Bargaining begins as new proposals exchanged

Local Union Proposals:

**TITLE 3 — CONTINUITY OF SERVICE**

3.5 PHYSICAL — CONSISTENT . . . BUSINESS MANAGER.

For the purposes of this Section, an employee will be considered to be required to work in the "community of residence" if the service is located no more than 45 minutes or 30 miles auto travel time, under ordinary travel conditions, from the employee's headquarters.

**TITLE 4 — UNION SECURITY**

4.1 UNION SHOP — PHYSICAL

(a) All employees within the bargaining unit shall, as a condition of employment, become a member of the Union, no later than the 30th day following the effective date of this Agreement. Upon attaining 30 days of employment, every employee covered by this Agreement shall, as a condition of employment, become a member of the Union.

(b) Delete

(c) Becomes (b):

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

**TITLE 5 — UNION ACTIVITY**

5.5 ORIENTATION MEETING — PHYSICAL

5.6 ORIENTATION MEETING — CLERICAL

The Company will notify the respective shop stewards or a union designee in advance of new bargaining unit employees' orientation meeting schedule. Company shall provide necessary paid time and facilities during company orientation for the Union's orientation of employees.

**TITLE 101 — LEAVE OF ABSENCE TITLE 6 — LEAVE OF ABSENCE**

101.6 UNION LEAVE OF ABSENCE — PHYSICAL

6.6 UNION LEAVE OF ABSENCE — CLERICAL

(a) Subject to the provisions of Section 101.1 (6.6) Company shall at request of Union grant a "leave of absence" without pay to any employee for the purpose of engaging in Union business. Such "leave" shall be for a period or periods not to exceed 60 consecutive months. An employee who has returned to work for Company following an absence on "leave" for Union business in excess of six months shall not be granted another such "leave" until he has worked for a period equivalent to the time he was last continuously absent on "leave" for Union business.

101.8 MILITARY LEAVE OF ABSENCE — PHYSICAL

6.8 MILITARY LEAVE OF ABSENCE — CLERICAL

During the course of bargaining Union wishes to discuss the time granted employees for participation in Military Training Duty.

101.9 MILITARY LEAVE OF ABSENCE — PHYSICAL

6.9 MILITARY LEAVE OF ABSENCE — CLERICAL

(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. Such leave shall be for a period not to exceed 30 days. An employee who has returned to work for Company following an absence on "leave" for Union business in excess of six months shall not be granted another such "leave" until he has worked for a period equivalent to the time he was last continuously absent on "leave" for Union business.

101.10 MILITARY LEAVE OF ABSENCE — PHYSICAL

6.10 MILITARY LEAVE OF ABSENCE — CLERICAL

All employees within the bargaining unit shall, as a condition of employment, become a member of the Union, no later than the 30th day following the effective date of this Agreement. Upon attaining 30 days of employment, every employee covered by this Agreement shall, as a condition of employment, become a member of the Union. Gas and Water Department has only a four-person crew.

**Bargaining begins as new proposals exchanged**

Initial IBEW Local 1245 new contract proposals are printed in this issue of the Utility Reporter. PG&E company proposals for Physical, Clerical and Benefits are also included in this issue. At press time the company's proposals for General Construction had not been released. Those proposals will be printed in a subsequent Utility Reporter issue.

**A guide to proposals**

Initial IBEW Local 1245 new contract proposals are printed in this issue of the Utility Reporter. PG&E company proposals for Physical, Clerical and Benefits are also included in this issue. At press time the company's proposals for General Construction had not been released. Those proposals will be printed in a subsequent Utility Reporter issue.

**COALINGA MAYOR PRIASES CREWS**

Quake brings quick aid from Local 1245 members

Following the devastating May 2 earthquake in the small town of Coalinga in California's San Joaquin Valley, our members from PG&E Gas Service Departments throughout the system rushed to the aid of the residents whose City

Coalinga Mayor Keith Scrivner.
Memorial tribute for a great friend

IN MEMORIAM
Norman Amundson
February 14, 1924
May 5, 1983

It saddens us at IBEW Local 1245 to report that Norm Amundson, former Chairman of the Center for Labor Research and Education, University of California, Berkeley, is dead after a long battle against cancer.

Amundson was an active member of Local 1245 during the early sixties when he served as a Business Representative and editor of the Utility Reporter.

When he left to work at the university he still participated in Local Union activities and helped set up the format for the Local’s Steward and Officer Training Programs.

A card-carrying member of Local 1245, the interests of the union were always highly important to this outstanding unionist who has left an indelible mark on all who had the opportunity to work with him.

Amundson had worked at Local 1245 under the direction of former Business Manager Ron Weakley, who said upon learning of his death, “Norm was a tireless fighter for the rights of working people and helped the poor, the aged and the disabled all of his working life. He was a credit to his Union, his community, and to his country. He will be sorely missed.”

Heartfelt sympathies go out from Local 1245 to Amundson’s widow, Shirley and their three children, a son Kurt, and daughters Anne Marie Kniel, and Trudy Amundson, all of the Bay Area.

Hundreds of Amundson’s friends honored him prior to his recent death at a very moving program in Berkeley. Above, Pete Guildry of the U.C. Berkeley Labor Center, recalls his days working with Amundson, and their long friendship.

Last year Business Manager Jack McNally, above, left, was privileged to present Amundson, a former IBEW Local 1245 staff member, with a Commendation Plaque honoring Amundson’s constant efforts in working for the betterment of the Local Union.
Local 1245 forges ahead — in the field, at the table, and in the media

As this issue of the Utility Reporter goes to press, things are even busier than usual at Local 1245—in the field, at the bargaining table, in the Legislature, and in the media.

**In the field** — Several weeks ago a violent earthquake struck the San Joaquin Valley town of Coalinga, leveling much of the town and destroying vital services. Local 1245 members were among the first emergency crew workers to take charge in Coalinga. Local PG&E Line Department members reported to work despite downed communications and had power restored in a matter of hours following the quake. Gas Service Crews from all over PG&E’s system rallied immediately, working around the clock to rebuild and restore service for Coalinga residents, then remained on the job for several weeks. Our members’ hard work has not gone without notice. Coalinga’s Mayor told the Utility Reporter that he would “whip anybody who had anything bad to say about IBEW Local 1245.”

**At the bargaining table** — In the next few months contracts covering 90% of our members are up for renegotiation. Members at Sierra Pacific have just voted on a company proposal which our Negotiating Committee has recommended that our members reject. Votes are set to be tallied May 31. CP National-Lassen is in mediation. Citizens Utilities goes into bargaining in a few months. Many of our cable television properties are up for negotiation. We’re working toward developing a trust agreement for our members in the tree-trimming industry. Nevada Irrigation District, Glenn-Colusa Irrigation District, the City of Oakland, Alameda-Contra Costa Transit and many others start bargaining soon or have already started. The list goes on.

**In the Legislature** — As reported in this issue Local 1245’s support has pushed SB 48 through the California State Senate and into the Assembly with good chances for passage of the bill in an effort to delay implementation of the recent PUC decision to require competitive bidding for line extensions. Our President and Staff Attorney have testified before the Assembly Utilities Committee and intense lobbying efforts are underway with all Democratic members of the Assembly.

**In the media** — Local Union members voted last month at their Unit meetings on a project approved by the Executive Board to launch a statewide, multi-media campaign to promote a better public image of utility workers. The project, which was first suggested at the Monterey Unit meeting, has the full support of the Coalition of California Utility Workers and it is hoped that the project will get off the ground in June. Such moves keep Local 1245 at the forefront of progressive and innovative unionism in the United States.

At a time when most unions are struggling just to keep their heads above water, Local 1245 continues to forge ahead, we’re not just holding our own, but making progress. This is possible for one reason and one reason alone — our unique combination of experienced and hard-working staff and an extremely dedicated and committed membership and rank-and-file leadership.

In Unity,

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**Candidate correction**
It was reported in the Utility Reporter last month that Svend Petersen, candidate for Central Area Executive Board, had been a delegate to the San Francisco Labor Council. Instead he is currently a delegate to that council.
Continued from PAGE ONE

who was

(a) Unchanged
(b) Unchanged
(c) Unchanged

for up to one year after delivery for newborn child care. Sections 101.1
Martin Luther King's Birthday (January 15)

Good Friday (Friday before Easter)

New Year's Day (January 1)

Christmas Eve (December 24)

Thanksgiving Day (4th Thursday in November)

Christmas Day (December 25)

Additional Floating Holiday. (commencing 1981)

(see Section 14.2)

(see Section 14.3)

(see Section 14.3)

(see Section 14.3)

103.2 BIRTHDAY HOLIDAYS - PHYSICAL

14.8 PAY FOR HOLIDAY WORK ON NON-WORKDAY - PHYSICAL

14.10c) MEALS FOR SHIFT EMPLOYEES

14.10d) Delete

14.10e) Delete.

103.7 WORK ON HOLIDAYS - PHYSICAL

106.3 SERVICE - PHYSICAL

(see Section 106.2 (17.2) above, and as pro-

vided hereafter in Section 106.4 (17.4). The continuity of an employee's Service shall be deemed to be broken by termination of employment for any reason which extends for one continuous year or more or layoffs for lack of work which is in excess of the time provided for in 106.3(a) (17.3)(a) below. The following periods of absence shall count as Service for purposes of this Agreement, and shall not constitute a break in Service:

(a) Absences caused by layoff for the lack of work:

1) If the employee has at least one year but less than three years of Service and has been absent less than one continuous year.

2) If the employee has at least three years of Service and has been absent less than two continuous years.

3) If the employee has five years of Service and has been absent less than three continuous years.

(b) Same

(c) Same

(d) Same

(e) Same

TITLE 107 - MISCELLANEOUS - PHYSICAL

107.3 PERSONAL TOOLS - PHYSICAL

(b) Company shall provide the employee a list of personal tools the employee may use and shall not change by mutual agreement and as provided hereafter in Section 106.4 (17.4). The continuity of an employee's Service shall be deemed to be broken by termination of employment for any reason which extends for one continuous year or more or layoffs for lack of work which is in excess of the time provided for in 106.3(a) (17.3)(a) below. The following periods of absence shall count as Service for purposes of this Agreement, and shall not constitute a break in Service:

(a) Absences caused by layoff for the lack of work:

1) If the employee has at least one year but less than three years of Service and has been absent less than one continuous year.

2) If the employee has at least three years of Service and has been absent less than two continuous years.

3) If the employee has five years of Service and has been absent less than three continuous years.

(b) Same

(c) Same

(d) Same

(e) Same

TITLE 101 - HOLIDAYS - PHYSICAL

14.7 Delete.

103.8 PAY FOR HOLIDAY WORK ON NON-WORKDAY - PHYSICAL

14.8c) Delete

14.8d) Delete

104.4 MEALS - WORK BEYOND QUITTING TIME - PHYSICAL

105.1(b) MEALS - WORK BEYOND QUITTING TIME - CLERICAL

104.5 MEALS - RESIDENT EMPLOYEES

Also increased meal allowance from $53.00 to $68.00.

104.9 MEALS - MASONRY WORK BEYOND QUITTING TIME - CLERICAL

106.3 SERVICE - PHYSICAL

17.3 SERVICE - CLERICAL

Service is defined as the length of an employee's continuous employment since his Employment Date with Company, a Predecessor Company, any Company or Association named in Section 106.2 (17.2) above, and as pro-

vided hereafter in Section 106.4 (17.4). The continuity of an employee's Service shall be deemed to be broken by termination of employment for any reason which extends for one continuous year or more or layoffs for lack of work which is in excess of the time provided for in 106.3(a) (17.3)(a) below. The following periods of absence shall count as Service for purposes of this Agreement, and shall not constitute a break in Service:

(a) Absences caused by layoff for the lack of work:

1) If the employee has at least one year but less than three years of Service and has been absent less than one continuous year.

2) If the employee has at least three years of Service and has been absent less than two continuous years.

