Local 1245 Nominates
all Officers this April

Nominations for all Local 1245 Officers will be open at the April Unit Meetings in accordance with the Local Union Bylaws. Article III of the Bylaws provides for the April nomination of Local Union President, Vice President, Recording Secretary, Treasurer, Business Manager-Financial Secretary, Southern Area Executive Board Member, Northern Area Executive Board Member, Central Area Executive Board Member and At Large Executive Board Member.

Under Article III, Section 2 of the Local Union Bylaws “The office of Financial Secretary shall be combined with the office of Business Manager and must be filled by a member holding membership in the EWBA as required by the IBEW Constitution”. (The EWBA member is more commonly known as an “A” member.) The offices of President, Vice President, Recording Secretary, Treasurer and Business Manager-Financial Secretary are elected by the entire membership. The Southern Area Executive Board Member, Central Area Executive Board Member, Northern Area Executive Board Member and the At Large Executive Board Member are elected by those employees in combinations of areas and groups which are outlined on page two.

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

Article III, Section 5. Members elected or appointed to office in the Local Union must be able and available to attend all regular and special meetings and to conduct the affairs of their office in the City of Walnut Creek without compensation or expenses other than provided for in Article X herein. Assistant Business Manager and/or Business Representatives shall not be eligible to hold any elective Unit or Local Union office. They shall, however, be eligible to run as delegates to the International Convention.

Article III, Section 6(a) provides that nominations shall be made under a special order of business at 8:30 p.m. at your April Unit Meeting.

Article III, Section 11 provides that nominees shall have been members in good standing for two years prior to April 1, 1977 and have tendered dues for the month of February, 1977. A nominee should not have his name recorded in the minutes as a candidate if he knows he does not qualify.

Article III, 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, 1977, that he will run for a specific office if nominated.

Article III, Section 13 provides that a member shall not accept nomination for more than one office of the Local Union unless combined under these Bylaws. If a member is nominated for more than one office, he must notify the Recording Secretary promptly in writing not later than May 15 for which office he will be a candidate and decline all other nominations for Local Union offices. Candidates nominated for the Advisory Council or other Local Union offices may also be nominated as delegates to the International Convention.

You have a duty to encourage able members to be candidates for office keeping in mind the Officers you elect will guide Local 1245 for the next three years. Attend your April Unit Meeting at the locations listed on pages four and five of the January 1977 issue of the Utility Reporter.

Article IX, Section 3(a) The Business Manager-Financial Secretary and the President, by virtue of their offices shall be delegates to the International Conventions of the I.B.E.W.
Dateline: Coast Valleys

by Bob Gibbs

I would like to begin this article by thanking everyone who attended Mark's retirement party and dinner. I know Mark is grateful to everyone of the 130 plus people who turned out to honor him and his 17 years service to our union. I would also like to extend my personal thanks to John Collemberry, Jerry Smith, Royce Herrier, and the rest of the committee who made the evening one to remember.

As most of you know, a lot of my time so far has been spent in negotiations with the City of Lompoc and Oceanview Cable T.V. With great help from Larry McCammon, of the committee who made the evening one to remember.

know this is possible as we have that kind of experience. I am glad to be here and am looking forward to our future association.

To the membership in the Coast Valleys area; I ask you to support your stewards and new stewards, make welcome Lee Montgomery, Dean Mooney, and John Montgomery.

As for new stewards, make welcome Lee Montgomery, Dean Mooney, and John Montgomery. The Lompoc negotiations have been concluded. We are in negotiations with Oceanview where Richard Jamine is our committee member.

As for new stewards, make welcome Lee Montgomery, Dean Mooney, and John Montgomery (no relation) all of O.C. Lee is at Morro Bay, Dean and John work at Diablo Canyon. If you work in that area and have a problem, get in touch with them; they are ready, willing, and able to help.

Personally, I would like to thank all the stewards in my responsibility area for making the transition from Mark to myself as Business Representative an enjoyable experience and am glad to be here and am looking forward to our future association.

To the membership in the Coast Valleys area; I ask you to support your stewards and I urge you to attend your unit meetings and participate in your Local. I would like to see 90-100% attendance at all meetings. I know this is possible as we have that kind of turn out at Hollister. We have many decisions to make, both now and in the future, and your help is needed.

THE URBANIZATION PROCESS:

The development of urban communities has been a significant factor in the growth and evolution of many regions. This process involves the formation and expansion of towns, cities, and suburbs, leading to changes in land use, infrastructure, and demographics. Understanding the urbanization process is crucial for urban planning, policy formulation, and environmental management.

1. Urbanization can lead to increased demands on natural resources, affecting water, energy, and transportation systems.
2. Increased urbanization can result in changes to ecosystems, such as the loss of natural habitats and the introduction of invasive species.
3. Urbanization may influence agricultural practices, affecting food production and sustainability.
4. The urbanization process can lead to social changes, including demographic shifts and cultural transformations.

Addressing the challenges and opportunities presented by urbanization requires a comprehensive approach that considers economic, social, environmental, and technological factors. Effective urban planning strategies and policies are essential for sustainable development.

Negotiating Committee's Statement

Local 1245's General Negotiating Committee submitted proposed changes in the Benefit, Clerical and Physical Agreements on October 19, 1976. On this same date, P.G. D & E submitted a letter which stated that the Company would be prepared to submit proposals and counter-proposals in these agreements during negotiations. In addition, P.G. D & E submitted eleven letter agreements which had been previously submitted to the Union for review.

The Union's Negotiating Committee proposed improvements worthy of membership consideration.

The Company offer contains expanded rights, increased job security, improvements of monetary considerations in the Benefit Agreement, and in the Health and Dental Agreement. The offer does not include all of the objectives sought by this Committee, nor does it contain all of the objectives sought by the Company during negotiations.

We urge that each member read the offer, and evaluate the offer which is printed in the Utility Reporter, and exercise their democratic privilege and responsibility to vote on this offer.

Your Negotiating Committee

Gary Abrahamson
Mary Ann Agler
Bill Attinger
Michael Del Rio
Ron Fitzsimmons
Ron Goldsmith
Jack McNally

L. L. Mitchell
Pat Nickeson
Marv Rubendall
Howard Stiefer
Bill Twohey
M. A. Walters

Utility Reporter—February, 1977—Page Two

Area Designations for Executive Board

Northern Area
30 Sacramento Regional Transit District
33 Sierra Power Company
33a California Pacific Utilities Company - Elko Division
33c Truckee-Donner Public Utility District
33d Teleprompter of Reno
33e California Pacific Utilities Company - Winnemucca District
33f Mount Wheeler Power, Inc.
33g North Bay Cable T.V.
34 De Sabia Division of Pacific Gas and Electric Company
34a Paradise Irrigation District
34b State T.V. Cable
35 Drum Division of Pacific Gas and Electric Company
35a Plumas Sierra Rural Electric Cooperative
35b Nevada Irrigation District
35c City of Roseville
35d Placer County Water Agency
36 Colgate Division of Pacific Gas and Electric Company
36a Orville-Wyandotte Irrigation District
36b Richvale Irrigation District
36c Thermolito Irrigation District
36d Yuba County Water Agency
36e City of Gridley
37 North Bay Division of Pacific Gas and Electric Company
37a City of Healdsburg
37b Teleprompter of Ukiah, Willits and Fort Bragg
37c Napa Valley Cable T.V.
38 Sacramento Division of Pacific Gas and Electric Company

Southern Area
11 San Joaquin Division of Pacific Gas and Electric Company
11a Merced Irrigation District
11b Lindmore Irrigation District
11c Sierra Nevada Division of Pacific Gas and Electric Company
11d City of Lompoc
11e Teleprompter of Lompoc
11f Teleprompter of Santa Maria
11g Monterey Peninsula T.V. Cable
11h Central California Communications Corp.
11i Ocean View Cablevision Inc.
11j Pipe Line Operations Department of Pacific Gas and Electric Company
11k California Pacific Utilities Company - Needles Division
11l City of Santa Clara
11m San Jose Division of Pacific Gas and Electric Company
11n Teleprompter of Santa Cruz
11o Teleprompter of Los Gatos

Central Area
20 Standard Pacific Gas Line Inc.
21 Material Distribution Department of Pacific Gas and Electric Company
22 Alameda-Contra Costa Transit District
23 East Bay Division of Pacific Gas and Electric Company
23a X-Ray Engineering Company
23b Concord T.V. Cable
23c Teleprompter of Milpitas
23d Tele-Vue Systems, Inc. East Bay Area
23e Bay Cablevision, Inc.
23f Teleprompter of Newark
23g San Francisco Division of Pacific Gas and Electric Company
24 General Office of Pacific Gas and Electric Company
24b Western T.V. Cable
25 Stockton Division of Pacific Gas and Electric Company
25a Turlock Irrigation District
25b Tri-Valor Project
26 City of Alameda, Bureau of Electricity
27 City of Berkeley
28 City of Lodi
29 City of Oakland
Local Union No. 1245
International Brotherhood of
Electric 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 the Company’s understanding of the settlement reached February 1, 1977, between the Company’s Negotiating Committee and the Union’s Negotiating Committee for the 1976/77 General, Benefit, and the Health and Dental Benefit Negotiations. Items of agreement not fully delineated in the attachments to this letter are as follows:

1. General Wage Increase

Company will grant a general wage increase of 7.25 percent, effective upon the date of ratification and retroactive as of January 1, 1977, 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. The 7.25 percent increase will be applied to wage rates after the application of the adjustments agreed to with respect to the rationalization of wage scales referred to in 2 below and the application of the classification wage adjustments contained in certain of the attachments. The new weekly rates will be computed by adding 7.25 percent (6 percent for 1976) to the present weekly rates and rounding the result to the nearest five cents. The 6 percent general wage increase effective January 1, 1978, is provided for in Subsections 500.3(a) and 24.3(a) of the amended Physical and Clerical Agreements.

2. Rationalization of the Wage Structure

During the 1975/76 bargaining, Company and Union agreed that prior to the application of a general wage increase for 1977 an attempt would be made to adopt a more rational wage structure in the physical bargaining unit. Agreement has been reached on this matter and the revised wage structure will be included in the 1977 Exhibit X. Employees at wage steps which are being reduced will suffer no loss of earnings until they have been granted the new weekly rate increase by 7.25 percent. These personal rates will be paid until such time as the employee moves to a higher step, but will not be printed in the wage schedule.

Provides for a reduction in the number of weekly wage rates listed in Exhibit X by establishing a minimum differential of $2.00 between weekly rates of pay. (This except for the difference between Troublemaker and First Operator - Greater Compressor Plant, and the rates of pay and top rates of pay in a line of progression, including automatic progression of apprentice to journeyman, remain the same or were slightly increased. Some rates of pay and top rates of pay in a line of progression were slightly reduced; however, those employees currently in such rates will be granted the full general wage increase and will not be affected while they remain at such wage rate.

3. Retroactivity

Retroactivity for both wages and shift premiums will be calculated by adding 7.25 percent to the gross earnings of each employee for the appropriate retroactive period.

4. Personal Appearance

The parties have agreed to modify Item 1.c of the Decision of the Arbitration Board in Arbitration Case No. 34 to read as follows: Goatees are permissible, but shall be neatly trimmed, and shall be confined to the area of the lower chin. A goatee may be joined to a mustache.

5. Clerical Job Grading Committee

a. The Joint Committee established by letter of agreement dated March 8, 1974, shall proceed in an expeditious manner to negotiate and attempt to reach an agreement with respect to those proposals exchanged between Company and Union prior to and during these negotiations, and which may be submitted later, related to the Clerical Job Grade Index System. Additionally, the Committee shall negotiate modifications in the Clerical Job Grade Index System for application to the operating clerks and modifications necessary for application to the Vice President and Comptroller’s organization.

b. The Joint Committee shall, within 90 days of contract ratification issue a written report which details the progress and activities of this Committee. Subsequent reports shall be issued at 90-day intervals thereafter. Such reports shall be submitted to the Union’s Business Manager and the Company’s Manager of Industrial Relations.

c. It is the intent of the foregoing that the Joint Committee has the authority and responsibility to negotiate necessary revisions to the Clerical Job Grade Index System to submit such mutually agreed upon revisions to the Union’s Business Manager and Company’s Manager of Industrial Relations for implementation.

