitled to at his previous headquarters, said amount to be subject to mean accumulated hours for the new classification and headquarters. In other words, he would “go to the middle of the list.”

(b) Any continuous period of attendance at Company training classes shall be considered a special temporary assignment for the duration of such assignment.

(c) An employee on a project who is not receiving expenses shall not be charged for the amount of time he is actually worked when he changes his residence, and the provisions of Subsection 301.3(a) do not thereafter apply at such location, his expense allowance shall continue as provided herein until the expiration of 26 consecutive weeks (182 days) from his starting date at such location or on the date that such change in residence became effective, whichever occurs later.

(b) If his residence is determined under Subsection 301.3(b), Company shall give him an expense allowance of $6.65 a day for the following:

1. Each scheduled day he works in his basic workweek or is prevented from performing such scheduled work by inclement weather conditions covered in Title 303; (2) each day he reports for prearranged work on a non-work day; (3) holidays which occur on days he is scheduled to work; (4) any day he reports for prearranged work on a non-work day and such day as specified above except the rate shall be $7.00 a day if more than 50 miles radially or 75 road miles or more from the point which is the center of his Residence Area, the amount shall be $8.15 a day. Thereafter, if he continues to work at this current location, Company shall, upon the expiration of such location, and shall be entitled to payment for the mean overtime to be paid for the adjacent work day or such day is also observed as a “holiday” pursuant to the provisions of Title 103. He shall be entitled to such allowance for a period not to exceed 26 consecutive weeks.


PHYSICAL AGREEMENT AMENDMENTS

Expands provisions whereby an employee can qualify for class A residence - 301.3 (a).

Increases expense allowances under Section 301.4 (a) (1) $10 to $12, $7 to $8.15, $6 to $7, and $5.20 to $6.00.

Permits an employee who is hired on a job and then transferred to a project at the same location to qualify for expenses on his first move on the project.

Provides for full board and lodging expenses for certain employees who are required to work a series of short assignments - 301.9 (a).

Establishes special expense provisions in connection with attending training classes - 301.9 (b).

Increases mileage allowance from 10c to 14c - 301.11.

Provides for exchange of headquarters for purposes of placing an employee closer to his residence - 301.16.

TITLE 302. HOURS

Amend the listed Sections of Title 302 - INCLEMENT WEATHER PRACTICE to read as follows:

302.3 If an employee reports for work on a work day in his basic workweek and is not required to work because of inclement weather, lack of materials, or similar cause beyond his control, or such employee, having started work on a work day in his basic workweek, is required to discontinue it for any of the foregoing reasons, he shall be compensated for the time he works or is held at the worksite. Such compensation shall be at the rate of pay which would have been payable had he worked at his scheduled work, but in no event shall a regular employee be paid less than 4 hours compensation or a casual employee less than 2 hours compensation.

303.3 The decision to send an employee home under this Title shall be made by a supervisor in his best judgment the weather, ground, or other conditions at the worksite make it impractical to work productively and safely, the decision will be made by an exempt supervisor except in those cases where such a supervisor is not accessible. If an employee is sent home and conditions improve the employee will be permitted to work the time he was previously engaged and he will be paid for call the employee back to work on the earliest work day possible regardless of the number of days off originally anticipated.

Increases inclement weather pay for casual employees from one to two hours - 303.2.

Increases per diem expense allowances for regular employees who are directed not to report for work - 303.4. This consistent with increases in expense allowances set forth in Title 301.

Provides clarified to clarify the application of the inclement weather provisions - 303.5. These provisions should result in improvements in relation to long range weather forecasting and working employees in the rain in the morning and sending them home without pay in the afternoon.

TITLE 304. WAGES AND CLASSIFICATIONS

Amend Section 304.1(a) to read as follows:

304.1(a) The “Wage Progression” of an employee who is absent on leave of absence without pay for more than 10 consecutive work days but not 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.

Provides for wage retention, up to maximum of top step of beginner’s classification appointed to, when an employee transfers from Clerical to Physical Bagging Unit.

TITLE 305. JOB BIDDING, PROMOTION, AND TRANSFER

Amend Sections 305.4 and 305.5 to read as follows:

305.4 In making temporary upgrades Company shall, when practicable, give preferential consideration to the qualified employee, at that particular assembly point and shift, who has the greatest service, if more than one year, and who is in the next lower classification in the normal line of progression. The Company shall, however, have the right to select a qualified employee outside that assembly point or shift provided he has greater service. Temporary upgrades are normally limited to 90 consecutive work days and extended beyond 90 days when an employee is upgraded to replace one or more employees on vacation or other absence for a longer period.

305.5 Employees who have three years or more of continuous service with Company (as defined in Section 106.1) shall be given preferential consideration as follows for promotions occurring in the departments of General Construction in which they are employed:

(a) In the event such promotion, such preferential consideration shall be given to that employee who has the greatest service and is at the top rate of pay in the classification next lower in the normal line of progression to the one in which the promotion is to be made, provided that he is fully qualified to perform the duties of the job which is vacant, and provided further that he is headquartered in the area in which the vacancy exists. As used herein, the term “area” means the geographic promotion-demotion area established by the respective General Construction Department as indicated in Exhibit F, in Subsection (f), The Promotion-Demotion Geographic Areas, which is attached hereto and made a part hereof. Company may notify Union in advance in writing of any changes in the number of boundaries of such areas, but in no event shall an Area be less than one Division.

(b) Notwithstanding anything herein contained to the contrary, Company may make appointments to jobs requiring the employee to exercise supervisory duties on the basis of ability and personal qualifications.

(c)(1) The decision to demote an employee in the next lower or successively lower classification (in the reverse order of the normal Line of Progression) in which the employee with the greatest service and is at the top rate of pay in the classification next lower in the normal line of progression to the one in which the promotion is to be made, provided he is fully qualified to perform the duties of the job which is vacant, and provided further that he is headquartered in the area in which the vacancy exists. As used herein, the term “area” means the geographic promotion-demotion area established by the respective General Construction Department as indicated in Exhibit F, in Subsection (f), The Promotion-Demotion Geographic Areas, which is attached hereto and made a part hereof. Company will notify Union in advance in writing of any changes in the number of boundaries of such areas, but in no event shall an Area be less than one Division.

(d)(1) The decision to demote an employee in the next lower or successively lower classification (in the reverse order of the normal Line of Progression) in which the employee with the greatest service and is at the top rate of pay in the classification next lower in the normal line of progression to the one in which the promotion is to be made, provided he is fully qualified to perform the duties of the job which is vacant, and provided further that he is headquartered in the area in which the vacancy exists. As used herein, the term “area” means the geographic promotion-demotion area established by the respective General Construction Department as indicated in Exhibit F, in Subsection (f), The Promotion-Demotion Geographic Areas, which is attached hereto and made a part hereof. Company will notify Union in advance in writing of any changes in the number of boundaries of such areas, but in no event shall an Area be less than one Division.

