Local's members at PG&E to vote on new 4-year contract offer

After hundreds of hours at the bargaining table, IBEW Local 1245 reached tentative agreement on August 30 with PG&E on a proposed contract which members will vote on by mail ballot in October.

The tentative four-year agreement calls for a 5.5 percent general wage increase effective January 1, 1984, and wage increases for 1985, 1986, and 1987 of 3 percent for each year, plus one-cent per hour for each .3 points rise in the July to July Consumer Price Index; as well as continued full health care benefit coverage, and no takeaways.

"It was definitely a see-saw situation during the final days of bargaining prior to the September 1 deadline," Negotiating Committee spokesman, Assistant Business Manager Manny Mederos, said. "The Committee met with the Company on weekends, and well into the early morning hours, day after day, before reaching tentative agreement on the final package," he added.

In the new offer the Committee bargained a 5.7 percent increase in the July to July CPI; $10.50 to $21.00 and increased wages and benefits; 3 percent for each .3 points rise in the July to July CPI; and 60-cents per hour on third shift.

On July 29, tentative agreement was reached by PG&E and Local 1245 on Meter Reader issues. The newly negotiated settlement provides for the following:

- A 20-cent per hour premium to be paid to all members employed by PG&E.
- Ballots are to be mailed Oct. 11 to be returned by no later than Oct. 26, 1983.
- If this proposed contract is turned down there will be no further bargaining until August 30, 1983.
- The new agreement will increase the journeyman rate on May 1, 1983; 4.9 percent on May 1, 1984; 5.526 percent effective May 1, 1985; 4.9 percent on May 1, 1986; and 5 percent on May 1, 1987. The new agreement will increase the journeyman rate on May 1, 1985 by $2.29 per hour over the current rate.

Contract ratified by members in Nevada

By Oru Owen
Assistant Business Manager

On September 6, Sierra Pacific members, by a vote of 265 to 237, ratified the settlement reached at the bargaining table.

The new three-year agreement will be effective retroactively to May 1, 1983. The newly negotiated agreement will provide all bargaining unit employees with wage increases of 5.526 percent effective May 1, 1983; 4.9 percent on May 1, 1984; and 5 percent on May 1, 1985. The new agreement will increase the journeyman rate on May 1, 1985 by $2.29 per hour over the current rate.

Other highlights of the newly negotiated settlement provide for improvements in the following areas: vacations improved to provide four weeks after 14 years, five weeks after 21 years and six weeks after 28 years of service; subsistence allowance increased to $8.4 per day; shift premium increased to 45 cents per hour on second shift and 60-cents per hour on third shift; and effective May 1, 1984 employees of the work of the town will receive a 20-cent per hour premium for all hours worked.

Many negotiations would like to express their gratitude to our membership for their steadfast support and understanding during these difficult negotiations and for their judgment and final determination on the bargaining table settlement.

Local 1245's negotiating committee consisted of Gino Aramini, Mike Burns, Zenobia Donahue, Louis Johnson, Pat Lanta, George Osbender, Kurt Vanderbundt and Business Representative John Stralla.

Our committee faced some hard issues and had to make some hard decisions. Considering the bargaining environment they faced — of a sharp decline in the cost of living, "takeaways" and "give-backs" established as common practice in other industry negotiations, high unemployment status that still remains across the nation, the economic climate in the Company's service area, the political climate — both state and federal, and special interest group activities directed at utilities as a result of the increase in utility rates, our committee is to be congratulated for a job well done.

An area of special note in the settlement was the contract-union agreement on shop stewards, local union and company representatives, and shop stewards' duties and responsibilities. The agreement is designed to permit the shop stewards to perform their duties in a professional manner, and to promote good work relations between the parties.

The agreement also specifically provided for a "no takeaways" and "give-backs" clause, which means that neither party shall make any proposals or take any actions that would cause the current agreement to be returned to the bargaining table.

The new agreement also contains provisions for improvements in the following areas: vacations improved to provide four weeks after 14 years, five weeks after 21 years and six weeks after 28 years of service; subsistence allowance increased to $8.4 per day; shift premium increased to 45 cents per hour on second shift and 60-cents per hour on third shift; and effective May 1, 1984 employees of the work of the town will receive a 20-cent per hour premium for all hours worked.

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 Negotiating Committee’s statement to members:

For all Local 1245 Members at PG&E,

On August 30, 1983, Union and Company Negotiating Committees reached a tentative agreement to become effective January 1, 1984. As you know from last year’s Agreement with PG&E, the parties were to enter into bargaining early this year with the goal of reaching tentative agreement by September 1, 1983, so that whatever settlement attained could be submitted in a timely manner with the Company’s general rate increase to become effective on January 1, 1984. If the parties were unable to reach agreement, the current Agreement of three percent plus a COLA of one cent per hour for each three-tenths of a point increase would be applied on January 1, 1984, with no other changes for the two-year period, except for indexing pension bands.

This offer represents many hours of hard work by your Negotiating Committees and, in light of the sharp decline in cost-of-living figures, the general bargaining environment of take-aways, give-backs, the political climate in the Rate and Federal government, and special interest group activities directed at the utility industries, the Committee feels this offer is worthy of the membership’s consideration.

The general wage increase of 5.5 percent to become effective on January 1, 1984, far exceeds the cost-of-living increases of the last 10 months (2.8 percent). The COLA formula we have used in the past (2.5 percent plus one cent per hour for each three-tenths of a point increase) has been effective for the remaining years of the Agreement. This COLA formula has proven to be a good formula in the past. There are no increases in health, dental, and vision plans; the retirement plan has been maintained at its present level; increased for retirees and employees on LTD have been achieved; increased vacation allowances beginning in 1986 have been negotiated; and numerous other changes in the Agreement have been gained.

This Agreement will have a term of four years. The Company, in making this offer, expressed the need for stability over a four-year period. Your Committee, in consideration of a four-year term, also looked at stability and the maintenance of benefits and conditions through an unsettled period of economic and political formalism.

In Unity, Your General Negotiating Committee,

[Signatures]

[Date]

Jack McNally
Jerry Cepenich
Danny L. Jackson

Howard Stiefer
Robert Chaste
Jessica Lewis

Manny A. Mederos
Russell Foxe
Fred H. Pedersen

Cindy Vallejo
Barbara Harkes
Lynn Watson

[Local Union 1245]

September 10, 1983

LOCAL UNION 1245
INTERNATIONAL ELECTRICAL WORKERS

Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Published as the official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO, P.O. Box 4790, Walnut Creek, CA 94596. Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640. ISSN No. 0190-4965. POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.

CIRCULATION: 24,000

(415) 933-6060

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Published monthly at 3063 Citrus Circle, Walnut Creek, California 94598. Official publication of Local Union 1245, International Brotherhood of Electrical Workers, AFL-CIO. P.O. Box 4790, Walnut Creek, CA 94596.

Second Class postage paid at Walnut Creek and at additional mailing offices. USPS No. 654640. ISSN No. 0190-4965. POSTMASTER: Please send Form 3579, Change of Address, and all correspondence to Utility Reporter, P.O. Box 4790, Walnut Creek, CA 94596.
COMPANY'S LETTER

September 6, 1983

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter and its attachments will confirm the Company’s understanding of the settlement reached on August 30, 1983, between the Company’s Negotiating Committee and the Union’s Negotiating Committee in the 1983 negotiations with respect to the IBEW Agreements between Company and Local 1245:

1. General Wage Increase
   The Company will grant a general wage increase of five and one-half percent, effective January 1, 1984. Our customary rules of rounding will be followed.

2. Extension of Pension Bands
   In 1985, 1986 and 1987, the Company will extend the Pension Bands and Benefit Schedules to incorporate, as necessary, wage increases granted in the current year in order that the highest paid employees will have a basic weekly pay band that brackets their revised wage. The 1984 increments will apply.

3. Adjustments for Long Term Disability Recipients
   Adjustments to benefits levels of employees on Long Term Disability are delineated in Subsection 2.16 (f) and Special Provision G of the Benefit Agreement and a proposed letter agreement — all attached.

4. Company Contribution to Medical Plans to Supplement Medicare
   Company agreed effective January 1, 1984, to double its contributions to various medical plans designed to supplement Medicare for retired employees and dependents. Company’s future contribution rates will be $21 per month for a retiree member eligible for Medicare, $42 per month for a retiree and one dependent, and $63 per month for a retiree and two or more dependents.

5. Health Maintenance Organizations
   During the course of bargaining on the Benefit Agreement, the parties agreed to provide an alternative Health Maintenance Organization Option to employees in the East Bay Division by extending the Lifeguard Plan to extend coverage to those areas of the East Bay which are not currently included in this Health Plan.

6. Medical Cost Containment
   During the 1982 bargaining, Company and Union recognized a need to expand the functions of the Joint Health and Dental Committee because of the rising cost of medical care. A goal of $3 million per year was set as savings by that Committee. During the current discussions of Health and Medical benefits several proposals were made by the parties as items perceived to be within the scope of cost containment. As a result of these discussions it was agreed by the parties that the Joint Health and Dental Committee should study the cost savings potentials of a Prescription Drug Program, Routine Physical Examinations, and modification or removal of the Hold Harmless provision of the Blue Cross Agreement.

7. Retirement Estimates
   During negotiations on the Benefit package, Union expressed a desire to provide retirees with additional information regarding the pension plan and clearer explanations of employee options under the plan. Accordingly, the Company agreed to review the current format with the Union with the intention of refining, expanding, and clarifying the format in such a way as to provide participants with more specific information regarding the plan and the options provided therein. Furthermore, the parties agreed that any suggestions which the Union may provide to facilitate these modifications would be given serious consideration as would suggestions for improving the Company’s program for preparing employees for their upcoming retirement.

8. Military Leave of Absence
   Company agreed to remove the word “consecutive” from Standard Practice 725-1, Paragraph 12h entitled “Inactive Military Training Duty.”

9. Grievance Procedure — Local Investigations
   In our discussions on the Grievance Procedure it was agreed that investigations would be limited to the minimum necessary to resolve the issues. To accomplish this, the parties agreed to encourage the appropriate committees to limit their investigations in the following manner: If there is more than one grievant and the grievance issue is the same as all, Union’s Local Investigating Committee members shall select one of the grievants as a representative for the group to be present during the Local Investigating Committee’s interview; and both Company and Union will be encouraged to stipulate, in writing, to other facts or testimony the other grievants could provide.

10. Sections B1(b) and B2(a) of the Meals Clarification
    The parties will review the Title 104 — Meals Clarification as to its conformity to I.W.C. Order 4-80. It was agreed that the provisions of Sections B1(b) and B2(a) of the Clarification would be revised to set forth more clearly the situations covered in the revised I.W.C. order.

11. Travel Expenses for Training
    Company and Union agreed to update the January 21, 1989 letter, which established a common carrier rate in relation to Section 201.10(15.7) to reflect the current rate of 12 cents per mile.

12. 20 Percent Withholding On Overtime
    Company will subject to continuing favorable IRS regulations, to allow each employee to elect annually a 20 percent Federal withholding on all overtime worked. Overtime pay will continue to be a part of the employee’s regular paycheck.

13. Payroll Check Stub
    Company will review changes to the format for the payroll check stub design with the Union before Company makes a final determination on the content of the check stub in its revised payroll procedures.

See NEXT PAGE

POINDEX OF VIEW

By Jack McNally

IBEW 1245 Business Manager

THANKS GOES OUT TO COMMITTEES

Active year for bargaining continues as 1983 winds down

This has been a busy summer for Local 1245 as far as negotiating with our employers. The members employed by Sierra Pacific Power Company have just ratified a new three-year agreement. The bargaining began back in March and took many long and hard sessions to reach agreement.

Bargaining has been going on throughout the summer on Citizens Utilities Company of California, and we have just reached a tentative offer of settlement. Our members are currently in the process of voting on the offer, and we will have the results on October 6.

Our several Group W contracts, which are cable television systems covering the cities of Fort Bragg, Ukiah, Willits, Reno, Tahoe, Santa Cruz, Newark, Milpitas, Santa Maria, and Lompoc, have just completed negotiating a three-year agreement on these Westinghouse properties; that offer is out to the membership for a vote.

On PG&E we went through general negotiations during the end of 1982 and five months later in May of this year we started general bargaining again and reached a tentative agreement just prior to September 1. This offer is contained in this issue of the Utility Reporter and will be voted upon next month.

We have been busy through the summer with many active members serving on negotiating committees working hard to achieve fair settlements. Business Representatives and Assistant Business Managers here lead these committees at the bargaining table hammering out settlements. We appreciate the hard work and dedication by the full-time staff and members of the negotiating committees and thank them for their efforts to represent the membership at the bargaining table.

We are getting into the Fall of the year, and this is a time when we will be serving notice and beginning bargaining on contracts that are due to expire at the end of the year.

Our contract with State Cable TV, located in Chico, is now open for negotiations, coming off a two-year agreement which was produced by a strike in 1981. We have a number of Memorandums of Understanding that are scheduled for bargaining in the public agency sector, which include the City of Alameda, City of Chico, Irrigations Districts of Glenn-Colusa, Lindmore, Thermalito, Richvale, and Nevada, and the Yuba County Water Agency.

In the federal sector, the United States Bureau of Reclamation and the Western Area Power Administration are due for bargaining in November. Bargaining with the federal government is unique to say the least, as it seems the President of the United States always sets the wages and conditions unilaterally, and the Union has to fashion an agreement around his dictates.

It will be a busy calendar for the remainder of 1983, and so far I believe we have not done too badly at the bargaining table when considering the changing attitudes and the continuing recessionary economics at this time.

The results of the efforts of your bargaining committees are summarized in the following pages. The committees ask you that you weigh all factors and participate by taking the time to vote.

In Unity —

Jack McNally

IBEW 1245 UTILITY REPORTER/SEPTEMBER 1983 3
GUIDE TO READING AGREEMENT AMENDMENTS:

- New language is in **bold face italic** type.
- All Clerical Sections are set off by (parenthesis.)

AGREEMENT AMENDMENTS

**PHYSICAL/CLERICAL**

**TITLE 1 (1) PREAMBLE**

Amend Section 1.2(1.2) NONDISCRIMINATION

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. (Amended 1/1/84)

Section 2(1.2): Add “sexual orientation” to conform to the law.