6. Clerical Wage and Classification Restructuring Committee

A Company/Union Committee shall be designated to study the matter of clerical wage and classification restructuring in light of future needs of the Company and the clerical employees. This committee shall report to the Union’s Business Manager and the Company’s Manager of Industrial Relations no later than July 1, 1979. (It is assumed by the Company that any agreement which this committee might reach will be subject to ratification by the employees in the clerical bargaining unit.)

7. Computer Operations Department

A Company/Union Committee will be appointed to restructure the wages and classifications and to establish training programs, where appropriate, for the Production Section and Data Recording Section of the Computer Operations Department.

During the course of negotiations the Company submitted a proposal to the Union with respect to the Production Section which includes restructuring and the inclusion of Console Operators in the Clerical bargaining unit. Negotiations with respect thereto will begin following ratification.

A proposal with respect to the Data Recording Section is to be submitted to Union by Company in approximately 3 months.

8. Water Department

By March 1, 1977, Company will submit proposals to the Union with respect to job definitions, lines of progression, training programs, and wage rates applicable to employees in the Water Department. Interim negotiations on this subject will continue until a settlement is reached.

9. Pipe Line Operations Department

During the term of this Agreement, Company and Union will negotiate on the job definitions, lines of progression, and wage rates of employees assigned to operate the compressor plants at Kettleman, Hinkley, and Topock. As part of these negotiations, a training program will be proposed by the Company, as well as changes in lines of progression for other classifications in the Department.

10. Computerization of the Bidding Procedure

The Company and the Union have agreed that a joint committee will be established to discuss and settle any problems which may arise as a result of changing to a computerized job bidding system. These problems include, but are not limited to, those arising from job classification (whether or not bids are on file based on another classification), the question of whether or not bids should be submitted through United States mail and problems related to the previously agreed-to one-year period for the expiration of prebids on file.

11. Line of Progression Committee

A Company/Union Committee shall be established immediately upon ratification to establish lines of progression within the Production Section which includes restructuring, reach agreement on the application of the term “Normal Line of Progression” as utilized in Title 206 of the Physical Agreement and Title 19 of the Clerical Agreement.

Section 202.4

With respect to the capability of changing hours under new Subsection 202.4(a), the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 to 4:30 or 5:00 and in accordance with the provisions of Subsection (a) of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 to 4:30 or 5:00 is absent, he will be replaced provided the normal crew complement is not greater than three employees.

13. Clarification of Section 208.23

By letter agreement to be effective upon the date of ratification, the clarification to Section 208.23 will be revised as it applies to shift employees to reflect the following change:

a. One day off after the first 8 consecutive days worked shall constitute a break in the 21-day accumulation.

b. One day off after 9 to 19 consecutive days of work shall not constitute a break in the 21-day accumulation; however, such a day off shall not be counted as a day of work. The count towards 21 consecutive days shall continue upon the employee’s return to work. For example, if an employee who has worked 10 consecutive days takes a single day off, the day such employee returns to work shall be the 11th day towards the accumulation of 21 consecutive days.

14. Title 301. Expenses

In addition to the revisions negotiated to the Expense Title of the General Construction portion of the Agreement, the Committees agreed that those employees who on the date of ratification were receiving expenses because their headquarters is outside of their Residence Area, but is 50 miles or less or radially less than 75 road-miles from the point which is the center of their Residence Area, shall continue to receive $6.00 per day on completion of a 52-consecutive week period of such assignments until such time as they are transferred and either go over or qualify for a new period of expenses. It is the intention of this paragraph that the continuation of expenses at the rate of $6.00 per day applies not only to those employees who are presently within the 52-week period, but also to those who are presently receiving $6.00 per day as a result of the 52-week period expires. Other negotiated changes in per diem will also be effective on the date of ratification.

15. General Construction Truck Driver Classifications

In revising the classification and pay structure for truck drivers in General Construction, it was agreed that those employees who on December 31, 1976, were operating dump trucks which have formerly been classified as heavy trucks, but will not be so classified after that date, will be paid a personal rate equivalent to the report and recommendations of this Joint Committee will be subject to negotiation and the result thereof will be subject to ratification by the Clerical membership.
their present rate plus general wage increases for all time assigned as drivers of two-axle dump trucks. The foregoing also applies to employees who were demoted from dump truck driver assignments for lack of work during 1976.

Corrosion Mechanics

Two separate letter agreements were discussed and agreed upon at the bargaining table. The first letter agreement contains a revised job definition, wage rates, and lines of progression for Corrosion Mechanics. This letter agreement is one of the attachments to this letter. The other letter agreement spelled out the training program and requirements for entry into the classification and will be submitted separately.

The first letter of Agreement establishes the Corrosion Mechanic in the Department of Pipeline Operators with the same job definition and wage rate as in the Division.

The Second Letter of Agreement establishes that candidates for Corrosion Mechanics should prepare themselves for the commencement of training by refreshing their knowledge of basic mathematics.

Traveling Maintenance Crews - Steam Generation Department

It was agreed that the problem of developing ways and means of more evenly dividing the traveling assignments would be referred to a joint committee established to study and act on this matter.

General Construction Apprenticeships

The Company and Union Negotiating Committees have agreed that in immediately upon ratification of this Agreement for a new term, a committee shall be appointed for the purpose of establishing apprenticeship programs applicable to General Construction. The committee shall, no later than six months after the date of such ratification, establish a practicable program for at least one apprenticeship in each of the following General Construction Departments: Line, Gas, and Station. Remaining apprenticeships will be agreed to at approximately one-month intervals thereafter until all other applicable apprenticeship programs in each General Construction department are in operation. The committee shall meet at least monthly in order to complete this assignment with dispatch.

Benefit Agreement

The Committees reached agreement in principle and, in most cases, on the language to be inserted in this Agreement. However, the final language of the Benefit Agreement is subject to further discussion within the principles of the bargaining table agreement. Listed below are the major changes in the Agreement which were agreed upon as follows:

General

19. All plans will be modified to the extent necessary to conform with the requirements of the Employee Retirement Income Security Act, as last amended.

Part II - Group Life Insurance and Long Term Disability Plan

20. The former Parts II and IV of the Agreement have been combined into one plan.

The First Letter of Agreement establishes the Group Life Insurance Plan and the Long Term Disability have been combined into one plan. Currently they are separate except that in order to be covered under the Long Term Disability Plan, an employee must be a member of Group Life Insurance Plan and the Retirement Plan. The proposed change provides that when an employee joins the Group Life Insurance Plan, she is covered under Long Term Disability.

Group Life Insurance Premiums

Effective January 1, 1977, Group Life Insurance premiums are reduced from five cents per month per $100 of insurance to four cents per month per $100 of insurance.

In other words a participant's premium is reduced from fifty cents per thousand to forty cents per thousand per month.

Amount of Coverage

The Group Life Insurance has been modified to provide that regular employees entering the Plan may elect full coverage (i.e., approximately two times the employee's annual base rate) or one-third to two-thirds of that amount. The employee may raise, but not lower, his coverage on the basis of subsequent annual elections. If he does not make such an election within five years, any future increase will be subject to passing an insurance company physical examination.

For present participants covered by Group Life Insurance, June 1977 will be an open period during which an employee who is presently a participant in Group Life Insurance may elect the one-third to two-thirds option by freezing his present coverage until such time as the coverage is the fraction of full coverage which has been elected. It was the intent of the Negotiating Committees that participants and their families could, if they so desire, choose the largest of the amounts produced under any one of the following four formulas:

Basic Pension Benefit Formula

a. (Applicable only to employees hired on or before December 31, 1976) - 40 percent of the participant's highest average covered compensation during any period of 60 consecutive months if the participant has 30 years of Service. The 40 percent is increased by one-half of one percent for each year in excess of 30 and one percent for each year less than 30.

b. (Applicable only to employees hired on or before December 31, 1976) - 50 percent of the participant's highest average covered compensation during any period of 60 consecutive months if the participant has 25 years of Service. The 50 percent shall be increased by one-half of one percent for each year of Service in excess of 25 and one percent for each year less than 25.

c. One and one-half percent per year for each year of Service times the participant's highest average covered compensation during any period of 60 consecutive months up to and including 25 years of Service and one percent per year for each year of Service less than 25.

d. One and one-third percent per year for each year of Service times the participant's highest average covered compensation during any period of 60 consecutive months.

Two new pension formulas have been added to the plan and will eventually supersede the two current formulas. Employees hired before 1-1-77 will use one of the current formulas or one of the new formulas, whichever produces the highest pension. Employees hired after December 31, 1976 will use one of the new formulas whichever produces the most.

Pension Formula Improvement

The improvements negotiated in the pension formula will provide greater pensions for those employees who have more than 20 years of credited service. Most employees retire with between 25 and 35 years of service. To illustrate the improvements for...
these years a comparison of the current 40% at 30 years of credited service to the new formula 1.5% per year of service up to and including 25 years and 1% per year thereafter is shown below:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Current 40% at 30 Year Formula</th>
<th>New 1.5%-1% Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>35%</td>
<td>37.5</td>
</tr>
<tr>
<td>26</td>
<td>36%</td>
<td>38.5</td>
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<td>37%</td>
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<td>42%</td>
<td>46.5</td>
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<tr>
<td>35</td>
<td>42.5%</td>
<td>47.5</td>
</tr>
</tbody>
</table>

Examples:
- Gas Serviceman, age 62, with 25 years of credited service. Highest 60 months average salary computed to December 31, 1976 = $1163.
  - Current 40% - 30 year formula = .35 x 1163 = $407.05 Pension per month
  - Proposed 1.5% - 1% formula = .436.13 Pension per month
  - Improved Pension dollar amount = $29.08
  - Percentage improvement = 7.1%

- Division Lineman (Journeyman Rate), age 62, with 33 years of credited service. Highest 60 months average salary computed to December 31, 1976 = $1251.
  - Current 40% - 30 year formula = .415 x 1251 = $519.17 Pension per month
  - Proposed 1.5% - 1% formula = .455 x 1251 = $569.21 Pension per month
  - Improved Pension dollar amount = $50.04
  - Percentage improvement = 9.6%

30. Changes Where Employment Ends Before Age 55
   During the past three years no employee terminated before age 55 with less than 10 years of service has elected to leave his contributions in the Plan, therefore, the option available which permitted such ex-employees to leave their contributions in the Plan and have them used for the purchase of a small annuity has been removed.

31. Forms of Pension
   ERISA requires that the Normal Form of pension for married employees be a joint and survivor's 50 percent option. To comply with this portion of the Act, the concept of a marital pension has been introduced but other options, including an unreduced pension payable only during the life of the participant, are still included in the Plan. These options, however, require the written agreement of not only the participant but the spouse.

32. The Spouse's Pension
   Previously a Spouse's Pension has been paid in cases where a participant dies in service on the basis of 50 percent of the participant's pension, as though the participant had attained 65 on the date of death. This Spouse's Pension applied only where the participant was between the ages of 55 and 65 and had at least 15 years of Service at the time of death. It was agreed to amend Section 3.11 to make this benefit available to the surviving spouse of any employee who dies in service and who at the time of death has attained 70 points. Each year of Service and each year of age will count as one point.
   It was also agreed that this benefit would be made available on an optional basis to participants between the ages of 55 and 65 who do not have 70 points. To be available, such option must be elected by the participant and will result in a reduced pension should the participant not die before actual retirement date. Such reduction in pension will be made on an actuarial basis (0.05% per month of coverage).