3) If the employee has five years of Service and has been absent less than three continuous years.
TITLE 110 - SHIFT PREMIUM

110.2 AMOUNT OF PREMIUM - PHYSICAL

(a) The amounts of the shift premium shall be as follows: (1) in the first shift, a premium of 50 percent of the weighted average straight-time rate of all employees represented by Union (rounded to the nearest half cent per hour) shall be paid for work performed in the second shift, and an hourly premium of 70 percent of the weighted average straight-time rate of all employees represented by Union (rounded to the nearest half 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 during such employee's regularly scheduled hours or 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 payable for such work.

(b) In the 14th calendar year and in each year thereafter, up to and including the 21st calendar year following his employment date, a regular employee shall be entitled to a vacation of 15 workdays with pay.

(c) The 35th calendar year following his employment date, a regular employee shall be entitled to a vacation of 20 workdays with pay.

(d) In the 8th calendar year and in each year thereafter, up to and including the 20th calendar year following his employment date, a regular employee shall be entitled to a vacation of 25 workdays with pay.

(e) In the 29th calendar year and in each year thereafter, up to and including the 35th calendar year following his employment date, a regular employee shall be entitled to a vacation of 30 workdays with pay.

(f) If the employee starts such work. (Amended 1/1/80)

Title 111 - Vacations - Physical

111.3 SERVICE ANNIVERSARY VACATION - BONUS VACATION - PHYSICAL

(a) Service anniversary and bonus vacations shall be allowed in accordance with the sign-up giving effect where possible to the selection of employees in order of their service.

(b) An employee may schedule in writing and a copy of the notification shall be placed in the employee's personnel file.

111.4 FORFEITURE VACATION - PHYSICAL

Any employee who is affected under this Section shall be notified in writing and a copy of the notification shall be placed in the employee's personnel file.

111.5 HOLIDAYS DURING VACATION - PHYSICAL

Any employee who is affected under this Section shall be notified in writing and a copy of the notification shall be placed in the employee's personnel file.

111.6 SICK LEAVE - PHYSICAL

If the holidays set forth in the following Section 111.13.8(13), vacation shall be scheduled in increments of one week or more to commence on the 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-half 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.

111.13 SCHEDULING - PHYSICAL

(a) The provisions of this Section do not apply to part-time employees.

(b) The criteria on granting of vacation shall be as follows:

(1) The provisions of this Section do not apply to part-time employees.

(2) The provisions of this Section do not apply to part-time employees.

(c) The provisions of this Section do not apply to part-time employees.

(d) The provisions of this Section do not apply to part-time employees.

(e) The provisions of this Section do not apply to part-time employees.

(f) The provisions of this Section do not apply to part-time employees.

(g) The provisions of this Section do not apply to part-time employees.

(h) The provisions of this Section do not apply to part-time employees.

(i) The provisions of this Section do not apply to part-time employees.

(j) The provisions of this Section do not apply to part-time employees.

(k) The provisions of this Section do not apply to part-time employees.

(l) The provisions of this Section do not apply to part-time employees.

(m) The provisions of this Section do not apply to part-time employees.

(n) The provisions of this Section do not apply to part-time employees.

(o) The provisions of this Section do not apply to part-time employees.

(p) The provisions of this Section do not apply to part-time employees.

(q) The provisions of this Section do not apply to part-time employees.

(r) The provisions of this Section do not apply to part-time employees.

(s) The provisions of this Section do not apply to part-time employees.

(t) The provisions of this Section do not apply to part-time employees.

(u) The provisions of this Section do not apply to part-time employees.

(v) The provisions of this Section do not apply to part-time employees.

(w) The provisions of this Section do not apply to part-time employees.

(x) The provisions of this Section do not apply to part-time employees.

(y) The provisions of this Section do not apply to part-time employees.

(z) The provisions of this Section do not apply to part-time employees.

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(z) The provisions of this Section do not apply to part-time employees.

(1) The provisions of this Section do not apply to part-time employees.

210.2 AMOUNT OF PREMIUM - PHYSICAL

(a) The amounts of the shift premium shall be as follows: (1) in the first shift, a premium of 50 percent of the weighted average straight-time rate of all employees represented by Union (rounded to the nearest half cent per hour) shall be paid for work performed in the second shift, and an hourly premium of 70 percent of the weighted average straight-time rate of all employees represented by Union (rounded to the nearest half 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 during such employee's regularly scheduled hour or 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 payable for such work.
6 IBEW 1245 UTILITY REPORTER/JUNE 1983

TITLE 201 - EXPENSES - PHYSICAL

201.9 TRANSPORTATION OPTIONS - PHYSICAL

In arranging transportation under the provisions of Section 201.7, 201.8(b) and 201.10(d), shall consist of the employee's option.

Delete

TITLE 202 - HOURS - PHYSICAL

202.1 WORKWEEK AND BASIC WORKWEEK - PHYSICAL

A workweek is defined to consist of seven consecutive calendar days, and a basic workweek is defined to consist of [five/four] workdays of eight hours each. Each of the days in the basic workweek shall be considered as workdays and the other days in the workweek shall be considered as non-workdays. Employees may be scheduled to work more or less than [five/four] days per week or for more or less than eight hours per day, but in no event shall the basic workweek continue to be as herein defined.

202.2 WORKWEEK SUBSCRIBED - PHYSICAL

Except as otherwise provided herein, the basic workweek shall be from Monday through Friday or from Tuesday through Thursday.

The number of employees who shall be required to work the basic workweek of Tuesday through Thursday shall be kept at a minimum consistent with the rendition of adequate public utility service, and employees may be assigned to such workweek in rotation.

202.5 HOURS - SPECIAL CASES - PHYSICAL

(a) Transmission and Distribution: In addition to the hours and conditions provided in Subsection 202.4 above, employees in the Transmission and Distribution Departments and the Gas Transmission and Distribution Departments shall be required to work for the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 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 employees assigned to either of the above scheduled hours listed above shall be from Monday through [Friday, Thursday]. Company shall notify the Union of any change in hours provided for by this subsection 30 days prior to the institution of work hours which differ from those previously in effect in a department.

In general, assignment to hours of other than 8:00 a.m.-5:00 p.m. will be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of Least Service.

(b) Steam Generation Maintenance: In addition to the days of work outlined in Section 202.4 above, employees engaged in steam generation maintenance may be regularly scheduled to work other days than Monday through Friday.

202.14 HOURS - BOARDING HOUSE EMPLOYEES - PHYSICAL

(a) The workweek of shift employees and service employees shall be over a period of not more than 13 hours each day.

(b) The hours of work of employees who are employed in boarding houses may be spread over an eight hour period. The 13 hour period shall be scheduled to the highest rate of pay of the dual classification when bidding a job with the percentage of pay.

Delete

TITLE 210 - HOURS OF WORK - CLERICAL

10.1 WORKWEEK AND BASIC WORKWEEK - CLERICAL

A workweek is defined to consist of seven consecutive calendar days, and a basic workweek is defined to consist of [five/four] workdays of eight hours each. The days in the basic workweek shall be considered as workdays and other days in the workweek shall be considered as non-workdays. Employees may be scheduled to work more or less than [five/four] days per week or for more or less than eight hours per day, but in any such event the basic workweek shall continue to be as herein defined.

The workday of employees who report for their days work between 12:00 noon and 1:00 AM inclusive shall consist of eight consecutive hours.

10.6 EXCEPTIONS TO 10.4 - CLERICAL

Notwithstanding the provisions of this Agreement, the Company shall be entitled to work overtime hours at times other than those in Section 10.4, for such employees as such as are employees and shall be engaged in the Company's business, to be scheduled to work other days than Monday through Friday. Employees may be assigned to such workweek in rotation.

Delete

TITLE 204 - WAGES AND CLASSIFICATIONS - PHYSICAL

TITLE 204 - WAGES AND CLASSIFICATIONS - CLERICAL

GENERAL CONSTRUCTION

TITLE 13 - WAGES AND CLASSIFICATIONS - CLERICAL

204.1 PAY DAY - PHYSICAL

204.3 GENERAL CONSTRUCTION

13.2 PAY DAY - CLERICAL

Union would like to discuss the retraining of the employees who are subject to layoffs due to lack of job opportunities or technological advancements.

206.7 LAYOFF - CLERICAL

(a) If there is no job to which Company can demote an employee under
TITLE 206 - DEMOTION AND LAYOFF PROCEDURE - PHYSICAL

206.8 MOVING ALLOWANCE - PHYSICAL

When an employee is displaced under the provisions of this Title because of lack of work at his headquarters, and his new headquarters is beyond commuting distance from his residence, or if the employee does not effect a displacement under Section 206.8 MOVING ALLOWANCE - PHYSICAL (19.6), he will be laid off.

(a) An employee who is laid off shall receive two weeks pay for each year of service.

(b) An employee who is laid off shall receive two weeks pay for each year of service.

206.10 MOVING INTO UNIT FROM OUTSIDE - PHYSICAL

When an employee is displaced under the provisions of this Title because of lack of work at his headquarters, and his new headquarters is beyond commuting distance from his residence, or if the employee does not effect a displacement under Section 206.8 MOVING ALLOWANCE - PHYSICAL (19.6), he will be laid off.

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TITLE 206 - DEMOTION AND LAYOFF PROCEDURE - PHYSICAL

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(a) An employee who is laid off shall receive two weeks pay for each year of service.

(b) An employee who is laid off shall receive two weeks pay for each year of service.
PHYSICAL/CLERICAL PROPOSALS — CONTINUED

...In addition to the job definitions of a 0470 and 0474 Electrician the "Lead Electrician" of a two man unit will lay out and direct the work. This will include clearance coordination and switching. The switching will be limited to an acceptable standard. (The rate differential to be established at four percent above Electrician's rate.)

TITLE 600
PIPE LINE OPERATIONS DEPARTMENT
PUMP OPERATING

For bidding purposes an Assistant Compressor Plant Operator 1569 shall be considered next lower to a Senior Compressor Plant Operator 1566 at Topock Compressor Plant if he has passed the appropriate test.

TITLE 800
STEAM GENERATION DEPARTMENT
OPERATING

Union would like to discuss the Steam Generation Operators Training Program with Company in regards to the establishment of an ongoing training school, such as the Schooling provided for Electric Operators in the O.I.T. program.

Union would also like to discuss the reclassification of Steam Generation Power Plants, and Steam Generation Operators wages in connection with this reclassification.

TITLE 600
GENERAL CONSTRUCTION,
FIELD EMPLOYEES AND DAVIS SHOP
EXHIBIT VI-A AND SECTION 600.11 AND 600.13
OF THE AGREEMENT

Add Lead Electrician — This proposal would establish a new job definition and line of progression.

In addition to the job definitions of 0474 & 0466 Electrician the "Lead Electrician" of a two man unit will lay out and direct the work. This will include clearance coordination. (The rate differential to be established at four percent above Electrician's rate.)

EXHIBIT I — PHYSICAL
EXHIBIT B — CLERICAL

...E. Refunds exceeding $600 per calendar year to any one employee will not be allowed except under unusual circumstances. Requests for refunds in excess of $600 in any one year will be considered only if...

IBEW LOCAL 1245

BENEFITS PROPOSALS

PART II
GROUP LIFE INSURANCE AND LONG TERM DISABILITY

PART A — GROUP LIFE INSURANCE

2.06 (a) AMOUNT OF COVERAGE AND COST

(a) Normal Coverage. The amount of a Participant's normal life insurance coverage is twice the Participant's annual rate of pay (rounded to the next higher $100), excluding overtime pay and all forms of special compensation. Effective January 1, 1984, the cost to a Participant is two cents a month per $100 of insurance.

2.10 RETIREMENT OR TERMINATION OF EMPLOYMENT

When a Participant is under the Company's Retirement Plan the full amount of insurance coverage continues for 31 days. Following that period the Company will continue life insurance coverage for the Participant's lifetime equal to the Participant's annual rate of pay preceding retirement at no cost to the Participant. At the end of the 31-day period the balance of the insurance over the amount equal to the Participant's monthly rate of pay preceding retirement ends unless the Participant converts the policy as provided in Section 2.11. If a Participant resigns, is laid off, or is discharged, the insurance continues in force for 31 days and then ends, unless the Participant converts the policy as provided in Section 2.11.