**TITLE 2 RECOGNITION**

Amend Section (2.1) RECOGNITION

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 geographically recognized Union as the exclusive representative of all office and clerical employees, including Meter Readers and Collectors, in Company’s geographically recognized Union as the exclusive representative of all office and clerical employees, including Meter Readers and Collectors, in Company’s geographically recognized

Continued from PAGE THREE

14. Settlement of Arbitration Cases

During the parties’ discussions regarding the implications of the newly agreed to language in Section 205.11, it was agreed that this new provision would provide a basis for evaluation, and settlement for three pending arbitration cases. Company and Union therefore agreed that arbitration cases numbered ARB 115 (FF 5335), ARB 114 (FF 2035), and ARB 113 (RC 1554) will be returned to the Review Committee with instructions to reexamine these cases and determine a basis of settlement based on the new language and intent provided in the new 205.11 provision.

15. Technological Changes

Company shall continue to provide Union with as much notice as practicable of technological changes in its business which may have a significant effect on its work force. In such circumstances, Company and Union shall then meet to study and explore solutions, such as retraining or special placement, as may be practicable before Company implements the provisions of Titles 206 and 19 of the Physical and Clerical Agreements.

16. Emergency Duty — Local Agreement

The emergency duty committee that was established following the 1982 negotiations to improve response time and administrative procedures will be continued. The provisions of Title 212 of the Physical Agreement, as amended, will be in effect unless other call-out systems are mutually developed locally by Company and Union, as outlined in I. W. Bonbright’s letter dated May 10, 1983. Any changes will be subject to approval by the Company’s Manager of Industrial Relations and the Business Manager of Local Union No. 1245, IBEW.

17. Training Programs

a. Master Apprenticeship Agreement — Union proposed and Company agreed to a letter agreement (Attachment J) specifying that, notwithstanding paragraph G-11 of the Master Apprenticeship Agreement, an employee who, prior to September 1, 1983, had participated in an apprentice training program twice will be allowed one additional opportunity to participate in an apprenticeship training program.

b. Compressor Repairman — The parties agreed to reclassify the Compressor Repairman to Apprentice Compressor Mechanic. Furthermore, the parties agreed that Company would institute a training program for this classification and submit said program to the Joint Apprenticeship and Training Committee.

c. Hydro-Station Mechanic — After discussions on the General Construction Hydro Substation Training Program, parties agreed that the Company would modify, and resubmit the proposed training program for the Union’s review.

d. Pipe Line Operations Department — The subject of training of, bidding rights and lines of progression for plant operating personnel at the Compressor plants in Pipe Line Operations Department were referred to the Joint Apprenticeship and Training Committee.

18. Gas Service Audit Procedures

Company agreed to again review, with Union, its Gas Service Audit Procedures.

19. Switching and Clearance

During the bargaining on classification wage adjustments, Company and Union agreed to refer switching and clearance grievances relative to LineMen, Cable Splicers, and Electricians back to an Ad Hoc Committee for settlement by July 1, 1984. If no agreement is reached by that Committee by that date, the grievances shall be returned to the Review Committee for resolution.

20. Steam Generation and Nuclear Plant Operations

a. Diablo Canyon Power Plant — In response to Company’s proposals to establish, through national examinations, a Plant Apprentice classification at Diablo Canyon Power Plant, Union proposed, and Company agreed, to remove these items from the general negotiations and include these issues in the Diablo Canyon interim negotiations to commence in the Fall of 1983.

b. Steam Department Subcommittee — During a discussion, Company and Union undertook a need to study the power plant operating wage structure. Therefore, the parties agreed to refer the subject to the Steam Department Subcommittee for resolution. Employee rights under Sections 205 and 206 and their application as a result of the Steam Department reorganization were also referred to a Subcommittee for discussion.

21. Reprographics Committee

Company and Union agreed to reconvene the Reprographics Committee for the purpose of studying and resolving classifications, wages, and lines of progression for the Reprographics Section.

22. Computer Operations Department

During the course of negotiations, Union expressed concern over the application of Letter Agreement 82-80-PGE regarding the reorganization of the Computer Operations Department, and the reclassification of certain employees in the Operations Section. Accordingly, Company agreed to reconvene its position regarding this issue with the intention of determining whether adjustments are in order for certain employees who were previously included in these classification adjustments.

23. Attachments

Attached, in addition to the proposed letter agreements mentioned in above, are amended contract sections as agreed to during the negotiations as follows:

**Attachment: Amendments To:**

**A** Physical and Clerical Agreements (except 300 Series Titles)

**B** Job Definitions, Lines of Progression & Classification Wage Adjustments

**C** General Construction (306 Series Titles)

**D** Benefit Agreement (Parts I, II, III & IV)

**E** Savings Fund Plan (Part IV)

**F** TRASOF and PAYSOF Plan (Part V)

**G** Health and Dental Benefit Agreement

**Attachment: Letter Agreements:**

**H** Adjustments For Long Term Disability Recipients

**I** Common Carrier Rate

**J** Master Apprenticeship Agreement

If any of the above or the attachments hereto are not in accordance with your understanding of our settlement, please let me know immediately.

Yours very truly,

I. WAYLAND BONRIGHT
Manager of Industrial Relations
TITLE 3 CONTINUITY OF SERVICE

Amend Section 3.5:
Consistent with the provisions of this Title which pertain to the continuity of service to the public, the employee's classification and headquarters shall be terminated on and after July 1, 1974, for such newborn or adopted child. When an employee who was granted leave of absence for the purpose of providing child care shall be returned to the employee's former classification and headquarters which he vacated, an employee shall be entitled to an additional "leave of absence" for a period of one day in excess of six consecutive months as provided for in Section 101.2(6.2), without reference to urgent and substantial personal reasons to care for such newborn or adopted child, if an employee who was granted leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which he vacated.

An employee shall be entitled to an additional "leave of absence" for a period of one day in excess of six consecutive months as provided for in Section 101.2(6.2), without reference to urgent and substantial personal reasons to care for such newborn or adopted child, if an employee who was granted leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which he vacated.

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

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

The employee shall be required to submit documentation substantiating the claimed need for the change of residence requirements allowing an employee to live beyond the current place of employment if so required.

Amend Section 5.5 (5.6) NEW EMPLOYEE ORIENTATION:
Company shall include a one-page document, as submitted by Union, in the package of information provided to employees hired into classifications represented by Union summarizing the benefits of Union membership. Such document shall not include any matter derogatory to the employee or the Company. (Added 1/1/84)

5.5 (5.6): New section provides a union document be included in the new employee package.

TITLE 5 (5) UNION ACTIVITY

Amend Section 8.7 (21.7) WITHDRAWAL:
Any Division or Department may withdraw from participation in the Local Management Committee on a Maintenance and Construction employee's request for a withdrawal, effective at the end of the employee's regular work day. (Amended 1/1/84)

8.7: Delete Pipeline Operations Department and Materials Distribution Department for general agreement.

Amend Section 8.9 (21.8) PRODUCTIVITY ENHANCEMENT COMMITTEES:
Company and Union shall establish Joint Committees on Productivity Enhancement. Each Joint Committee shall be appointed by Company's Manager of Industrial Relations and four members appointed by Union shall meet at the call of either party. Other Productivity Enhancement Committees shall be established as agreed between Union and Company at other levels of Company's organization. Union shall establish Joint Committees of such employees who are employees of Company shall be paid by Company for attendance at meetings of such committees. (Added 1/1/84)

8.9 (21.8): Add new section, to establish a joint committee on productivity enhancement that can be called by either party.

TITLE 100 (10) HOLIDAYS

Amend Section 100.1:
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 Employee Relations and technical clerks in Steam Generation) and its Pipeline Operations Department, Materials Distribution Department, Telephone Department, Building Department, Gas Meter Repair Plant, Steam Generation Department, Nuclear Plant Operations Department of the General Office, and (b) the 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. (Amended 1/1/84)

100.1: Add Telecommunications Division and Steam Generation Department, and Nuclear Plant Operations reflecting name changes and reorganization of these departments.

TITLE 101 (10) LEAVE OF ABSENCE

Add Subsection 101.2(b)(6.2)(b) CHILD CARE LEAVE:
A regular employee who has given birth to, or has adopted a child, shall be entitled to an unpaid leave of absence for a period not in excess of six consecutive months as provided for in Section 101.2(6.2), without reference to urgent and substantial personal reasons to care for such newborn or adopted child. An employee who was granted leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which he vacated.

An employee shall be entitled to an additional "leave of absence" for a period in excess of six consecutive months as provided for in Section 101.2(6.2), without reference to urgent and substantial personal reasons to care for such newborn or adopted child. An employee who was granted leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which he vacated.

A leave of absence for this kind of leave does not exist after the second six (6) consecutive months, the employee's service shall be terminated. (Added 1/1/84)

101(b)(6.2)(b): Child Care Leave up to 6 consecutive months, protection of regular employee's classification, and an additional 6 months with the understanding that the employee may return only if a vacancy exists in his former classification and lower thereon in his former headquarters only. If no vacancy exists service shall be terminated.

Amend Section 101.9(6.9) FUNERAL LEAVE:
(a) Whenever a regular employee shall be granted the actual time off with pay necessary to attend the funeral of a member of the immediate family, including the time the body may be in the hospital and the time necessary to travel from the location of the funeral, but not to exceed three workdays. The immediate family shall be limited to: an employee's father, mother, birth-in-law, parent-in-law, child, grandchild, son-in-law, daughter-in-law, stepchild, brother, sister, half-brother and half-sister, foster parent, or any other relative or person who was a member of the employee's immediate household at the time of death. (Amended 1/1/84)

101.9(a) 6.9(a): Amend Grandparent-in-Law and Grandchild.

Amend Subsection 101.10(6.10) JURY DUTY:
(a) Regular employees will be allowed the necessary time off with pay for jury duty which occurs within their scheduled working hours during the basic workweek. Such time off shall be granted at a straight time rate only and shall be rescheduled to a first shift during such a period of time at the straight rate of pay, and pursuant to a written agreement with the employee which is actually signed on a day or are required to report to the jury commissioner on another consecutive workday or more shall be rescheduled to a first shift, on a Monday- Friday workday. The employee shall be compensated at a straight rate of pay. Such employees will be paid at their basic rate of pay. In the application of other provisions of this Agreement, such time off with pay for jury duty will be considered as time worked and, if, during any workday before the end of the employee's regular work hours, such employee shall return to work such discharge shall occur at least two hours before the conclusion of such hours of work. (Amended 1/1/84)

101.10(a) 6.10(a): Reschedule second and third shift employees to a first shift on a Monday- Friday workday basis.

Amend Subsection 103.6(14.6) HOLIDAY ON EMPLOYEE'S NON-WORKDAY:
If a holiday falls on a regular employee's non-workday, he shall be entitled to take one additional workday off with pay. Such day shall be scheduled in conjunction with his current workday, and the employee shall be scheduled for a regular workday on a day of his choice. (Amended 1/1/84)

103.6(14.6): New section provides a union document be included in the new employee package.

103.6(14.6): The employee has another day off unless by agreement between the company and the employee, the employee may elect to take one day's pay at straight time rate.

Amend Section 103.7 WORK ON HOLIDAYS:
Regular employees in the classifications listed below may be regularly scheduled to work on holidays which fall on their workdays and shall be compensated therefor as provided in Title 208. The number of such employees regularly scheduled to work on a holiday, are not required on the holiday, shall be kept at a minimum consistent with operational requirements. (Amended 1/1/84)

103.7: That the employee has another day off by agreement between the company and the employee, may elect to take one day's pay at straight time rate.

Amend Section 103.7 WORK ON HOLIDAYS:
In those cases where an employee has not pointed out the error to his supervisor in writing, the employee may elect to (a) return to his work, and, if the error is corrected within ten workdays after the holiday, shall be paid for time worked in accordance with the provisions of this Agreement, such time off with pay shall be considered as time worked and, if, during any workday before the end of the employee's regular work hours, such employee shall return to work such discharge shall occur at least two hours before the conclusion of such hours of work. (Amended 1/1/84)

103.7(a): That the employee has another day off by agreement between the employee and the Company.

Add Section 103.14 ERROR:
If an employee is misinformed as to his holiday entitlement, he will not be required to reimburse the Company for any excess days(s) taken if such excess days(s) are deducted from vacation entitlement. (Added 1/1/84)

103.14: New section provides a union document be included in the new employee package.

103.14(14.14): Add Section for employee to point out error in holiday entitlement to his supervisor in writing.

TITLE 104 (10) MEALS

Amend Section 104.2(16.2) MEALS — REIMBURSEMENT AND TIME TAKEN:
(a) Should a meal be consumed, the employee shall be reimbursed for the cost of the meal and shall be given the time necessary to consume it. (Amended 1/1/84)

104.2(16.2): Add provision for reimbursement of meals and time taken.
COMPANY & UNION

(16.2) Continued

(b) At the employee's option, Company shall pay an allowance for any meal which is required to be provided in accordance with the following schedule:

1. Prior to reporting to work:

<table>
<thead>
<tr>
<th>Meal</th>
<th>Effective</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nearest regular starting time</td>
<td>$5.00</td>
<td>$5.25</td>
</tr>
<tr>
<td>Nearest mid-point of regular hours</td>
<td>$6.00</td>
<td>$6.30</td>
</tr>
<tr>
<td>Nearest quitting time</td>
<td>$6.00</td>
<td>$6.30</td>
</tr>
</tbody>
</table>

2. Meal following dismissal from work

<table>
<thead>
<tr>
<th>Meal</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nearest regular quitting time</td>
<td>$6.00</td>
</tr>
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<td>Nearest mid-point of regular hours</td>
<td>$6.30</td>
</tr>
<tr>
<td>Nearest quitting time</td>
<td>$6.30</td>
</tr>
</tbody>
</table>

3. Regular hours, starting time, lunch period and quitting time

<table>
<thead>
<tr>
<th>Meal</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>On a non-workday are the same as those of a workday.</td>
<td>$11.00</td>
</tr>
</tbody>
</table>

Amend Section 16(3) MEALS - WORK BEYOND QUITTING TIME:

(a) If Company requires an employee to perform work for more than one hour beyond the employee's regularly scheduled eight-hour work period, it shall provide the employee with a meal approximately one hour after regular quitting time and with a second meal at the end of five hours if one can be provided. Except, if it is known that work will continue for more than five hours, the employee shall be entitled to meals at approximately four hours both if such meal plus five hours if one can be provided for as long as the employee continues such work. The cost of any such meal and the time necessarily taken to consume same shall be at Company's expense.