   This change provides a greater opportunity for the spouse of a deceased participant to qualify for a Spouse's Pension by changing the formula so that when a participant's age plus service equals 70 or more, the spouse is eligible. Example: 45 years of age with 25 years of service - 70 points. Also a new clause is added which provides that a participant who is at least 55 years of age, but age and service do not equal 70, may purchase spouse's pension coverage.

33. Withdrawal of Participant Contributions on Termination of Employment
   The Retirement Plan provision prohibiting withdrawal of participant contributions other than on termination of employment is retained. However, the withdrawal of a participant's contributions upon actual retirement will result in a reduction of pension in accordance with the actuarial value of contributions withdrawn, but in no case by more than one-third. A participant who terminates and withdraws his or her contributions plus interest and is subsequently re-employed and who would otherwise be eligible to pick up any of his or her back Service under the Service Rules, may do so by repaying the contributions plus interest plus the percent per year interest for the time during which the contributions were withdrawn within two years of his or her return to employment.

   Currently if a participant withdraws his or her contributions on termination of service their vested pension is reduced by one-third. This change provides that the reduction be made on an actuarial basis but not more than one-third.

34. Minimum Pension Adjustments
   The Company stated that it plans to increase the basic minimum pension from $210 a month to $250 a month for present pensioners as soon as it can be arranged.

PART IV - SAVINGS FUND PLAN

35. Withdrawal of Stock Purchased with Company Contributions
   It was agreed that the Savings Fund Plan would be amended to provide for the withdrawal of stock purchased with Company contributions at the end of the second calendar year following the year in which it was purchased instead of the third year. This change will be implemented by providing for a one-time two-year withdrawal at the end of 1977.

36. TRASOP
   It was agreed that Company and Union would meet and amend the Savings Fund Plan to take advantage of the additional one-half percent investment tax credit option prior to the date on which Company submits its final tax return for the tax year 1977 and as soon as possible after the Internal Revenue Service issues its rules on this provision.

37. Claims and Appeals Procedures
   The Committees agreed to adopt claims and appeals procedures for each of the Plans in the Benefit Agreement which are as uniform as possible under all the circumstances and all of which provide an ultimate appeal to the Employee Benefit Administrative Committee with a full review by that committee and a written opinion on each appeal. There are some provisions through the normal grievance procedures, and in cases of grievances of medical opinion as they apply to Long Term Disability, the Committees agreed to a medical arbitration procedure.

PART V - TERMINATION

38. Reopening Provisions
   The Committees agreed to reopen the Benefit Agreement for the discussion of the Long Term Disability adjustment described in Paragraph 27 in the Fall of 1979 for application in 1980.

   This provides a reopening in 3 years to bargain benefit adjustments for employees on Long Term Disability.

39. Term
   It was agreed that the term of the Benefit Agreement will be five years - from January 1, 1977 through December 31, 1981, inclusive. The Agreement may be reopened by either party 120 days prior to December 31, 1981.

   Provides a 5 year term on the Benefit Agreement which includes Group Life Insurance, Long Term Disability, Retirement Plan and Savings Fund Plan.

HEALTH AND DENTAL AGREEMENT

40. Dental Plan Improvements
   The Committees agreed that the Dental Plan would be modified to provide that the basic benefit under the Plan will be increased from 60 percent of covered benefits up to a maximum of $1,000 per person per person to 70 percent of such covered benefits effective on the first of the month following ratification, and to 80 percent of such covered benefits on January 1, 1979.

   This provides that effective on the first of the month following ratification the Dental Plan will be increased to 70%-80% co-payment and on January 1, 1979, will be increased to 80%-20% co-payment.

41. Eligibility for Membership
   It was agreed that every employee of an Employer is eligible for and may become a participating member of a health plan provided for in this Agreement provided such employee meets the eligibility requirements of the Plan to which he or she is applying for membership. It is further agreed that no eligible employee may elect to be both a participant and a dependent and, further, that no person may be a dependent of more than one participant.

   This means that where a husband and wife are both employed by the Company and each is covered by a medical plan, they cannot claim each other as dependents on their medical plan. Dependent children may not be claimed on more than one plan.

42. Reopening Provision
   The Committees agreed that upon 150 days' notice prior to December 31, 1978, the subject of medical plans would be open for bargaining.

   This provides a reopening period in 2 years for bargaining on the medical plan.

43. Claims and Appeals Procedures
   The Committee and Union agreed to adopt claims and appeals procedures for the Plans covered by this Agreement in the form of this Article which are as uniform as possible under all the circumstances and all of which provide an ultimate appeal to the Employee Benefit Administrative Committee with a full review by that committee and a written opinion on each appeal. There are some provisions of the Plans covered by this Agreement through the normal grievance procedures, and in cases of grievances of medical opinion as they apply to Long Term Disability, the Committees agreed to a medical arbitration procedure.

44. Term
   The term of this Agreement is four years - from January 1, 1977 through December 31, 1980, inclusive.

45. Open Period
   An open period to replace the open period normally scheduled for the Fall of 1979 for application in 1980.

   Provides a 5 year term on the Benefit Agreement which includes Group Life Insurance, Long Term Disability, Retirement Plan and Savings Fund Plan.

This change provides a greater opportunity for the spouse of a deceased participant to qualify for a Spouse's Pension by changing the formula so that when a participant's age plus service equals 70 or more, the spouse is eligible. Example: 45 years of age with 25 years of service — 70 points. Also a new clause is added which provides that a participant who is at least 55 years of age, 1977.
Amend TITLE 1 - PREAMBLE of the Physical and Clerical Agreements, Section 4.2, to read as follows:

1.2 Adds “Handicap”

Amend TITLE 4 - UNION SECURITY of the Physical and Clerical Agreements, Subsections 4.1(a) and (c), and Section 4.2, to read as follows:

4.1(a) Upon assuming regular status, every employee covered by this Agreement shall, as a condition of employment: (1) become a member of the Union; or (2) in the alternative, an employee must tender a registration fee to the Union in such an amount as the Union may prescribe (but in no event to exceed the initiation fee required of Union members), and shall tender, monthly, an agency fee as established by the Union in an amount not to exceed the amount of the monthly dues and per capita fees required of BA members in his base wage rate; except that

(b) Any employee of Company in a classification represented by Union and who, on December 1, 1970, was an employee and was not a member of the Union, and who remains an employee continuously after December 1, 1970, is exempt from the provisions of Subsection 4.1(a) unless he or she becomes a member of Union.

(c) Any non-bargaining unit employee who is placed in a classification represented by Union shall, as a condition of employment, within 30 days comply with the provisions of Subsection (a) above.

4.2 Any employee who is or who becomes a member of Union shall, as a condition of employment, tender to the Union periodic dues uniformly required by Union as a condition of acquiring or retaining membership.

4.1(a) Makes technical change by deleting reference to “Local Union’s Constitution and Bylaws” in order to conform to legal requirements.

4.3 Clarifies original intent that a non-bargaining unit employee who is placed in a classification represented by the Union must join the Union or pay Agency Fee.

4.2 Makes technical change to conform to legal requirements by deleting reference to “Union’s Constitution and Bylaws.”

Amend TITLE 8 - LABOR-MANAGEMENT COOPERATION, Section 8.1, to read as follows:

8.1 (21.1) Labor-Management Meetings

Quarterly system joint labor-management meetings shall be regularly scheduled for the purposes of improving communications and promoting harmony and cooperation between Company and Union through discussion of matters of policy and operation which are of general system concern. The meetings will be scheduled for the fourth Tuesday of January, April, July and October, except that such meetings may be cancelled by mutual agreement or by failure to submit agenda items.

8.1 (21.1) Changes meeting dates.

Amend the following Sections of TITLE 101 - LEAVE OF ABSENCE to read as follows: (TITLE 6 Clerical)

101.9 (6.9) 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 workdays. The immediate family shall be limited to: an employee’s grandparent, mother, father, mother-in-law, 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.

101.10 (6.10) Jury Duty

(a) Regular employees will be allowed the necessary time off with pay for jury duty which occurs within their scheduled working hours during the basic workweek. Such employees assigned to a third shift shall be rescheduled to a first shift during such a period of time at the straight rate of pay, and such employees assigned to a second shift who are actually impaneled on a jury shall be rescheduled to a first shift during such a period of time at the straight rate of pay. (1) Such employees will be paid at their basic rate of pay the established amount they are entitled to receive while serving on a jury, except that expenses and travel allowances which are not taxable and payment for jury duty on non-workdays will not be included in computing the remuneration received from the court. (2) In the application of other provisions of this Agreement, such time off with pay for jury duty will be considered as time worked and, if dismissed by the court on any workday before the end of the employee’s regular work hours, such employee shall return to work provided such dismissal occurs at least two hours before the conclusion of such hours of work.

101.11 (6.11) Witnesses

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

(101.9) (6.9) Adds “Employee’s Grandparents”

(101.10) (6.10) Provides that employees assigned to a second shift who are actually impaneled on a jury shall be re-scheduled to a first shift.

(101.11) (6.11) Administrative proceedings were added to the coverage of this Section.

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:

Reference is made to our prior letter agreements dated October 17, 1962, as amended July 1, 1966, and January 1, 1971. The subject of those letters concerned employees of Company who were absent at Union’s request because of their activities as its officers or members of its Executive Committee, Advisory Committee, Safety Committee, Labor Management Committee, or the Review Committee, or are engaged in group meetings relative to negotiations or special committees established thereto. This letter agreement will supersede that previous understanding.

Employees who are absent from work at Union’s request for short or intermittent periods of time for the purposes stated above, shall be paid by Company at their present classification wage rates. Such payments shall be advanced as “Union wages.” Further, during such time, such employees will be considered as employees of Union for all employment purposes set forth in the Workers’ Compensation and Insurance Chapter of this Agreement.

In return, Union shall reimburse Company for any such wages advanced to an employee pursuant to the provisions herein and the added cost to Company of replacing such employee, if any.

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

Yours very truly,

Manager of Industrial Relations

PACIFIC GAS AND ELECTRIC COMPANY

By

February 4, 1977

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:

The purpose of this letter agreement will be to establish a supplemental grievance procedure applicable only to the Department of General Construction. During the course of the general negotiations this year, Union and Company have thoroughly discussed the geographic and other problems attendant to investigating and resolving
PHYSICAL AGREEMENT AMENDMENTS

grievances in the General Construction Department, and the inapplicability of the supplemental grievance procedure established for Division employees in 1974. It is proposed, therefore, to establish the following procedure:

I. Local Investigating Committee

The Local Investigating Committee (LIC) will be composed of the Department’s Personnel Manager and the Union’s assigned Business Representative or their designee. However, when investigations and/or interviews must be conducted in the field, the Department’s Personnel Manager and the Union’s assigned Business Representative shall cooperate in the selection of one Company representative and one Union representative to serve on the Committee. The LIC shall meet as soon as reasonably possible following the filing of a written grievance and shall make a full and complete investigation of all the facts and causes contributing to the grievance. A copy of the grievance form will be forwarded to the Committee.

The LIC may interview persons directly involved in the grievance and shall reach a disposition of the dispute or prepare and forward a report of their findings to the Overview Committee within the time provided below. The grievance must either be settled or the report must be received by the Overview Committee within 60 calendar days following the filing of a grievance which does not concern an employee’s assignment to a non-workday or wholly outside of the employee’s regular work hours on workdays, it shall, if not previously disposed of, be referred to the Overview Committee for further disposition.

The LIC shall meet monthly, generally before the Joint Grievance Committee meeting, if one is scheduled, and shall prepare a monthly agenda of all grievances referred to the LIC during the preceding month and those received earlier which are still unresolved. At the beginning of each session, copies of the agenda for the month will be forwarded, within 10 calendar days following the meeting, to the Chairman and the Secretary of the Review Committee and, in addition to the foregoing, will indicate the number, date, and personnel involved in the grievance.