PART B — LONG TERM DISABILITY

Union would like to discuss the need for the Company to provide adjustments to current LTD recipients.

PART III
RETRAINT PLAN

3.03 SERVICE

The service of a Participant on any date shall consist of the sum of the following:

(a) Any Credited Service as of December 31, 1975, as defined under the Plan prior to the January 1, 1976, amendment and reproduced in Special Provision F, and

(b) The elapsed time from the first day of employment with an Employer (but not earlier than January 1, 1976) to the Participant's Severance from Service Date, excluding any periods of break in Service and any Service canceled by the operation of Section 3.02 and 3.13. (Amended 1/1/83.)

(c) All current, accumulative and additional sick leave will be considered as Credited Service at Retirement. Total sick leave hours will be multiplied by .005 to result in a portion of one year. For example, 400 sick leave hours x .005 = .2 years of Credited Service.

3.05 NORMAL RETIREMENT DATE

The Participant's 65th birthday.

(b) If a Participant should desire to continue Company employment beyond the Normal Retirement Date, the Employee must advise the Company in writing notice at least 90 days prior to the Participant's 65th birthday.

(c) Failure to notify Company in a timely manner as described in (b) above will result in mandatory Retirement on the Participant's Normal Retirement Date. (Also refer to Section 3.09 Deferred Retirement.)

3.06 BASIC PENSION BENEFIT FORMULA

(a) Pension Band Table

(b) See Basic Pension Benefit Formula, Pension Band Table.

(c) See Exhibit F.

PART IV
RETIREMENT BENEFITS

PROPOSALS

3.06 (1) ADDITIONAL RETIREMENT INCOME

Each Participant shall be entitled to an additional monthly retirement income over the amount equal to the Participant's pension benefit provided for in Subsection 3.06a above, be entitled to additional monthly retirement income for bidding purposes an Assistant Compressor Plant Operator 1569, who will be considered next lower to a Senior Compressor Plant Operator 1566 at Topock Compressor Plant if he has passed the appropriate test.

3.06 (2) ADJUSTMENT OF PENSION BAND NUMBERS

The following schedule shall be used in connection with the normal pension benefit amount for the Participant whose Retirement Date is after January 1, 1982.

3.06 (3) DETERMINATION OF THE NORMAL PENSION BAND NUMBER

The Participant's normal pension band number for the full Term of Service shall be the Participant's normal pension band number for the full Term of Service at the effective date of any plan amendment that may be adopted or applicable prior to the Participant's Retirement Date. For example, assuming Pension Band 25 applies to a Participant whose Retirement Date is after January 1, 1982, the Participant's normal pension band number for the full Term of Service at the effective date of any plan amendment that may be adopted or applicable prior to the Participant's Retirement Date shall be determined by the following formula:

Total = $4,556.16
2. Weeks in Three Years = 156
4. Current Factor = .06499
7. Additional Monthly Retirement Income = $56.94
11. Annual Rate of Pay = $33.79
17. Monthly Benefit Amount = $784.99
20. Basic Pay: $33.79
23. Monthly Benefit Per Year of Service amount. The factor referred to is computed on the effective date of any plan amendment by dividing applicable first year Monthly Benefit Per Year of Service amount by the maximum Basic Weekly Pay provided for that monthly amount. For example, assuming Pension Band 22 applies to a Participant who retires in any year of the contract term, the factor would be .06499 (33.79 = 4519.99). The monthly benefit per year of Service amount will then be multiplied by the Participant's Credited years of Service which will result in the Additional Monthly Retirement Income.

Example of Additional Retirement Computaion:

Temporary Straight Time Workages $ 600.00
Training Adjustments $ 8,077.76
Shift Premiums $ 879.40
Nuclear Premiums $ 130.00

1. Total $ 44,556.16
2. Weeks in Three Years + 156
3. Currently Premium Per Week $ 29.21
4. Current Factor X .06499
5. Monthly Benefit Per Year of Service $ 1.90
6. Participant's Credited Years of Service (Assume 30) $ 600.00
7. Additional Monthly Retirement Income = $ 56.94

3.06 (b) Applicable only to Participants whose Service began on or before December 31, 1976, and who were between the ages of 55 and 60 on December 31, 1983, or who were between the ages of 55 or more or who quit prior to age 55 and who have at least 10 years of Service, but less than 20 years of Service (Effective until January 1, 1987). Each such a Participant shall be entitled to the applicable Monthly Benefit Per Year of Service provided in Subsection 3.06a above increased by multiplying it by the factor below which corresponds to Participant's years of Service at the time of retirement. For example, assuming Pension Band 25 applies to a Participant...
who retires with 10 years of Service, the factor would be 1.333 times the 1984 Monthly Benefit of $33,954, which increases the Monthly Benefit amount to $45,050, times 10 years of Service, thus providing a Pension of $450,500.

3.07 EARLY RETIREMENT PENSION BENEFIT FORMULA

SPECIAL PROVISION B  EARLY RETIREMENT REDUCTIONS

(For Month of Participant's Birthdate)  Credited Service

Less Than 15 Thru 25 Thru 30 Years
15 Years 24 Years 29 Years and Above
64 3 0 0 0
63 0 0 0
62 0
61 0
60 12
59 15
58 18
57 21
56 24
55 27
54 30

3.09 DEFERRED RETIREMENT

Employee may continue in employment beyond the Normal Retirement Date [only] at the request of an Employer or at the request of the Employee as may be required by law. A Participant whose employment continues beyond Normal Retirement Date shall not be entitled to a pension until Participant's Actual Retirement Date. (Also refer to Section 3.05 Normal Retirement Date.)

3.11 SPOUSE'S PENSION

(a) If a Participant dies while employed by Employer and prior to the Actual Retirement Date, or within 30 days thereafter, the Participant's surviving Spouse will be eligible to receive a Spouse's Pension if the sum of the Participant's age and years of Service equal 60 or more at the time of the Participant's death. (89.5 or more is rounded to 60.)

SPECIAL PROVISION C and SPECIAL PROVISION D

Below are the factors used to determine the reduced annual rate of retirement income payable to Spouses or Joint Pensioners in the event of the Participant's death. The following tables have been revised to reduce the penalty for male Participants equal to the reduction factors used for female Participants.

It is the Union's intent to introduce tables in the Benefit Agreement which will include factors for options of 25%, 33-1/3%, 50%, 6-2/3%, 75% and 100 percent in both Special Provision C and D.

3.10 Forms of Pension

SPECIAL PROVISION C  FACTORS TO BE APPLIED TO PARTICIPANTS RETIREMENT INCOME TO DETERMINE THE REDUCED ANNUAL PENSION TO SPouseS OR JOINT PENSIONERS OPTION

<table>
<thead>
<tr>
<th>AGE OF DECEASED (Years)</th>
<th>0% Option Election</th>
<th>50% Option Election</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(PARTICIPANT WHOSE RETIREMENT AGE IS)</td>
<td>(PARTICIPANT WHOSE RETIREMENT AGE IS)</td>
</tr>
<tr>
<td>55</td>
<td>56</td>
<td>57</td>
</tr>
<tr>
<td>------------------------</td>
<td>--------------------</td>
<td>--------------------</td>
</tr>
<tr>
<td>45</td>
<td>896.849</td>
<td>838.826</td>
</tr>
<tr>
<td>46</td>
<td>969.854</td>
<td>944.825</td>
</tr>
<tr>
<td>47</td>
<td>871.851</td>
<td>836.826</td>
</tr>
<tr>
<td>48</td>
<td>871.857</td>
<td>836.826</td>
</tr>
<tr>
<td>49</td>
<td>833.837</td>
<td>873.851</td>
</tr>
<tr>
<td>50</td>
<td>838.879</td>
<td>858.898</td>
</tr>
<tr>
<td>51</td>
<td>899.889</td>
<td>860.860</td>
</tr>
<tr>
<td>52</td>
<td>920.900</td>
<td>880.880</td>
</tr>
<tr>
<td>53</td>
<td>940.920</td>
<td>880.880</td>
</tr>
<tr>
<td>54</td>
<td>980.940</td>
<td>900.900</td>
</tr>
<tr>
<td>55</td>
<td>980.960</td>
<td>900.900</td>
</tr>
<tr>
<td>56</td>
<td>1,000.980</td>
<td>920.920</td>
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<tr>
<td>57</td>
<td>1,000.980</td>
<td>920.920</td>
</tr>
<tr>
<td>58</td>
<td>1,000.980</td>
<td>920.920</td>
</tr>
<tr>
<td>59</td>
<td>1,000.980</td>
<td>920.920</td>
</tr>
<tr>
<td>60</td>
<td>1,000.980</td>
<td>920.920</td>
</tr>
</tbody>
</table>

3.13 WITHDRAWAL OF PARTICIPANT CONTRIBUTIONS ON TERMINATION OF EMPLOYMENT

(a) A Participant's contributions to the Plan may not be withdrawn prior to the Normal Retirement Date or other termination of Service. After a Participant's service is terminated, the Participant, by written notice to the Participant's last birthday at retirement. The current reduction factors are as follows:

(b) Withdrawal of Participant Contributions Upon Retirement. If a Participant terminates with at least ten years of Service, the Pension the Participant would otherwise be entitled to at the Normal or Early Retirement Date shall be reduced by an amount that reflects the actuarial value of the contributions withdrawn, and set out in tables adopted by the Employee Benefit Administrative Committee from time to time to reflect the ERISA formula, but in no event will the Pension be reduced more than one-third.

The following table has been revised to reduce the penalty for male Participants equal to the reduction factors used for female Participants.

It is the Union's intent to introduce tables in the Benefit Agreement which will include factors for options of 25%, 33-1/3%, 50%, 6-2/3%, 75% and 100 percent in both Special Provision C and D.

3.10 Forms of Pension

SPECIAL PROVISION D  FACTORS TO BE APPLIED TO PARTICIPANTS RETIREMENT INCOME TO DETERMINE THE REDUCED ANNUAL PENSION PAYABLE UNDER SPOUSE'S OPTION

IF 50% OF SUCH INCOME IS CONTINUED TO

EXEMPLARY:

Participant's Contributions Plus Interest

Participating in the Participant's last birthday at retirement. The current reduction factors are as follows:

<table>
<thead>
<tr>
<th>Age</th>
<th>Factor</th>
<th>Age</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>55</td>
<td>.0700</td>
<td>63</td>
<td>.0900</td>
</tr>
<tr>
<td>56</td>
<td>.0725</td>
<td>64</td>
<td>.0925</td>
</tr>
<tr>
<td>57</td>
<td>.0750</td>
<td>65</td>
<td>.0950</td>
</tr>
<tr>
<td>58</td>
<td>.0775</td>
<td>66</td>
<td>.0975</td>
</tr>
<tr>
<td>59</td>
<td>.0800</td>
<td>67</td>
<td>.1000</td>
</tr>
<tr>
<td>60</td>
<td>.0825</td>
<td>68</td>
<td>.1025</td>
</tr>
<tr>
<td>61</td>
<td>.0850</td>
<td>69</td>
<td>.1050</td>
</tr>
<tr>
<td>62</td>
<td>.0875</td>
<td>70</td>
<td>.1075</td>
</tr>
</tbody>
</table>

See PAGE ELEVEN

SPECIAL PROVISION G PENSION ADJUSTMENTS

(a) Effective December 31, 1983, the Pension of any Participant who actually retired from the bargaining unit represented by Union prior to December 31, 1982, or the Pension of a person receiving a Spouse's Pension or a Joint Pension, will be increased by eight percent.

(b) Effective December 31, 1984, the Pension of any Participant who actually retired from the bargaining unit represented by Union prior to December 31, 1983, or the Pension of a person receiving a Spouse's Pension or a Joint Pension, will be increased by eight percent.

- IBEW LOCAL 1245 PHYSICAL & CLERICAL PROPOSALS -

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**PG&E RETIREMENT PLAN PENSION ESTIMATE**

Based Upon Amendments To Retirement Plan Effective on 1/1/84

## RETIREMENT ESTIMATES

The Union has developed a revised format for Retirement Estimates to provide Participants with a clearer explanation of their Pension Plan and its options. It is the Union's desire that the Company utilize this improved format for the benefit of all employees.