Rights based on service (date of employment) rather than seniority.

Provides for exchange of headquarters for purposes of placing an employee closer to his residence - 301.16.
TITLE 308. OVERTIME

Amend TITLE 308 - OVERTIME, Sections 308.1, 308.2, 308.11(f), and add 308.15 to read as follows:

308.1 Overtime is defined as (a) time worked in excess of 40 hours in a workweek, (b) time worked in excess of 8 hours on a workday, (c) time worked on a non-work day, (d) time worked on a holiday as provided for in Title 103, and (e) any worker outside of regular work hours on a work day. Company shall not be required to pay overtime compensation more than once for any single period of time worked. Overtime shall be compensated daily and shall be paid to the nearest 1/4 hour.

308.14(f) An employee entitled to a rest period hereunder may nevertheless be required to work during regular work hours on a workday without having had a rest period of 8 consecutive hours, in which case the employee shall be paid at 2 times the straight rate of pay for all work performed during the 8 hours preceding the next regular work hours, unless he reports for work 2 hours or less before the next regular hours of work.

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

TITLE 309. SICK LEAVE

Delete this Title.

TITLE 310. STATUS OF EMPLOYEES

Deleted - see Title 106.

TITLE 400. INTERIM NEGOTIATIONS

Add TITLE 400 - INTERIM NEGOTIATIONS to read as follows: (Amend Title 22 to read identically with Title 400 of the Physical, except for section numbers.)

400.1 From time to time during the term of this Agreement, grievances which have been timely filed concerning the interpretation and application of the provisions of this Agreement may be "Suspended" pursuant to the provisions of a Letter Agreement dated January 1, 1974, as amended January 1, 1974. This Title authorizes the establishment of Ad Hoc Negotiating Committees from time to time to resolve such disputes.

400.2 In Ad Hoc Negotiating Committees established by this Title shall be composed of members appointed by Union's Business Manager and members appointed by Company's Manager of Industrial Relations. Each party may appoint any number of members who they deem best suited to resolve the particular dispute before the Committee. The number appointed by each party shall be kept to a reasonable number consistent with the principles of effective bargaining, and shall appoint a spokesman from amongst those appointed to the Committee.

400.3 The expense spent by Union's Committee members in conjunction with the purpose of this Title and who are employees of the Company shall be paid by Company, and Union shall reimburse Company for such expenditures in accordance with the provisions of the Letter Agreement dated January 8, 1971.

400.4 The Committee is authorized to settle the dispute referred to it and issue a final and binding decision thereto and to issue Letters of Agreement or Letters of Interpretation revising and adding to this Agreement where necessary to effectuate the Committee's settlement.

Established provisions wherein the parties may suspend grievances and refer the subject matter to Ad Hoc Negotiations in an effort to resolve the dispute.

TITLE 500. TERM

Amend Section 500.1 to read:

500.1 This Agreement, having taken effect as of September 1, 1952, and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of January 1, 1974 to December 31, 1976, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other 60 days prior to the end of the then current term.

500.3 Effective January 1, 1975 the wage rates established in Exhibit X of the Agreement shall be increased 6%.

Amend Subsection 500.3(a) to read:

(a) Notwithstanding the provisions of Section 500.1, either party may reopen this Agreement with respect to wages other subject to this Agreement by giving written notice of such reopening to Company prior to November 30, 1974.

(b) For purposes of this Section, an employee's "regular hours of work" shall be the same as a non-work day as those regularly scheduled for such employee on a work day.

(c) If, following an employee's dismissal from work or on an employee's non-work day, the employee is called out for work, he shall be paid at 2 times his straight rate of pay for work performed in the 8 hours preceding his next regular work hours, unless he reports for work 2 hours or less before his next regular hours of work.

TITLES 600. JOB DEFINITIONS AND LINES OF PROGRESSION

Amend certain portions of TITLE 600 - JOB DEFINITIONS AND LINES OF PROGRESSION, EXHIBITS VI-C, VI-E, VI-G and VI-I to read as follows:

VI-C Pipe Line Operations


Add: (2640) Yardman as next lower to (1106) Maintenanceman.

VI-E Division Steam Departments

Add: (2960) Technical Clerk as next lower to (2901) Apprentice Instrument Repairman.

VI-G Division Water Departments

Add: (0453) Heavy Truck Driver (Western Canal only) and (0440) Heavy Tractor Operator as same or higher to (1195) Canal Maintenanceman - Western Canal.

Add: (1195) Canal Maintenanceman - Western Canal as next lower to (0453) Heavy Tractor Driver only on Western Canal.

Add: (1195) Canal Maintenanceman - Western Canal as next lower to (0440) Heavy Tractor Operator only on Western Canal.

VI-L Division Electric Departments

Add: (1600) T & D Equipment Operator as next lower to (2281) Apprentice Cable Splicer.

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, 1974, respectively.

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 and the Fieldman job definitions to the "Notes on the Fitter Definition," and to the "Notes on the 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:

Physical Agreement Amendments—March, 1974—Page Nineteen
PHYSICAL AGREEMENT AMENDMENTS

March 8, 1974

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Wheatland, 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 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 the Physical Agreement, Company proposes that the Terminal Operator position be redesigned as a beginner’s classification with the following weekly wage rates:

<table>
<thead>
<tr>
<th>Step</th>
<th>$173.50</th>
<th>$186.35</th>
<th>$199.25</th>
<th>$212.15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>6 Mos.</td>
<td>1 yr.</td>
<td>18 Mos.</td>
<td>2 Yrs.</td>
</tr>
</tbody>
</table>

In addition, Company proposes to add the following note to the Terminal Operator job definition as contained in Exhibit VI-C:

Note: A prebid within Pipeline Operations or an application for transfer between headquarters will be considered as a bona fide bid from Terminal Operator or a higher classification in the Line of Progress to Terminal Operator. Under other circumstances, the Terminal Operator classification will be considered a beginner’s classification and Operator will be posted for bid.

Based upon the above changes, Company proposes, pursuant to Section 205.1 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 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 as follows:

   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. have a maximum of three months to meet the requirements.

2. 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.

3. If an employee who is attempting to meet the requirements established to progress for any other step of the program fails to pass the established requirements during such three months’ period of time, he shall be removed from the classification.

4. 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.

5. If 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 the Helper 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 training 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 a higher Terminal Operator classification.

6. An employee, excluding an employee who failed the examinations described in Paragraph 5 above, who fills 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.

7. An employee, excluding a new employee who fails the examination described in Paragraph 5 above, who fills a vacancy in such classification shall be placed at the starting rate for the classification.