At each monthly meeting, the Overview Committee shall endeavor to resolve all grievances referred to it by the LIC. In the event any grievance which does not involve an employee discharge or suspension is not resolved, the Overview Committee shall: (i) refer the grievance to the Joint Grievance Committee for further disposition; or (ii) refer a grievance comprised of the members of the LIC and, additionally, one other representative appointed by Union and one other representative appointed by Company. Any grievance which involves an employee’s discharge or suspension shall be referred by the Overview Committee to the Fact Finding Committee. A grievance which has been referred to the Fact Finding Committee will be disposed of by a majority of the members within 30 calendar days thereafter in one of the following ways: (i) by settlement; (ii) after application for arbitration by either party of such notice of intent. Should either exercise the right to terminate, all grievances pending at the expiration of such time period will be adjusted on the basis of the provisions of Title 102 of the basic Labor Agreement.

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

PHYSICAL AGREEMENT AMENDMENTS

PACIFIC GAS AND ELECTRIC COMPANY

By Manager of Industrial Relations The Union is in accord with the foregoing and agrees thereto as of the date hereof.

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

1977

By Business Manager

Establishes supplemental grievance procedure for General Construction which provides: Shop Steward participation in Local Investigating Committee. Formulation of a Fact Finding Committee. Definite time limits on all grievances. Formulation of an Overview Committee to keep track of all grievances and to settle them in the proper place in the procedure.

TITLE 103. HOLIDAYS

Amend the following Sections of TITLE 103 - HOLIDAYS (and the appropriate Sections of the Clerical Agreement, TITLE 14) as follows:

Amend TITLE 104 - MEALS of the Physical Agreement, Sections 104.2, 104.4, 104.9 and 104.12(c), to read as follows:

At each monthly meeting, the Overview Committee shall endeavor to resolve all grievances referred to it by the LIC. In the event any grievance which does not involve an employee discharge or suspension is not resolved, the Overview Committee shall: (i) refer the grievance to the Joint Grievance Committee for further disposition; or (ii) refer a grievance comprised of the members of the LIC, and, additionally, one other representative appointed by Union and one other representative appointed by Company. Any grievance which does not involve an employee’s discharge or suspension shall be referred by the Overview Committee to the Fact Finding Committee. A grievance which has been referred to the Fact Finding Committee will be disposed of by a majority of the members within 30 calendar days thereafter in one of the following ways: (i) by settlement; (ii) after application for arbitration by either party of such notice of intent. Should either exercise the right to terminate, all grievances pending at the expiration of such time period will be adjusted on the basis of the provisions of Title 102 of the basic Labor Agreement. If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

You are paid for the workdays immediately before and after the holiday, or

Amend Title 103 - HOLIDAYS of the Physical Agreement, Subsections (a) and (b) as follows:

103.3 (a) Sets forth procedure for scheduling the floating holiday for Division employees. (Both parties agree that for the purpose of this Section zero is not a number.) The parties further agreed that the July 6th day would be waived for the 1977 year.

103.6 (c) Amends Subsection (a) above to read as follows:

103.3(c) (14.6(b)) The provisions of Subsection (a) hereof shall not apply to a regular employee’s birthday when Company determines in advance of the employee’s birthday that the employee may take the holiday without requiring another employee to work more than three consecutive weeks without having two consecutive days off.

103.1 (14.1) Adds 11th Holiday - Floating Holiday in the first half of year.

AFL-CIO

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

By

Business Manager

By

Grievance procedure at the expiration of 30 calendar days following receipt by either party of such notice of intent. Should either exercise the right to terminate, all
104.9 Company shall reimburse an employee for the cost of a meal under the provisions of this Title only when such meals are purchased by the employee.

104.15 This Title shall apply to resident employees. Where Company determines that it is not practicable to provide meals on the job for resident employees, as herein provided, they shall provide their own meals. Company shall reimburse them for the cost thereof not to exceed $2.50 for each meal.

104.2 Eliminates male pronouns.

104.4 Provides for a meal one hour beyond regular work hours not to exceed one and one-half hours.

104.9 Eliminates male pronouns.

104.12 Provides for an increase in the amount for meals from $2.00 to $2.50 for meals provided by the employee on the job.

104.15 Increases allowance from $2.00 to $2.50.

TITLES 105. and 17. SAFETY

Amend TITLE 105 - SAFETY, Subsection 105.3(d), to read as follows:

105.3 HEALTH AND SAFETY COMMITTEE

(d) Meetings—The Committee provided for herein shall meet quarterly on the fourth Tuesday in the months of February, May, August, and November unless it is mutually agreed in writing to schedule any such meeting on a different date or to cancel it.

TITLES 106. and 17. STATUS

Amend Title 106 (17) - STATUS as follows:

106.5 (b) General Construction

(1) General Construction employees shall be designated as casual or regular. A regular employee who has completed less than one year of Service extended by layoffs or absences of 30 consecutive days may be terminated for inadequate work performance without recourse to the grievance procedure.

106.7 (c) (17.7(c) ) An intermittent employee who attains regular status or a regular employee who accepts intermittent status shall be eligible to receive the following benefits:

(1) Group Life Insurance coverage as provided in the Benefit Agreement.

(2) No change.

(3) Retirement Plan as described in the Benefit Agreement.

(4) Through (9) No change.

106.5 (b) Provides that Company may terminate a G.C. employee with less than one year of service for inadequate work performance without recourse to the grievance procedure. Was six months.

Amend TITLE 106 - MISCELLANEOUS of the Physical Agreement, Section 106.3, to read as follows:

106.3(a) Company shall provide the employee a list of personal tools the employee must provide. (Such lists may be changed only by agreement between Company and Union.) When the employee cannot practically transport such tools to and from his job, Company shall provide space for the safe storage of such tools. In the event that any of the listed personal tools which have been stored on Company’s premises or in a Company vehicle are destroyed or damaged by fire, storm or flood, or stolen in substantial numbers, the employee shall be reimbursed for any such loss which is in excess of any reimbursement for the tools such employee may receive from an insurance carrier.

106.7 (c) - 17.7 (c) Allows purchase of Group Life Insurance in an amount provided in the Benefit Agreement. Previously set at $10,000.

TITLES 107. MISCELLANEOUS

Amend Title 107 - MISCELLANEOUS of the Physical Agreement, Section 107.3, to read as follows:

107.3(a) Company will continue its practice of supplying tools and equipment to employees who are provided with the same.

(b) Company shall provide the employee a list of personal tools the employee must provide. (Such lists may be changed only by agreement between Company and Union.) When the employee cannot practically transport such tools to and from his job, Company shall provide space for the safe storage of such tools. In the event that any of the listed personal tools which have been stored on Company’s premises or in a Company vehicle are destroyed or damaged by fire, storm or flood, or stolen in substantial numbers, the employee shall be reimbursed for any such loss which is in excess of any reimbursement for the tools such employee may receive from an insurance carrier.

107.3 Recognizes personal tool lists (those submitted to Union by Company on 12-30-70 and 3-25-71) and makes them subject to negotiations. Requires Company to provide space for safe storage of tools. Company will reimburse employees for only those tools on the tool list that are destroyed or damaged by fire, storm or flood, but will also cover those tools on the tool lists that are stolen in substantial numbers. ("In substantial numbers" could mean, one tool from two or more employees, or several tools from a single employee, or one very expensive tool, but in any event where there is a break in the list.) In order to protect themselves, employees should not have any tools on the job which are not on the personal tool list for their classification.

107.10 and 11. SHIFT PREMIUM

Amend Section 110.2 (11.2 to read as follows:

110.2 (a) (11.2(a)) No shift premium shall be paid for the first shift. An hourly premium of 3% of the weighted average straight-time rate of all employees represented by Union (rounded to the nearest full cent per hour) shall be paid for work performed in the second shift, and an hourly premium of 4% of the weighted average straight-time rate of all employees represented by Union (rounded to the nearest full cent per hour) shall be paid for work performed in the third 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 such employee immediately preceding or following such employee's regular hours of work and as an extension thereof. If an employee is scheduled to work during a shift other than such employee's regularly scheduled shift, and such work does not immediately precede or follow such employee's regularly scheduled shift, the employee shall be paid the shift premium, if any, which is applicable to the shift in progress as of the time the employee starts such work.

110.2 (b) The weighted average straight-time rate referred to in Subsection (a) hereof shall be calculated annually by adding any general wage increase effective on January 1 to the corresponding weighted average straight-time rate as of December 31 immediately prior. The effective date of any change in shift premium shall be January 1.

Amend Section 110.3 (11.3) to read as follows:

110.3 (11.3) When a shift premium is applicable to time worked at the overtime rate of pay, the applicable multiplier shall be used in determining the applicable shift premium.

110.2 (a) and (11.2(a)) Changes shift premium from 20c and 25c per hour to 3% and 4% of the weighted average straight-time rate for all employees (includes both physical and clerical employees). Effective January 1.

110.2 (b) and (11.2(b)) Provides for annual adjustment of shift premium based on amount of general wage increase.

110.3 (11.3) Amended to cover fact some overtime is paid at 2 times the straight time rate of pay.

TITLES 111. and 8. VACATIONS

Amend Title 111 (8) - VACATIONS, Section 111.2 (8.2), to read as follows:

111.2 (8.2) VACATION ALLOWANCE

(a) For the purposes set forth in the following Section 111.3 (8.3), vacation shall be scheduled in increments of one week or more to commence on Monday, except for an employee whose basic workweek starts on a day of the week other than Monday, where the vacation shall commence with the starting day of the employee's basic workweek. However, by prior arrangement with the employee's supervisor, an employee shall be allowed vacation in increments of one day or more on any day of the week, except where prohibited by operational needs or where necessary relief cannot be provided, or where the payment of overtime to another employee would be required.

111.2 (8.2) Subsection (d) amended to provide for a vacation of 20 work days with pay in the 16th calendar year instead of the 17th calendar year effective in 1978.

111.3 (8.3) VACATION EARNMENT

(a) Provides for an employee to earn vacation in increments of one week or more on any day of the week, except where prohibited by operational needs or where necessary relief cannot be provided, or where the payment of overtime to another employee would be required.

Amend Title 111.12 (8.12) to read as follows:

111.12 (8.12) STARTING DAY

(b) Provides that an employee may use vacation entitlement in increments of less than one week (one day or more on any day of the week) by making prior arrangements with the employee's supervisor.

111.12 (8.12) Subsection (d) amended to provide for a vacation of 20 work days with pay in the 16th calendar year instead of the 18th calendar year effective in 1978.

111.3 (8.3) Effective 1/1/78 deletes the service vacation for the 25th calendar year.

111.12 (8.12) Provides that an employee may use vacation entitlement in increments of less than one week (one day or more on any day of the week) by making prior arrangements with the employee's supervisor.

TITLES 300. APPLICATION

Amend Title 300 - APPLICATION, Section 300.1, to read as follows:

300.1 The provisions of Part III of this Agreement shall apply only to field employees of General Construction, and those employees regularly assigned to a General Construction Service Center. Whenever the words "employee" and "employees" are used in this Part they shall, unless otherwise noted, be construed to refer only to such employees for whom Union is the exclusive bargaining representative.

300.1 Eliminates reference to Davis because of the additional Service Center in Oakland.

TITLES 301. EXPENSES FIELD EMPLOYEES

301.1 - 301.2 No change from present Agreement.

301.3(a) and (b) Changed to read: "As provided in the Agreement in effect on January 1, 1977, the following provisions shall apply to field employees employed by General Construction Company, and those employees regularly assigned to a General Construction Service Center. Whenever the words "employee" and "employees" are used in this Part they shall, unless otherwise noted, be construed to refer only to such employees for whom Union is the exclusive bargaining representative.