### Pension Calculations

#### OPTION 1 Section 3.06 (a)

<table>
<thead>
<tr>
<th>Monthly Benefit Per Year of Service</th>
<th>Total Years Credited Service</th>
<th>Monthly Pension</th>
<th><strong>Additional Retirement Income Amount</strong></th>
<th>Monthly Pension Including (A.R.I.)</th>
<th>Early Retirement Reduction Percentage</th>
<th>Early Retirement Reduction Amount</th>
<th>Monthly Pension Including (A.R.I.)</th>
<th>Basic Pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 35.13</td>
<td>x 15.36</td>
<td>$ 536.02</td>
<td>$ 9.96</td>
<td>$ 546.04</td>
<td>6%</td>
<td>$ 32.76</td>
<td>$ 546.04</td>
<td>$ 513.28</td>
</tr>
</tbody>
</table>

#### OPTION 2 Section 3.06 (b)

<table>
<thead>
<tr>
<th>Year of Service</th>
<th>Monthly Benefit Per Year of Service</th>
<th>Total Years Credited Service</th>
<th>Monthly Pension</th>
<th><strong>Additional Retirement Income Amount</strong></th>
<th>Monthly Pension Including (A.R.I.)</th>
<th>Early Retirement Reduction Percentage</th>
<th>Early Retirement Reduction Amount</th>
<th>Monthly Pension Including (A.R.I.)</th>
<th>Basic Pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 35.13</td>
<td>x 15.26</td>
<td>$ 536.02</td>
<td>$ 9.96</td>
<td>$ 546.04</td>
<td>6%</td>
<td>$ 32.76</td>
<td>$ 546.04</td>
<td>$ 513.28</td>
<td></td>
</tr>
</tbody>
</table>

#### OPTION 3 Section 3.06 (c)

<table>
<thead>
<tr>
<th>Average Covered Compensation</th>
<th><strong>Percentage Based On Covered Compensation</strong></th>
<th>Non-Adjusted Monthly Pension</th>
<th>Less Than 50 Percent Primary Social Security Benefit</th>
<th>Adjusted Monthly Pension</th>
<th>Early Retirement Reduction Percentage</th>
<th>Early Retirement Reduction Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 2,560.00</td>
<td>x 25%</td>
<td>$ 640.00</td>
<td>$ 290.00</td>
<td>$ 360.00</td>
<td>6%</td>
<td>$ 21.60</td>
</tr>
</tbody>
</table>

### Pension Reduction if Retirement Contributions are Withdrawn

<table>
<thead>
<tr>
<th>Retirement Contributions</th>
<th>Age</th>
<th>Annual Reduction</th>
<th>Monthly Reduction</th>
<th>Basic Pension</th>
<th>Monthly Reduction</th>
<th>Reduced Pension if Contributions are Withdrawn</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 3,960.00</td>
<td>70</td>
<td>$ 292.66</td>
<td>$ 24.39</td>
<td>$ 869.23</td>
<td>$ 24.39</td>
<td>$ 844.84</td>
</tr>
</tbody>
</table>

### Social Security Income

<table>
<thead>
<tr>
<th>Monthly Benefit Age 62</th>
<th>$ 650.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Benefit Age 65</td>
<td>$ 700.00</td>
</tr>
<tr>
<td>Monthly Benefit at Retirement</td>
<td>$ 2,520.00</td>
</tr>
</tbody>
</table>

### PG&E Common Stock

<table>
<thead>
<tr>
<th>Total Shares</th>
<th>1,200</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dividend Rate</td>
<td>$ 3.00</td>
</tr>
<tr>
<td>Annual Income</td>
<td>$ 3,600.00</td>
</tr>
<tr>
<td>Monthly Income</td>
<td>$ 300.00</td>
</tr>
</tbody>
</table>

---

The estimate is based on certain assumptions related to salary and Credited Service and facts may change prior to your retirement.

**Additional Retirement Income (A.R.I.) Note:** 30 Days May be Required to Compute (A.R.I.)

#### Three Consecutive Years at Its Highest Level of the Following:

- Temporary Straight Time Upgrades
- $7,560.00
- Traveling Adjustments
- $10.03846
- Shift Premiums
- $137.75
- Sunday Premiums
- $326.66
- Nuclear Premiums
- $382.57
- **$1,166.95**
- 1. Total
- $1,166.95
- 2. Weeks in 3 Years
- $10.03846
- 3. Average Premium Per Week
- $137.75
- 4. Current Factor
- $326.66
- 5. Monthly Benefit Per Year of Service
- $382.57
- 6. Participants Credited Years of Service
- $1,166.95
- 7. Additional Monthly Retirement Income
- $1,166.95

**Social Security is based on current laws and this calculation is based on your actual taxable earnings from PG&E only. If you have earnings from other employers, your Social Security Benefits could be higher.**
3.18 COMPANY'S POWERS AND DUTIES

The Company, acting through its Board of Directors or Executive Committee, has the exclusive power to suspend, or terminate the Plan as provided below and to appoint and remove from time to time:

(a) The individuals comprising the Employee Benefit Committee.

(b) The individuals comprising the Employee Benefit Administrative Committee.

(c) The Officers whose Mayors may participate in the Plan.

Effective on January 1, 1984 the Business Manager of Local 1245 shall appoint the Union Business Manager of Local Union 1245 of the International Brotherhood of Electrical Workers (AFILCIO) as an additional member of both the Employee Benefit Committee and the Employee Benefit Administrative Committee. The Union Business Manager may appoint and delegate to one individual on each Committee the power and duty to handle the day-to-day financial administration of the Plan. Such individuals need not be members of either committee and shall serve at the pleasure of the Business Manager. The so designated Business Manager and his appointee shall resign from membership of the Employee Benefit Finance Committee and the Employee Benefit Administrative Committee at the end of time to the Business Manager and his elected Business Manager.

All powers and duties not reserved to the Company are delegated to the Employee Benefit Finance Committee and to the Employee Benefit Administrative Committee. Action of either committee shall be by vote of a majority of the members of the committee at a meeting without a quorum, and evidenced by the signature of any member who is so authorized by the committee. The Company indemnifies each member of each committee against any personal liability or expense arising out of any act or omission of the committee or of any member of the committee or of such individual, except that due to his own willful misconduct.

RETIREE ESTIMATES – See chart on PAGE TEN

2.3 DEFINITIONS AND CROSS REFERENCE

Basic Weekly Pay:
(1) The effective date of any Retirement Plan Agreement; each active Employee on Actual Retirement Date shall be placed in a Pension Band which reflects the Participant's straight-time rate of pay for the basic workweek or the total of all base pay for a fiscal year, whichever is greater, including any temporary upgrade pay, any premium pay or any benefits due under any plan which has been changed or modified in accordance with the provisions of Section 204.4 or 304.4 of the Agreement or Section 13.5 of the Agreement or Section 13.5 of the Employee Benefit Agreement, during the term of this Agreement. The Company shall be paid in accordance with the participant's then current classification.

(2) The Participant may elect to invest Basic Fund contributions in any of the following voluntary Plan options which are intended to provide additional retirement benefits:
- Basic Fund Contributions. An Eligible Employee may elect to contribute to the Basic Fund one of the following percentages of Covered Compensation:
  - 2 or 3 percent with less than three years of Service.
  - 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 percent with less than three years of Service.
  - 2, 3, 4, 5, 6, 7, or 8 percent with three or more years of Service.
  - 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 percent with less than three years of Service.

(b) Supplemental Fund Contributions. An Employee who is contributing to the Supplemental Fund may choose from the following optional investment options:
- 1, 2, 3, 4, 5, 6, 7, or 8 percent with three or more years of Service.
- 1, 2, 3, 4, 5, 6, 7, or 8 percent with three or more years of Service.
- 1, 2, 3, 4, 5, 6, 7, or 8 percent with three or more years of Service.
- 1, 2, 3, 4, 5, 6, 7, or 8 percent with three or more years of Service.

(c) Changing Investment Options. The Participant may change investment Plan options in either the Basic Fund or the Supplemental Fund at any time by submitting an appropriate notice.

(d) Transferring Accumulated Contributions. The Participant may transfer the value of accumulated employee contributions from one Fund to the other one each year after the year in which the Plan could not be transferred by the Guaran
tee Fund but no transfers may be allowed by the Guarant
ed Fund

4.05 EMPLOYER CONTRIBUTIONS

(a) The Company shall contribute to Participants of the Basic Fund with less than three years of Service equal to 75 cents per dollar of employee contributions but not to exceed three percent of Participant's Covered Compensation. The Company shall contribute to Participants of the Basic Fund with three or more years of Service an amount equal to 75 cents per dollar of employee contributions but not to exceed six percent of Participants Covered Compensation. These contributions shall be made at the same time participating contributions are made. The Company shall charge to each Employer its appropriate share of the Employer Contributions.

AMENDMENTS TO

HEALTH AND DENTAL BENEFIT AGREEMENT

SECTION 6. TEMPORARY BENEFITS BY EMPLOYER

(a) Dental (California Dental Service Plan)

For the Plan Years 1984 and 1985, the employer shall pay the total amount necessary to provide the non-orthodontic covered benefits to a maximum of $2,000 per year and 70 percent of covered orthodontic benefits to a maximum of $1,200 per case.

(1) In addition to the above, effective January 1, 1984, the basic benefit under the Plan will be increased to 90 percent of non-orthodontic covered benefits to a maximum of $2,000 per person per year, provided employee contributions plus their dependents participated in full annual diagnostic and preventive care and complete corrective treatment during the year 1984.

(2) If employees and their dependents do not participate in the required dental care and treatment as described in (1) above during 1984, the percentage allowed for non-orthodontic covered benefits will remain at the January 1, 1984 level of 85 percent until such time as participants qualify for increases and eventually achieve the Plan maximum.

(3) Effective on January 1, 1984 and each year thereafter, any new employee and their dependents when eligible will receive basic benefit coverage at the rate of 80 percent of non-orthodontic covered benefits and will be able to purchase additional coverage increases of five percent per year as described in (1) and (2) above.

(4) The Employer shall provide dental benefits for retired Employees and their dependents who are retired or eligible to retire on or after January 1, 1984. The basic benefit under the Plan will be 100 percent of non-orthodontic covered benefits to a maximum of $1,000 per person per year. The retired employee and the Company shall share equally in the cost of the Plan.

PHYSICAL EXAMINATIONS

The Union would like to review the Plan providing the Company providing employees with annual physical examinations by means of a mobile unit staffed with Physicians, Nurses and Laboratory Technicians.

IN EVENT OF EMPLOYEE DEATH

The examination should include an evaluation of current level of health and fitness and evaluate the risk for cardiovascular disease. The following examinations and tests should be provided:

(a) Cardiorespiratory Evaluation
- Blood Pressure/Pulse
- Exercise Treadmill Study
- Diagnostic Blood/Urinalysis
- Echocardiogram
- Full Chest X-Ray
- Pap-Smear

IN EVENT OF EMPLOYEE DEATH

The above test results shall be voluntary and confidential. Employees should be given the opportunity to omit some tests if considered undesirable.

PRESCRIPTION DRUG PLAN

The Company shall provide a prescription Drug Plan. See chart on PAGE TEN.

MEDICARE SUPPLEMENTAL HEALTH PLAN

The Company shall increase its contributions for all classes of retirees and their dependents of $21.00 per month to $21.00 per month per person to be applied to their selected Supplemental Health Plans.

MEDICAL COVERAGE FOR THE RETIRED EMPLOYEE'S SPOUSE

(a) The Employer shall continue to provide paid medical coverage for the spouse of an employee who is retired if such spouse has attained age 60 at the time the retired employee becomes eligible for Medicare.

(b) Employees who become eligible for Medicare shall pay for their medical coverage during the year in which they become eligible and the first year thereafter, any increased cost that results from the addition to (a) above.