8. An employee shall be entitled to take an examination described in this Part A of the agreement if within the following schedule:

   a. 1st Examination - At any time prior to the date on which the examination requirement must be met as provided above.
   b. 2nd Examination - One month, or thereafter, following the date of the original examination.
   c. 3rd Examination - Two months, or thereafter, following the date of the second examination.
   d. 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...
PHYSICAL AGREEMENT AMENDMENTS

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 to 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 to U.S. mail to the Pipe Line Operations Manager's administrative staff. If such request is 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 the test results in writing. Counseling and other action necessary to assist employees in meeting the requirements will be administered by the Pipe Line Operations Terminal Operation's 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

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
1974

Establishes a training program for Terminal Operators in the Pipeline Operations Department.

EXHIBIT VIII

JOB COMPARISONS

GENERAL CONSTRUCTION

Materials Man*

DIVISIONS

Materials Man*

* Changed from Warehouseman to Material Man, otherwise all classifications listed in the Job Comparisons in Exhibit VIII remain the same.

The foregoing comparison of jobs is general and does not necessarily connote that the jobs which are compared have identical duties or that performance in one job of itself qualifies an employee for a "comparable" job. An employee in General Construction must pass the appropriate agreed to aptitude test before his bid to fill a division job vacancy under the provisions of Title 205 will be considered. Such employee shall be entitled to two opportunities to pass the aptitude test referred to above. The second attempt to pass such test must be a minimum of three months from the date of the initial attempt.

An employee in General Construction, other than an employee in a journeyman classification in the same Line of Progression as that in which the vacancy exists, must pass the appropriate agreed to apprentice entrance test designated in Paragraph A of the Master Apprentice Agreement before his bid to fill a vacancy in an apprentice or a journeyman classification will be considered. He shall be entitled to retest following failure on the same schedule as a Division employee.

EXHIBIT X

Classification Wage Adjustments

Department and Classification | Present Rate | Present Weekly | Adjusted Rate | Prior to 1974 GWI
--- | --- | --- | --- | ---
Gas Department | | | | |
0640 Light Crew Foreman and 1830 Senior Terminal Operator | Start $248.40 | Start $243.90 | End 1 yr. $260.40 | End 1 yr. $250.40
0643 Light Crew Foreman | End 1 yr. $263.30 | Start $248.40 | End 1 yr. $268.30 | Start $250.40
1300 Gas Mechanic (Manhole or Duct) | $245.35 | $242.95 | $245.35 | $250.40
1717 Pressure Operator (Marysville, Sacramento, Oakland) | Start $242.95 | Start $242.95 | Start $242.95 | Start $242.95
End 6 mos. $248.95 | End 6 mos. $248.95 | End 6 mos. $255.10 | End 6 mos. $255.10
Pipe Line Operations | | | | |
Local Union No. 1245 | | | | |
International Brotherhood of Electrical Workers, AFL-CIO | | | | |
P. O. Box 4790 | | | | |
Walsnut Creek, California 94596 | | | | |
Attention: Mr. L. L. Mitchell, Business Manager | | | | |
Gentlemen:

This letter cancels and supersedes all previous proposals submitted to you on the same subject.

As discussed with you on numerous occasions, it has become increasingly difficult for the Company to properly staff and maintain qualified personnel in certain journeyman classifications and locations in the system. In an attempt to solve this problem, Company proposes the following:

1. When the complement of a journeyman classification is 10% or more below the desired strength for 90 days or more at a specific headquarters, Company may upon giving written notice to Union designate the apprenticeship leading to such journeyman classification, the journeyman classification, and classifications above as "critical" and "critical classification" as defined above, as "critical classifications." Non-apprenticeship situations shall be handled in accordance with Paragraph 8 below.

2. In order to bring the complement at the affected headquarters to the desired level, Company will establish guidelines for the postbid freezes to be imposed on such critical classifications through the postbid procedure. Employees voluntarily transferring to the critical classifications shall be designated critical and shall be subject to the conditions outlined above. If sufficient employees are not obtained in this manner to alleviate the critical situation, no further action will be taken. If, however, a sufficient number of employees are not obtained for critical status, Company shall designate all apprentices appointed after the effective date of critical status as "critical apprentices."

(a) Except as provided in (b) below, employees on critical status shall be paid 8% above their basic weekly rate as provided for in Exhibit X.

(b) Employees in a critical apprenticeship status shall be paid the following percent adjustment above their basic weekly rate as provided for in Exhibit X:

| Start | 3% |
| End 6 mos. | 4% |
| End 1 yr. | 5% |
| End 18 mos. | 6% |
| End 24 mos. | 7% |
| End 30 mos. | 8% |

4. Employees on critical status will not have their prebids or postbids for vacancies in or below their present classifications nor their application for transfer considered for any job outside of their existing headquarters or outside of their line of progression.

5. A journeyman's "critical" status shall be for a period of three years with the exception set forth in Item 6 below. However, by mutual agreement, the "critical classification" designation may be lifted on either an individual or on a total basis. Apprentices on critical status shall complete their training at the "critical" headquarters.

6. Apprentices designated as critical who progress to unassigned journeyman status shall continue on "critical" status for two additional years under the conditions outlined above. If the desired strength has been met at the conclusion of the additional headquarters, the unassigned journeyman may replace the senior journeyman on "critical" status who desires such replacement. Upon his release from "critical status", the 8% weekly allowance and the freeze on bidding and transfer rights will cease.

7. Company will give the Union and the involved employees 90 days' notice of the cancellation of the "critical classification" designation. However, upon cancellation by Company, employees on critical status shall continue to receive the appropriate weekly allowance for the remainder of their applicable term or until such time as they bid or transfer to another classification or headquarters.

8. In critical situations where a formal apprenticeship is not involved Company proposes to apply the 8% weekly allowance and the freeze on bidding and transfer rights to the journeyman classification under the conditions outlined above. However, in such situations, the added weekly pay and the total length of the bid or transfer freeze for classifications leading to such non-apprenticeship journeyman classification shall be established by agreement between Company and Union. Such agreement shall be to the extent possible, consistent with the framework outlined above for apprentice situations.

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

Your very truly,

PACIFIC GAS AND ELECTRIC COMPANY
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
1974

By Business Manager

Local Union No. 1245
March 8, 1974

International Brotherhood of Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, California 94596
Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

Immediately following agreement on the letter agreement establishing the critical classification concept, Company will designate Apprentice Linemen, Line Crew Foreman and Apprentice Linemen to have the examination requirement set forth in the Apprentice Linemen, Line Crew Foreman and Apprentice Linemen Agreement or the Postbidfreeze Agreement as appropriate. The examinations will be administered by the Pipe Line Operations Terminal Operation's staff.

Such agreement shall be, to the extent possible, consistent with the framework outlined above for apprentice situations.

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

Your very truly,

J. WAYLAND BONBRIGH
Manager of Industrial Relations
CRUCIAL 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.

Amends age.

TITLE 2. RECOGNITION
Amend TITLE 2 - RECOGNITION, 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 all office and clerical employees, including meter readers and collectors, in Company's geographical Divisions and in its Materials Distribution Department, Vice President and Comptroller's Organization: Plant Accounting Department, Corporate Accounting Department, and any other Department within Company and its Affiliates created as a result of a merger or acquisition which such merged or acquired Department is the successor to the Department hereinabove enumerated, and whenever the word "Division" is used hereinafter, it may be construed to apply to Departments hereinabove enumerated.