301.4 Subject to the provisions of this Title, an employee who provides his own board and lodging shall be entitled to expense allowance as follows:

(a) Provided he maintains a Class A Residence as determined in Subsection 301.3(a), he shall be entitled to expense allowance as follows:

(b) Provided he maintains a Class B Residence as determined in Subsection 301.3(a), he shall be entitled to expense allowance as follows:

(c) Provided he maintains a Class C Residence as determined in Subsection 301.3(a), he shall be entitled to expense allowance as follows:

(d) Provided he maintains a Class D Residence as determined in Subsection 301.3(a), he shall be entitled to expense allowance as follows:

(e) Provided he maintains a Class E Residence as determined in Subsection 301.3(a), he shall be entitled to expense allowance as follows:

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Title 303; (2) each day he reports for prearranged work on a non-workday; (3) holidays which fall on a workday in his basic workweek provided that he works on the adjacent workday 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 (364 days) in any one location; thereafter, if he continues to work at this current location, Company shall continue to give him an expense allowance for each day specified above, except the rate shall be $9.10 a day. If the location to which he has been transferred is 50 percent or less round-trip in excess of 75 road-miles or more from the point which is the center of his Residence Area, the amount shall be $9.00 a day for a period not to exceed 25 consecutive weeks.

(b) If his residence is determined under Subsection 303.1(b), Company shall give him an expense allowance of $7.50 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-workday; (3) holidays which fall on a workday in his basic workweek provided that he works on the adjacent 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 (182 days) at any one location.

(c) The continuity of the consecutive workweek periods referred to in Subsections (a) and (b) may be broken by any change in the employee's Residence Area based on new assignment of and return to the provisions of Section 301.9, but such workweek periods shall be extended by a period of time equal to the period of time of such a special assignment.

301.5 - 301.8 No change from present Agreement.

301.9 Change $12.00 per diem allowance to $15.50.

301.10 No change from present Agreement.

301.11 Change 14 cents per mile allowance to 15 cents.

301.12 No change from present Agreement.

GENERAL CONSTRUCTION SERVICE CENTERS

301.13 An employee regularly assigned to a General Construction Service Center shall not be subject to transfer to other job locations as are field employees and shall not be entitled to a change of expenses while at the Service Center. If, however, Company offers such an employee a transfer to the field which he accepts, the employee may file a Class A Residence Certificate if qualified, or will be provided with a temporary residence at the Service Center.

301.14 When an employee who is regularly assigned to a General Construction Service Center is assigned to temporary work at such distance from the established headquarters to the Service Center that it is impracticable to return thereto or to the employee's regular residence, he shall be reimbursed for round-trip transportation between the employee's residence and the Service Center.

301.15 If a field employee is transferred to a General Construction Service Center, the following conditions will apply.

(a) If an employee is transferred to a General Construction Service Center and is not entitled to an expense allowance at the Service Center, the employee shall be entitled to an expense allowance at the Service Center.

(b) If transferred to a General Construction Service Center other than at the employee's own request for temporary assignment at that location, full expense provisions of this Title for field employees shall apply. If after being at the Service Center for a time, such an employee is offered and accepts a regular assignment to a General Construction Service Center classified as a "holiday" pursuant to the provisions of Title 103. He shall be entitled to full expense allowance at the Service Center.

GENERAL

301.16 Notwithstanding anything contained herein, Company by agreement with Union may transfer any employee who requests such a transfer for substantial reason or may consent to an exchange of headquarters between employees of like skills and classifications for the purpose of placing an employee closer to his residence. In either case, such transportation expense shall be paid by the Company and transportation expense shall not be entitled to an expense allowance if not on expense allowance on the date of such transfer. If such an employee is receiving an expense allowance at his current location he shall continue to receive a travel allowance within the employee's Residence Area, the period of expense the employee qualified for at the previous headquarters shall be continued. Any employee with a Class B Residence working inside such employee's Residence Area who is granted a transfer to a headquarters outside such employee's Residence Area shall be entitled to further expense allowance at the new headquarters and such employee's status as to qualifying for Class A Residence will remain unchanged.

301.4 Makes the following changes in expense allowances:

(a) Class A Residence

More than 50 miles radially or 75 road miles.

First 52 weeks From $12.00 to $15.50 per day.
After 52 weeks From $7.00 to $9.10 per day.

50 miles or less than 75 road miles.

First 52 weeks From $8.15 to $9.00 per day.
After 52 weeks From $6.00 per day to none.

See Item 13 Title 301. Expenses of cover letter for explanation of continued expense provisions for present short distance "A".

(b) Class B Residence

From $6.65 to $7.50 per day.

301.13 through 301.16 Eliminate male pronouns and deletes reference to Davis thereby making applicable to Service Centers at both Davis and Oakland.

TITLe 302. HOURS

Amend TITLE 302 - HOURS, Section 204.4, to read as follows:

202.4 Redesignate the present language as 202.4(a).

202.4(b) In addition to the hours and conditions outlined in Subsection 202.4(a) above, employees in the Electric Transmission and Distribution Departments and the Transmission and Division Electric Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:45 p.m. to 6:00 p.m., or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of such employees assigned either of the regular schedule of hours listed above shall be from Monday to Friday.

NOTE: It was agreed that, in general, assignment to hours of other than 8:00 a.m. - 5:00 p.m. would be offered to employees in order of Service.

If there is insufficient volunteers, assignments will be made on the basis of least Service.

A. Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that Relief Operator may be required to assume the hours of work of a non-shift employee provided that:

1. He is notified of such change from shift to non-shift hours by 5:00 p.m. or his quitting time, whichever is later, on the day before such change is made, and
2. He is assigned to work with a maintenance crew, or
3. He is assigned to work with a non-shift employee at a location other than his permanent one.

B. Employees assigned relief classifications may be regularly scheduled to work either the 7-3 or the 10-6 "standard operating shift" when such employees are not providing relief. Relief is applied only in locations where two or more Relief Operators are assigned.

In addition, see Labor Agreement Clarification - Titles 202 and 208, "Relief Shift Employees.

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

Yours very truly,
PACIFIC GAS AND ELECTRIC COMPANY

By
Manager of Industrial Relations

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

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

By
Business Manager

This letter adds Subsection (b) to the existing notes contained in Exhibit VI-L, Job Definitions and Lines of Progression, Division Electric Department. Subsection (b) is added following the existing notes, which will continue to list Existing Relief Operators at other than the 7-3 "Standard Operating Shift" and a "Standard Operating Shift" at headquarters where there are two or more Relief Operator Classifications. In these headquarters the Relief Operator may be scheduled to the 10-6 "Standard Operating Shift" on a regular basis.

Further, it was agreed that a Relief Operator who is assigned the 7-3 or 10-6 "Standard Operating Shift" will not have his hours changed to provide relief on the Other Relief Operator.

TITLe 303. INCLEMENT WEATHER

Amend TITLE 303 - INCLEMENT WEATHER, Section 303.4, to read as follows:

February 4, 1977
PHYSICAL AGREEMENT AMENDMENTS

303.4 When a regular employee is directed by the foreman or supervisor in charge not to report for work on any day in the employee’s basic workweek because of inability to work, then that employee shall be paid the sum of $9.00 or, if the employee lives at a Company-operated or Company-designated boardinghouse or camp, the employee shall not be charged for board and lodging on such day, provided, however, that this Section shall not apply to employees who are prevented from performing scheduled work by inclement weather conditions. An employee who qualifies under the provisions of Section 306.9 hereof except such employees who are receiving the per diem expense allowance at the rate of $6.00 a day shall be paid an additional $3.00 and those receiving a day shall each be paid an additional sum of $1.50, for each workday on which they are prevented from performing scheduled work by inclement weather conditions.

303.5 Increases basic allowance from $8.15 to $9.00 and revises related amounts accordingly.

TITLES 205, 305, and 18

JOB BIDDING, PROMOTION AND TRANSFER

Amend the following Sections of TITLES 205 and 305 and (18) - JOB BIDDING, PROMOTION AND TRANSFER as follows:

205.4 (18.4) 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 a form provided by Company a prebid on any existing job classified for which he is not otherwise required to bid in accordance with the provisions of Section 205.4 and does not timely submit a prebid for a job classified for which the employee desires consideration. Company shall not consider any prebid which was postmarked or, in the event the postmark cannot be read, received by Company less than eight (8) calendar days prior to the date of posting an award to fill a job vacancy in the classification and headquarter where the prebid is submitted.

205.6(b) (18.7(b)) Any regular employee of Company may submit by United States mail to Company a postbid on any job posted as vacant, but Company shall not consider any postbid which was postmarked or, in the event the postmark cannot be read, received by Company more than ten (10) days from the date of posting of the job on which the bid is made.

305.5 Employees who have two 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 department of General Construction in which they are employed:

(a) In the case of each such promotion such preferential consideration shall be first given to an employee who qualifies under the provisions of Section 306.9, then to employees in the greatest Service and is at the top rate of pay in the classification the next lower in the normal line of progression to the one in which the employee desires promotion, then to employees who are or have been employed in a classification which is considered to be the same in accordance with a Line of Progression as the classification to which the employee desires consideration. Company shall notify an employee as to the specific location to which he will be transferred.

(b) An employee who is to be demoted or displaced as provided in Section 206.3 may exercise the election to transfer and indicate the job location in the order of his preference. Preferential consideration shall be given to employees in the order of their Service, while Company shall endeavor to give effect to an employee's preference in the order in which he indicated. Length of Service shall be the determining factor where two or more employees express a preference for a single location.

(c) Within three days after receipt of the list described in Subsection (b), the employee shall notify Company of his election to transfer and indicate the job location in the order of his preference. Preferential consideration shall be given to employees in the order of their Service, while Company shall endeavor to give effect to an employee's preference in the order in which he indicated. Length of Service shall be the determining factor where two or more employees express a preference for a single location.

(d) An employee's failure to give the notices prescribed in Subsections (b) and (c) within the time prescribed therein shall result in the employee's loss of the privilege to transfer.

(e) An employee who is to be demoted or displaced as provided in Section 206.3 may exercise the election to transfer and indicate the job location in the order of his preference. Preferential consideration shall be given to employees in the order of their Service, while Company shall endeavor to give effect to an employee's preference in the order in which he indicated. Length of Service shall be the determining factor where two or more employees express a preference for a single location.

(f) Upon receiving notice of the layoff of an employee under Section 306.3, Company shall give an employee who is to be demoted as much notice thereof as is practicable of Company's proposed action. Following such notice, and prior to the date of the proposed action, employees to be affected by the procedure shall be considered as though they had already been demoted, and, notwithstanding the provisions of Title 205, have their bids to vacate in accordance herewith, considered under the provisions of Section 206.9. Subsection 206.1(b) through Section 206.14 shall apply to employees being displaced or demoted due to lack of work.

(g) An employee's Service, as defined in Section 106.3, shall be the determining factor as to the location to which he will be transferred.

(h) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(i) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(j) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(k) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(l) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(m) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(n) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(o) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.

(p) Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the filing of a prebid as provided in this Section.
which he worked immediately prior to entering the line of progression from which the
election was exercised.