HEALTH, DENTAL AND VISION CARE PLANS

IN EVENT OF EMPLOYEE DEATH

(a) If a regular employee should die the Company shall continue to provide the deceased Employee's medical, dental, and vision care plans for a period of one year following the death of the Employee. The Company shall extend the coverage to the deceased Employee's dependents within 30 days prior to completion of the one-year period, convert the Supplemental Health Plan to basic coverage without undergoing a physical examination. The actual benefits provided by the individual membership are not the same as those provided by the Company Blue Cross Plan.

See NEXT PAGE
## BENEFITS PROPOSALS
### CONTINUED

### EXTENDED HEALTH PLAN COVERAGE

- Employees with at least one year of Service who are laid off due to a layoff or work situation shall continue to be provided with their paid Health Plan coverage for a period not to exceed one year.

### HEALTH PLAN ELIGIBILITY

- The Company shall provide a paid Medical Plan to an employee effective on the first day of the month following at least 30 days of employment.
- Eligible employees may provide the Company Health Plan to dependent children, as employees and dependents are eligible for all Company provided plans.
- Establishment of Day Care Centers effective January 1, 1984, Company will offer employees an opportunity to register their children in a Company sponsored Day Care Center in each Company facility. Establishment of a Day Care Center may be implemented if there are at least five applicants in each facility. The Company will provide the space for the center and will also provide for utilities and maintenance for such facility. The Day Care Center will be administered by a Board of Directors which will include Company, Parent, Staff and Community Representatives. Children between the ages of three to six will be accepted and if practicable each facility may provide a Kindergarten class. A Staff of ten may be required to accommodate up to fifty children. The Center will operate between the hours of 7:00 a.m. to 6:00 p.m., Monday through Friday fifty-two weeks a year. Employees whose children are cared for at the Center will be required to spend a minimum of three hours a week assisting the paid staff. Employees who place their children in such facilities will have ten percent of their gross salaries to a maximum of $40.00 per week deducted for the service.
- Employees whose children are cared for at the Center will be required to provide a Kindergarten class. A Staff of ten may be required to accommodate up to fifty children. The Center will operate between the hours of 7:00 a.m. to 6:00 p.m., Monday through Friday fifty-two weeks a year. Employees whose children are cared for at the Center will be required to spend a minimum of three hours a week assisting the paid staff. Employees who place their children in such facilities will have ten percent of their gross salaries to a maximum of $40.00 per week deducted for the service. If a parent has more than one child attending the Day Care Center the fee would be one half of the amount which is charged for the first child.

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### GENERAL CONSTRUCTION PROPOSALS

#### 106.5 (b) GENERAL CONSTRUCTION

- 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 or more, may be terminated for inadequate work performance without recourse to the grievance procedure.

#### 301.1 APPLICATION

- Employees who are transferred from a new headquarters to one at a new location, or who are reemployed at a new location within 1 year after layoff due to lack of work at said location, shall be allowed expenses as provided for in Section 301.4. Transfer to a new location or reemployment at a new location shall mean one of the following:

#### 301.2 MILEAGE MEASUREMENT

- Expense allowances provided for in Sections 301.4 and 301.9 shall be paid for by the Company unless provided for in Section 301.4. The aforementioned expenses shall be allowed, to an employee only when the job headquarters or point of assembly to which the employee has been transferred or reemployed is outside the boundary of the employee's Residence Area, or as provided for in Section 301.4(b).
  1. A Residence Area is the zone extending [25] 20 road miles from the city hall of the city or town in which the employee's Residence is located. If the employee's Residence is not located in such a city or town, the [25] 20 road mile zone will be measured from the city hall of the city or town nearest to such Residence. If there is no city hall in the aforementioned city or town, the [25] 20 road mile radius will be measured from the principal street intersection of the main business district.
  2. All road measurements for the purpose of establishing Residence Areas and per diem expense allowance shall be determined by measuring distances on road maps acceptable to Company and Union. However, when it is not possible to obtain such map measurements, a field check to the nearest measurable point shall be made. Routes selected for road mile measurement shall be 1) reasonable and practical, 2) accessible by automobile, 3) regularly maintained, and 4) clear around.

#### 301.3 RESIDENCE DEFINITION

- An employee who is a newly hired, retired more than 1 year after layoff due to lack of work except as provided for in Section 301.14 or retired after any other type of termination must designate a Residence as defined in Subsection 301.3(a). However, this employee shall not be eligible for per diem expenses and shall be entitled to expenses provided for in Section 301.4 until such employee is transferred to a job location more than [25] 20 road miles from the city hall of the city or town in which the employee was hired. If the hiring or rehiring location is not established within the limits of a city or town, the [25] 20 road mile radius will be measured from the city hall of the nearest city or town. If there is no city hall in the aforementioned city or town, the [25] 20 road miles will be measured from the principal street intersection of the main business district.

#### 301.4 EXPENSE ALLOWANCES

- Subject to the provisions of this Title, employees who provide their own board and lodging shall be entitled to per diem expense allowance as follows:
  1. (a) Each scheduled day an employee works in the basic workweek or is required to travel to a job location more than [25] 20 road miles from the city hall of the city or town in which the employee was hired or rehired. If the hiring or rehiring location is not established within the limits of a city or town, the [25] 20 road miles will be measured from the principal street intersection of the main business district.

#### 301.5 COMPANY PROVIDED FACILITIES

- If employees in lieu of providing their own board and lodging while being transferred to the first day of each scheduled day an employee works in the basic workweek or is required to travel to a job location more than [25] 20 road miles from the city hall of the city or town in which the employee was hired or rehired, the Company shall provide board and lodging at its expense, the amount of which shall be determined by measuring distances on road maps acceptable to Company and Union. However, when it is not possible to obtain such map measurements, a field check to the nearest measurable point shall be made. Routes selected for road mile measurement shall be 1) reasonable and practical, 2) accessible by automobile, 3) regularly maintained, and 4) clear around.

#### 301.6 IN LIEU OF EXPENSES

- An employee may receive expenses allowance under Section 301.4 or 301.9, or the employee may elect to use the Company-provided board and lodging referred to in Section 301.5. However, the employee will not be entitled to receive benefits under both sections at the same time. However, if an employee elects to use the Company-provided board and lodging at a headquarters or point of assembly at which he would otherwise be entitled to receive per diem expenses, and Company does not furnish him transportation he shall be entitled to a transportation allowance of 20¢ per mile, round trip, from such Company-provided board and lodging referred to in Section 301.5. The transportation allowance shall be 20¢ per mile, round trip, from such Company-provided board and lodging referred to in Section 301.5. In the event an employee is entitled, such allowance shall exceed that to which the employee would have been entitled had he traveled to his residence.

#### 301.7 PROJECTS

- The Company reserves the right to delete this Section, along with note at bottom of page (a).

An employee who is hired for a single project and who is required to work a period of June 6-10, 1983.
move from one job location to another on the same project shall not be deemed to qualify for expense allowances provided for in Section 301.4 unless the employee has been stationed for such transfer at a distance between the employee's home location on the project and his new job location on such project. The distance shall be as measured from start to finish by the shortest route permissible.

(See Subsection 106.5(b) of this Agreement)

301.9 SPECIAL ASSIGNMENT

(a) It is hereby charged to orders that an employee be temporarily detached from the employee's established headquarters and assigned to a temporary, emergency, or special job at another location outside the employee's regular or temporary headquarters. Such temporary assignment shall not be considered a transfer to a new job location within the meaning of the provisions of Section 301.4.

(b) Any employee who is transferred to a new job headquarters or point of assembly at which Company-provided board and lodging is not available, the employee shall be eligible to select the provisions of this option (a) or (b) below.

(c) Such employee shall be reimbursed for actual board and lodging expenses incurred for a period of 30 consecutive calendar days. Reimbursement for actual expenses shall be made after the employee submits an Expense Account accompanied by receipts for lodging and receipts and justification for any meals where the daily total meal costs exceed $24.10 during 1983. In subsequent years, this amount shall be adjusted so as to have the percentage and amount be the same as the amount provided in the provisions of Section 301.6 applicable to the previous 30 consecutive calendar days. If such assignment continues beyond such 30-day period, it shall not thereafter retain its temporary character but shall be deemed to be a transfer to a new headquarters, in which event the employee shall be entitled to per diem allowance under the provisions of Section 301.4. At such time as an employee is assigned to a temporary or special job at a location outside the employee's regular or temporary headquarters, Company shall provide such employee with board and lodging which is provided by the Company or by the person, firm, organization, or entity from whom the employee is on temporary assignment or who has contracted with the Company to provide such board and lodging. Such lodging shall be of reasonable quality and shall be in such a location as to provide reasonable security to the employee and his property. If an employee temporarily is assigned to a temporary or special job location which is not provided by the Company or other mode of transportation is not authorized in advance, reimbursement for actual expenses shall be paid at the overtime rate for work performed in the regular lunch period.

301.10 ILLNESS WHILE IN CAMP

Notwithstanding the preceding sections of this Title, an employee shall not be entitled to an expense allowance for any day he or she is absent from duty because of illness. Any change in a work week of an employee who is employed in boardinghouses may be spread over a 13 hour period each day. Such 8 regular hours of work in a 13 hour period shall be paid at an overtime rate of pay (as prescribed in Section 302.2) for all work performed in the regular lunch period.

301.11 TRAVEL ALLOWANCE

(a) When an employee is transferred to a new job headquarters or point of assembly, the employee shall be entitled to a paid travel allowance for the time spent traveling from his former job headquarters or point of assembly, exclusive of stopovers or 1) one hour for each 45 miles or portion thereof traveled.

(b) Where possible, all travel time pursuant to this Section shall be taken, inasmuch as possible, during the employee's non-work period. If the employee, as a result of the nature of the work he does, is required to report in a given day, such travel time shall be paid at the overtime rate of pay (as prescribed in Section 302.2) for all work performed in the regular lunch period.

(c) It is recognized that while traveling between job headquarters, employees are prevented from observing their usual and average meal practices, and therefore, additional meals, at approximately the usual time therefor. Therefore, if an employee is detached to a location more than one hour outside regular work hours or on a non-work day, each day of non-work, such travel time shall be paid at the overtime rate of pay (as prescribed in Section 302.2) for all work performed in the regular lunch period. Such time travel outside regular work hours or on a non-work day shall be considered as time worked. Travel time in excess of four hours, which cannot be taken during regular work hours on a work day, shall be taken on a non-work day.

301.13 TRANSFER — GENERAL CONSTRUCTION SERVICE [AND PROCESSING CENTER]

(a) Any employee transferred to a General Construction Service or Processing Center classification shall not be subject to transfer to other job locations as are field employees and shall not be entitled to a per diem allowance or its equivalent, as provided for in Section 301.4, unless the employee elects to invoke the provisions of Section 306.15.

(b) If transferred to a Center other than at the employee's own request and for temporary assignment at that location, or if the employee is placed in a Service Center as a result of a decision of the Title 306, full expense provisions of this Title for field employees shall apply. If after being at the Center for a time, such employee elects and accepts a regular assignment to a General Construction Service or Processing Center classification and rate, the employee then shall become ineligible for further expense allowances provided for in the Center.

301.15 EXPENSE ALLOWANCE ERRORS

If an error is made in the expense allowance to which an employee is entitled as a result of the application of Title 306 of this Agreement, such employee shall be entitled to per diem allowances as provided for in Section 301.4, unless the employee elects to invoke the provisions of Section 306.15.

301.16 WORK WEEKS

(a) A regular work week is defined as a seven days work week, Sunday through Saturday.

(b) A work week is considered to be eight hours per day, 8:00 a.m. to 5:00 p.m. unless otherwise provided in this Agreement.