Revised to conform to various changes in Company's operation.

TITLE 6. LEAVE OF ABSENCE
See Physical - Title 10L.

TITLE 7. SICK LEAVE
Title 7 shall be amended to substantially conform with the changes made in Title 112, except for the inclusion of Subsection 112(b).

TITLE 8. VACATION
See Physical - Title LI.

TITLE 9. GRIEVANCE PROCEDURE
Add Section 9.15 to TITLE 9 - GRIEVANCE PROCEDURE to read as follows:
9.15 By written agreement between Company and Union, other provisions may be substituted for or added to the provisions of this Title.

Permits establishment of a Supplemental Grievance Procedure as well as a special procedure for handling grievances relating to grading of clerical jobs.

Local Union No. 1245
International Brotherhood of Electrical Workers, AFL-CIO
P. O. Box 472
Walnut Creek, California 94596
Attention: Mr. L. L. Mitchell, Business Manager
Re: Clerical Job Grading Grievance Procedure

Gentlemen:
During the past several months, your Clerical Subcommittee has been working closely with the Company's Director of Wage and Salary Administration and his staff in an effort to resolve several of the cases presently in Review Committee which concern the application of the Clerical Cross-Hatch Index System. The results obtained so far are encouraging, and we believe that it is timely to suggest a formalization of their activities by establishing a special clerical job grading grievance procedure.

At the present time, grievances concerning the establishment or change of classifications are processed through the usual grievance channels. A result of this is that considerable delay ensues because those initially involved and even later in Review Committee may not have the opportunity to fully evaluate the action taken. Our proposal would place the grievance immediately in the hands of persons qualified to handle it.

Proposals concerning the establishment of a new position or change of classification are processed through the grievance channels. At the present time, grievances concerning a present wage rate and function of an incumbent are timely filed within the time limits provided in Title 9, and such time limits shall commence on the day the job is assigned.

In addition, grievances concerning a present wage rate and function of an incumbent are timely filed within the time limits provided in Title 9, and such time limits shall commence on the day the job is assigned. If an employee is scheduled to work the second shift and a premium of 20 and 25 cents 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 third shift. The shift premium, if any, shall be paid for any hour of work which is immediately preceding or following his regular hours of work and as an extension thereof. If an employee is scheduled to work during a vacation period and the regular shift is not immediately preceded or immediately followed by the regular shift, he shall be paid the shift premium, if any, which is applicable to the shift in progress of the time he starts such work.
Amend Article 12 - OVERTIME to read as follows:

12.1 Overtime is defined as (a) time worked in excess of 40 hours in a workweek, (b) time worked in excess of 8 hours on a work day, (c) time worked on a holiday as provided for in Section 12.10, (d) time worked outside of regular work hours on a work day. Company shall not be required to pay overtime compensation more than once for any single period of time worked outside of regular work hours, and such time shall be compensated to the nearest 1/4 hour.

12.2(a) In general, overtime compensation at the rate of 1 1/2 times the straight rate of pay shall be paid to employees for overtime as defined in items (a), (b), (c), and (d) of Section 12.1 except that the time worked in excess of 16 consecutive hours and continuing until the employee is dismissed from such work shall be paid at the rate of 2 times the employee's straight rate of pay.

(b) If, following an employee's dismissal from work or on an employee's non-work day, the employee is called out for work, he shall be paid at 2 times his straight rate of pay for work performed in the 8 hours preceding his next regular work hours unless he reports at work or on the premises of the company before the expiration of said 8 hours.

(c) If, 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.

12.3 Overtime work shall be distributed among employees within a department as equally as practicable.

12.4 Employees who are called from their living quarters for emergency work on their non-work days or on holidays which fall on a work day, or outside of their regular work hours on work days shall be paid overtime compensation for the actual time worked and travel time in connection therewith.

12.5 If an employee who is called out for emergency work outside of his regular work hours is not able to report for work within 1 hour of the time at which he is required to report for work, he shall be paid overtime compensation for actual work time only.

12.6 The minimum time for which overtime compensation shall be paid under the provisions of Section 12.4 shall be 2 hours, except that if an employee who is called out for emergency work outside of his regular work hours on work days continues to work more than 8 hours, he shall be paid overtime compensation for actual work time only.

12.7 When, at the request of the supervisor in charge, an employee reports for prearranged work on work days outside of his regular work hours, he shall be paid overtime compensation only for actual work time and travel time in connection therewith, provided, however, that if such employee continues to work until the expiration of said 8 hours, he shall be paid overtime compensation for actual work time and travel time in connection therewith, provided, however, that if such employee continues to work up to and beyond regular work hours, travel time only from his living quarters shall be paid for; and (3) on non-work days during regular work hours he shall be paid overtime compensation only for actual work time. For the purpose of this Section prearranged work shall be deemed to be work for which advance notice has been given by the end of his preceding work period on a work day.

12.8 The provisions of Section 12.7 as to travel time shall not apply when the prearranged work starts less than 2 hours before regular work hours.

12.9 If an employee is instructed by his supervisor to report for prearranged work on a non-work day, or on a holiday which he is entitled to take off with pay, and such instruction is given by the end of his preceding work period, he shall be credited with the time worked and the travel time incentive, provided, however, that if such employee continues to work until the expiration of said 8 hours, he shall be paid overtime compensation for actual work time and travel time in connection therewith.
TITLE 19. DEMOTION AND LAYOFF PROCEDURE

Amend the listed Sections of Title 19 - DEMOTION AND LAYOFF PROCEDURE to read as follows:

19.1 The provisions of Title 19 which are applicable to employees in cases of demotion or transferred under Title 18 due to lack of work or the return of an employee from leave of absence for Union business or Military Service shall be applied in such manner as to give effect to the following:

(a) Employees shall be given as much notice as practicable of Company's proposed action. Employees shall be given a decision by the date provided in the provisions of Title 18, have their bids to fill vacancies in the same or lower classifications, in the normal line of progression, provided the provisions of Subsection 19.10 shall apply to such employee.

(b) An employee's service, as defined in Section 17.3, shall be the determining factor in the application of this Title.

(c) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provision of this Title shall be substituted for the displacing of another employee as provided herein. If such vacancies exist at more than one headquarters, Company shall provide an employee with a list of vacancies and the location thereof. He may then elect to fill any of such vacancies.

An employee may not elect to displace another employee whose Service is the same or greater than his own. An employee may not displace an employee in a classification having a wage rate higher than that of his own classification except where such classification is considered to be the same in accordance with a Line of Progression as provided for in Exhibit A.

19.2(c) Delete.