206.6 (a) If Company cannot effect a demotion or displacement of an employee in ac-

206.6 (b) If the Company cannot effect a demotion or displacement of an employee in the

206.6 (c) If the employee does not effect a displacement under any of the elections in

206.8 When an employee is displaced under the provisions of this Title because of lack

206.13 Notwithstanding the provisions of Section 205.5, a regular full-time

206.14 If in the application of the provisions of this Title an employee in a classifica-

Title 206 (19) This Title was rewritten to place the various options in their respective

206.1 (a) Deletes current provisions relating to “employees other than on a tempo-

206.1 (b) An employee who has four or more years of Service and who cannot effect a dis-

206.1 (c) An employee who has less than four years of Service and who cannot effect a dis-

206.1 (d) Company shall not be required to contact laid-off employees when the opening

206.1 (e) (1) Provides that employees being demoted in the normal line of progression to

206.1 (f) Provides that employees being demoted in the normal line of progression to clas-

206.13 By written agreement between Company and Union, special provisions may be

206.15 (a) By calling the last telephone number furnished by the laid-off employee

206.15 (b) If the laid-off employee cannot be reached by telephone, Company shall send

206.16 (a) A regular employee who has a grievance at his job in the line of progression or

206.16 (b) An employee who has five or more years of Service and who does not effect a

206.16 (c) An employee who has five or more years of Service and who cannot effect a dis-

206.17 An employee who has four or more years of Service and who is not eligible to

206.18 (a) Provides that an employee in a beginning classification, who has the least Service,

206.18 (b) If more than one demotion is to be made, the employee in the next lower clas-

206.19 (b) An employee who enters a beginning classification under the provisions of this

206.20 Same as present 306.8. Title 306 was rewritten to place the various options in their re-

206.21 Same as present 306.9. Title 306 was rewritten to place the various options in their re-

206.22 When a demotion is to be made in a classification within a Promotion-Demo-

206.23 Companies shall provide notice of openings for re-employment as follows:

206.24 (a) By calling the last telephone number furnished by the laid-off employee and off-

206.25 (b) If the laid-off employee cannot be reached by telephone, Company shall send

206.26 (a) When a demotion is to be made in a classification within a Promotion-Demo-

206.27 (c) To expedite rehiring, more than one employee may be notified of an opening, but

206.28 (d) Company shall not be required to contact laid-off employees when the openings

206.29 (e) If Company cannot contact the laid-off employee by telephone and if no reply is

TITILE 306. DEMOTION AND LAYOFF PROCEDURE

306.1 The provisions of this Title 306 which are applicable to regular employees with two years or more of Service in cases of displacement, demotion or layoff due to lack of work or the return of an employee from leave of absence for Union business or military service, but not to layoffs due to inclement weather, lack of material and similar causes, shall be in accordance with the applicable provisions of Title 206.3 and, if in addition, such employee cannot for any reason accept employment in another occupation or capacity, the employee shall be laid off. In the case where an employee is displaced or demoted, the employee in the Division in a beginning classification who has the least Service, provided he meets the qualifications of a transfer.

306.2 When a demotion is to be made in a classification within a Promotion-Demotion Geographic Area, the employee with the least Service in such classification shall be demoted to the next lower classification in the reverse order of the normal line of progression. An employee shall be demoted on a step-by-step basis; that is, such employee shall first be demoted to such employee in the next lower classification in the reverse order of the normal line of progression for the employee’s classification to the next lower classification. If such demotions must be made, the same procedure shall apply at each step until the employee is placed in another job or is laid off. If more than one demotion is to be made, the waiting list shall be moved to the highest classification to be affected and then to successively lower classifications.

306.3 If there is no job to which Company can demote an employee under Section 306.2, or if the employee does not effect a displacement under any of the provisions of Sections 306.4 and 306.5, the employee will be laid off. Employees so displaced under the provisions of Sections 306.4 and 306.5 shall be designated by the Company.

306.4 An employee who has two years or more of Service and who is to be laid off for reasons of displacement or demotion under the provisions of this Title shall be laid off in the reverse order of the normal line of progression. An employee who has less than two years of Service shall be laid off in the reverse order of the Service at the time of layoff provided that the laid-off employee, each calendar month following layoff, shall be given the rate of the classification next higher thereto.

306.5 A placement under the provisions of this Section shall count as a transfer under the provisions of Subsection 205.5(b) or Subsection 18.5(b), as appropriate.

306.6 An employee who has five or more years of Service and who cannot effect a displacement under the provisions of Title 206.5, or if the employee does not effect a displacement under any of the elections in Sections 206.4 and 206.5, he will be laid off.

306.7 Same as present 306.3.

306.8 Same as present 306.2.

306.9 For the purpose of enabling employees who have been demoted under the provisions of Title 306 to return to their former classification(s), an employee returning to a beginning classification who has the least Service, after having been demoted in the reverse order of the normal line of progression to such classification, shall be entitled to preferential rehire in the reverse order of layoff provided that the laid-off employee, each calendar month following layoff, shall be given the rate of the classification next higher thereto.

306.10 When a demotion is to be made in a classification within a Promotion-Demotion Geographic Area, the employee with the least Service in such classification shall be demoted to the next lower classification in the reverse order of the normal line of progression. An employee shall be demoted on a step-by-step basis; that is, such employee shall first be demoted to such employee in the next lower classification in the reverse order of the normal line of progression for the employee’s classification to the next lower classification. If such demotions must be made, the same procedure shall apply at each step until the employee is placed in another job or is laid off. If more than one demotion is to be made, the waiting list shall be moved to the highest classification to be affected and then to successively lower classifications.

306.11 Same as present 306.4.

306.12 Same as present 306.5.

306.13 Same as present 306.6.

306.14 A regular employee who is eligible for rehire and who has been laid off for reasons of displacement or demotion under the provisions of Sections 306.4 and 306.6, he will be laid off. Employees so displaced under the provisions of Sections 306.4 and 306.6, shall not have any rights under Section 206.9, but shall have accelerated rights to return to his or her former classification and department of General Construction or to a successively lower classification in the reverse order of the normal line of progression.

306.15 A placement under the provisions of this Section shall count as a transfer under the provisions of Subsection 205.5(b) or Subsection 18.5(b), as appropriate.

306.16 (a) Provides that such employee has indicated a desire to accept re-employment.

306.17 (b) Provides that such employee has indicated a desire to accept re-employment.

306.18 (c) Provides that such employee has indicated a desire to accept re-employment.

306.19 (d) Provides that such employee has indicated a desire to accept re-employment.

306.20 (e) Provides that such employee has indicated a desire to accept re-employment.

306.21 (f) Provides that such employee has indicated a desire to accept re-employment.

306.22 (g) Provides that such employee has indicated a desire to accept re-employment.

306.23 (h) Provides that such employee has indicated a desire to accept re-employment.

306.24 (i) Provides that such employee has indicated a desire to accept re-employment.

306.25 (j) Provides that such employee has indicated a desire to accept re-employment.

306.26 (k) Provides that such employee has indicated a desire to accept re-employment.

306.27 (l) Provides that such employee has indicated a desire to accept re-employment.

306.28 (m) Provides that such employee has indicated a desire to accept re-employment.

306.29 (n) Provides that such employee has indicated a desire to accept re-employment.

306.30 (o) Provides that such employee has indicated a desire to accept re-employment.

306.31 (p) Provides that such employee has indicated a desire to accept re-employment.

306.32 (q) Provides that such employee has indicated a desire to accept re-employment.

306.33 (r) Provides that such employee has indicated a desire to accept re-employment.
PHYSICAL AGREEMENT AMENDMENTS

Title 306: This Title was rewritten to place the various options in their respective order of consideration. This in an effort to make the provisions more easily understood.

306.1 Reduces service requirements for consideration under Title 306 from 3 to 2 years.

Former Section 306.1 (e) was deleted. As a result, employees who are demoted or transferred to another headquarters and displace another employee under Title 306 will be entitled to permanent consideration under Title 301.

306.4 Reduces 3 year requirements to 2 years.

306.5 (b) Adds provisions wherein employees with 4 years or more of service may displace in a beginner’s classification in another Department of General Construction.

306.10 Establishes preferential rehire rights for those employees eligible for rehire who have 2 or more years of Service. Sets forth procedures to be followed by Company in providing notice of openings for rehire.

TITLE 208, OVERTIME

Effective Upon Ratification

Amend the following Sections of TITLE 208 (TITLE 308) (TITLE 12) - OVERTIME to read as follows:

208.2(b) (308.2(b) ) (12.2(b) ) The time worked in excess of 12 consecutive hours and work continuing until the employee is dismissed from such work shall be paid at the rate of two times the employee’s straight rate of pay, or

208.2(d) (308.2(d) ) (12.2(d) ) The time worked in excess of eight (8) hours on the employee’s second of two scheduled days off counting from the first day of the basic work week shall be paid at the rate of two times the employee’s straight rate of pay provided such employee has performed work on the first scheduled day off. Employees scheduled to have four (4) consecutive days shall be entitled, in addition to the above, to pay at the rate of two times the employee’s straight rate of pay for the time worked in excess of eight (8) hours on the fourth (4th) scheduled day off, provided that such employee has also performed work on the third (3rd) scheduled day off.

208.1(c) (308.1(c) ) (12.2(c) ) For purposes of this Section, an employee’s “regular workshift” shall be the time on a non-workday as those regularly scheduled for such employee on a workday.

208.1d(a) (308.12(a) ) (12.3(a) ) Prearranged overtime work shall be distributed among employees in the same classification and in the same location as equally as practicable.

(a) An employee who is scheduled to be off on vacation shall not be scheduled for work under this Section for the period between the end of the employee’s last workday of work preceding the employee’s vacation and the start of the employee’s first regular day of work following the vacation. An employee who is off due to illness or injury shall not be scheduled for work under this Section until the employee returns to work on a regular workday.

208.2(b) (308.2(b) ) (12.2(b) ) Reduces from 16 to 12 consecutive hours the time necessary to be worked in order to qualify for double time.

208.2(d) (308.2(d) ) (12.2(d) ) Provides for the payment of double time for time worked in excess of eight hours on the 7th consecutive day of work (2nd day off which is normally a Sunday) or any day.

208.16(b) (308.16(b) ) (12.3(b) ) Provides that employees who are scheduled to be off on vacation or who are off due to illness or injury shall not be scheduled for prearranged overtime.

TITLE 212. EMERGENCY DUTY

Amend Title 212 - EMERGENCY DUTY, Sections 212.1, 212.7, and 212.10, and add Subsection 212.2(c) and 212.4 to read as follows:

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 will 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 under the direction of the supervisor of a Department of General Construction and be given to the supervisor of the Department of General Construction to be used in calling employees to respond to emergency situations. A shift employee whose responsibilities and principal duties include the control of pipelines, using gas holders, compressors, regulators, valves, telemetry and remote control devices, within the scope of the Division gas operations. May be required to operate and maintain gas operations, make gas cuts, and be called upon to shut off gas to any area of the Division. Such work shall be paid at the rate of two times the employee’s straight rate of pay provided such employee has performed work on the first scheduled day off. Employees scheduled to have four (4) consecutive days shall be entitled, in addition to the above, to pay at the rate of two times the employee’s straight rate of pay for the time worked in excess of eight (8) hours on the fourth (4th) scheduled day off, provided that such employee has also performed work on the third (3rd) scheduled day off.

212.10 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. The call-out procedures currently in effect should incorporate the sequential order of call-out; the rotation of call-out, if any; and the provisions for calling out additional help or replacing an absent employee.

212.2 (a) Provides for annual reduction of credited hours to zero.

212.2(c) Allows employees to remove themselves from the weekly call-out list for various periods without penalty. Advance notice means prior to the end of the preceding work day.

212.4 Provides that all emergency work will be credited on the annual list whether or not an employee has signed the weekly list.

212.10 Bracketed language is a guideline only.

PART V

TITLE 500. TERM

Amend Part V, TITLE 500 - TERM to read as follows:

500.1 (24.1) This Amendment, having taken effect as of September 1, 1952 (July 1, 1953), shall continue in effect as further amended herein for the term of January 1, 1977 to December 31, 1979, and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other party to the end of the then current term.

500.2 (24.2) Except as provided otherwise herein, if either party desires to amend this Agreement, it shall give notice thereof to the other party 120 days prior to the end of the term current term, in which event the parties shall commence negotiations on any proposed amendment as soon as practicable after such notice has been given. Failure of the parties to agree on such proposed amendment shall not cause termination of this Agreement unless either party has given notice of termination as provided in Section 8.2.

500.3(a) (24.3(a) ) Effective January 1, 1978, the wage rates established for January 1, 1977, in Exhibit X (Exhibit F) of this Agreement shall be increased by 6%.

(2) Notwithstanding the provisions of Section 500.1 (24.1), either party may reopen this Agreement for negotiation of a wage increase in January 1978. Notice of termination shall be given by either party to the other 90 days prior to January 1, 1978.