(c) It is recognized that while traveling between job headquarters, employees are prevented from observing their usual and average meal practices, and therefore, additional meals, at approximately the usual time therefor. Therefore, if an employee is detached to a location more than one hour outside regular work hours or on a non-work day, such travel time shall be paid at the overtime rate of pay.
302.11 NON CAMP CONDITIONS

A location reasonably convenient to board and lodging as referred to in Sections 302.9 and 302.10 hereof shall mean any location within the city limits of an incorporated city where board and lodging are available; or in an unincorporated area where board and lodging are available within five road-miles of the headquarters or Assembly point and provided further that such board and lodging are within two road-miles of each other, and which are accessible by automobile. Where there is an unincorporated area, such board and lodging may be either in an unincorporated area or in an incorporated city. (Amended 1/1/80)

304.3 PROMOTION

(a) When an 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 inclement weather, or other similar cause beyond the employee's control, the employee shall be paid the sum of $8.00 equal to twice the hourly weighted average straight-time rate of all General Construction employees represented by Union (rounded to the nearest full cent per hour) or, if the employee lives at a Company-operated or Company-owned dwelling, the employee shall be paid $8.00, not to report for work on any day in the employee's basic workweek on which he is directed not to report for work, following the accumulation of 40 unpaid hours. If an employee, because of inclement weather, lack of material and similar causes, shall be applied in such manner as to affect to the extent provided for in this Title, (a) the employee is fully qualified to perform the duties of the classification to which such employee is to be demoted or upgraded, and the Union will agree in writing in advance of any changes in the number of boundaries of such areas, but in no event shall an area be less than one Division.

TITLE 306 — DEMOTION AND LAYOFF PROCEDURE

306.1 EMPLOYEES (2 OR MORE YEARS SERVICE)

(a) The provisions of this Title shall not apply 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 leave. In event of inclement weather, lack of material and similar causes, shall be applied in such manner as to affect to the extent provided for in this Title.

(b) An employee may not elect to displace another employee with equal or greater Service. An employee may not elect to displace an employee in a classification having a wage rate higher that that of such employee's classification except when the displacement is made in accordance with a Line of Progression as provided for in Title 600.

(c) Where referred to in this Title, the Promotion-Demotion Geographic Areas, as determined hereunder shall be by General Construction Promotion-Demotion Geographic Areas. [Such Promotion-Demotion Geographic Areas will not be changed during the period of an actual demotion or layoff, except under letter of agreement between Company and Union. (Amended 1/1/80)]

(d) The Company shall designate the employees to be displaced under the provisions of this Title.

(e) When it becomes necessary to move an employee because of lack of work, Company shall give him as much notice as practicable.

306.3 BUMPING (2 OR MORE YEARS SERVICE)

(a) An employee who has two or more years of Service and who is to be demoted pursuant to Section 306.2, may within 15 days thereafter, elect to displace an employee who 1) has less Service than the displacing employee, 2) is in the displacing employee's current classification, and 3) is in the same General Construction Department.

(b) If an employee with two or more years of Service cannot affect a displacement pursuant to Section 306.2, he may elect a demotion to the next lower classification in the reverse order of the normal line of progression of the employee's current classification, provided that the employee who 1) has less Service than the displacing employee and 2) is in the next successively lower classification in the reverse order of the normal line of progression in the same General Construction Department.

306.4 BUMPING (5 OR MORE YEARS SERVICE)

(a) An employee with five or more years of Service who cannot affect a demotion pursuant to Section 306.2 and who cannot affect a displacement provided for in Section 306.3, may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in the displacing employee's current classification in a different department of General Construction. If such displacement is not possible, the employee may elect to displace employees with equal or greater Service.

(b) An employee with five or more years of Service who cannot affect a demotion pursuant to Section 306.2 and who cannot affect a displacement provided for in Section 306.3 or Subsection 306.4 (a), may elect to displace an employee who has less Service than the displacing employee, provided that the employee who 1) has less Service than the displacing employee and 2) is in the next successively lower classification in the reverse order of the normal line of progression.

306.5 BUMPING (4 OR MORE YEARS SERVICE)

(a) An employee with four or more years of Service who cannot affect a demotion pursuant to Section 306.2, and who cannot affect a displacement provided for in Section 306.3 or 306.4, may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in the next lower classification in the reverse order of the normal line of progression.

(b) An employee with four or more years of Service who cannot affect a demotion pursuant to Section 306.2, and who cannot affect a displacement provided for in Section 306.3 or Subsection 306.4 (a), may elect to displace an employee who has less Service than the displacing employee, provided that the employee who 1) has less Service than the displacing employee and 2) is in the next successively lower classification in the different General Construction Department.

306.6 FILLING A BEGINNER'S VACANCY IN DIVISION

(a) An employee with four or more years of Service who cannot affect a demotion pursuant to Section 306.2, and who cannot affect a displacement provided for in Sections 306.3, 306.4 or 306.5, may elect to fill a vacant position below his classification in the same normal progression (as set forth in Title 600 and Exhibit VII and Exhibit A of the Agreement applying to Office and Clerical Employees). And if the application is made by an employee who must be able to meet the same qualification requirements that Division employees must satisfy.

(b) An employee who enters a beginner's classification under the provisions of this Section shall not have any rights under Section 306.9, but shall have all the rights under former classifications and department of General Construction or to successively lower classifications in the normal line of progression to such classifications.
P. A place under the provisions of this Section shall count as a transfer under the provisions of Subsection 205.5(b) or Subsection 305.5(b), as appropriate.

306.15 MOVING ALLOWANCE—GENERAL CONSTRUCTION SERVICE CLASSIFICATIONS
When an employee is displaced under the provisions of this Title because of lack of work at any headquarters, and his new headquarters is beyond commutable distance from his residence, Company shall reimburse him for the reasonable expenses incurred in connection with moving his household in a sum not to exceed $2000. Except, however, if such employee elects to receive per diem expenses as provided for in Section 305.15, he shall be entitled to moving allowance.

306.16 CLASSIFICATION RETENTION
A field employee who, as a result of the application of this Title, displaces a G.C. Service employee, shall continue to be a field employee and shall maintain the appropriate field classification. Such employee shall be entitled to per diem expenses as provided in Section 305.12.

308.8 PREARRANGED OVERTIME
When, at the request of the supervisor in charge, an employee's report for prearranged work (1) on workdays, (2) on any day during the time of his regular work hours, he shall be paid overtime compensation for actual work time and travel time in connection therewith, provided they have not been out of the bargaining unit in excess of 48 months.

308.12 DISTRIBUTION
(a) Prearranged overtime work shall be distributed among employees in the same classification and on the same job assignment as equally as practicable, but in no event shall a regular employee be given less than five working days' notice, and an employee who has five or more years of Service shall be given more than five working days' notice.
(b) An employee who is laid off shall receive two weeks pay for each year of Service.
(c) An employee who is laid off shall receive two weeks pay for each year of Service.
(d) An employee who is laid off shall receive two weeks pay for each year of Service.

308.14 REST PERIODS
(a) In general, overtime compensation at the rate of 
(b) Overtime compensation shall be paid at the rate of 
(c) Overtime compensation shall be paid at the rate of 
(d) Overtime compensation shall be paid at the rate of 
(e) Overtime compensation shall be paid at the rate of 

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308.15 (3) THREE WEEK LIMIT
(a) Except where a hazard to life or property exists, employees will not be required to work more than three consecutive weeks without having two consecutive days off.
(b) If an employee has been required to work two consecutive periods of more than 18 days, having taken two consecutive days off between such periods pursuant to Subsection (a) above, such employee shall not be required to work for the next three consecutive days.
(c) If an employee has been required to work four consecutive periods of six days worked and one day off, such employee shall not be required to work for the next two consecutive days.
(d) If such days off occur on regular work days, the employee shall receive compensation for such day at the straight time rate of pay.

TITLE 600 JOB DEFINITIONS AND LINES OF PROGRESSION

600.11 DAVIS SHOP, GENERAL CONSTRUCTION
Union wishes to discuss the Job Definitions and Lines of Progression for the Gas-Mechanical Service Center and Field group, including the area of training.

600.13 FIELD EMPLOYEES, GENERAL CONSTRUCTION
Union wishes to discuss the Job Definitions and Lines of Progression for various sections of General Construction field classifications, including training, wages, job content, etc.

EXHIBIT II
GENERAL CONSTRUCTION
PROMOTION-DEMOTION GEOGRAPHIC AREAS
For use with Titles 305 and 306.
Union wishes to discuss the current Promotion-Demotion Geographic Area exhibit.

EXHIBIT VII
BEGINNER’S CLASSIFICATIONS

AUXILIARY OPERATOR*

ROUTINE HYDRO CLERK
Electric Hydro — Clerical

ROUTINE PLANT CLERK
Steam Generation — Clerical

GARAGEMAN
General Services — Garage

GARDENER
General Services — Building Maintenance
Electric Maintenance

GROUNDMAN
Electric Transmission and Distribution

GROUNDMAN, NIGHT
Electric Transmission and Distribution

HELPER
Electric Meter
Electric Maintenance
Steam Generation — Technical
Steam Generation — Mechanical
Steam Generation — Electrical
Steam Heat
Gas Transmission and Distribution
Gas Plant Maintenance
Water
General Services — Building Service
Pipe Line Operations — Transmission Maintenance
Pipe Line Operations — Technical Maintenance
Materials Distribution — Machine Shop
Materials Distribution — Electric and Utility

WATER FACILITIES MAINTENANCEMAN*

WATER

COOK’S HELPER
Electric Operating
Pipe Line Operations — General

SHIFT HELPER
Gas Measurement and Control

HOUSEBOY
Electric Operating

HOUSEKEEPER
Electric Operating

JANITOR
Steam Generation — Operating
General Services — Building Maintenance
Pipe Line Operations — Plant Maintenance
Materials Distribution

JANITRESS
General Services — Building Maintenance

SECOND OPERATOR
Electric Operating

OPERATOR IN TRAINING*
Electric Operating

ASSISTANT COMPRESSOR PLANT OPERATOR

FLO — Plant Operating

TERMINAL OPERATOR*
FLO — Transmission Operation

ASSISTANT PUMP TESTER
Customer Services

MATERIALSMAN*

General Services — Warehouse
Materials Distribution — Stationery
Materials Distribution — Central Warehouse

PLANT ASSISTANT
Gas Meter Repair Plant
*Will not be considered a beginning job for bidding purposes for employees in the same line of progression, but will be considered as a beginning job for all other employees.

GENERAL CONSTRUCTION
FIELD CLASSIFICATIONS

0050 Engineer’s Aide
0054 Routine Clerical Assistant
0245 Routine Field Clerk
0655 Field Garageman
0910 Groundman
0916 Camp Helper
0947 Helper
0955 Kitchen Helper B
1080 Laborer
1926 Painter Helper
2594 Waitress C

SERVICE CENTER CLASSIFICATIONS

0314 Routine Shop Clerk
0880 Garageman
1210 Materials Man

GENERAL CONSTRUCTION DEPARTMENT
FIELD CLASSIFICATIONS

0050 Engineer’s Aide
0054 Routine Clerical Assistant
0245 Routine Field Clerk
0655 Field Garageman
0910 Groundman
0916 Camp Helper
0947 Helper
0955 Kitchen Helper B
1080 Laborer
1926 Painter Helper
2594 Waitress C

SERVICE CENTER CLASSIFICATIONS

0314 Routine Shop Clerk
0880 Garageman
1210 Materials Man

EXHIBIT VIII
JOB COMPARISONS

Union wishes to discuss this Exhibit. Union believes an update is necessary.

EXHIBIT X
BASIC WAGE SCHEDULE

Union proposes that all General Construction classifications be adjusted to re-establish the historic 5% wage differential between General Construction and comparable Division classifications. Further, Union proposes that non-comparable classifications be adjusted as necessary in order to maintain proper wage differential between various General Construction classifications.

EXHIBIT X — PHYSICAL
EXHIBIT F — CLERICAL

Union proposes that a general wage increase in an amount designed to improve all bargaining unit employees’ standard of living be applied to all bargaining unit classifications.

There are several classifications that, due to changes in responsibility, necessary skill and knowledge, and other reasons, need to have their wage rates adjusted over and above the general increase. Union will submit specific proposals to this effect as bargaining progresses.

There are other areas that the Union Committee will be raising during the course of negotiations that have not been directly spoken to in this initial proposal.

EMPLOYEE PROVIDED TOOLS

Union wishes to discuss Company’s proposed Letter Agreement 80-63-PGE, dated September 23, 1980, and Company’s proposed amendment to Letter Agreement 80-63-PGE, dated May 18, 1982, relating to the list of tools provided by employees.