19.3 When a demotion is to be made in a classification at a Company headquarters, the employee in the same or lower classification in such classification who, in the seven days prior to the date of the proposed action, and the same classification, department and line of progression who has the least Service.

(b) An employee who is to be demoted as provided in Section 19.3 and who cannot exercise either of the elections as provided for in Subsection (a) hereof may elect to displace that employee in such classification with the Division who has the least Service, or if no such election is available, he may, if he has been employed three years or more, then elect to displace that employee in the Company in his same classification, department and line of progression who has the least Service.

(c) An employee who has been demoted, as provided in Section 19.3, before exercising the election provided by Subsection (a) hereof, may exercise such elections as if the demotion had not occurred.

19.4 If there is no job to which Company can demote an employee under Section 19.3, or if the employee does not effect a displacement under any of the elections in Sections 19.3 and 19.6 he will be laid off.

19.5(a) An employee who is to be demoted as provided in Section 19.3 may elect to displace employees in the same classification with the Division who has the least Service, or if no such election is available, he may, if he has previously worked for at least six months in any other classification in another line of progression in Company, elect to displace that employee in such classification and line of progression in his Division who has the least Service. An employee may exercise an election under the provisions of this Section only when it is for the purpose of returning to the line of progression in which he worked immediately prior to entering the line of progression from which the election was exercised.

19.7 Rights based on Service rather than employment date. This does not result in any real change.

19.8 Modified to limit to one change of headquarters in the filling of any series of jobs.

19.9 Makes additional changes in line with those made in Title 205 of the Physical Agreement.
CLERICAL AGREEMENT AMENDMENTS

19.8 The following notices shall be given in connection with the demotion and layoff provisions of this Title:
(a) Company will give an employee who is to be demoted as much notice thereof as possible, but not less than two days, and such notice shall state that he is to be demoted and whether there are any jobs with respect to which he may exercise an election by filling a vacancy or by displacing another employee.
(b) Not more than two days after receiving the notice provided for in Subsection (a), the employee should advise Company if he desires to exercise an election by filling a vacancy or by displacing another employee. The classification of the employee shall be determined in accordance with the provisions of Section 18.5 of this Title and in the event of his exercising such election, Company shall keep him informed of the result of the election. If he desires to exercise the election, Company shall provide him with a list of the jobs in Division and the locations thereof to the extent of his tenure and to which he may be applied.
(c) Within three days after receipt of the list described in Subsection (b), the employee should notify Company of his election to fill a vacancy or to displace another employee. The classification of the employee shall be determined in accordance with the provisions of Section 18.5 of this Title and in the event of his exercising such election, Company shall keep him informed of the result of the election. If he desires to exercise the election, Company shall notify an employee as to the specific location to which he is to be demoted and whether there are any jobs with respect to which he may exercise the rights set forth in this Title.

19.10 When an employee is displaced under the provisions of this Title because of lack of work at his headquarters, and his new headquarters is beyond commutable distance from his residence, Company shall reimburse him for the reasonable costs incurred in connection with moving his household in a sum not to exceed $750.

(a) “Beyond commutable distance,” as used above, shall mean a new headquarters located more than 45 minutes or 30 miles from his present residence.

19.11 When by reason of lack of work at his headquarters the Company demotes an employee into a classification in the collective bargaining unit, or a supervisory or other employee who was not at the time of demotion a member of such unit such employee shall thereafter be entitled to exercise the rights set forth in this Title.

19.13 Notwithstanding the provisions of Section 18.5, 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 reemployment in the reverse order of layoff. If no reply is received by Company within five days after the notice is mailed, such employee will be considered terminated, and the next employee on the laid-off list may be notified of the opening. 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 18.5 will be invoked. Employees receiving notice of an opening shall have seven calendar days after notifying Company of their acceptance of reemployment. If they fail to report within such time, they shall be considered terminated with no further reemployment rights under this Section. An employee returning to a new job under provisions of this Section must possess the necessary skills, ability and physical qualifications to perform the duties of the position to which he returns.

PROVISIONS FOR DEMOTION FOR OTHER THAN LACK OF WORK

The foregoing Sections 19.1 through 19.8 and 19.10 and 19.13 apply only to an employee demoted for lack of work. Demotion for any reason other than for lack of work is provided for as follows:

19.14 An employee who is demoted for any reason other than for lack of work may be placed in an initial position by the promotion of one or more employees to fill the job which the demoted employee vacated. If no such vacancy occurs, he may be demoted to a vacancy in a lower classification in the Division in which he was employed. In the application of this provision Company shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees. If a vacancy exists in a Clerk A classification in the Payroll Section, Company shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees. If a vacancy exists in a Clerk B classification in the Payroll Section, Company shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees.

19.15 A supervisory or other employee who has not at the time of demotion a member of the collective bargaining unit but who formerly worked in a classification which is in such unit may be demoted for any reason other than for lack of work into a previously existing vacancy in such unit. In the event of his employment in a classification which is in such unit may be demoted to a vacancy in the first successively lower classification which he is qualified to fill.

19.17 An employee classified as Clerk C, the equivalent, or higher (inclusion of combination Clerk C jobs) in all of the departments under the jurisdiction of the Clerk C unit shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees. If a vacancy exists in a Clerk C classification in the Payroll Section, Company shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees.

Substantially amended to duplicate, where possible, the provisions in the Physical Agreement.

Elimination of the three (3) year bar for beginner's classifications in the demotion process.

Moving costs increased from $500 to $750 - 19.10.

Preferential rehire rights to beginner's jobs are given to employees who are laid off for lack of work - 19.13.

TITLE 20. SAFETY

Amend TITLE 20 - SAFETY to read as follows:

20.1 Health and Safety

The provisions of Title 105 of the Physical Agreement dated September 1, 1952, as last amended, are incorporated herein except that:

(a) a. A supervisory employee shall be placed in accordance with the provisions of Title 9 of this Agreement.

(b) Only a single Health and Safety Committee and Safety Inspection Committee shall be established, but Clerical employees may be appointed to such committees pursuant to the applicable provisions of Sections 105.3 and 105.8 of said Agreement.

Makes provisions applicable to Physical Agreement in Title 105, applicable to Clerical Agreement.

TITLE 21. LABOR-MANAGEMENT COOPERATION

See Physical - Title 8

New title the same as Title 8 in Physical Agreement.

Letter Agreement re Division/Department meetings also applicable to Clerical Agreement.

TITLE 22. INTERIM NEGOTIATIONS

Amend Title 22 to read the same as Title 400 of the Physical Agreement.

TITLE 24. TERM

Amend Section 24.1 to read:

24.1 This Agreement, having taken effect as of September 1, 1952, and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of January 1, 1974 to December 31, 1976, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other 60 days prior to the end of the then current term.