(b) A part-time employee who has performed work for one hour or more beyond the employee's regularly scheduled work period shall be entitled to a meal and the time in which to eat it at the straight rate of pay, up to one-half hour, on which a meal has been performed. The Company shall provide the employee with meals on the job for work performed one hour beyond an eight-hour work period. Working one hour beyond an eight-hour work period shall be considered as work in accordance with (a)above. The provisions of Section 16.2 apply to part-time employees.

(c) If the employee is called to work in advance of his regular starting time, for training purposes, his regular and usual meal practices shall prevail. (Amended 1/1/84)

16.3: Amend provisions of section to part-time employees.

Amend Section 16(4) MEALS - OUTSIDE REGULAR HOURS OR NON-WORKDAYS:

(a) When an employee, at the request of the supervisor in charge, is required to perform work on non-workdays or on non-workdays when his work hours on workdays, he shall observe the lunch arrangement which prevails on his workdays. If such work will extend for more than five hours, he shall be entitled to meals and the time in which to eat them. The meal shall be at Company's expense. The provisions of Subdivision 16(2)(a) or (b), whichever is applicable.

(b) If Company requires an employee to work on his non-workday or workday wholly outside of the hours established as his work hours on workdays, it shall provide, if possible, meal with at intervals of approximately five hours for as long as such work continues.

(c) If Company requires an employee to work on workdays starting two hours or more before regular work hours and such employee continues to work into regular work hours, he shall be entitled for one meal on the job and Company shall provide and have the meal at intervals of approximately five hours for as long as such work continues.

(d) If Company requires an employee to work on workdays starting two hours or more before regular work hours and such employee continues to work into regular work hours, he shall be entitled for one meal on the job and Company shall provide and have the meal at intervals of approximately five hours for as long as such work continues.

Amend Section 104.10 MEALS - REIMBURSEMENT AND TIME TAKEN:

(a) Company shall pay the cost of any meal which is required to provide under this Title, and shall consider as hours worked the time necessarily taken to consume such meal, except, however, that when a meal is taken at Company expense following dismissal from work the time allowance thereof shall be one-half hour. If an employee who is entitled to a meal under the provisions of this Title prior to work or upon dismissal from work and does not accept such meal he shall nevertheless be entitled to such time allowance of one-half hour.

(b) At the employee's option, Company shall pay an allowance for any meal which is required to be provided in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Meal</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nearest regular starting time</td>
<td>$5.00</td>
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<td>Nearest mid-point of regular hours</td>
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<tbody>
<tr>
<td>Nearest regular quitting time</td>
<td>$6.30</td>
</tr>
<tr>
<td>Nearest mid-point of regular hours</td>
<td>$6.50</td>
</tr>
<tr>
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</tbody>
</table>

3. Regular hours, starting time, lunch period and quitting time

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</thead>
<tbody>
<tr>
<td>On a non-workday are the same as those of a workday.</td>
<td>$11.00</td>
</tr>
</tbody>
</table>

104.10: Amend section for fixed meal allowance for prior to work or upon dismissal from work. Meal nearest regular starting time $6.00; meal nearest or following quitting time $11.00.

Amend Section 104.12 OVERTIME MEALS FOR SHIFT EMPLOYEES:

(a) No change in Agreement

(b) When held over from his previous shift, he may take the meal upon dismissal from work and Company shall pay the cost of the meal and one-half hour for the time to consume such meal. or in lieu thereof, the employee may elect to receive a meal allowance in accordance with the schedule set forth in 104.10(b) plus a time allowance of one-half hour, or (Amended 1/1/84)

(c) Such employee may provide the meals on the job, and the Company shall pay the employee an allowance of $6.00 for each meal. (Amended 1/1/84)

Amend new lease at 104.10, for shift employees may elect the flat payment or such employee may provide the meal on the job and receive an allowance of $6.00 for each meal effective 1/1/86: 104.15. (Amended 1/1/84)

Amend Section 104.15 MEALS - RESIDENT EMPLOYEES:

(a) This section shall apply to resident employees. Where Company determines that it is not practicable to provide meals for the job on the resident employees, as herein provided, they shall provide their own meals and Company shall reimburse them for the cost thereof for each meal effective 1/1/86: $6.00. (Amended 1/1/84)

104.15: Amend the increase from $3.00 to $6.00 for reimbursement. Increased to $6.00 on 1/1/84.

TITLE 106 (17) STATUS

Amend Section 106(3)(17.3) SERVICE:

Service is defined as the length of an employee's continuous employment since his Employment Date with Company, a Predecessor Company, a Company or Association named in Section 106.2(17.2) above, and as provided hereinafter 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 Subsection (a) below. The following periods of absence shall count as Service for purposes of this Agreement and shall not constitute a break in Service: (Amended 1/1/84)

1. If the employee has at least one year but less than five years of Service at the time of layoff, he has been absent less than one continuous year. (Added 1/1/84)

2. If the employee has five years of Service or more at the time of layoff and has been absent less than two continuous years. (Added 1/1/84)

106.3(17.3): Amend section to bridge service for laid off employees who have less than five years of Service and have been absent less than one continuous year, and employees who have more than five years of Service and have been absent less than two continuous years.

TITLE 107 MISCELLANEOUS

Amend Section 107.3 PERSONAL TOOLS:

(a) Company will continue its practice of supplying tools and equipment for tools which it presently does so.

(b) Company shall provide the employee a list of personal tools the employee must provide. (Such lists may be changed only by agreement between Company and Union.) When the employee cannot practically transport such tools to and from his job headquarters daily, Company shall provide space for the safe storage of such tools.

Amend Section 107.3 PERSONAL TOOLS:

1. If an employee has at least one year but less than five years of Service at the time of layoff, he has been absent less than one continuous year. (Added 1/1/84)

2. If the employee has five years of Service or more at the time of layoff and has been absent less than two continuous years. (Added 1/1/84)

107.3: Amend provisions of section to part-time employees.

Amend Section 107.3 PERSONAL TOOLS:

1. If the employee has at least one year but less than five years of Service at the time of layoff, he has been absent less than one continuous year. (Added 1/1/84)

2. If the employee has five years of Service or more at the time of layoff and has been absent less than two continuous years. (Added 1/1/84)

107.3: Amend section to bridge service for laid off employees who have less than five years of Service and have been absent less than one continuous year, and employees who have more than five years of Service and have been absent less than two continuous years.

TITLE 111 (8) VACATIONS

Amend Section 111.2(8.2) VACATION ALLOWANCE:

(a) Effective until 12/31/84: In the subsequent calendar year and in each year thereafter up to and including the seventh calendar year following his employment date, a regular employee shall be entitled to a vacation of ten workdays with pay. (Amended 1/1/84)

(b) In the eight calendar year and in each year thereafter, up to and including the 15th calendar year following his employment date, a regular employee shall be entitled to a vacation of fifteen workdays with pay. (Amended 1/1/84)

(c) In the eight calendar year and in each year thereafter, up to and including the 15th calendar year following his employment date, a regular employee shall be entitled to a vacation of fifteen workdays with pay. (Amended 1/1/84)

(d) In the six calendar year and in each year thereafter, up to and including the 31st calendar year following his employment date, a regular employee shall be entitled to a vacation of ten workdays with pay. (Amended 1/1/84)

(e) In the six calendar year and in each year thereafter, up to and including the 31st calendar year following his employment date, a regular employee shall be entitled to a vacation of ten workdays with pay. (Amended 1/1/84)

111.2(8.2): Amend provisions of section to provide for each meal $6.00 effective 1/1/86: $6.00. (Amended 1/1/84)

111.2(8.2): Amend provisions of section to provide for each meal $6.00 effective 1/1/86: $6.00. (Amended 1/1/84)

111.2(8.2): Amend provisions of section to provide for each meal $6.00 effective 1/1/86: $6.00. (Amended 1/1/84)

See NEXT PAGE
Amend Section 111.3(b)(8.3)(b): Amend section: That no more than 10 days or 80 hours shall be charged to the employee in any one year in determining the number of sick days used in computing the 25 days or less.

Amend Section 111.5(8.5) FORFEITURE OF VACATION:

(3) Any employee who is effectuated under this Section shall be notified in writing. (Added 1/1/84)

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

Amend Section 111.8(8.8) — HOLIDAYS DURING VACATION:

If any of the holidays enumerated in Section 103.1 (14.1) occurs during an employee's vacation, it shall not be counted as one day of vacation. The employee shall receive pay for the holidays as such. If a holiday occurs on a non-workday in conjunction with an employee's vacation, the provisions of Section 103.6 shall be applicable. (Amended 1/1/84)

111.8(8.8): Amend section: When a holiday occurs during an employee's leave of absence, it shall not be counted as one day of vacation. The employee shall receive pay for the holiday as such.

Amend Section (8.12) STARTING DAY:

For the purposes set forth in the following Section 8.13, vacation shall be scheduled in increments of one week or more to commence on Monday, except for those employees whose basic work week is on a day other than Monday, where the vacation shall commence with the starting day of the employee's basic work week. 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. (Amended 1/1/84)

(8.12): Amend section: For one-half day vacations.

Amend Section (8.13) SCHEDULING:

The provisions shall schedule vacations throughout the calendar year and shall prepare the annual vacation schedule on the basis of the sign-up giving effect to the limitation of number of employees in order of their Service. An employee may schedule in increments of one-half day or more. (Amended 1/1/84)

(8.13): Amend section: For one-half day increments.

111.2 (8.2) Continued

thereafter, up to and including the 29th calendar year following his employment date, a regular employee shall be entitled to a vacation of 30 workdays with pay. (Added 1/1/84)

(e) If on his non-work days an employee remains at the training location, his board and lodging on such days shall be provided by Company, or if Company does not provide board on such days, it shall authorize him to obtain such meals elsewhere and reimburse him for the reasonable costs incurred while traveling. Transportation shall be in accordance with the provisions of Section 111.2 (8.2). (Added 1/1/84)

(f) If an employee elects not to utilize Company-designated board and lodging on his non-work days, including any holiday which immediately follows his non-work days, Company shall allow him for transportation the sum of $10.00 per day for each of such days. In no case shall such allowable transportation costs exceed the allowable transportation costs under the provisions of Subsection (15.5)(b), or (c) thereof. If the employee is attending a weeklong course or Section (15.4) and Subsections (15.5)(b) and (15.5)(d), Company, at its option shall:

(a) provide individual or group transportation by Company vehicle, or

(b) authorize in advance of the assignment the use of an employee's personal vehicle, or

(c) provide transportation by public carrier only, or in combination with other means specified in (a) above. (Added 1/1/84)

(17.5) COMMON CARRIER

An employee who does not utilize the arrangements determined by Company under the provisions of Section 15.4 or Section 15.5 thereof shall be reimbursed for transportation expenses at the minimum common carrier fare or its equivalent. (Added 1/1/84)

(15.8) PERSONAL AUTOMOBILE

If the provisions of Section 15.8(b) are applied, then when an employee is authorized to use his personal vehicle as a means of transportation under the provisions of Subsection (15.8)(b), (Added 1/1/84)

15.4) WORKING IN THE TRAINING SCHOOL

The regular hours of work of an employee on the days he attends training classes shall be from 8:00 a.m. to 5:00 p.m. with not more than one hour for lunch between 12:00 noon and 1:00 p.m. When the last class period is scheduled for less than one hour, adjustment of the hours of work to correspond therewith shall be made at the end of the afternoon work period. (Added 1/1/84)

(15.10) ELIGIBILITY CLAUSE

By written agreement between Company and Union, special provisions may be substituted for the provisions of Section 15.4 through Section 15.8 inclusive. (Added 1/1/84)

Title 15: ADD: "As amended by the Sea Clause as provided in Section 15.4 through Section 15.8 inclusive."
### TITLE 202 HOURS

**Amend Subsection 202.5(b) HOURS — SPECIAL CASES:**

Steam Generation Maintenance - The number of days of work outlined in Section 202.2 above, employees engaged in steam maintenance may be regularly scheduled to workdays other than Monday through Friday. Thirty days prior to the establishment of basic workweeks other than as provided in Section 202.2 at any plant or group of plants, Company will notify Union of its plans and the means by which Company's needs with respect to proper operation and maintenance of the plant will be met. Such means will include the conditions already contained in this Agreement or clarifications previously negotiated between the parties. For the purposes of this Section an employee who is presently a non-traveler and volunteers on a 10-4 schedule shall retain non-traveling status if the employee returns to a 9-5 schedule at which such employee held non-traveling status. (Amended 1/1/84)

**Amend Subsection 202.1 REMOTE REPORTING to read:**

(a) When the Company determines a need for employees to report for work at other than the designated headquarters, such employees, while assigned to such temporary assembly sites, shall report at the beginning of the workday and return thereto at the conclusion of the workday.

(b) An assembly site is defined as a temporary reporting location for employees assigned under this Section.

(c) Each employee who volunteers and is assigned to an assembly site shall receive an expense allowance which includes 1) any additional parking fee and bridge tolls for a one-way trip, and 2) fifty cents per day if the assembly site is less than 15 miles from the regular headquarters or (b) tuition reimbursement if the assembly site is 15 miles or more from the regular headquarters. Such allowance shall be increased on each January 1 by the same percentage as the average hourly rate for Division physical employees increased, or the nearest 25 cents.

In the opinion of the Company or Union Section 202.21 and its “application” paragraphs are not working as intended by the parties, either party may reopen the Agreement with respect to such Section and its application” provisions. Not later than July 1, 1983 or thereafter, the Company shall create a review area of the headquarters assigning the work.

**Job Siting** shall apply only to such job locations within the service area of the headquarters assigning the work.

5. Section 202.19 (Regular Headquarters) of the Agreement shall not apply to any employee who volunteers and is appointed to report directly to an assembly site.

6. If more than the required number of qualified employees sign up for a given classification, preference shall be given by classification to the employees with the greatest seniority.

7. If a volunteer employee requests to be removed from the assembly site, the employee shall be reassigned to his regular assigned headquarters.