500.4 (24.4) Notwithstanding the provisions of Section 500.1 (24.1), either party may give to the other 30 days’ written notice of the proposed amendment of this Agreement in the event that an administrative or judicial tribunal having jurisdiction to do so shall determine that Section 21.1 (2.1) hereof is inappropriate for the purpose of collective bargaining.

500.5 (24.5) Any provision of this Agreement which may be in conflict with any Federal or State law, regulation or executive order shall be suspended and inoperative to the extent of and for the duration of such conflict.

500.6 (24.6) Notwithstanding the provisions of Section 500.1 (24.1), either party may forthwith terminate this Agreement in the event that the other breaches its obligations as set forth in Section 3.2 (3.2) hereof. Notice of termination shall be given by the party desiring to terminate this Agreement in accordance with the terms of the Labor Management Relations Act of 1947, as last amended.

500.7 (24.7) This Agreement cancels and supersedes that certain agreement entered into on August 1, 1947 (August 21, 1947) by Company and Union, and all amendments, continuations and extensions thereof, or that agreement dated September 1, 1950, between Local 2435 and 1324, I.B.E.W., and all amendments and extensions thereof.

(24.8) Company shall not by reason of the execution of this Agreement (1) abrogate or reduce the scope of any present plan or rule beneficial to employees, such as its vacation and sick leave policies or its retirement plan, or (2) reduce the wage rate of any employee covered hereby, 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.

500.1 (24.1) Provides for a 3 year term.

500.2 (24.2) Increases notice of desire to amend Agreement from 60 to 120 days. Notice of desire to amend Agreement shall be given by either party to the other 120 days prior to January 1 of the year in which termination is desired. 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 (a) (24.3(a) ) Provides for 6% general wage increase to be effective 1/1/78.

500.3 (b) (24.3(b) ) Provides for wage re-opener with 120 days notice prior to 1/1/79.

TITLE 600. JOB DEFINITIONS AND LINES OF PROGRESSION

EXHIBIT VI. DIVISION GAS DEPARTMENTS

1.) Revise the (1724, 1720, and 1723) Pressure Operator classification and rewrite as follows:

A shift employee whose responsibilities and principal duties include the control of pressure pipelines, using gas holders, compressors, regulators, valves, telemetry and remote control devices, within the scope of the Division gas operations. May be required to operate and maintain gas operations, make gas cuts, and be called upon to shut off gas to any area of the Division. Such work shall be paid at the rate of two times the employee’s straight rate of pay.

2.) Add Coast Valleys to the (1723) Pressure Operator classification and revise the line of progression as set forth in Section 3.2 (3.2) hereof. Notice of termination shall be given by either party to the other 90 days prior to January 1, 1978.

3.) Change the line of progression to Pressure Operator to include the Serviceman and Service Operator classifications.

4.) The initial terms of the Pressure Operator classification in the Coast Valleys Division shall be subject to further discussion between the parties.

5.) Add the following note to the Pressure Operator classification:

Note: It is not the intent to replace a Service Operator classification with a Pressure Operator classification without agreement between the parties.

STEAM HEAT

Amend the job definitions and wage rates of employees in the Steam Heat Department in San Francisco Division to read as follows:

End 18 mos. 	- 318.30

End 24 mos. 	- 318.40

End 30 mos. 	- 318.50

End 36 mos. 	- 318.60

6047 Subforeman
An employee who is a working foreman supervising not more than five employees exclusive of himself engaged in the installation, maintenance and repair of all steam heat distribution facilities. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Mainman and Steam Serviceman, and must be familiar with, observe and direct others in conformance with the Company’s construction and safety standards, accounting procedures and other applicable rules and procedures.

2250 Steam Serviceman
An employee who answers all types of steam heat complaints, inspects and provides customer service and who installs, repairs and maintains steam service lines, steam mains and steam meters. May work alone, as part of a crew, or assisted by a Mainman or Helper.

Start $294.40
End 6 mos. $310.30
End 1 yr. $318.30

1150 Steam Mainman
An employee who, working alone or as part of a crew, installs, maintains and repairs steam mains and appurtenances in the steam heat distribution system. May be required to drive a truck, operate compressors and mechanical equipment such as jackhammers, tampers, and impact tools and perform clerical work associated with those duties. May do incidental burning with oxyacetylene torch. May be assigned to perform pipe location and leak surveys and investigations.

Such work may be performed alone, but, where necessary for protection, a Helper may accompany him. While the Helper’s primary function will be to act as a flagman for the protection of the helper himself, nevertheless, the Helper will be expected to provide assistance to the Mainman.

Start $247.85
End 6 mos. $251.25
End 1 yr. $260.55
End 18 mos. $270.80
End 2 yrs. $280.20

Add the following note to the Steam Heat section of Exhibit VI, Job Definitions and Lines of Progression, Division Gas Departments:

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

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

TITLe 600. JOB DEFINITIONS AND LINES OF PROGRESSION

STEAM GENERATION DEPARTMENTS

Revise the (2165) Rigger and (2167) Traveling Rigger job definition as follows:

2165 Rigger (2167) Traveling Rigger

An employee who is a journeyman and is engaged in performing all classes of power plant rigging, including that necessary for safety handling heavy machinery. Also required to make up both wire and manila rope slings and keep all rigging equipment in proper repair. Since this work may be intermittent in nature, may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations. A Rigger’s background of apprenticeship and experience must be such as to qualify the Rigger to perform the above duties with skill and efficiency.

Wage Rate: $341.85 per week

Technical Clerks
Eliminate the (2960) Technical Clerk classification, reclassify incumbents to First Plant Clerk, and revise the (0293) First Plant Clerk and (0294) Routine Plant Clerk job definitions as follows:

0293 First Plant Clerk

An employee who, under general supervision, performs clerical work requiring a working knowledge of all procedures used in steam plant office work and the normal amount of judgment accompanying that knowledge. May also be required to maintain special and routine statistical records of operation and maintenance and to make computations for the preparation of reports.

0294 Routine Plant Clerk

An employee who performs routine clerical work requiring a basic knowledge of established Company steam plant office procedures and elementary accounting principles; may operate PBX Board or take readings during plant tests; in training for advancement to First Plant Clerk. Must have a high school education or equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand for the preparation of reports. In all types of work, two-man units will not be required to perform any function that would:

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

EXHIBIT X

GENERAL CONSTRUCTION

PROPOSED TRUCK DRIVER CLASSIFICATIONS AND RATES

(0444) TRUCK DRIVER

The operator of a two-axle truck of 12,000 lb GVW or over.

Start $235.35
6 mo $255.55
1 yr $277.60

This rate will include:

0450 Dump, 3 yds. or less capacity
0455 Light, 2 tons or less - flat rack
0457 Light with power winch and rigging (one or more blocks - only)

(0453) HEAVY TRUCK DRIVER

1. The operator of a truck tractor coupled with one or more trailers;
2. The operator of a three-axle truck;
3. The operator of any combination of truck and trailers exceeding 50 feet in length. (Single-axle pole or pipe dollys are not considered trailers for the purposes of the above);
4. The operator of a truck with derrick and special body complete with tools and equipment to perform all phases of underground electric line work;
5. The operator of a boom truck with a basic boom tip height of over 45 feet or under and with a personnel bucket. (Such as R.O. Singer - TC 50 - TC 40 - TC 35.)

(0457) LINE DRIVER TRUCK

The operator of a line truck complete with tools and auxiliary equipment to perform all phases of overhead line work.

(NEW) SPECIAL DRIVER

1. The operator of a transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout the Company system; or
2. The operator of a boom truck with a basic boom tip height of over 45 feet and with a personnel bucket. (Such as Tel-e-lct.)

0474 Electrician

Start $352.60
End 1 yr $354.25

PRESENT PROPOSED

1100 Lineman

Start $366.70
End 1 yr $368.45

0653 Lead Subforeman B

Start $373.25
End 1 yr $377.65

0650 Lead Working Foreman B

Start $373.25
End 1 yr $377.65

0859 Lead Working Foreman A

Start $381.95
End 1 yr $387.00

1643 MEOB

Start $270.35
End 1 yr $274.75

1980 Powderman

Start $247.85
End 1 yr $251.25

2405 Technician, Gas

Start $328.50
End 1 yr $332.00

2406 Technician, Lead Gas - Cancel

(Technical Subforeman B will be used.)

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 cancels and supersedes our letter to you dated December 17, 1976, on the same subject.

Due to the increase in the cathodic protection work necessary in the Department of Pipe Line Operations and in the Divisions, Company proposes to revise the Corrosion Mechanic job definition and rates of pay in the Divisions and to concurrently establish the classification in the Department of Pipe Line Operations.

1245 Corrosion Mechanic

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining cathodic protection equipment and instrumentation, such as rectifiers, anodes, insulated fittings, volt-ohm-ammeters, potentiometers, recorders, and other similar equipment. This work includes performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules, and to provide functional guidance on all of the above activities. May work alone or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

Qualifications

Shall have successfully completed the Corrosion Mechanic Training School.
Next Lower Classifications
0232 Clerk-Driver
0240 Field Clerk
0524 Fieldman
1483 Field Meterman
0930 Helper (Steam, Heat or Gas T&D)
0933 Helper (Gas Meter Shop)
0934 Helper (Gas Plant Maintenance)
0937 Plant Helper (East Bay)
0950 Shift Helper (Gas)
0935 Helper
1380 Pipeline Mechanic
1569 Assistant compressor Plant Operator

1705 Operator-Mechanic

Wage Rate: Start: $298.10 per week
End 6 mos.: $323.10
End 1 yr.: $353.10
End 15 mos.: $383.10
End 2 yrs.: $413.10

For bidding purposes, the Corrosion Mechanic classification shall be considered as next lower to Apprentice Gas Control Mechanic and Apprentice Transmission Mechanic.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided 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
1977
By
Business Manager

February 9, 1977

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

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

Gentlemen:

This letter cancels and supersedes our letter to you dated March 2, 1976, on the same subject.

In order to clarify conditions under which an Operator-in-Training or an Assistant Operator may be required to train at locations other than their regularly established headquarters, Company proposes to revise the Headquarters note in the job definitions of the above classifications in the following manner and to reflect this change in Exhibit VI-L, Job Definitions and Lines of Progression, Division Electric Department.

HEADQUARTERS

(Operator-in-Training - Substation-Hydro-Distribution)
(Operator-in-Training - Substation-Hydro-Distribution)
(Operator-in-Training - Substation-Hydro-Distribution)

Each (Operator-in-Training) (Assistant Operator) shall have a regularly established headquarters. However, for purposes of training and experience, training and experience, training and experience, (Operator-in-Training) (Assistant Operator) shall be temporarily assigned under the provisions of Sections 101.7 through 101.11 inclusive to any headquarters in the employee's division to which an operator is regularly assigned. (Note: The non-read day for 1977 is June 3. The floating holiday day for approximately 60 keypunch operators will be Monday, June 6.)

14.3(a) Except as provided in Subsection (b) below, an employee may select any day prior to July 6 as a floating holiday. A supervisor may, however, limit the number of employees in a classification at a headquarters who may be off on a floating holiday on any given day. If more employees elect a specific day as a floating holiday than can be permitted to be off on that day, the preference will be given to employees with the greater seniority. (Note: The non-read day for 1977 is June 3. The floating holiday day for approximately 60 keypunch operators will be Monday, June 6.)

THE PROVISIONS OF SECTION 103.6 CONCERNING THE SELECTION OF FLOATING HOLIDAYS ARE FURTHER MODIFIED BY THE PROVISIONS OF THIS PARAGRAPH.

14.3(b) All Meter Readers shall be scheduled to take the non-read day in the last half of the calendar year as their floating holiday. Such non-read days shall be scheduled on a Friday. Other employees, a major portion of whose work is related to the meter reading billing cycle, will take the non-read day following the first non-read day as their floating holiday. If there is no non-read day prior to July 6 in any year, the provisions of Section 103.6 shall apply. (Note: The non-read day for 1977 is June 3. The floating holiday day for approximately 60 keypunch operators will be Monday, June 6.)