Amend Subsection 24.2(b) to read:

24.2(b) Effective January 1, 1975 the wage rates established in Exhibit F of the Agreement shall be increased not less than 6% and not more than 8%. The amount of the increase shall be based on the BLS Consumer Price Index for the United States - all cities - for the month of October in 1974 in accordance with the following table:

<table>
<thead>
<tr>
<th>Index for October 1974</th>
<th>Wage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 143.3</td>
<td>6%</td>
</tr>
<tr>
<td>143.3 through 143.9</td>
<td>7%</td>
</tr>
<tr>
<td>144.0 through 144.6</td>
<td>8%</td>
</tr>
<tr>
<td>144.7 through 145.1</td>
<td>9%</td>
</tr>
<tr>
<td>145.2 through 146.8</td>
<td>10%</td>
</tr>
</tbody>
</table>

The foregoing index numbers are based on 1967 - 100 as revised January 1971. If the Consumer Price Index for the United States - all cities - for the month of October 1974 exceeds 146.8, Union may reopen this Agreement with respect to the sole subject of wages by giving written notice of such reopening to Company prior to November 30, 1974.

Amend Subsection 24.2(c) to read:

24.2(c) Notwithstanding the provisions of Section 24.1 either party may reopen this Agreement with respect to the subject of wages and one other subject covered by this Agreement by giving written notice of such reopening and said other subject to the other party 45 days prior to January 1, 1976.

Add Section 24.7 to read as follows:

24.7 Company shall not by reason of the execution of this Agreement (1) unreasonably reduce the scope of any present plan or reduce the scope of any plan or (2) unreasonably reduce the scope of any present plan or (3) reduce the pay rate of any employee covered thereby, or change the conditions of employment of any such employee to his disadvantage. The foregoing limitations shall not limit Company in making a change in a condition of employment if such change has been negotiated and agreed to by Company and Union.

Same as Title 500 of Physical Agreement.

EXHIBIT A - LINES OF PROGRESSION - ACCOUNTING

Amend EXHIBIT A - LINES OF PROGRESSION - ACCOUNTING to read as follows:

The tables shown below are for use in filling vacancies in the Disbursement Accounting Department, Assistant Comptroller - Processing and Control Section, Computer Operations Department, Customer Accounting Department, Plant Accounting Department, Mail Services Section of General Office Building Department, and Corporate Accounting (except Special Report and Analysts Section). They should be used in connection with Section 18.8 of the Clerical Agreement dated July 1, 1953, as amended. The designation “Accounting” (i.e., Clerk A - Accounting) shall include all such classifications in any of the foregoing departments.

To use these tables, find the vacant classification. Below the vacant classification in the left-hand column are listed the next lower classifications. Below the vacant classification in the right-hand column are listed classifications which are the same as, or higher than the vacant classification. The classifications listed as next lower, the same as, or higher than the vacant classification are followed by a hyphen and a label which describes the general function of the clerical classifications which are so considered.

Combination classifications (e.g., Clerk-Typist B) are not shown as such. Vacancies in such classifications will be filled in the order of the primary classification (the first classification in the title), taking into account the qualifications required for the secondary classification. Consideration for promotion or temporary promotions who hold such classifications shall be based upon the primary classification.

Example 1

If a vacancy exists in a Clerk B classification in the Payroll Section, company shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees. If a vacancy exists in a Clerk B classification in the Payroll Section, company shall be given priority to junior employees over other employees and shall be given priority to junior employees only over other employees.

Temporal upgrades shall take place within the unit in which the temporary
### CLERICAL AGREEMENT AMENDMENTS

**SUPERVISING CLERK B**

<table>
<thead>
<tr>
<th>Next Lower Classifications</th>
<th>Same or Higher Classifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk A - Accounting</td>
<td>Supervising Clerk B - Accounting</td>
</tr>
<tr>
<td>Clerk A - Mail Services</td>
<td>Supervising Clerk B - Mail Services</td>
</tr>
</tbody>
</table>

**CLERK A**

<table>
<thead>
<tr>
<th>Next Lower Classifications</th>
<th>Same or Higher Classifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk B - Accounting</td>
<td>Supervising Clerk B - Accounting</td>
</tr>
<tr>
<td>Clerk B - Mail Services</td>
<td>Supervising Clerk B - Accounting</td>
</tr>
<tr>
<td>Stenographer A - Accounting</td>
<td>Clerk A - Accounting or Mail Services</td>
</tr>
<tr>
<td>Machine Operator X - Accounting</td>
<td>Clerk A - Accounting</td>
</tr>
</tbody>
</table>

**OFFICE MACHINE REPAIRMAN**

<table>
<thead>
<tr>
<th>Next Lower Classifications</th>
<th>Same or Higher Classifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Typist AA - Accounting</td>
<td>Supervising Clerk B - Accounting</td>
</tr>
<tr>
<td>Office Machine Maintenance</td>
<td>Clerk A - Accounting</td>
</tr>
</tbody>
</table>

* An employee classified as Machine Operator A - Data Recording Section shall be considered as being in the same classification provided such employee has passed the clerical "Employment Test battery" (see Page 86).

### BENEFIT AGREEMENT AMENDMENTS

**GENERAL - GRIEVANCE PROCEDURE**

**Amend Section 1.02 to read:**

1.02 Reports

(a) As soon after the end of each calendar year as it is practicable to do so and to the extent that the following data can be reasonably obtained and compiled accurately,

(1) Each regular employee with an annual statement of their P.G.& E. benefits.

(2) The Union with a computer tape containing basic information on each benefit plan participant and survivor necessary to actuarially analyze the employee benefit programs.

(3) The Union with a detailed annual financial statement of both the Retirement Plan and the Savings Fund Plan.

(b) Each month Company shall furnish Union:

(1) With a detailed financial statement of the investment activities of the Diversified Investment Fund.

(2) With a report of those employees undergoing and off long term disability continuing the pertinent information necessary to analyze the LTD program.

(c) Company shall notify Union of any proposed change in any contract between Company and a third party that affects the benefits of an employee in a bargaining unit represented by Union.

These changes provide information to the Union in order to analyze the benefit plans on an annual and monthly basis.

**Add Section 1.04 to read:**

1.04 Gender

As used throughout this Agreement, masculine pronouns refer to both males and females unless the contrary is specifically indicated.

**PART II**

**GROUP LIFE INSURANCE PLAN**

**Amend Sections 2.09 and 2.10 to read:**

2.09 Retirement or Termination

(a) When an employee retires the full amount of his insurance continues for 31 days. Following that period the Company will continue $4,000 of life insurance in his name for his lifetime at no cost to the employee. Even if an employee is not a member of the Retirement Plan he qualifies for this free insurance provided that he ends his service under the conditions that would otherwise have entitled him to a pension at his Normal Retirement Date.

(b) If an employee resigns, is laid off, or discharged, his insurance continues in force for 31 days and then ends unless he converts it.

2.10 Conversion on Termination

(a) On retiring or leaving the Company an employee can convert his group insurance into individual life insurance without medical examination by appliy for conversion to The Equitable Life Assurance Society of the United States. Application must be within 31 days of retiring or leaving.