8. Company shall provide for safe storage of an employee's tools.

9. All Titles and Sections of the Agreement applicable to the employee in the assembly site, shall be applicable to the employee in their home offices, including provisions which are indicated below.

a) Section 202.19 as provided for in paragraph 5 above,

b) Section 203.3 for temporary upgrades at the employee's regular assigned headquarters lasting less than one week.

c) Overtime assignments at the employee's regular assigned headquarters, which are an extension at either end of the regular workday.

d) Other overtime assignments where the employee's personal tools are stored at the assembly site. Company will provide and appropriate bags for employees who volunteer to transport such tools to and from their homes. (Added 1/1/84)

**202.21** Add section: Establishes Job Siting provisions under a voluntary basis with an expense allowance of (a) eight dollars and fifty cents per day for any assembly point less than 15 miles from headquarters or (b) 12 dollars per day for assembly points more than 15 miles from headquarters.

### TITLE 204 (13) WAGES AND CLASSIFICATIONS

**Add Subsection 204.2(d)(13.10)(a) WAGES—DUAL AND PROVISION:**

An employee bidding on a job from a dual classification shall be entitled to the highest rate of pay of the classification when bidding a job in the line of progression. (Added 1/1/84)

**204.2(d)(13.10)(a): Add subsection: A dual employee who bids to a job in the line of progression, shall be entitled to the highest rate of pay of the dual classification they bid from.**

### TITLE 205 (18) JOB BIDDING, PROMOTION AND TRANSFER

**Amend Subsection 205.3 WAGE RATE ON PROMOTION:**

(a) A probationary employee shall not be entitled to consideration under the provisions of this Title or Title 18.

(b) (Deleted 1/1/84)

(c) For bidding from a beginner's classification as noted in Subsection 18.2, company may consider together with a beginning classification as noted in Exhibit A, Clerical Line(s) of Progression, any employee in such classification who has passed the clerical "Employment Test" will be considered as being at the top of the classification for 30 months after the employee's employment date. (Amended 1/1/84)

**205.3(c): Amend subsection: Removed "held" added "demoted or displaced".** Clarification for employee who is regularly or temporarily assigned to a classification having a higher wage rate.

**Amend Subsection 205.7(b)(18.8)(b) CANCELLATION OF PREBIDS:**

(a) The employee's prebids shall be cancelled when he has previously been demoted or displaced, pursuant to Title 19, from a clerical classification having a higher wage rate. (Amended 1/1/84)

(b) Upon receipt of authorization from the local Personnel Office, to cancel a prebid, company shall not allow a prebid to be entered in the database for a period of one year from the date of receipt or until such time as the employee changes classification and/ or headquarters, or until such time as the employee rejects an appointment to the classification and/ or headquarters (and shift, if appropriate) on which the prebid was made. Company will notify the employee of the cancellation of employee's prebids as indicated below. Cancellations shall be effective as follows:

1. At the expiration of one year from the date of the prebid and after 15 calendar days advance notice from Company.
2. Upon the employee's declining an appointment to the classification and headquarters on which the prebid was submitted and after 15 calendar days advance notice from Company.

3. Thirty calendar days after any employee's change of headquarters or classification, which affects his or her status as a prebidder, after 15 calendar days advance notice from Company.
4. Immediately upon an employee's change of classification and/ or headquarters which doesn't affect his or her status as a prebidder.

5. Immediately upon receipt of authorization from an employee to cancel a prebid.

6. (Up)on receipt of authorization from the local Personnel Department to cancel prebids because a job is deleted from the direct- ing or an employee right, as provided for in Section 206.9(18.9), with notification to the employee by the local Personnel Department and after 15 calendar days.

7. (If) appropriate, the employee's prebid will be given 205.7(b)(18.8)(b) consideration for 15 calendar days from the time the local Personnel Department notifies employee of such cancellation. (Amended 1/1/84)

**205.4(18.4)(d): Amend: Clarification of how prebids are cancelled.**
Add Subsection 205.5(b)(18.5)(b):
Cancellation of Transfers: Applications for Transfer are valid for a period of one year from the date of receipt or until such time as the employee changes classification and/or headquarters, or until such time as the employee rejects an application for transfer, whichever event occurs first. Company shall acknowledge receipt of all transfer applications within 15 calendar days from date of receipt and, without rejecting such applications, notify in writing an employee who submits a transfer application that, based on its review of the employee's qualifications and those of others eligible for transfer, the employee will not be considered for transfer to fill the vacancy. The employee will be given the opportunity to present reasons why he/she should be considered for transfer. Company will then notify the employee in writing of the decision regarding the employee's application for transfer.

Company shall, within each Division or Department, provide Union information on beginning job vacancies that have been filled the previous month as follows:

1. Name of individual, social security number, employment date and classification.
2. Classification of vacancy filled.
3. Department and Headquarters of vacancy filled.
4. Date vacancy filled.
5. Show whether vacancy is regular or part-time.
6. Show whether vacancy is filled by transfer, new hire or new hire and transfer.
7. Show whether vacancy resulted from the downgrading of a higher classification or is a newly established position at the headquarters.

Company shall acknowledge receipt of all transfer applications within 15 calendar days from date of receipt and, without rejecting such applications, notify in writing an employee who submits a transfer application that, based on its review of the employee's qualifications and those of others eligible for transfer, the employee will not be considered for transfer to fill the vacancy. The employee will be given the opportunity to present reasons why he/she should be considered for transfer. Company will then notify the employee in writing of the decision regarding the employee's application for transfer.

Add Subsection 205.5(b)(18.5)(c):
Cancellation of Transfers: Applications for Transfer are valid for a period of one year from the date of receipt or until such time as the employee changes classification and/or headquarters, or until such time as the employee rejects an application for transfer, whichever event occurs first. Company shall acknowledge receipt of all transfer applications within 15 calendar days from date of receipt and, without rejecting such applications, notify in writing an employee who submits a transfer application that, based on its review of the employee's qualifications and those of others eligible for transfer, the employee will not be considered for transfer to fill the vacancy. The employee will be given the opportunity to present reasons why he/she should be considered for transfer. Company will then notify the employee in writing of the decision regarding the employee's application for transfer.

Company shall acknowledge receipt of all transfer applications within 15 calendar days from date of receipt and, without rejecting such applications, notify in writing an employee who submits a transfer application that, based on its review of the employee's qualifications and those of others eligible for transfer, the employee will not be considered for transfer to fill the vacancy. The employee will be given the opportunity to present reasons why he/she should be considered for transfer. Company will then notify the employee in writing of the decision regarding the employee's application for transfer.
Amend Subsection 205.6(a) POSTBIDDING PROCEDURE:
On the first day of each month, Company shall post throughout its system a list of all job vacancies in the unit described in Section 200.1 of this Agreement. The list shall include vacancies which have previously been posted but which have remained unfilled for a period of 3 months from the date last posted and where the list of postbidders has been exhausted and vacancies temporarily filled by Company as provided in Section 205.3, but excluding vacancies filled from previous prebids and temporary vacancies and vacancies in temporary and part-time jobs and in jobs in beginning's classifications. A vacancy created by an employee’s absence on “leave” or by reason of industrial disability shall be deemed to be exhausted as of January 1/84.

Amend Subsection (18.7)(a) POSTBIDDING PROCEDURE:
On the first day of each month, Company shall post throughout its system a list of all job vacancies in the unit described in Section 2 of this Agreement, not filled through the prebidding system. The list shall include vacancies which have previously been posted but which have remained unfilled for a period of 3 months from the date last posted and where the list of postbidders has been exhausted and vacancies temporarily filled by Company as provided in Section 205.3, but excluding vacancies filled from prebids and temporary vacancies and vacancies in temporary and part-time jobs and in jobs in beginning’s classifications.

Amendment (1/1/84)

205.6(a) and (18.7)(a): Amend to change postbid list including when the list of postbidders has been exhausted.

Amend Section 205.11(18.11) Bypass FOR LACK OF QUALIFICATIONS:
(a) Notwithstanding anything contained in this Title, Company may reject the bid of any employee who does not possess the knowledge, skill, efficiency, adaptability and physical ability required for the job on which the bid is made. Additionally, the bid of an employee to a classification having a higher maximum wage rate will be rejected if the employee has been under active counselling for poor work performance during the previous 12 months. Active counseling for the purpose of this Section is considered to be: (1) Two or more separate instances in which the employee received disciplinary layoff without pay for poor work performance or (2) demotion for cause.
(b) Company may give tests to assist in determining an employee’s qualifications. By written agreement between the Company and Union, the Union may accept testing programs for determining employee’s qualifications for promotion. An employee’s failure to pass such tests in accordance with a Company and Union-approved program shall result in the rejection of his bid without further consideration.

205.11(18.11): Amend: Add provisions to Bypass Employee under active counseling.

Amend Subsection 205.20(b)(18.18(b)) POSTING JOB AWARDS:
Company shall post on the bulletin boards in each headquarters within the system a list of all job awards made through postbids and through prebids in accordance with the provisions of Section 205.8 (of the Physical Agreement), and through transfers within the company. The list will include the job vacancy number (where applicable) and headquarters, the appointed employee’s name and service, and the Agreement. The list will be relied upon for the award. (Amended 1/1/84)

205.20(b)(18.18(b)): Amend: Add transfers to be posted on bulletin boards.

Add 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 that classification which has the lowest maximum wage rate of the group of classifications combined and indicated as the next lower to any particular higher classification.

To be entitled to preferential consideration under Subsection 205.21(b) or (c), and 205.8(b), an employee must be reemployed as a result of a signed apprentice agreement, an employee receiving the “top rate of pay of the next lower classification” as defined above must have worked in a classification which is in such unit may be demoted for any reason other than lack of work in a previously existing vacancy in such unit within the Division in which he is employed or into a vacancy which has been created in any Division by the concurrent transfer or promotion of an employee out of such unit in connection with such demotion.

205.21: Add Section: Clarification of length of time spent in next lower classification having a lowest maximum wage rate for 205.7(b)(c) or 205.8(b) rights.

301.1 APPLICATION
Employees who are transferred from a present headquarters to one at a new location, or who are reemployed at a new location within one year after layoff for lack of work at a previous location, shall be governed by the rules and regulations provided in Section 301.5 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, except as provided in Subsection 301.4(b).

301.2 MILEAGE MEASUREMENT
(a) Expense allowances provided for in Sections 301.4 and 301.9 shall be paid, or board and lodging provided for in Section 301.5, shall be the expense 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. The expense allowances provided for in Sections 301.4 and 301.9 shall be paid, or board and lodging provided for in Section 301.5, shall be the expense 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.

301.2 a) Amended Subsection 205.21(a) moved to Subsection 301.3(b). Identifies limitations on the quality of roads which may be used to compute expenses mileage.

TITLE 208 (1) OVERTIME

Amend Section 208.16 EQUAL DISTRIBUTION — PREARRANGED OVERTIME:
(1) Overtime work shall be distributed among employees in the same classification and in the same location as equally as is practicable. The Company will post accumulative prearranged overtime worked or credited for any person for the following month.

208.16: Amend: Posting accumulative prearranged overtime for each person each month.

Amend Section (12.3) EQUAL DISTRIBUTION:
(1) Overtime work shall be distributed among employees in the same classification and in the same location as equally as is practicable. The Company will post accumulative prearranged overtime worked or credited for any person for the following month.
GENERAL CONSTRUCTION

301.3 RESIDENCE AND RESIDENCE AREA DEFINITION

An employee's Residence and Residence Area shall be determined and used to establish eligibility for expense allowances in accordance with the following:

(a) An employee's Residence is defined as the principal place of abode in the city or town in which the employee resides on a regular basis, from which he commutes daily or weekly to work at a company-authorized location, or 2) one which the employee has a financial responsibility to maintain and to which the employee returns at the end of each work period, or 3) one which is used by the employee for temporary or other assignments at more distant job locations. An employee establishes a Residence by filing a Residence Certificate.

(b) An employee's Residence Area is defined as a zone extending 25 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 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 road miles will be measured from the principal street intersection of the main business district.

(c) An employee who is transferred more than one year after layoff due to lack of work 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 as provided in Section 301.4 until the employee is transferred to a job location more than 25 road miles from the city hall of the city or town in which the employee was hired or retired. If the employee is rehired within the 25 road mile zone, the 25 road miles 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 road miles will be measured from the principal street intersection of the main business district.

(1) Change of Residence

(a) An employee may change his Residence as defined in Subsection 301.3(a) at any time; however, the employee may have only one Residence at a time. If an employee who changes his Residence under this Subsection must file a new Residence Certificate immediately. This new Residence Certificate will become effective on the date of filing.

(b) Since the payment of per diem expenses is based upon the location of the employee's Residence, the employee shall be required to change his Residence Certificate, as provided in Section 301.3, on or before the date of change of Residence.

301.4 EXPENSE ALLOWANCES

Subject to the provisions of this Title, employees who provide their own transportation shall be entitled to expenses allowances in accordance with the following:

(a) Each scheduled day an employee works in the basic workweek or is prevented from performing such scheduled work by inclement weather conditions covered in Title 303: each day an employee reports for prearranged or emergency work on a non-workday, holidays which fall on a workday in the basic workweek, or is prevented from performing such an engagement by inclement weather or illness, is also observed as a holiday pursuant to the provisions of Title 103: each non-workday during which an employee is required to take more than four hours of travel time in conjunction with a transfer, as provided for in Section 301.11.

Run Miles From the City Hall or Principal Intersection of Employee's Residence

<table>
<thead>
<tr>
<th>Zone to the Reporting Location</th>
<th>Amount of Per Diem</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
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<tr>
<td>2</td>
<td>9.00</td>
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<tr>
<td>3</td>
<td>12.25</td>
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<td>4</td>
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<td>5</td>
<td>22.00</td>
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<tr>
<td>6</td>
<td>35.00</td>
</tr>
</tbody>
</table>

*The principles set forth in Subsection 301.3(b) also dictate whether the city hall or principal intersection is to be used for this purpose.

(a) An employee cannot qualify for per diem expense allowances and/or increase his per diem by moving his Residence further from his job headquarters. Such employee's per diem status and/or rate of per diem shall remain unchanged until his next following transfer measurement.