Pursuant to Company’s commitment to meet with Union to discuss potential incentives for General Construction employees at the Geysers Power Plant to form van/car pools, Union proposes that the General Negotiations G.C. Sub-committee address this subject in the event discussion is not concluded in another forum.
PACIFIC GAS AND ELECTRIC COMPANY

PROPOSALS - WORKING CONDITIONS AGREEMENTS

1. Operation, Maintenance, and Construction Agreement: The Company proposes to include two separate booklets, while retaining one "Agreement." One booklet will apply to all employees in the unit, except General Construction. The General Construction booklet will apply only to employees of General Construction and would have a general enablement clause permitting Company and Union to mutually agree to an entirely different contract should that be deemed necessary by developments during the term. This approach would have the ancillary benefit of making both books smaller.

2. Title 1 (1) Preamble: Amend Section 1.2 to update the nondiscrimination clause, as shown on Page 1-1.

3. Title 2 - Clerical: Amend Section 2.1 to include changes in the Vice President and Comptroller's organization, as shown on the attached Pages 2-1 and 2-2.

4. Title 8(21) - Labor-Management Cooperation: Amend Section 8.7(21.7) to remove the reference to Pipe Line Operations and Materials Department so that this Section will match with the "generic" references in Section 8.4(21.4), as shown on the attached Page 8-1.

5. Title 100 - Application: Amend Section 100.1 updating this Section to include various Departments, as shown on the attached Page 100-1.

6. Title 102(9) - Grievance Procedure: In order to reduce the inordinate amount of unnecessary time and expense currently required for the investigation of even the most trivial grievance and to encourage the settlement of grievances before they are reduced to writing, Company proposes to amend Section 102.6(9.6), as indicated on the attached Page 102-1.

7. Title 103(14) - Holidays: a) Amend Section 103.14(14.1): To simplify the scheduling of holidays and the administration of these Titles, Company proposes to eliminate the Birthday Holiday and to add a third floating holiday. Company further proposes that General Construction employees celebrate all Saturday holidays on the following Monday.

8. Title 104(16) - Meals: In order to overcome public relations problems, as well as administrative ones, Company proposes to amend these Titles to provide a fixed-dollar meal allowance and that time taken to consume meals provided by it, other than on the job, be paid for. Cancel the Labor Agreement Interpretation published on Pages 176 and 177 of the Physical Agreement and Pages 108 and 109 of the Clerical Agreement. For specific language for Title 104, see attached Pages 104-1 through 104-3.

9. Title 107(24) - Miscellaneous: Section 107.1(24.1) was originally intended to protect the employees against the unintentional omission from the Contract of such systemic benefits as the employer desired. The current elimination of this or similar benefits without bargaining is now prohibited by law. Company proposes to amend this outdated Section, as shown on the attached Page 107-1.

10. Title 108(23) - Supplementary Benefits for Industrial Injuries: Add a new Section to handle cases of abuse when it is proven that employees have misrepresented or falsified their reasons to obtain supplemental benefits, as shown on the attached Page 108-1.

11. Title 111(8) - Vacation: Amend Section 111.13(8.13) to provide for one annual sign-up in December of each year starting in December of 1983, and limit vacations of less than one week to a total of five days per year. With the three floating holidays, this provides eight days, as shown on the attached Page 111-1.

12. Title 112(7) - Sick Leave: Due to instances of flagrant abuse of sick leave in some cases and the obvious need for a clearly stated policy on excessive sick leave usage, Company proposes to amend Section 112.8(7.8), as shown on the attached Pages 112-1 and 112-2.

13. Title 15 - Clerical - Expenses: Due to the growing use of clerical "savings." Company proposes to add the language from Title 201 of the Physical Agreement under the heading, "General Provisions for Employees Attending Company Training Classes" (Page 77, et seq.) to Title 15 of the Clerical Agreement.

14. Title 202 - Hours: In a continuing effort to maintain work that will be lost to outside contractors as a result of the Rule 15 decision and other collaborative forces, Company will reintroduce the Floats Proposal. However, Company will review the written report of conclusions and recommendations of the Job Siting Committee due only on July 1, 1983 before submitting a proposal.

15. Title 204(13) - Wages and Classifications: a) Amend Subsection 204.6(a)(13.6(a)) to compensate equitably employees when assigned to a lower paying classification, as shown on the attached Page 204-1. b) Amend Section 204.11(13.11) to provide that errors in checks resulting in less than eight hours' straight time work will be corrected by the issuance of an additional check and that errors in overtime pay will be corrected in the next regular paycheck.

16. Title 18 - Job Bidding, Promotion and Transfer: a) Amend Section 18.2 to clarify "top rate of pay," as shown on Page 18-1. b) Amend Section 18.5 to update the beginner's classifications, as shown on Page 18-2.

17. Title 205(18) - Job Bidding and Promotion: a) Amend Subsections of this Title to correct administrative problems in the prebid and transfer procedure and as a result of the 1980 bargaining. b) Amend Section 205.5 to provide for the administration of Priority 1 classifications. c) Add Section 205.21 to provide language to define and clarify "top rate of pay," as agreed to January 26, 1968. The text of the proposal is shown on Page 205-1. d) Amend Sections 205.18(18.11) and 205.14(18.13), as shown on the attached Pages 205-2 and 205-3.

18. Title 206(19) - Demotion and Layoff Procedure: Company has come to a conclusion that the statewide bumping options contained in Subsections (a) and (b) of Section 206.4(19.4) and in Subsection 206.6(b)(19.6(b) are unworkable and should be deleted. We further propose that employees with less than two years Service have no bumping rights outside of their headquarters, as shown on the attached Pages 206-1 through 206-3.

19. Title 212 - Emergency Duty: The joint 212 Committee is to submit a written report of its conclusions and recommendations to the General Negotiating Committee by July 1, 1983; and subsequent to that time, Company will present a 212 emergency duty call-out proposal.

20. Exhibit [B] - Educational Assistance: Company suggests that this Exhibit be updated.

21. Clerical Classifications: Company will submit amendments to certain clerical classifications after the conclusion of the Meter Reading negotiations.

22. General Construction: It is our understanding that a General Construction Subcommittee has been established to discuss numerous General Construction issues. Specific proposals relating to Part III of the Agreement will be exchanged and discussed at the Subcommittee meeting on May 9, 1983 at Union's office.

23. Exhibit VI - Job Definitions and Lines of Progression and Related Committee Decisions: Company will propose certain changes in Job Definitions, Lines of Progression, and related Review Committee Decisions.

24. Title 600, Exhibits VI - VI-L and XI: Company proposes to change the title of all Subforeman classifications to Crew Foreman, i.e., Line Subforeman becomes Line Crew Foreman.

PROPOSALS - BENEFIT AGREEMENT

25. Section 1.01 General: Company proposes to amend the Section to state clearly and unequivocally that the Agreement applies only to bargaining unit employees and Union bargains only for that group. See Page 1.01-1 attached for proposed language.

26. Retirement Plan: a) Amend Section 3.06 Basic Formula: Company expects to amend the basic formula to correspond with the average wage increase, as agreed to

See Next Page
last fall. It also will propose a formula or series of formulas to replace the manual calculations used to determine "Additional Retirement Income."

b) Company proposes to delete Section 3.12 Variable Annuity Option. The union has been current signed up for this option as of May 1, 1983.

c) Early Retirement Section 3.07, Footnote 4: Company proposes to clarify this footnote as it applies to early retirement. (See P. 3.07-1 attached.)

d) Special Provisions C and D: Company will propose unisex tables.

e) Company will submit contract language to guarantee that the pension of an employee on Long Term Disability will not be reduced while on LTD, due to charges in the table in Section 3.06.

27. Savings Fund Plan:

a) Delete all references to the TRASOP Plan.

b) Company proposes to designate this new plan as Part V of the Benefit Corp. Proposed contract language will be the subject of collective bargaining prior to the Benefit Committee meeting scheduled for May 24, 1983.

c) Early Retirement Section 3.07, Footnote 4: Company proposes to clarify this footnote as it applies to early retirement. (See P. 3.07-1 attached.)

d) Special Provisions C and D: Company will propose unisex tables.

e) Company will submit contract language to guarantee that the pension of an employee on Long Term Disability will not be reduced while on LTD, due to charges in the table in Section 3.06.

28. PAYSOP

Company proposes to designate this new plan as Part V of the Benefit Corp. Proposed contract language will be the subject of collective bargaining prior to the Benefit Committee meeting scheduled for May 24, 1983.

29. Term

Remainder the current Part V to Part VI and Sections 5.01 through 5.06 to 6.01 through 6.06.

HEALTH AND DENTAL BENEFIT AGREEMENT

30. Blue Cross Plan: When the 830 (doctor's visit — base plan) and 8100 (major medical) deductibles were established in 1975, they were earned in 4.4 and 14.6 hours, respectively, for a bargaining unit employee making average pay. Today, they are earned in 2.2 and 7.4 hours, respectively. Hence, the value of this fringe benefit has dwindled. Company, therefore, will propose appropriate adjustments in the deductibles during the course of bargaining. The extent to which changes in plan design will be necessary will be determined by the success of the joint Cost Control Committee during the next three years. Issues that Company will introduce to the Committee in 1983 include: (1) implementing utilization review programs for Blue Cross participants; (2) pre-admission review, admission, and continued stay review and data analysis; (3) early retirement verification procedures for employees on long-term disability; (4) joint communications to employees regarding benefit utilization, consumer responsibility and wellness; (5) asking Union to help in the sponsorship of a Health Fair at PG&E in the fall; (6) studying and implementing plan design changes which will aid in controlling PGE's health care package; (7) eliminating the holding harmless feature in its present form.

TITLE 1 PREREQUISITE

Amend Section 1.2(1.2) to read:

It is the policy of Company and Union not to discriminate against any employee because of race, creed, or religion, physical or mental handicap, sex, sexual orientation, color, age, national origin, or veteran's status as defined under any Act of Congress, or any other non-job related factor.

TITLE 2 RECOGNITION

Amend Section 2.1 to read:

For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment, Company recognizes Union as the exclusive representative of all office and clerical employees, including Meter Readers and Collectors, in Company's geographical Divisions and in its Materials Distribution Department; Computer Operations Department; Design-Drafting Department; Vice President and Controller's Organization; [Plant Accounting Department], Construction Accounting Department, Corporate Accounting Department (except the Accounts Payable Section), Disbursements Accounting Section, [Disbursements Accounting Department, Customer Accounting Department, and the Processing and Payroll Section of the Assistant Comptroller-Expediting]; the Processing Department (which includes the Customer Accounting Sections, the Payment Processing Center, the Payroll Section, the Accounts Payable Section, and the Processing and Control Section); and the License Projects and Plant Retirement Section of the Plant Valuation Department; Special the Pipe Line Operations Department, including Gas Chart Calculator (32-RC-650); the General Office Reprographies Department (20-RC-14824) for whom the National Labor Relations Board has certified Union as the representative of Excluding supervisors, confidential employees, and employees in Company's General Office. Whenever the word "Division" is used it is hereby construed to apply to Departmental Shop Stewards or Union witnesses. Where the context of this Part makes it reasonable to do so, the words "Division" shall be construed to include and apply to the subdivisions enumerated hereinafter and the words "Division Manager" shall be construed to include and apply to the heads of such subdivisions.

TITLE 8 LABOR-MANAGEMENT COOPERATION

Amend Section 8.7(21.7) to read:

Any Division or [the Pipe Line Operations] Department [or Materials Distribution Department] may withdraw from participation in the Local Labor-Management Committee upon the Company's Manager of Industrial Relations giving notice of such intent to Union.

TITLE 100 APPLICATION

Amend Section 100.1 to read:

The provisions of Part I of this Agreement shall apply to (a) operation, maintenance and construction employees in each of Company's geographical Divisions (including clerks in the Office of Electric Department foremen and technical clerks in Steam Generation) and its Pipeline Operations Department and (b) employees in Company's General Office, and field employees of General Construction. Whenever the words "employee" and "employees" are used in this Part, they shall, unless otherwise noted, be construed to refer only to employees described above in this Section for whom Union is the exclusive bargaining representative. Where the context of this Part makes it reasonable to do so, the word "Division" shall be construed to include and apply to the subdivisions enumerated hereinafter and the words "Division Manager" shall be construed to include and apply to the heads of such subdivisions.