(b) An employee may convert any amount from $4,000 up to the full amount of his group insurance, less $4,000 in the case of retired employees. The converted policy goes into effect at the end of 31 days provided the employee has paid the premium. An employee may choose any policy regularly issued by the insurance company except term insurance. The premium will be at the rate determined for the employee's age, including class of risk involved, when he converts.

This change increases the life insurance upon retirement from $2,000.00 to $4,000.00 at no cost to the employee.

**PART III**

**RETIREMENT PLAN**

**Amend Section 3.05 to read:**

3.05 Normal Retirement Date

A Participant's Normal Retirement Date is the first day of the month following his 65th birthday.

**Amend Section 3.06 by deleting Subsection (c) thereof.**

This sentence is the same as present language. A deletion of a second sentence was made to remove language which applied only to employees retiring in 1969, and was thus obsolete. Special provision C which also related to this matter is being replaced with an early retirement table.

Deletes the 1/24th formula as it is no longer applicable as the benefit formula using the last 60 months average will exceed it.

**Amend Section 3.07 to read:**

3.07 Early Retirement Pension

If a Participant's Service ends after the first day of the month following his 55th birthday, but before his Normal Retirement Date or death, he may elect to receive either:

(a) A Normal Pension computed and payable beginning with his Normal Retirement Date as provided in Section 3.06, or

(b) An Early Retirement Pension with payments to begin on the Participant's Early Retirement Date and to continue on the first day of each month thereafter so long as Participant lives. Early Retirement Date is the date selected by the Participant for commencement of payment of his or her Early Retirement Pension, which must be the first day of a month after the termination of his or her Service and before Participant's 65th birthday. To elect an Early Retirement Pension, Participant must notify his or her employer in writing at least thirty days before the Early Retirement Date Participant selects. The monthly amount of the Participant's Early Retirement Pension will be:
This improvement applies to those participants who have 15 or more years of service. It also improves the reduction factors for early retirement between ages 55 and 61. This improvement applies to those participants who have 15 or more years of credited service.

See Special Provision C for a Table of Early Retirement Discounts.

Amend Special Provision C to read:

**SPECIAL PROVISION C**

**EARLY RETIREMENT DISCOUNTS**

**(For Month of Participant's Birthdate)**

<table>
<thead>
<tr>
<th>Less Than 15 Yrs.</th>
<th>Age</th>
<th>15 Yrs. or More</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>64</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>62</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>61</td>
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<td>15</td>
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<td>55</td>
<td>22</td>
</tr>
<tr>
<td>33</td>
<td>54</td>
<td>26</td>
</tr>
</tbody>
</table>

Credited Service

Delete Special Provision D and redesignate Special Provision G as Special Provision D.

Amend Section 3.10 to read:

3.10 Joint Pension Option

A Participant's Normal or Early Retirement Pension terminates on his death. If he wishes his Pension continued in whole or in part after his death for the life of a Joint Pensioner designated by him, he may elect to have his Normal or Early Retirement Pension paid as a Joint Pension by giving his Employer at least thirty days advance written notice of his election prior to his Actual Retirement Date.

If the election is made, the Participant will receive a reduced monthly Pension and his Joint Pensioner will receive the proportion of the Participant's reduced Pension, up to 100%, which the Participant has elected, for the remainder of the Joint Pensioner's life. The amount of the reduction will be determined in accordance with actuarial factors adopted by the Committee from time to time. Certain of the rates applicable until December 1, 1976 are listed in Special Provision D.

If the Participant selects a Joint Pensioner who is his or her Spouse on the 30th day preceding the Participant's retirement, the adjustment in the Participant's Pension for the election of a 50% option shall be reduced by one-half. Reductions for options other than 50% shall be proportional to the reduction for the 50% option. Certain of the rates applicable under this provision until December 1, 1976 are listed in Special Provision E.

Once elected, a Joint Pension cannot be changed after the 30th day preceding the Participant's Actual Retirement Date, but if either the Participant or his Joint Pensioner should die before his Actual Retirement Date, his election will automatically become inoperative. A Participant's Spouse may not receive both a Joint Pension under this section and a Spouse's Pension under Section 3.11.

The formula for calculating an option other than 50% when a Spouse is selected as a Joint Pensioner is:

50% option factor under Special Provision E x Factor on table selected by Participant

Example: If a male Participant who is 65 elects a 100% option with his wife also 65 as Joint Pensioner, find 50% option factor in Special Provision E: 0.934, then find the 50% option factor in Special Provision D: 0.857, find 100% option factor in Special Provision D: 0.795.

This provides early retirement without pension reductions at age 62, and over. It also improves the reduction factors for early retirement between ages 55 and 61.

This equalizes the rights for both men and women.

Amend Section 3.11 to read:

3.11 Spouse’s Pension

If a Participant dies in Service and prior to his Actual Retirement Date or within thirty days thereafter, his Spouse will be eligible to receive a Spouse's Pension if the Participant's death occurred:

(a) On or after the Participant's 55th birthday and after he has at least 15 years of Credited Service; and
(b) While his Spouse is living and is his sole named primary beneficiary.

The amount of the Spouse's Pension is one-half of the Normal Pension that the Participant would have been entitled to receive if the first of the month following his death had been his Normal Retirement Date and if he had in fact retired on that date, without reduction for early retirement. However, if the Spouse is more than ten years younger than the employee, the amount of the Spouse's Pension shall be reduced 1/20 of one percent for each full month in excess of 120 months difference in their ages. The Spouse's Pension is payable to the Participant's surviving Spouse on the first day of the month following the Participant's death and the first day of each month thereafter so long as the Spouse lives.

A Participant's Spouse may not receive both a Spouse's Pension under this Section and a Joint Pension under Section 3.10. If the Participant dies within thirty days after his Actual Retirement Date and has duly elected a Joint Pension, his Spouse will receive whichever one produces the larger monthly Pension. The Plan currently provides no reduction if the spouse is less than 5 years younger.

This provides no reduction in the Spouse’s Pension if the spouse is less than 10 years younger than the participant and improves the table of reduction factors for those over ten years. The Plan currently provides no reduction if the spouse is less than 5 years younger.

Amend the definition of Service in Section 3.21 to read:

**Service:** The length of a Participant's continuous employment since his Employment Date with an Employer, a Predecessor Company, Alberta and Southern Gas Company, Alberta Natural Gas Company, and any other company hereafter designated by the Company. The continuity of a Participant's Service shall be deemed to be broken by termination of employment for any reason (except as hereinafter specifically provided), and layoffs for lack of work which extend for one continuous year or more. The following periods of absence shall count as Service for purposes of this definition.
Amend Section 4.06 to read:

(a) Absence of less than one continuous year caused by layoff for lack of work.
(b) Absence on a leave of absence authorized by the Employer, in which case the Participant returns to active work with an Employer immediately following his leave of absence.
(c) Absence because of illness or injury as long as the Participant is entitled to receive sick leave pay or is entitled to receive benefits under the provisions of the Voluntary Wage Benefit Plan, a state disability plan, the Long Term Disability Plan, or a Workman’s Compensation Law, provided that the Participant returns to active work with an Employer immediately following his recovery from the illness or injury.
(d) Absence because of the receipt of service or service in the merchant marine as long as the Participant returns to active work with an Employer within the period during which his reemployment rights are protected by law. If a Participant fails to return to active work within the above time limits for any reason except death or disability, his Service shall be deemed terminated as of the expiration of the time limit.