301.4: Adjusts the amounts for per diem expenses during 1984 and 1985 (expenses for 1986 and 1987 will be negotiated starting on 1/1/85); provides payment of expenses when less than 4 hours of travel time on a non-work day; prevents an employee from increasing per diem amount by changing residence.

301.5 COMPANY PROVIDED FACILITIES

Employess may elect to use Company-provided camp and boarding facilities. In lieu of providing their own board and lodging pursuant to Section 301.4 or Subsections 301.9(b) or (c), in which case Company shall provide such employees board and lodging expenses in the duration of the periods they work at locations where board and lodging facilities are made available. Such camp and boardinghouse facilities shall be of reasonable quality.

301.5: Language change for clarification only.

301.5: Adds reference to the special assignment section of the contract to better explain all expenses options.

301.6 IN LIEU OF EXPENSES

An employee may receive expense allowances under Section 301.4 or 301.5, or the employee may elect to receive an expense allowance referred to in Section 301.5; however, the employer will not be allowed to receive benefits under more than one section at the same time.

301.7:精彩的Expenses may be paid for transfer or temporary assignments only. Subsection (b) provides that travel time shall be considered when calculating the employee's time at work, even if the employee does not work during that time.

301.9 SPECIAL ASSIGNMENT

When the Manager in charge orders that an employee be temporarily detached from the employee's established headquarters and assigned to a temporary workday, location, or special temporary assignment to a location outside the employee's Residence Area, while enroute between jobs, the employee shall be eligible to elect either option (a) or (b) below.

(a) Such employee shall be reimbursed for actual board and lodging expenses incurred therein for a period not to exceed 30 consecutive days.

(b) Increases meal cost reimbursement without receipts to $5.00, $6.00 and $11.00; requires Company to advance any employee an additional reimbursement for a special temporary assignment for the duration of such assignment and shall provide an employee an expense allowance for any day he or she is absent from duty by reason except as provided for in Subsection 301.3(a).

(c) On the recommendation of the employee, the Company will provide transportation to the temporary location at the company's expense, at the time and one-half rate for travel time in excess of four hours, taken outside of regular work hours on a work day, or in excess of four hours on a non-work day.

301.10 ILLNESS WHILE IN CAMP

Subject to the provisions of this Title, employees who provide their own transportation shall be entitled to expense allowances in accordance with the following:

(a) An employee whose illness occurs in a camp or boardinghouse facility shall be required to reimburse the Company for any overpayment of per diem and shall be subject to disciplinary action as per the disciplinary articles.

301.10: Changes language only for clarification.

301.11 TRAVEL ALLOWANCE

(1) When an employee is transferred to a new job headquarters or point of assembly, the following allowances shall be paid to the employee: such an expense allowance for any day he or she is absent from duty by reason except as provided for in Subsection 301.3(a).

(a) When an employee is transferred to a new job headquarters or point of assembly, the following allowances shall be paid to the employee: such an expense allowance for any day he or she is absent from duty by reason except as provided for in Subsection 301.3(a).

(b) Increases meal cost reimbursement without receipts to $5.00, $6.00 and $11.00; requires Company to advance any employee an additional reimbursement for a special temporary assignment for the duration of such assignment and shall provide an employee an expense allowance for any day he or she is absent from duty by reason except as provided for in Subsection 301.3(a).

(c) On the recommendation of the employee, the Company will provide transportation to the temporary location at the company's expense, at the time and one-half rate for travel time in excess of four hours, taken outside of regular work hours on a work day, or in excess of four hours on a non-work day.

301.12 TRANSFER - GENERAL CONSTRUCTION SERVICE CENTERS

(a) An employee holding a General Construction Service Center classification shall not be transferred to a new job headquarters or point of assembly, and shall not be entitled to a per diem allowance or other expense allowance except as provided for in Subsection (b) below.

(b) Increases meal cost reimbursement without receipts to $5.00, $6.00 and $11.00; requires Company to advance any employee an additional reimbursement for a special temporary assignment for the duration of such assignment and shall provide an employee an expense allowance for any day he or she is absent from duty by reason except as provided for in Subsection 301.3(a). See NEXT PAGE

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301.13 Continued

(b) If an employee is transferred to a General Construction Service Center as a result of the application of Title 306, this Agreement shall be supplemented by a Relocation Allowance equal to the applicable per diem amount as provided for in Subsection 301.4(a), based upon the employee’s residence and service as if the employee had worked under the terms of the Agreement in the period prior to his transfer. If the employee has been laid off, the maximum Allowance shall not exceed that of the Zone 3 per diem amount. Such Relocation Allowance shall be paid for each scheduled day the employee works in the Service Center as a result of the application of Title 306. If the employee falls on a workday in his basic workweek, and shall continue 1) for 26 weeks from the date of his employee’s placement in the Service Center and 2) until he returns to a Service Center from which he transferred under the provisions of Title 306, or 3) until he is otherwise transferred, whichever occurs first.

301.13: Provides for expenses for an employee demoted or displaced into a Service Center for 26 weeks. Such expenses to be zone 1, zone 2, or a maximum of zone 3 based on his residence.

301.15 (Deleted 1/1/84.)

301.15: Eliminates language no longer necessary.

301.16 HARDSHIP TRANSFERS

Notwithstanding anything contained herein, Company by agreement with Union may transfer any employee who requests such a transfer for substantial reason. Such transferred employee shall not be entitled to travel time or reimbursement of transportation expense, but shall be entitled to per diem expenses as provided for in Section 301.4. If such an employee has not yet become eligible for per diem expenses as provided in Subsection 301.3(c) at the time of such transfer, the city or town to which the employee is transferred shall be considered the employee’s hiring or rehiring location for the purposes of Subsection 301.3(c).

301.16: Subsection reference changes only — necessary due to changes in other contract sections.

301.3:师傅 transfers

When a regular employee is directed by the foreman or supervisor in charge not to report for work on any day in the employee’s basic workweek because of inclement weather, or other similar cause beyond the employee’s control, the employee shall not be charged for board and lodging on such day.

301.3: Increases the inclement weather allowance from $6.00 to the zone 3 amount. ($12.25 at present and as increased in the future).

303.4: Exception

An employee in General Construction, other than an employee in a journeyman classification in the same line of progression as that in which the employee has greater Service than the displacing employee and who cannot effect a displacement pursuant to Section 306.2, and who cannot effect a displacement provided for in Section 306.3, may elect to displace an employee who 1) has less Service than the displacing employee and who cannot effect a displacement pursuant to Section 306.2 and who cannot effect a displacement provided for in Subsection 306.3 or 306.4, may elect to displace that employee because of lack of work or the return of an employee of lesser skill or experience from leave of absence for Union business or military service, but not to layoffs due to inclement weather, lack of material and similar causes, shall be applied in such manner as to give effect to the following:

(a) Provided the employee is fully qualified to perform the duties of the classification to which the employee is assigned or transferred, Service, as defined in Section 106.3, shall be the determining factor in the application of this Title.

(b) An employee may not elect to displace another employee with equal or greater Service. An employee may not displace an employee in a classification having a rate higher than that of the employee’s classification except where such classification is considered to be the same in accordance with a Line of Progression as provided for in Title 306.4.

(c) Where referred to in this Title, the Promotion-Demotion Geographic Area shall be as listed in Exhibit II, General Construction Promotion-Demotion Geographic Areas. Such Promotion-Demotion Geographic Area will not be changed during the period of an actual demotion or layoff, except under letter of agreement with the Union.

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

306.1: Employees (2 or More Years Service)

306.1 Continued

306.3 BUMPING (2 OR MORE YEARS OF SERVICE)

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

(b) An employee who has two or more years of Service cannot effect a displacement provided for in Subsection 306.2 if, in lieu thereof, elect to displace an employee who 1) has less Service than the displacing employee, and 2) is in the same General Construction Department.

(c) An employee who has two or more years of Service cannot effect a displacement provided for in Subsection 306.2 if, in lieu thereof, elect to displace an employee who 1) has less Service than the displacing employee, and 2) is in the same General Construction Department.

306.3: Renumbered — some language changed for clarification only. No substantive change.

306.4 BUMPING (5 OR MORE YEARS OF SERVICE)

(a) An employee who has five or more years of Service and who cannot effect a demotion pursuant to Section 306.2 who 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 it becomes possible, the employee may elect to displace an employee who 1) has less Service than the displacing employee and who is in the next lower or successively lower classification in the reverse order of the normal line of progression in the same General Construction Department.

(b) An employee who has five or more years of Service and 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 a classification lower thereto in the same line of progression.

306.4: Renumbered. In Subsection (a), some language change for clarification only. No substantive change. New Subsection (b) provides an employee who has five or more years of Service and who cannot effect a demotion or 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 any classification lower thereto in the same line of progression in the same department or a different department, provided he worked in that department one year in the last four and further, held that classification one year in the same line of progression for six months in the last four years.

306.5 BUMPING (4 OR MORE YEARS OF SERVICE)

(a) An employee with four or more years of Service who cannot effect a demotion pursuant to Section 306.2 who and who cannot effect 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 displacing employee’s current classification in the same line of progression in the same General Construction Department.

306.5: Renumbered. See NEXT PAGE
306.5 Continued

(b) An employee with four or more years of Service who cannot affect a demotion pursuant to Section 306.3, and who cannot affect a displacement pursuant to Section 306.2, who and department or line of progression in accordance with the provisions of this Section, shall be displaced by such action:

A Class (a) The employee shall be notified of the assignment by written notice delivered at his mailing address, telephone number for contact and the Promotion-Demotion Geographical Areas (if any) for which assigned.

(b) When a vacancy exists in a lower classification in the normal line of progression of an employee who has been or is on Long Term Disability status to return to the highest classification provided for in Sections 306.3, 306.4 or 306.5, may elect to fill a vacancy or increase the number of employees described in Section 308.1.

(c) If the employee has been displaced on an accelerated basis, Company shall forward notice of openings for re-employment to the last mailing address, keeps the Company informed of the current mailing address and telephone number for contact and the Promotion-Demotion Geographical Areas (if any) for which assigned.

(d) If the laid off employee cannot be reached by telephone, Company shall forward notice of openings for re-employment to the last mailing address and telephone number for contact and the Promotion-Demotion Geographical Areas (if any) for which assigned.

306.12 REHIRE

(a) A regular employee who is eligible for rehire and who has been laid off for lack of work for a period of 30 days or more has or more than three consecutive weeks without having 2 consecutive days off. There is no penalty provided, for a violation of the provisions of this Section since the ban is absolute.

(b) When a vacancy exists in a lower classification in the normal line of progression of an employee who has been or is on Long Term Disability status to return to the highest classification provided for in Sections 306.3, 306.4 or 306.5, may elect to fill a vacancy or increase the number of employees described in Section 308.1.

(c) If the employee has been displaced on an accelerated basis, Company shall forward notice of openings for re-employment to the last mailing address, keeps the Company informed of the current mailing address and telephone number for contact and the Promotion-Demotion Geographical Areas (if any) for which assigned.

(d) If the laid off employee cannot be reached by telephone, Company shall forward notice of openings for re-employment to the last mailing address, keeps the Company informed of the current mailing address and telephone number for contact and the Promotion-Demotion Geographical Areas (if any) for which assigned.

306.15 THREE WEEK LIMIT

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. Employees are entitled to promotions on the basis of Company service had he remained in the bargain.

(a) The terms and provisions of this Section shall be applicable to all employees described in Section 300.3.

(b) This Section means that, except for the 3 exceptions noted below, there is an absolute prohibition against requiring an employee to work more than three consecutive weeks without having 2 consecutive days off. There is no penalty provided, for a violation of the provisions of this Section since the ban is absolute.

(c) When an appropriate employee has performed work on 21 straight days, the employee must be granted the next 2 days off. If the next 2 days off occur on regular workdays, the employee shall be excused with no penalty. If the next 2 days off fall on a weekend, nonetheless, be granted the days off at the straight-time rate of pay.

(d) Employees may work beyond the 21 consecutive day limit only under the following circumstances:

(1) Any work situation involving an immediate hazard to life or property.

(2) If an employee is compelled by law to work without pay to prevent a hazard to life or property.

(e) Employees working emergency overtime.

(1) Employees working emergency overtime.

(2) Employees working under conditions which prevent them from working

(3) Employees working overtime for the purposes of this Section 308.15, the time of day when a work period occurs or the length of any given work period is immaterial. If any work performed on a day or 

(4) Days as used in this Section 308.15 are to be calculated in 21 straight days.

Work performed in this Section 308.15 is defined as time for which an employee is paid while actively working at such employee's assigned job. This definition does not include travel time, time paid for a meal after dismissal from work and prescheduled overtime cancellation payments when the employee has not reported for work. Nor does it include shifts

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308.15 Continued

which overlap calendar days by a period of one hour or less.

(1) Any non-workday or holiday on which an employee is not regularly scheduled to work, where an employee volunteers for overtime work (see (c) and (3) above) shall not be included in the determination of 21 straight days, and such days will count as days off whether or not the employee works. (Application of this Section will be made to other regular work days where employee does not work, e.g., jury duty, etc.

(2) (a) One day off during the first 7 consecutive days worked shall constitute a break in the 21-day accumulation.

(b) Whenever 7 consecutive days of work shall not constitute a break in the 21-day accumulation; however, such a day off shall not be counted as a day of work. The count towards 21 consecutive days shall continue upon the employee’s return to work. For example, if an employee who has worked 13 consecutive days takes a single day off, the day such employee

returned to work shall be the 14th day towards the accumulation of 21 consecutive days.

(3) Successive workweeks of 6 days worked and 1 day off are permissible with no requirement of granting 2 consecutive days off.

308.15 Continued

Language from the Clarification of Sections 208.23 and 308.15” has been moved from the clarification to the Agreement. No change in language.

Hydro Station Mechanic: Company will modify and resubmit the proposed training program for Unions review.

TITeL 500 JOB DEFINITIONS AND LINES OF PROGRESSION

500.11 Davis Shop, General Construction

Company and Unions agreed to discuss the job definitions and lines of progression for the G.C. Mechanical Services group, such discussions to commence no later than 12/31/83.

500.13 Field Employees, General Construction

Company and Unions agreed to discuss the job definitions and lines of progression for various G.C. Field classifications. Such discussions will include training, wages, and job content, and will commence no later than 12/31/83.