Renumber Sections 103.3 through 103.6 inclusive and Sections 14.3 through 14.6 inclusive.

14.3(b) The provisions of Subsection (a) hereof shall not apply to a regular employee's Headquarters Holiday when Company determines in advance of the employee's Headquarters Holiday that the employee may take the Holiday without requiring another employee to work more than three consecutive weeks without having two consecutive days off.

14.3 Sets forth procedure for scheduling the Floating Holiday for clerical employees. (Parties agree that zero is not a number and that July 6th date will be waived for the year 1977.)

TITLE 16. MEALS

Amend Title 16 - MEALS of the Clerical Agreement, Subsection 16.2(a) and (b), to read as follows:

16.2(a) If Company requires an employee to perform work for more than one hour beyond the employee's regularly scheduled eight-hour work period, it shall provide the employee with a meal approximately one hour after regular quitting time with a second meal at the end of five hours. Except, if it is known that work will continue for more than five hours, the employee shall be entitled to meals at approximately four hours but not more than five hours for as long as the employee continues such work.

16.2(b) The provisions of Subsection (a) hereof shall not apply to a regular employee's Headquarters Holiday when Company determines in advance of the employee's Headquarters Holiday that the employee may take the Holiday without requiring another employee to work more than three consecutive weeks without having two consecutive days off.

Clerical Agreement Amendments
(b) A part-time employee who has performed work for one hour or more beyond the employee's regularly scheduled work period shall be entitled to a meal and the time in which to eat it at the standard rate of pay, up to one-half hour, upon dismissal provided the employee has performed work for five hours since reporting for work or the employee's last meal period. Work performed one hour beyond an eight-hour work period shall be compensated in accordance with (a) above.

16.2 (a) Provides for a meal one hour beyond regular work hours rather than one and one half hours.
(b) Conforms to changes made in 16.2 (a) for part time employees.

TITLE 17. STATUS
See Physical - Title 106

TITLE 18. JOB BIDDING, PROMOTION AND TRANSFER
See Physical - Title 205

TITLE 19. DEMOTION AND LAYOFF PROCEDURE
Amend TITLE 19 - DEMOTION AND LAYOFF PROCEDURE as follows:
19.1 The provisions of Title 19 which are applicable to employees in cases of displacement, demotion or layoff 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. Following such notice, and prior to the date of the proposed action, employees to be affected by the procedure shall be considered as though they had already been demoted and, notwithstanding the provisions of Title 18, have their bids to fill vacancies in the same or a lower classification in the normal line of progression, provided they meet the qualifications of a transfer.
(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 such vacancies and the location thereof. He may then elect to fill any of such vacancies.
(d) An employee may not elect to displace another employee whose Service is the same or greater than his own.
(e) 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.
(f) In the application of this Title, an employee shall not be placed in a job unless qualified to perform the duties.
19.2 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, advising him of the classification to which 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 of his decision with respect to exercising the election. If he desires to exercise the election, Company shall, within two days thereafter, provide him with a list of the jobs in his Division and the locations thereof to which the election may be applied.
(c) Within three days after receipt of the list described in Subsection (b), the employee shall notify the Transfer Office as to whether he desires to transfer and indicate the job locations in the order of his preference. Preferential consideration shall be given to employees in the order of their Service, while Company shall endeavor to give effect to an employee's preference in the order he has indicated. Length of Service shall be the determining factor where two or more employees express a preference for a single location. Company shall notify an employee as to the specific location to which he will be transferred.
(d) An employee's failure to give the notices prescribed in Subsections (b) and (c) will operate to forfeit his right of election.
(e) Any transfer resulting from the application of this Section will be made effective at any time after the expiration of ten days from the giving of the notice provided for in Subsection (a).
19.3 When a demotion or displacement is to be made in a classification at a Company headquarters, the employee with the least Service in such classification shall be demoted to the next lower classification in the reverse order of the normal line of progression. An employee so demoted shall be demoted on a step by step basis; that is, he shall first be demoted in the reverse order of the normal line of progression for his classification to the next lower classification and, at such step, if he is subject to further demotion, he may exercise the election provided for in Section 19.4 or Section 19.5, as the case may be. If successive demotions must be made, the same procedure shall apply at each step until the employee is either placed in another job or he is laid off. If more than one demotion is to be made, the within procedure shall first be applied to the highest classification to be affected, and then to successively lower classifications.
19.4 (a) An employee is to be demoted or displaced as provided in Section 19.3 may elect to displace that employee in his same classification and department within 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 and department who has the least Service.
(b) An employee who is to be demoted or displaced 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 his same classification within 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 who has the least Service.
(c) An employee who has been demoted or displaced, as provided in Section 19.3, before exercising the election provided by Subsection (a) hereof, may exercise such elections as if the demotion has not occurred.
19.5 If an employee cannot effect a demotion or displacement in accordance with Section 19.3 and, in addition, such employee does not for any reason elect an election in accordance with Section 19.4, 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.
19.6 (a) If Company cannot effect a demotion or displacement of an employee in accordance with Section 19.3 and, if in addition, such employee cannot for any reason effect an election in accordance with Sections 19.4 or 19.5, he may elect to displace that employee in the Division, in a beginning classification who has the least Service provided he meets the qualifications of a transfer.
(b) If the Company cannot effect a demotion or displacement of an employee in Subsection (a) hereof, if he has been employed three years or more, may elect to displace that employee in the Company in a beginning classification, who has the least Service, provided he meets the qualifications of a transfer.
19.7 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 19.4 and 19.5, or 19.6, he will be laid off.
19.8 When an employee is placed 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.
(a) "Beyond commutable distance, as used above, shall mean a new headquarters located more than 45 minutes or 30 miles from his present residence. (For clarification see Letter Agreement Interpretation on page 156.)
19.9 Same as 206.9 Physical Agreement, old 19.7 Clerical.
19.10 Same as 206.10 Physical Agreement, old 19.11 Clerical.
19.11 Same as 206.11 Physical Agreement, old 19.9 Clerical.

Nominations for all Local 1245 Advisory Council positions will be open at the April Unit Meetings in accordance with the Local Union Bylaws. Article V, Section 9 provides that "To qualify as a candidate to the Advisory Council, a member must have at least two years continuous good standing in the Local Union immediately prior to June 1st of election year and six months in the department, division or company from which he is nominated. Exceptions to this rule shall be granted where such bodies have not been in existence long enough to meet this requirement.
Article V, Section 9 provides that the nominations and election for this Council shall be conducted in conjunction with the nomination and election for Constitutional Officers of the Local Union. (See the notice on page one - "Local 1245 nominates all officers this April," for the procedure for nominating candidates.)
What you should know about smoke detectors

SMOKE DETECTORS for home fire protection have become big business almost overnight. If you are considering purchasing one to guard your family, you may be bewildered by the large selection of devices on the market today. Here are the answers to a few of the questions that might puzzle you as you shop.

Five years ago, no one had ever heard about smoke detectors. Why do I need one now?

The United States has more fire deaths and damage than any other nation in the world. Last year, more than 5,000 people died in home fires — roughly 15 every 24 hours.

Smoke authorities believe that more than half of those lives could have been saved if the victims had been warned of impending disaster. Most home fires occur at night while the household is asleep. A smoke detector will rouse you and give you and your family from three to forty minutes to escape.

You may be interested in smoke detectors because a local ordinance requires you to have one. A Federal law requires detectors in all new mobile homes. All homes purchased with loans guaranteed by the Federal Housing Authority or the Veterans Administration must have detectors. According to the Fire Equipment Manufacturers’ Association, state codes in Massachusetts and Connecticut specify that a detector be installed in all new single-family dwellings. Similar legislation on a county or city level is proliferating all over the country. Some municipal codes require placement of a detector in existing homes when the property changes hands, or when major repairs are made.

What are the major types of smoke detectors and how do they work?

Two types of units are on the market today: photoelectric and ionization detectors.

A photoelectric detector contains a lamp that directs a light beam into a chamber in the house. In the chamber is a light-sensitive photocell (“electric eye”), angled so that the light beam can pass through it. But when smoke enters the chamber, smoke particles scatter the light beam and some of the light enters the photocell. The photocell “sees” the light and sets off an alarm.

An ionization detector contains a radioactive source that allows some electricity to flow within the chamber. When smoke particles enter the unit, they interfere with the flow of current. Electronic monitoring devices measure the current reduction and set off an alarm.

How do I decide which type is best for my home?

A photoelectric detector provides early warning of smoldering fires with or without heat. Conversely, some ionization type detectors respond more slowly to certain types of smoldering-only fires, but will probably respond faster to more intense fires. Some models give off relatively little visible smoke.

Photoelectric detectors must be connected to the house current. Ionization detectors may be powered by house current or batteries. Some house current models can be plugged directly into an outlet. Other “wired-in” types will probably have to be installed by an electrician. Wired-in models have this advantage: if your home has more than one detector, you can have the system wired so that all alarms will sound when any one unit detects smoke. But if a fire knocks out the electrical wiring of a home, a fairly rare occurrence in the early stages of a home fire, a house current unit without battery back-up will be useless.

Of course, a battery model requires you to change the batteries periodically. All Underwriters Laboratories (UL)-approved units feature an audible trouble signal that tells you when the batteries are nearing the end of their useful lives. Some manufacturers recommend changing the batteries every 12 months whether or not the unit signals.

Either type of unit will do a good job. Be sure that the model you select carries the UL label.

How many detectors should I have and where do I put them?

The number of detectors you need for complete protection depends on the size and arrangement of your house. Any detector should be placed on the ceiling or, if on a side-wall, about six to twelve inches from the ceiling. Locating a smoke detector to guard two or more rooms of a home is usually simple — mount the unit in the hall immediately outside the bedrooms.

Placement of units in other areas of the home can be a complex matter, and you may need expert help. The important thing is to locate the units between the bedrooms and other areas of the house so that the detector can intercept smoke as it approaches the bedroom area.

How much will an adequate protection system cost me?

Smoke detectors generally range in price from about $40 to $140, depending on type and installation requirements. You can find models priced as low as $19.95. Battery models are usually more costly than plug-in types. Those that are permanently connected to the house current are probably the most expensive because of installation costs.

In addition to the initial cost, you will assume the minimal costs of batteries or bulbs and electricity. Smoke detectors are usually guaranteed by the manufacturer for one to five years.

GET A LOAD OF THIS

Steel shot loads were required for waterfowl hunting in some areas of the Atlantic Flyway during the recent hunting season, and will be required in certain areas of other flyways in following years. Lead shot is suspected of poisoning some bottom-feeding ducks.

The price of steel shot ammunition is much higher, so hunters may plan to load their own shells.

Don’t do it, at least not yet, advises the Sporting Arms and Ammunition Manufacturers’ Institute.

Key components for hand loading are not yet available. The wads and shot sleeves for current lead loads are not adequate to prevent damage to gun barrels and possible injury to the shooter.

The Safety Scene

State Board Delays Enforcement of Electrical Safety Standard

The California Occupational Safety and Health Standards Board (CAL/OSHA) has announced a delay in enforcement of an existing electrical safety standard that requires ground-fault circuit interrupters (GFCI) on 15- and 20-amp circuits used at construction sites.

The Board’s own Low-Voltage Electrical Advisory Committee could not reach a decision on whether to postpone the effective date of the requirement for GFCI devices.

Ground-fault circuit interrupters are basically a circuit breaker with an added electronic mechanism to sense leakage of electrical current. Should the current leakage exceed a given level (5 milliamperes), the device trips the circuit breaker, cutting off electrical power.

The seven-member California Occupational Safety and Health Standards Board approves and issues the State’s job safety and health standards, for the protection of California’s working population.

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