A Participant who is rehired after a break in Service shall be treated as a new Participant for purposes of the Plan and the Plan shall not be retroactive to the date of rehire.

Amend Special Provision A to read:

A Participant may apply to be considered for LTD benefits. An ill or injured employee may apply to be considered for LTD by submitting a written request for such consideration together with medical evidence of disability to the Employer. If such employee is denied LTD benefits he shall be notified in writing of the reasons for that denial. An employee who applies for early retirement because of illness or injury shall be notified that he may be qualified for LTD benefits.

Further amend Section 3.21 to add the following definition:

Employment Date: The latest date on which an employee began a period of Service with Company.

The change here provides that Service will terminate at the expiration of the time limits of the leave, rather than on the last day worked if the participant does not return from the leave. This provides the capability to earn credited service while on a leave of absence and L.T.D. even though the participant does not return to active service.

Amend Special Provision A to read:

Payment of all pensions to Participants which commenced before January 1, 1969 under the retirement plan of the Company, its Past Service Plan, its Supplemental Pension Plan, and under any applicable retirement plan of a Predecessor Company shall continue to be made under the Plan, without regard to the separate sources from which such pensions were previously paid.

This paragraph remains the same, but other obsolete language was deleted.

PART IV
LONG TERM DISABILITY PLAN

Amend Section 4.04 to read:

4.04 Qualification for Benefit Payment

(a) The determination of disability will be made by the Employer. In general, an employee shall be considered disabled if he, by reason of injury or illness is off work and

(1) he is unable to perform the duties of his classification, and
(2) the Employer is unable to place him in a position commensurate with his reduced work capabilities. (Such placement will be in the highest available classification commensurate with such capabilities and shall be in a classification having a wage rate which produces a take-home income after taxes at least equal to his benefits under this Plan.)

(b) The Employer will normally consider an ill or injured employee for LTD benefits. An ill or injured employee may apply to be considered for LTD by submitting a written request for such consideration together with medical evidence of disability to the Employer. If such employee is denied LTD benefits he shall be notified in writing of the reasons for that denial. An employee who applies for early retirement because of illness or injury shall be notified that he may be qualified for LTD benefits.

This is new language to provide that an employee may apply for L.T.D. and if his application is denied, the Company will notify the employee in writing the reasons for the denial. Also the language provides that the Company shall notify an employee that he may qualify for L.T.D. when he applies for early retirement for health reasons.

Amend Section 4.06 to read:

4.06 Amount of Benefit Payment

Benefit payments under the Plan will be the amount necessary to provide income equal to 50% of the basic monthly rate of the employee’s regular classification in effect on the last day the employee works prior to becoming disabled.

In computing the employee’s 50% Benefit, the following items will be included:

(a) One half of his primary Social Security Disability Insurance Benefit if he qualifies for such Benefit and unless his claim is specifically rejected. The Employer will provide administrative advice in filing claims and appearing adverse decisions for such benefits.

This adds new language to provide that Company will provide administrative advice when filing a claim for Social Security Benefits.

(b) Benefits payable under the Voluntary Wage Benefit Plan or a state unemployment disability benefit plan.
(c) Temporary Worker’s Compensation Benefits and Supplemental Benefits for Industrial Injury to which he is entitled.
(d) Any other disability benefits payable by an Employer under the Worker’s Compensation Act or under federal or state laws providing disability benefits toward which the Employer must contribute.
(e) Benefit payment from this Plan, sufficient to bring his income up to the 50% stated above.

Amend Section 11 to read:

Amend Section 6.01 to read:

6.01 A Union Pension Contract, having taken effect as of January 1, 1954, and having been amended January 1, 1959, January 1, 1964, January 1, 1969, and January 1, 1974, is amended on January 1, 1974, and herein referred to as the “Benefit Agreement”, shall continue in effect as amended for the term January 1, 1974, to January 1, 1997, and shall continue thereafter for terms of one year each unless written notice of termination is given by either Union or Employer to the other ninety (90) days prior to the end of the then current term.

Amend Section 6.07 to read:

6.07 This Benefit Agreement is effective on condition that:

(a) The Retirement Plan as revised January 1, 1974, is approved by the Internal Revenue Service as meeting the requirements of Sections 401 and 501 of the Internal Revenue Code as last revised.
(b) The Savings Plan as revised January 1, 1969, is approved by the Internal Revenue Service as meeting the requirements of Sections 401 and 501 of the Internal Revenue Code as last revised and complies with all the requirements of the law.

Provides a Three year term for the Benefit Agreement.

Local 1245 Nominations all Officers in April

Nominations for all Local 1245 Officers will be open at the April Unit Meetings in accordance with Local 1245 Bylaws. Local 1245 Bylaws provide for an April nomination of Local Union President, Vice President, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member, and the At-Large Executive Board Member (covers members employed by PG&E General Construction, Tree Trimming Companies, and in Outside Construction). Advisory Council Members and delegates to the International Convention will also be nominated at the same meetings as provided by the Bylaws. All nominees shall have been members in good standing prior to April 1, 1974. A nominee should not have his name recorded for more than one office, he or she must notify the Recording Secretary no later than May 15, 1974, as to the office for which he or she will be a candidate and must decline nomination for other Local Union offices.

Section 12 provides that a member, in order to qualify as a candidate, must be in attendance at the Unit Meeting at which he is nominated. The only exception to this is if the member notifies the Local Union’s Recording Secretary in writing, on or before April 1st, 1974, that he will run for a specific office if nominated.

Section 13 provides that a member shall not accept nomination for more than one Local Union office, unless it is a combined office under the Bylaws. A member is nominated for more than one office, he or she must notify the Recording Secretary no later than May 15, 1974, as to the office for which he or she will be a candidate and must decline nomination for other Local Union offices.

The election of officers will be by secret mail ballot as provided for by Article III of the Bylaws. Ballots will be mailed to all members eligible to vote. The ballots must be mailed to arrive at the post office in Walnut Creek by 10 a.m. on Saturday, June 17. Voting instructions will be posted along with the ballots. Members are urged to familiarize themselves with the nominating and election procedures by studying Article III of the Local Union Bylaws.

The May issue of the Utility Reporter will carry a list of all candidates together with a factual record of their activities, committee assignments, offices held and experience gained for, and in behalf of, Local 1245.