TERM

TITLe 500 (25) TERM

Amend Section 500.1(25.1) TITLE: This Agreement having taken effect as of September 1, 1952 (July 1, 1953) and having thereafter been amended from time to time shall continue in effect as further amended herein for the term of January 1, 1984 through December 31, 1987 and shall continue thereafter from year to year unless written notice of termination shall be given by either party to the other 60 days prior to the end of the then current term. (Amended 1/1/84).


Amend Section 500.3(25.3) GENERAL WAGE INCREASES:

(a) January 1, 1982 - Effective January 1, 1983, the basic wage rates established for January 1, 1984 in Exhibit X of this Agreement shall be increased by 3 percent. In addition, Company shall pay one cent per straight-time hour (40 cents per 40-hour week) for each full 0.3 points by which the Consumer Price Index, United States City Average - Urban Wage Earners and Clerical Workers (1967 Base Year) for the month of July, 1984 exceeds the same Index for July, 1983 (328.2). (Amended 1/1/84)

(b) Effective January 1, 1985, the wage rates established for January 1, 1985 in Exhibit X of this Agreement (not including any cents per hour adjustments as provided in (a) above) shall be increased by 3 percent. In addition, Company shall pay one cent per straight time hour (40 cents per 40-hour week) for each full 0.3 points by which the Consumer Price Index, United States City Average - Urban Wage Earners and Clerical Workers (1967 Base Year) for the month of July, 1985 exceeds the same Index for July, 1984. (Added 1/1/84)

(c) Effective January 1, 1987, the wage rates established for January 1, 1987 pursuant to (b) above shall be increased by 3 percent. In addition, Company shall pay one cent per straight-time hour (40 cents per 40-hour week) for each full 0.3 points by which the Consumer Price Index, United States City Average - Urban Wage Earners and Clerical Workers (1967 Base Year) for the month of July, 1986 exceeds the same Index for July, 1984. (Added 1/1/84)

Amend Section 500.5(25.5) CONFLICT OF LAW

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

Amend Job Definitions and Lines of Progression to the following:

500.3(25.5): Amend: Provide a commitment that both parties shall meet to CCI a substitute provision of this agreement that has been suspended by law.

EXHIBITS

EXHIBIT I (EXHIBIT B) EDUCATIONAL ASSISTANCE

Amend Subparagraph E. under REFUNDS:

Refunds exceeding $700 per calendar year to any one employee will not be allowed except under unusual circumstances. Requests for refunds in excess of $700 in any one year will be considered only if (Amended 1/1/84)

Exhibit I (Exhibit B): Amend: Refund increase from $200 to $700.

TITLe 600 JOB DEFINITIONS AND LINES OF PROGRESSION

Amend Section 600.1 DIVISION GAS AND STEAM HEAT DEPARTMENT:

1. Revise all lines of progression to reflect the deletion of 2044 Compressor Repairman and the addition of the 1243 Apprentice Compressor Mechanic and 1248 Unassigned Compressor Mechanic.

2. Add 2785 Meter Reader to the line of progression as next lower to 2230 Reserve Gas Serviceman.

Amend Section 600.3 CERTAIN JOB DEFINITIONS AND LINES OF PROGRESSION as follows:

600.3: Amend: Revise All Lines of Progression to the deletion of 2044 Compressor Repairman and the addition of the 1243 Apprentice Compressor Mechanic and 1248 Unassigned Compressor Mechanic.

0624 FIELDMAN

An employee who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities and other underground and above ground gas systems. Under the direction of a Light Crew Foreman, Fitter or Gas Mechanic, performs such duties as installing leak repair clamps, domestic meter sets, miscellaneous pipe fitting, lighting pilots, operating equipment such as back-hoeing equipment, small power tools and control equipment, leak detectors, pipe locators, small trenchers and other equipment of 30 hp or less. May work alone in performing such duties as truck driving, operating compressors, concrete saws, routing leak surveys, pipe locating, taking pipe to soil potentials. Performed clerical work associated with these duties. The duties which may be performed by a Fieldman working alone may also be performed by a Fieldman when he is assigned as a member of a crew. May be assigned to drive the crew truck and assist the Light or Heavy Crew Foreman in the performance of the clerical work of the crew. May also be required to perform the duties of a Manhole Framer and assist an employee in a higher classification.

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Notes on the Fieldman classification:
The classification of Fieldman was developed to perform all duties of the Apprentice Fitter except that of welding. The Fieldman’s duties shall be performed as a part of a crew except for the following work under the conditions herein stated:

A. Pipe location and leak surveys and investigations. This work shall normally be done alone, but, where necessary for protection of a Fieldman, a Helper may accompany him to act as his supervisor when no mechanical work will be performed as part of these functions. When a Helper is assigned to assist a Fieldman, the Helper’s pay is to be paid as a Wages Earned. A Helper shall be paid as a Wages Earned for the protection of both men, nevertheless, the Helper will be expected to provide some assistance to the Fieldman such as making man holes, driving, painting the streets after the Fieldman has checked it, or holding one end of the pipe locator.

B. Use of concrete saws. Where this work is performed apart from a crew, the employee shall receive the rate of pay of the Fieldman classification.

C. Use of truck mounted compressor. Where used on a roving basis from crew to crew, the employee shall receive the wage rate of the Equipment Operator and the Fieldman.

D. Use of portable trenchers (such as “Ditch Witch”, “Arps”). When used apart from a crew, the employee shall be paid the wage rate of Equipment Operator.

E. Fitting work by a Fieldman shall be limited to fabrication and alteration of meter sets using threaded fittings.

F. With respect to the question of assigning Fieldman or others to the operation of a dump truck with a loader on the front which is being used to load the truck itself, it is our understanding that the proper classification is Truck Driver; however, a Fieldman may be assigned to perform such duties provided that his wage rate is at least equivalent to the beginning rate of Truck Driver.

G. It is also our understanding that the proper classification for operation of a truck with a front-end loader which is being used to load other trucks or which is being used to backfill a trench is Equipment Operator, other than loading itself, hauling or unloading, is Equipment Operator.

H. A Fieldman may be assigned to drive a truck (other than a heavy truck) transporting reels of underground cable from the warehouse to the job site and assist the crew in laying the cable in an open trench, provided that he receives a wage rate that is at least equivalent to the beginning rate of Truck Driver.

I. The Fieldman classification is to be used on all marking and locating assignments where the activity is the primary marking and locating assignment and not just answering questions and give advice to others while on such assignments if that activity is incidental to his primary involvement of marking and locating facilities. The Fieldmen who were assigned to this work as a principal duty prior to January 1, 1980 will continue to do so until such time as they are demoted to the classification or request a different work assignment.

J. The Fieldman/Equipment Operator Training Program was established effective on August 1, 1981. Those incumbents at the 24-month step on August 1, 1981, who do not indicate by August 15, 1981, a desire to take the training will be returned to the 18-month wage step effective the first workday following their retest. The retest will be given 30 days after completion of the academic training. If the Fieldman on the payroll as of July 31, 1981 will be allowed to progress to the 24-month wage step of the classification provided Corporate Management is unable to provide such assignments.

Notes on the Fitter classification:

A. In outlining the work to be performed by a Fitter apart from a crew, the work is agreed to be limited to minor repairs and other work which is simple or routine in nature includes but is not necessarily limited to the following examples:

1. Working alone shall be generally limited to patrolling of pipelines, making minor alterations to domestic type meter and regulators sets, or working with other employees who are performing operations which could create a hazard to PG&E gas pipelines.

2. In working in such assignments, his work could involve inspection of work being performed, locating and marking locations of pipes and preventing damage to pipelines by others performing such work.

B. The Fitter classification is to be used when it is necessary to have an employee stand by on a construction job to give advice, instructions, or any action to help assure that the Company underground facilities are not damaged.

C. A Fitter and one other employee, who shall be either a Fieldman or Apprentice Fitter, working apart from a crew could involve:

1. Investigation of leaks.
2. Repair of minor leaks by means of a leak clamp, fusion or welding. Large leaks, patching of pipes or emergency conditions shall be handled by crews.
3. Minor alterations to services including abandonment (does not include installation).

4. Remodeling of domestic type meters and regulator sets, including the installation of meter manifolds having connectors for four meters or less. (R.C. 0526-81-10)
5. Repacking of glands in valves.
6. Pressure control fittings on piping operating at 60 psi or less.
7. Pressure control fittings on piping operating at 400 psi.
8. Pressure control fittings in sizes 2 inches and smaller on lines operating at less than 400 psi.

C. A Fitter with a pressure control fitting assignment may work with a Crew Fitter for a period of 6 months to gain skill to attain journeyman status, the Apprentice as a member of a crew include but are not necessarily limited to:

1. Welding
2. Nonproduction welding for advancement to Fitter-Arc or Gas Mechanic.

A. Production welding on a job, but a Fitter may perform practice nonproduction arc welding for advancement to Fitter-Arc or Gas Mechanic. Inasmuch as arc welding by a Fitter is to provide training and development of skill and competency to progress to Fitter-Arc or Gas Mechanic and the Apprentice is not required to gain this skill to attain journeyman status, the Apprentice as such shall not be used in arc welding processes. Failure to qualify for a loss of arc welding abilities would not be a basis for denial of progression to or demotion from such classifications.

B. Fabrication of complex layout involved in larger diameter piping or perform hot tie-ins by “controlled fire” procedure.

An exhibit: Add 1960 Unassigned Measurement and Control Mechanic to same or higher classifications in Lines of Progression; classification of job duties.

0561 Apprentice Fitter

An employee engaged in performing Fitter’s work as an assistant to or under the supervision of a Fitter or higher journeyman and in addition driving light trucks, operates equipment such as compressors and earth-moving machines and when receiving the top wage rate for the classification may perform Leak surveys and investigations. May be assigned to drive the crew truck and assist the Light or Heavy Crew Fitter in the performance of the clerical work of the crew.

Notes on the Fitter classification:

A. In outlining the work to be performed by a Fitter apart from a crew, the work is agreed to be limited to minor repairs and other work which is simple or routine in nature includes but is not necessarily limited to the following examples:

1. Working alone shall be generally limited to patrolling of pipelines, making minor alterations to domestic type meter and regulators sets, or working with others who are performing operations which could create a hazard to PG&E gas pipelines.

2. In working in such assignments, his work could involve inspection of work being performed, locating and marking locations of pipes and preventing damage to pipelines by others performing such work.

B. The Fitter classification is to be used when it is necessary to have an employee stand by on a construction job to give advice, instructions, or any action to help assure that the Company underground facilities are not damaged.

C. A Fitter and one other employee, who shall be either a Fieldman or Apprentice Fitter, working apart from a crew could involve:

1. Investigation of leaks.
2. Repair of minor leaks by means of a leak clamp, fusion or welding. Large leaks, patching of pipes or emergency conditions shall be handled by crews.
3. Minor alterations to services including abandonment (does not include installation).
4. Remodeling of domestic type meters and regular sets, including the installation of meter manifolds having connectors for four meters or less. (R.C. 0526-81-10)
5. Repacking of glands in valves.
6. Pressure control fittings on piping operating at 60 psi or less.
7. Pressure control fittings on piping operating at 400 psi.
8. Pressure control fittings in sizes 2 inches and smaller on lines operating at less than 400 psi.
9. Pressure control fittings shall be limited to the performance of the classification.

C. A Fitter with a pressure control fitting assignment may work with a Crew Fitter for a period of 6 months to gain skill to attain journeyman status, the Apprentice as a member of a crew include but are not necessarily limited to:

1. Welding
2. Nonproduction welding for advancement to Fitter-Arc or Gas Mechanic. Inasmuch as arc welding by a Fitter is to provide training and development of skill and competency to progress to Fitter-Arc or Gas Mechanic and the Apprentice is not required to gain this skill to attain journeyman status, the Apprentice as such shall not be used in arc welding processes. Failure to qualify for a loss of arc welding abilities would not be a basis for denial of progression to or demotion from such classifications.

B. Fabrication of complex layout involved in larger diameter piping or perform hot tie-ins by “controlled fire” procedure.

An exhibit: Add 1960 Unassigned Measurement and Control Mechanic to same or higher classifications in Lines of Progression; classification of job duties.
Notes on Apprentice Fitter Classification:
1. Job awards to the Apprentice Fitter classification shall be made "pending" a vacancy, which, when Compressor Mechanic is reclassified to Unassigned Fitter under the provisions of Section 205.7(b) until he has accrued 24 months service as an Apprentice Fitter. In cases where an employee can be considered for automatic progression to Unassigned Fitter under the provisions of the Master Agreement he has accrued 30 months’ service as an Apprentice Fitter.

2. A Fieldman who is the successful bidder on a vacancy in the Apprentice Fitter classification will be placed at the equivalent wage rate step and such employee will not be required to bid for other vacancies considered under Section 205.7(b) until he has accrued 24 months service as an Apprentice Fitter. In cases where an employee can be considered for automatic progression to Unassigned Fitter under the provisions of the Master Agreement he has accrued 30 months service as an Apprentice Fitter.

Notes on Light Crew Foreman (Welder) classification:
Examples of work that shall not be assigned to two-man units are:

- Installation of mains or services in excess of 2 inches or inserts in excess of 3/4 inch.
- Insertion of metal or metal lined pipes to excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).
- Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).
- The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-man units are:

- Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).
- Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).
- The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Notes on Apprentice Fitter Classification:
A. For purposes of the above, the term qualified employee may include an experienced Helper who has six months in the Gas 130 Department, or sufficient training and experience either with Company or in related work elsewhere so that the Helper has sufficient ability to perform the assigned work to the satisfaction of the Light Crew Foreman (Welder).
B. In all types of work, two-man units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-man units are:

- Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).
- Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).
- The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).

Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).

The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Notes on Apprentice Fitter Classification:
A. For purposes of the above, the term qualified employee may include an experienced Helper who has six months in the Gas 130 Department, or sufficient training and experience either with Company or in related work elsewhere so that the Helper has sufficient ability to perform the assigned work to the satisfaction of the Light Crew Foreman (Welder).
B. In all types of work, two-man units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-man units are:

- Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).
- Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).
- The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).

Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).

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Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).

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Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).

Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).

The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Installation of mains or services in excess of 2 inches or inserts in excess of 1-1/4 inches. Handling of steel pipe shall be limited to lengths approximating 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).

Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to control the assigned work to the satisfaction of the Light Crew Foreman (Welder).

The use of any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.
EXHIBITS

1300 Continued

Notes on Gas Mechanic classification:

The main distinction between the Fitter and Gas Mechanic is the requirement of arc welding for the Gas Mechanic classification and that he is a more highly skilled Fitter working, in general, on all kinds of pipeline work.

A. A Gas Mechanic may, without direct supervision, perform all work which a Fitter would do plus work of a more complicated nature. Pressure control fitting operation requirements shall also be the work of a crew. (R.C. #1526-81-10)

E. A Gas Mechanic, working with one or other employee may install gas meter manifolds regardless of size or complexity except that all work is required other than attachment of leads, replacement of tubes or parts, or cleaning and inspections. Work on the electrical circuits is not intended.

Installation of remote metering and remote control equipment shall be limited to mechanical devices (e.g., gauges) and, therefore, no electrical work is required other than attachment of leads, replacement of tubes or parts, or cleaning and inspections. Work on the electrical circuits is not intended. Pressure control fitting operation requirements shall also be the work of a crew. (R.C. #1526-81-10)

600.1: Amend: 1300 Gas Mechanic — Clarification of Review Committee decisions that increases the minimum to 100 cubic feet that can be installed and other jobs that he currently performs.

1365 MEASUREMENT AND CONTROL MECHANIC

An employee who is a Journeyman and who is engaged in the installation, operation and maintenance of all types of gas measurement, control and treatment equipment in gas collection, transmission storage and distribution systems, such as meters and regulators used for purchase, sale and operation purposes, all types of pneumatic and electronic control and their associated control valves, pneumatic transducers and computers, and all types of telemetering equipment (excluding microwave circuits) where the basic circuitry does not include transmitters. He may be required to measure the output of electronic transducers (not including calibration adjustments) in connection with regular work at a station. He may be required to operate and maintain a computerized learning simulators.

Notes on the Apprentice Measurement & Control Mechanic classification:

1. An employee who, on June 30, 1966, was classified as a Fitter (0560) or Apprentice Fitter (0561), and who is currently classified as a Fitter (0560) or unassigned Fitter (1581), is entitled to consideration on bids to fill Apprentice Measurement and Control Mechanic vacancies in his own Division under the provisions of Subsection 205.7(b).

2. A Fitter who receives consideration under Note 1(a) above and who is determined unsuccessful bidder on an Apprentice Measurement and Control Mechanic vacancy will be assigned to the vacancy and will retain his Fitter classification until he completes the apprenticeship and is promoted to Measurement and Control Mechanic. During that period of training, he will retain his Fitter classification for bidding and demotion purposes.

2. Pressure Operators (1720, 1723 or 1724) or Compressor Engineers (0503) who were formerly a Gas measurementman (1220), Apprentice Gas Measurementman (1221), Meter Inspector (1010), Apprentice Meter Inspector (1011), Measurement and Control Mechanic or Apprentice Measurement and Control Mechanic, or has been in the same classification as Apprentice Measurement and Control Mechanic.

3. Orifice Metrologist who successfully bid an Apprentice Measurement and Control Mechanic classification shall be placed at the 18-month step of the apprenticeship.

1470 ORIFICE MEOREMAN

Next Lower Classifications

Same or Higher Classifications

0240 Field Clerk

0503 Compressor Engineer

0934 Helper (Steam Heat or Gas T&D)

1245 Corrosion Mechanic

0507 Plant Helper (East Bay)

1386 Apprentice Measurement & Control Mechanic

1485 Field Mechanic

1470 Orifice Mechanic

1483 Field Meterman

1484 Apprentice Compressor Mechanic

1470 Orifice Mechanic

1483 Field Meterman

1484 Apprentice Compressor Mechanic

Amend Sections 600.1 and 600.6 GAS METER REPAIR PLANT to reflect:

1. Employees at the Fremont Gas Meter Repair facility shall be considered for the purposes of Titles 205 and 206, job bidding, demotion and transfers.

2. Add the classifications of 0055 Plant Assistant, 1375 Meter/Regulator Mechanic, and 1376 Senior Meter/Regulator Mechanic, to the Measurement and Control Line of Progress at the Apprentice Measurement and Control Mechanic, 1245 Corrosion Mechanic and 1483 Field Mechanic.

1483 FIELD MEOREMAN

Next Lower Classifications

Same or Higher Classifications

0240 Field Clerk

0503 Compressor Engineer

0934 Helper (Steam Heat or Gas T&D)

1245 Corrosion Mechanic

0507 Plant Helper (East Bay)

1365 Measurement & Control Mechanic

1480 Service Meterman*

1470 Orifice Mechanic

1483 Field Meterman

1470 Orifice Mechanic

1484 Apprentice Compressor Mechanic

1484 Apprentice Compressor Mechanic

1484 ROUTINE MEOREMAN

Delete.

1488 ORIFICE MEOREMAN

An employee who normally performs Senior Meterman's work as an assistant or under the general direction of a journeyman, and who may be required to perform Service Meterman work that will not interfere with normal training and progression in the apprenticeship program as determined by his supervisor, may be considered for the Apprentice Measurement and Control Mechanic classification. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

0924 Helper (Elect. Meter)

1485 Apprentice Mechanic

1488 Apprentice Mechanic

1490 Service Meterman*

*Shop and Service Metrologist, upon meeting the requirements for advancement to Apprentice Measurement and Control Mechanic, will be encouraged to participate in the Apprentice Measurement and Control Mechanic training program.

Sho and Service Metrologist training is required for the Apprentice Measurement and Control Mechanic classification. However, they will be placed in a rate-step commensurate with their progression in the Relative Academic Training Program. Further, such rate step will not exceed the apprentice step.

600.1: 1488 Apprentice Measurement — Delete. See NEXT PAGE
EXHIBIT VII BEGINNER'S CLASSIFICATION

Amend Exhibit VII BEGINNER'S CLASSIFICATION:

ASSISTANT COMPRESSOR PLANT OPERATOR
PLO-Plant Operating

ASSISTANT POWER PLANT OPERATOR* Steam Generation — Operating

ASSISTANT PUMP TESTER Customer Services

AUXILIARY OPERATOR* Steam Generation — Operating

COOK'S HELPER Electric Operating Pipe Line Operations — General

GARAGEMAN General Services — Garage

GARDENER General Services — Building Maintenance

ELECTRICIAN 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

HOUSKEEPER Electric Operation

JANITOR Steam Generation — Operating

General Services — Building Maintenance

Pipe Line Operations — Plant Maintenance

Materials Distribution

JANITRESS General Services — Building Maintenance

MATERIALSMAN* General Services — Warehouse

Materials Distribution — Stationary

Materials Distribution — Central Warehouse

OPERATOR-IN-TRAINING* Electric Operating

PIPEMAN Materials Distribution

PLANT ASSISTANT Gas Meter Repair Plant

ROUTINE HYDRO CLERK Electric Hydro Clerical

ROUTINE PLANT CLERK Steam Generation — Clerical

SECOND OPERATOR Electric Operating

SHIPT HELPER Gas Measurement and Control

TERMINAL OPERATOR* PLO — Transmission Operation

WATER FACILITIES MAINTENANCEMAN* Water

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EXHIBIT VII: Amend: Update addition to Steam Generation, General Services, Materials, General Construction Field Classifications, and Service Center Classifications.

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EXHIBIT X SCHEDULE OF WAGE RATES

Amend EXHIBIT X:

1244 COMPRESSOR MECHANIC
(Rio Vista, Sacramento Division only) $602.80

1244: Amend Schedule of Wage Rates, Exhibit X, 1244 Compressor Mechanic (Rio Vista, Sacramento Division only) $602.80, one step only.

EXHIBIT X GENERAL CONSTRUCTION

1) Eliminate all present General Construction Cook and Kitchen Helper classifications.

2) Establish the following classifications, wage rates and job descriptions:

- Kitchen Helper: Start $397.20 End 6 Months $406.60 End 1 Year $419.25

- First Cook: Start $458.05 End 6 Months $466.05 End 1 Year $481.75 End 18 Months $493.70

- Senior Cook: $512.05

- Qualifies to perform all cooking duties. Works alone or with one or more Kitchen Helpers.

- First Cook progresses to Senior Cook upon completion of one year at the top First Cook rate of pay.

3) The normal line of progression for employees in these three new classifications shall be:

- Senior Cook

- First Cook

- Kitchen Helper (Entry Level)

Kitchen Helper: Changes Kitchen Helper A & B to one classification with a $1.00 per week higher rate to start and one more wage step.

Cooks: Changes Cook A - B - C - D to First Cook and Senior Cook classifications with automatic progression to the Senior Cook classification. A Senior Cook cannot be returned to first Cook classification.

(Total required time at any rate of Cook will be used to place incumbents – no Cook will receive a pay cut as a result of this change – several will receive a pay raise.)

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Exhibit X: Establish the following classifications:

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<th>Hired</th>
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</thead>
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<td>after</td>
<td>before</td>
</tr>
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0245 Routine Field Clerk

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<tr>
<th>Start</th>
<th>End 6 months</th>
<th>End 1 year</th>
<th>End 18 months</th>
<th>End 2 years</th>
<th>End 30 months</th>
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<tbody>
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<td>$500.50</td>
<td>$511.15</td>
<td>$522.85</td>
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</table>

0246 First Field Clerk

<table>
<thead>
<tr>
<th>End 6 months</th>
<th>End 1 year</th>
<th>End 18 months</th>
<th>End 2 years</th>
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</thead>
<tbody>
<tr>
<td>$333.50</td>
<td>$450.00</td>
<td>$566.65</td>
<td>$588.85</td>
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</table>
**EXHIBITS**

Exhibit X — Continued

In order to enter the Routine Field Clerk classification, an employee must pass Company’s pre-employment test for clerical classifications, and must be able to type a net 15 words per minute. There is no limit to the number of times an employee may take a typing test for this purpose; however, he may not take such test more frequently than once every three months. Progression from Routine Field Clerk to First Field Clerk to occur after an employee completes six months at the top Routine Field Clerk rate of pay.

Posting to the Routine Field Clerk classification. Adds 15 word per minute typing test requirement to Routine Field Clerk classification. Adds 60 cents per week to first step of First Field Clerk classification.

**GENERAL CONSTRUCTION FIELD CLASSIFICATIONS**

**WAGE ADJUSTMENTS**

**PRIOR TO APPLICATION OF 5.5 PERCENT GENERAL WAGE INCREASE**

Amend Section 1.01 GENERAL:

The Benefit Agreement shall apply to all employees of Employer for whom Union is the certified collective bargaining representative... (Remainder of Section 1.01 unchanged.) (Amended 1/1/84)

1.01: Language change which deletes management employees and indicates that the Benefit Agreement applies only to Bargaining Unit Employees.

**EXHIBIT X**

**GENERAL CONSTRUCTION FIELD CLASSIFICATIONS**

**WAGE ADJUSTMENTS**

PART A — GROUP LIFE INSURANCE AND LONG TERM DISABILITY

**EXHIBIT F** SCHEDULE OF WAGE RATES

**PART II — GROUP LIFE INSURANCE AND LONG TERM DISABILITY**

**EXHIBIT A** Amend: Word Processing operator for Customer Services/Mktg, Operating and Accounting.

**PART B — LONG TERM DISABILITY**

Add Subsection (c) to Section 2.14 QUALIFICATION FOR BENEFIT PAYMENTS:

(c) Notwithstanding any language to the contrary in Part B of this Plan, a Participant who is receiving Long Term Disability benefits and who, within 180 calendar days of his return to active employment with an employer, is again disabled as a result of re-injury or further aggravation of the previous condition which caused Long Term Disability status, shall be classified as an employee with a continuing disability rather than a new disability.

In such an event all provisions of Part B of the Plan shall apply, except that:

1. The six-month waiting period contained in Section 2.18 shall not apply.
2. LTD benefit payments shall be based on the same basic monthly rate and primary social security benefit used to calculate the benefit payments with respect to the original disability.
3. The duration of LTD benefits shall be based on the participant’s service at the date of the original disability. (Added 1/1/84)

2.14 If a LTD participant returns to work and within 180 days the employee’s previous injury is further aggravated and he subsequently returns to LTD status, he will receive LTD payments equal to that he received previously. If the employee is rehired after 180 days he is disabled due to a new injury, he subsequently returns to LTD status, the duration of LTD payments will be based on current service and the amount of LTD payments will be based on basic pay on his last day worked.

See NEXT PAGE
Add to Section 2.16 AMOUNT OF LONG TERM DISABILITY BENEFIT PAYMENTS:

(1) By agreement between Company and Union the monthly benefit amount for employees on Long Term Disability shall be adjusted from time to time. Such adjustments shall be the same as those provided for retirement provisions as shown in Special Provision G — Pension Adjustments of Part III of this Agreement. In a year when a Company and Union negotiated benefit adjustment is to be applied to certain Long Term Disability recipients, such recipients may be required to furnish to an employer-designated physician a comprehensive medical examination report sufficient detail to allow employer to determine continued eligibility for Long Term Disability benefits. The foregoing requirement shall apply only to recipients who have changed their pre-Long Term Disability residence to a location which is not within a commuting distance of Company’s service area. Such examination shall take place of the examination which may be required by the provisions of Section 2.20 of the Benefit Agreement. Upon receipt of the notification to undergo the required examination, such recipient shall have 120 calendar days in which to comply. If the recipient has undergone such examination within the stated time limit and the employer is so notified, employer shall not delay the application of the benefit adjustment. If recipient fails to undergo such examination within the time specified, employer need not apply the negotiated adjustment until such time as the recipient complies with the provisions of this Agreement. Along with the notification by certified mail to undergo such examination, employer shall include a request for the type of information to be supplied by recipient’s physician. The Long Term Disability recipient shall not be held accountable for the quality or completeness of the physician’s report, provided employee has provided the physician with the employer's written request and has in fact undergone the required examination.

2.16: Provides LTD payment increases equal to 22.63% of said LTD payment increases for the year in which such additional income was at its highest level shall be totaled and divided by the number of years of service of the participant which reflects the Participant’s straight time rate or pay for the basic work week or the top rate of pay for the employee’s basic classification, whichever is greater, not including any temporary upgrade pay, any premium pay or any benefits of any kind.