TITLE 102(9) GRIEVANCE PROCEDURE

Amend Section 102.9(9.6) by adding an additional paragraph at the end of Step Two of Local Investigating Committee to read: In the application of this Section, the Departmental Shop Steward and any witnesses Union deems necessary for the resolution of a grievance will be granted time off the job. However, Company will not assume payment of any expense or lost time incurred by the Departmental Shop Steward or Union witnesses.

TITLE 104

No changes in previous Sections 104.1 — 104.8. Amend Sections 104.9 through 104.15 to read:

104.9 Meals — Time to Consume

The company shall pay for the meal nearest an employee obtains an overnight meal away from the job at the applicable overtime rate up to one-half hour. If an employee is entitled to a meal as provided in this Title at the time of dismissal, such employee shall be paid one-half hour at the applicable overtime rate.

104.10 Meal Allowance

(a) Company shall pay an allowance for any meal which is required to provide in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Meal Type</th>
<th>Cost Area</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>4.15</td>
<td>4.00</td>
</tr>
<tr>
<td>Meal near midpoint of regular hours</td>
<td>5.20</td>
<td>5.00</td>
</tr>
<tr>
<td>Meal following quitting time if work continues thereafter</td>
<td>10.35</td>
<td>10.00</td>
</tr>
<tr>
<td>Next meal thereafter</td>
<td>7.75</td>
<td>7.50</td>
</tr>
<tr>
<td>Second meal thereafter</td>
<td>10.35</td>
<td>10.00</td>
</tr>
<tr>
<td>All meals after second meal above</td>
<td>10.35</td>
<td>10.00</td>
</tr>
<tr>
<td>Meals on dismissal</td>
<td>7.75</td>
<td>7.50</td>
</tr>
<tr>
<td>less than 2-1/2 hours after quitting time</td>
<td>10.35</td>
<td>10.00</td>
</tr>
<tr>
<td>2-1/2 hours or more after quitting time</td>
<td>10.35</td>
<td>10.00</td>
</tr>
</tbody>
</table>

All meal reimbursements will be made no later than the next regular workday.

(b) In lieu of the above, Company may, at its option, provide food and a hot beverage on or off the job and provide one-half hour to consume the same.

c) "Regular hours, starting time, and quitting time" on a non-workday are the same as those of a workday.

104.11 Time Intervals

No change in 1980 Agreement.

104.12 Overtime Meals for Shift Employees

(a) No change in 1980 Agreement.

(b) No change in 1980 Agreement.

(c) Such employee may provide the meal(s) on the job, and Company shall pay the employee an allowance equal to the amount provided for in Subsection 104.10(a) for the meal nearest the midpoint of regular hours.

(d) If it is not assigned to shift work which requires him to remain on the job, he shall follow the same overtime meal practice as any other employee.

104.13 Shift Employees

No change in 1980 Agreement.

104.14 Meals — Regular Work Hours on Weekdays

No change in 1980 Agreement.

104.15 Meals — Resident Employees

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 and Company shall reimburse them for the cost thereof not to exceed the amount provided for in Section 104.10(a) for the meal nearest the midpoint of regular hours.

104.16 Abuse

If an employee submits falsified documents or makes a falsified claim for the purpose of obtaining a meal pursuant to this Title, Company may discharge the employee. In such event, the employee's re...
course to the grievance procedure will be limited to the determination of whether the misconduct occurred.

Title 107
MISCELLANEOUS

Amend Section 107.1(24.1) to read:
Company shall maintain, during the current term of this Agreement, aggregate or reduce the scope of any present plan or benefit whether or not specifically described in this or any other Agreement between the parties hereto without the written consent of the Union.

Amend Section 107.2(24.2) to read:
The foregoing applies only to terms or benefits which are or have been applied with substantial uniformity in all of Company's Divisions or within one or more Departments of Company.

Title 108
SUPPLEMENTAL BENEFITS FOR INJURIOUS INJURY

Add Section 108.3 to read:
If an employee exercises the supplemental benefit provisions of this Agreement by misrepresentation or falsification, he shall restore to Company all supplemental payments he received as a result of such abuse and Company in addition to the offense as it would any other violation of a condition of employment.

Title 111
VACATIONS

Amend Subsection 111.13(a) [8.13(a)] Scheduling: (a) Not later than December 1 of every year, Company shall post on appropriate bulletin boards in each department in each headquarters a sign up schedule on which employees shall designate their choice of vacation periods for the following year. Signups of periods of less than one week will be limited to a total of five days per year. In addition, employees will be permitted to sign up for floating holidays at the same time as they sign up for vacations.

Title 112
SICK LEAVE

Amend Section 112.8(7.12) to read:
(a) Company may require satisfactory evidence of an employee's illness or disability before sick leave will be granted. If an employee abuses the sick leave provisions of this Agreement by misrepresentation, he shall restore to Company all sick leave payments he received as a result of such abuse. In case of recurring offenses by the employee, Company may cancel all or any part of his current and cumulative sick leave, and may treat the offense as it would any other violation of a condition of employment. Charges of alleged discrimination in the application of this section shall be investigated by the Local Investigating Committee described in Sections 102.3 or 102.8.

(b) When Company in its sole discretion determines that an employee's sick leave usage is excessive and unacceptable, the employee shall be notified of such determination in writing. Upon such notification, the employee will be advised to seek medical care and to follow a prudent course of action to resolve the problem. As part of this procedure, Company shall, where appropriate, offer the resources of the Employee Assistance Program, or a medical review by a physician, or a medical leave of absence, or Long Term Disability status. If the employee's unacceptable use of sick leave is not corrected in a reasonable period of time, Company may consider the employee unacceptable for work and may treat the case as it would any other violation of a condition of employment provided that all of the following steps are subject to the collective bargaining provisions of this Agreement, Review Committee decisions, and Arbitration decisions.

(c) In the event of an employee's failure to pass such tests in accordance with a Company and Union-approved program shall result in the rejection of the bid.

Title 204
WAGES AND CLASSIFICATIONS

Amend Subsection 204.6(a) [13.9a] to read:
An employee shall at a progressive wage step that is higher than the maximum progressive wage step for the classification to which he is being appointed, his rate of pay will be adjusted, as provided in Section 204.5 (13.4).

Title 205
JOB BIDDING, PROMOTION AND TRANSFER

Amend Section 205.21 “Top Rate of Pay of the next Lower Classification”:
For the purpose of clarification, the “top rate of pay of the next lower classification” is defined as the top rate of pay of all classifications and which has the lowest maximum wage rate of the group of classifications combined and indicated as the next lower to any particular higher classification.

Amend Subsection 205.7(b) or (c), and 205.8(b), except as otherwise provided in any applicable apprenticeship agreement, an employee receiving the “top rate of pay of the next lower classification” as defined above must have worked in such listed “next lower classifications,” or the “same or higher classification” for at least one year and who has been employed three years or more, then elect to displace that employee in the Division who has the less Service.

Amend Section 205.14(19.13) to read:
In making an appointment to fill a job vacancy in a classification involving personal contact by the employee with the public, or a technical classification, in which an employer must exercise supervisory duties, Company shall consider bids of employees submitted as herein provided, but Company, after a review of the candidates, will make the selection to fill such vacancy on an unrestricted basis. The Company, in filling such vacancy, will be limited to the list of candidates as outlined above.

Delete Subsection 205.14(b)

Title 206
DEMOATION AND LAYOFF PROCEDURE

Amend Sections 206.4 and 206.5 to read:
206.4 (19.4) Election to Change Headquarters or Department:
(a) An employee who is to be demoted or displaced, as provided in Section 206.3, and who has been employed two years or more, may elect to displace that employee to the same classification and department within the Division who has the least Service, if no such election is available, or 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 206.3, and who has been employed two years or more, and who cannot exercise either of the elections, as provided for in (a) hereof, may elect to displace that employee in his same classification within the Division who has the least Service.

(c) An employee who has been demoted or displaced, as provided in Section 206.3, before exercising the election provided in Subsection (a) hereof, may exercise such election if the demotion has not occurred.

Amend Section 206.6 — Bumping Employee in Beginner's Job:
If Company cannot effect a demotion or displacement of an employee in accordance with Section 206.5, an employee, if in addition, such employee cannot, for any reason, effect an election in accordance with Sections 206.4 or 206.5, he may elect to displace that employee in the Division in a beginning classification.

PART I
GENERAL — GRIEVANCE PROCEDURE

Amend Section 1.01 General to read:
The Benefit Agreement shall apply to all employees of Employer for whom Union is the certified collective bargaining representative. (Removal of Section 1.01 unchanged).

Section 3.07
Amend Footnote 4 to read:
A married Participant's Early Retirement Pension shall be in the form of a Marital Pension, computed as provided in Section 3.10(b) and Section 3.07. In lieu of a Marital Pension, a Participant may elect any of the alternative forms of the Early Retirement Pension described in Section 3.10(b) and subject to the rules contained therein.

- PG&E COMPANY PROPOSALS -

IBEW 1245 UTILITY REPORTER/JUNE 1983 19
Local 1245 works to delay PUC’s Rule 15

Fresh from a victory in the California State Senate, Local 1245 is now pushing for passage of legislation in the Assembly which would delay by at least three years implementation of the Public Utilities Commission’s “Rule 15” decision. Several years ago the Public Utilities Commission issued an order amending Rule 15 by (1) eliminating free footage for new customers on line extensions and (2) opening to competitive bidding all line extension work. The case was delayed on procedural questions for the last three years, with a final decision coming down in January of this year.

Under SB 48, which was introduced by State Senator Rose Ann Vultch, implementation of the new Rule 15 would be stalled for at least three years and the Public Utilities Commission would be directed to reconsider its decision. Local 1245 supported the bill in the State Senate and garnered a “yes” recommendation on the bill from the 130,000-member Coalition of California Utility Workers. With our support, the bill passed the State Senate in late April with enough votes to have it take effect immediately upon passage rather than January 1, 1984.

As this issue of the Utility Reporter went to press, Local 1245 President Howard Stiefer and Staff Attorney Tom Dalzell were scheduled to testify before the Assembly Committee on Utilities and Energy on Monday, May 23, for the bill’s first test in the State Assembly. Members of the Local’s delegation to the State Federation of Labor’s Annual Legislative Conference in early May lobbied the bill with Democratic members of the Assembly.

Full details on the bill’s progress in the State Assembly will be reported in coming issues of the Utility Reporter.

Lineman reinstated in Watsonville

San Jose Division Lineman Bill Loud is back on the job in Watsonville as a result of a recent decision by Arbitrator John Kagel in PG&E Arbitration Case No. 97.

Brother Loud was hired by PG&E in 1968, just weeks after being released from the United States Army. Bill hired on as a Meter Reader but after several years transferred to the Electric T & D Department where he worked his way up the ranks to Lineman.

After several suspensions, Loud was fired by the Company in early 1981. Just before being fired, Loud made contact with a counselor in Santa Cruz who suggested that many of the problems which Loud had encountered on the job might be the result of delayed stress from Loud’s combat experience in Vietnam.

Bob Thomson, then the Business Representative in Santa Cruz, filed a grievance over the discharge and a year later the case was heard by Arbitrator Kagel. In the grievance procedure and at the arbitration hearing the Union argued that because Brother Loud was suffering from delayed stress resulting from his Vietnam combat experiences, there was no “just cause” for his discharge.

The Arbitrator’s decision was received in April, ordering the Company to put Loud back to work. This case was the first arbitration case in the United States in which a Union argued that combat-related delayed stress may be used as a defense in an arbitration.

Next month’s issue of the Utility Reporter will contain a more in-depth article on Loud, the Arbitrator’s decision, and delayed stress in Vietnam veterans.

Golf Tournament Successful

The big low net trophy winner was Donald Knoedler. Watch for the next issue of the Utility Reporter for full details on all the trophy winners of the recent event.