(2) The minimum basic Weekly Pay amount in (a) above shall be adjusted to reflect the general wage increase which is effective on January 1 of each year of the term.

3.06b: The Monthly Benefit Per Year of Service amount has been increased by 5.69% based on the Electric Journeymen rate.

The column which indicates the employees Basic Weekly Pay as of 1/1/84 will also determine the Basic Weekly Pay for as of 1/1/85, 1/1/86 and 1/1/87. Any advancement in the Basic Weekly Pay column will be determined by the General Wage Increase and the employees classification which is effective on 1/1/85, 1/1/86 and 1/1/87.

**RETIRED PLAN COMPARISON CHART**

<table>
<thead>
<tr>
<th>Pension Band</th>
<th>Monthly Benefit Per Year of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$1,229.90</td>
</tr>
<tr>
<td>2</td>
<td>$1,310.00</td>
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<tr>
<td>3</td>
<td>$1,390.10</td>
</tr>
<tr>
<td>4</td>
<td>$1,470.25</td>
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<tr>
<td>5</td>
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<td>6</td>
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<td>7</td>
<td>$1,710.70</td>
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<tr>
<td>8</td>
<td>$1,790.85</td>
</tr>
<tr>
<td>9</td>
<td>$1,871.00</td>
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<td>$1,951.15</td>
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<td>11</td>
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<tr>
<td>12</td>
<td>$2,111.45</td>
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<tr>
<td>13</td>
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**Amend Subsection 3.06 (a) PENSION BAND TABLE:**

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<tr>
<th>Basic Weekly Pay as of 1/1/84</th>
<th>Pension Band</th>
<th>Monthly Benefit Per Year of Service</th>
</tr>
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<td>$29.59</td>
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<td>680 - 689.99</td>
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<td>$33.65</td>
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<td>700 - 709.99</td>
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<td>$34.23</td>
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<tr>
<td>710 - 719.99</td>
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<td>$34.81</td>
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<tr>
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<td>$49.32</td>
</tr>
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</table>

**Retirement Plan Amendments:**

- **Basic Weekly Pay** as of January 1, 1984.
- **Pension Band** increases effective on January 1, 1984.
- **Former Band Amounts Which Were Effective on 1/1/83**
- **Comparison to**

See NEXT PAGE
Amend Section 3.11 SPOUSE'S PENSION:

The Spouse's Pension is payable to the Participant's surviving Spouse on the first day of the month following the Participant's death and the first day of each month thereafter so long as the Spouse lives.

Delete Subsection (b) in its entirety.

Delete Section 3.12 VARIABLE ANNuity OPTION in its entirety.

This section was deleted because there were no bargainable unit employees currently signed up for this option.

Amend the second paragraph of Section 3.13 WITHDRAWAL OF PARTICIPANT CONTRIBUTIONS ON TERMINATION OF EMPLOYMENT:

If Service 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 in an amount that reflects the actuarial value of the contributions withdrawn. The factors used to reduce the pension of a participant who has withdrawn his contributions are contained in the table set forth in Special Provision J.

These factors may be changed 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. (Amended 1/1/84)

3.15: Language was added to give reference to the new Special Provision J which provides factors which will enable an employee to determine the monthly pension reduction in event of withdrawal of contributions. Refer to Special Provision J for Factors and an example of computation.

Amend Section 3.15 FACILITy OF PAYMENT:

If the amount of pension payable under the Plan to any individual is less than $10 per month, the equivalent value may be paid in quarterly, semi-annual or annual installments or in a lump sum if the present value of the lump sum payment does not exceed $1,750.00 as directed by the administrator. If the administrator determines that any individual entitled to any payment under the Plan is physically or mentally incompetent to handle such payment, a guardian or conservator has been appointed to receive such payment, the administrator may cause payments to be made directly to such individual or to such individual's named fiduciary or to a person holding funds for such individual, and be reimbursed for such payments made pursuant to this provision only to the extent of the actual amount of such payment, plus the amount of any expenses incurred therefor.

Amend Section 3.16: Language was deleted from this section and inserted in the footnotes below 3.06(a)(i) of the Pension Band Tables. (First six lines only.)

Amend Special PROVISIONS C:

FACTORs USED TO DETERMINE THE REDUCED ANNUAL RATE OF RETIREMENT ANNUITY PAYABLE TO JOINT PENSIONERS WHO ELECT VARIOUS OPTIONS

Effective 1/1/69 through 12/31/87

25% Option Election

57.8% Option Election

66.7% Option Election

75% Option Election

100% Option Election

*Minus 1% for each full year by which the joint pensioner's age is less than the retiree's age in year of retirement.

NOTE: Factors for additional options are available from the Administrator.

Special Provision C: was changed to conform to the current Supreme Court decision.

See NEXT PAGE
Amend Special Provision D:  

SPECIAL PROVISION D:  

<table>
<thead>
<tr>
<th>BENEFITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERCENT FACTORS TO DETERMINE THE REDUCED ANNUAL RATE OF RETIREMENT ANNUITY PAYABLE TO JOINT PENSIONS WHO ELECT A 100% OR 50% OPTION (Effective 1/1/84 through 12/31/87)</td>
</tr>
</tbody>
</table>

### Spouse Age/Retiree Age at Nearest Birthday

<table>
<thead>
<tr>
<th>Age Last Birthday</th>
<th>At Refund Date Factor</th>
<th>At Refund Date</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>0.094</td>
<td>0.094</td>
<td>0.094</td>
</tr>
<tr>
<td>26</td>
<td>0.093</td>
<td>0.094</td>
<td>0.094</td>
</tr>
<tr>
<td>27</td>
<td>0.089</td>
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</tr>
<tr>
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<td>0.083</td>
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<tr>
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<td>0.094</td>
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<tr>
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<td>0.066</td>
<td>0.094</td>
<td>0.094</td>
</tr>
<tr>
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<td>0.094</td>
</tr>
<tr>
<td>32</td>
<td>0.043</td>
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<td>0.094</td>
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<tr>
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<tr>
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</table>

### Spouse Age/Retiree Age at Nearest Birthday

<table>
<thead>
<tr>
<th>Age Last Birthday</th>
<th>At Refund Date Factor</th>
<th>At Refund Date</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>36</td>
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<tr>
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<td>0.094</td>
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<tr>
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<tr>
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<td>0.094</td>
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</tbody>
</table>

### Spouse Age/Retiree Age at Nearest Birthday

<table>
<thead>
<tr>
<th>Age Last Birthday</th>
<th>At Refund Date Factor</th>
<th>At Refund Date</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>0.006</td>
<td>0.094</td>
<td>0.094</td>
</tr>
<tr>
<td>41</td>
<td>0.005</td>
<td>0.094</td>
<td>0.094</td>
</tr>
<tr>
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<td>43</td>
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</tr>
<tr>
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<td>0.001</td>
<td>0.094</td>
<td>0.094</td>
</tr>
</tbody>
</table>

### Spouse Age/Retiree Age at Nearest Birthday

<table>
<thead>
<tr>
<th>Age Last Birthday</th>
<th>At Refund Date Factor</th>
<th>At Refund Date</th>
<th>Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>46</td>
<td>0.000</td>
<td>0.094</td>
<td>0.094</td>
</tr>
</tbody>
</table>

Add SPECIAL PROVISION J: 

**If Service terminates with at least ten years of Service, the pension the Participant would otherwise be entitled to receive shall be reduced because of the withdrawal.**

**If the withdrawal occurs prior to age 65, the yearly pension payable at the normal retirement date, prior to reduction for early retirement (if any), shall be reduced by the product of the amount withdrawn and the applicable factor selected from the following table:**

<table>
<thead>
<tr>
<th>Retirement Age at Normal Retirement Date</th>
<th>Benefit Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 60</td>
<td>0.80</td>
</tr>
<tr>
<td>Age 65</td>
<td>0.75</td>
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<td>Age 70</td>
<td>0.70</td>
</tr>
<tr>
<td>Age 75</td>
<td>0.65</td>
</tr>
</tbody>
</table>

**If the withdrawal occurs after age 55, the yearly pension payable to the Participant's beneficiaries shall be reduced by the product of the amount withdrawn and the applicable factor selected from the following table:**

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<thead>
<tr>
<th>Retirement Age at Normal Retirement Date</th>
<th>Benefit Factor</th>
</tr>
</thead>
<tbody>
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<td>Age 60</td>
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<td>Age 65</td>
<td>0.60</td>
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<tr>
<td>Age 70</td>
<td>0.55</td>
</tr>
<tr>
<td>Age 75</td>
<td>0.50</td>
</tr>
</tbody>
</table>

**Recent Supreme Court decisions and the tables have been improved in most cases. The options of 25%, 33.1/3%, 50%, 60%, 62.5%, 75%, and 100% will be included in the Benefit Agreement which will enable employees to choose their pensions.**
BENEFITS

Amend Part IV, SAVINGS FUND PLAN:
Effective on 1/1/84 participants of the Savings Fund Plan will be able to contribute a maximum of 14% compared to the previous maximum of 6%.

The REFERENCES to the Diversified Investment Fund will be changed in title only to Diversified Equity Fund (DEF) and will be an additional option of the newly structured Savings Fund Plan. Other available options will be the current Company Stock Fund and the United States Bond Fund. There will be available for investment two additional options, the Money-Market Investment Fund (MIF) and the Guaranteed Income Fund (GIF).

The Savings Fund Plan will be open for amendment during 1985 at which time the Savings Fund Plan may be restated into a 401K Plan (Self-Reduction Plan). The Company has agreed to include Bargaining Unit employees if such a Plan is offered to Management employees. All or part of employee contributions to such a Plan would be tax deferred. It is a very advantageous opportunity to reduce tax liability and to build savings.

The Savings Fund Plan has been completely rewritten but we were unable to include the changes in this issue. If you would like to have a copy please contact your Business Representative and we will be more than happy to send you one.

PART V
TRASOP AND PAYSOP Plan:
The TRASOP Plan was eliminated effective with the tax year 1983 but the company must have qualified for credit in prior tax years and that credit may be used in future years.

The PAYSOP Plan unlike TRASOP does not require a matching contribution from employees. All Company funds in both plans are credited to employees in shares of Company Stock.

TRASOP—Tax Reduction Act Stock Ownership Plan
PAYSOP—Payroll-based Employee Stock Ownership Plan
PAYSOP entitlements are based on the below percentage of company payroll.

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<th>Percentage</th>
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<td>1985</td>
<td>0.75</td>
</tr>
<tr>
<td>1986</td>
<td>0.75</td>
</tr>
<tr>
<td>1987</td>
<td>0.75</td>
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</table>

The PAYSOP Plan has been completely rewritten. We were unable to include the changes in this issue. If you would like to have a copy please contact your Business Representative and we will be more than happy to send you one.

Amend 6.01 and 6.02 Terms:

-----------|------|------|------|------|------|
| Percentage| 0.75 | 0.75 | 0.75 | 0.75 | 0.75 |

The foregoing amendment shall apply only to recipients who have changed their pre-LTD residence to a location which is not within commutable distance of Company’s service area. Such examination shall take the place of the examination which may be required by the provisions of Section 2.20 of the Benefit Agreement. Upon receipt of the notification to undergo the required examination, each participant shall have 120 calendar days in which to comply. If the participant has undergone such examination within the stated time limit, and the employer is so notified, the employer shall not delay the application of the benefit adjustment. If recipient fails to undergo such examination within the time specified, employer need not apply the negotiated adjustment until such time as the recipient complies with the provisions of this agreement. Along with the notification by certified mail, the employer shall include a request for the type of information to be supplied by recipient’s physician. The LTD recipient shall not be held accountable for the quality or completeness of the physician’s report. Provided that the employer has written request and has in fact undergone the required examination.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

AMENDMENTS TO HEALTH AND DENTAL BENEFIT AGREEMENT

Amend Section 5 PAYMENT OF PREMIUM BY EMPLOYER:
(a) DENTAL (California Dental Service Plan)
For the current term of this Agreement, the employer shall pay the total amount necessary to provide dental coverage benefits as provided in Exhibits B for its employees and their dependents from January 1, 1984 to January 1, 1988. Effective on 1/1/84 the Company will provide 50% of covered orthodontic benefits to a maximum of $1,500 per case.

(b) VISION CARE
For the current term of this Agreement, the Company shall pay the total amount necessary to provide vision care benefits for its employees and their dependents as provided for in Exhibit C. The base plan, or an equal or lesser amount as is necessary to pay the premiums of an HMO Plan as such employee may elect, as described in Exhibits D, E, F, G, H, J, K and L. The table below indicates the HMO premium equivalents for Plan Year 1984. The premium equivalents for any following Plan Year will be established in September of the preceding year on the basis of Blue Cross rates and shall continue in effect from January 1, 1984 to January 1, 1988. Effective on 1/1/84, the orthodontic benefits under the Plan will be $1,000 per case. If the retiree depends on vision correction for any following Plan Year shall be determined by the parties agreed thereto by September 1, 1985.

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Previous LTD adjustments negotiated between Union and Company created an inequity among those LTD participants who went on LTD status during 1980 and 1981. Increases of 7% will be provided for 1980 LTD participants and 2% for 1981 participants, both to be applied to their selected Medicare Supplemental Health Plans. If the retiree desires to be eligible for continued LTD benefits, the foregoing adjustment shall apply only to LTD participants who have changed their pre-LTD residence to a location which is not within commutable distance of Company’s service area. Such examination shall take the place of the examination which may be required by the provisions of Section 2.20 of the Benefit Agreement. Upon receipt of the notification to undergo the required examination, each participant shall have 120 calendar days in which to comply. If the participant has undergone such examination within the stated time limit, and the employer is so notified, the employer shall not delay the application of the benefit adjustment. If recipient fails to undergo such examination within the time specified, employer need not apply the negotiated adjustment until such time as the recipient complies with the provisions of this agreement. Along with the notification by certified mail, the employer shall include a request for the type of information to be supplied by recipient’s physician. The LTD recipient shall not be held accountable for the quality or completeness of the physician’s report. Provided that the employer has written request and has in fact undergone the required examination.

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PACIFIC GAS AND ELECTRIC COMPANY
Tanishia Dudley just celebrated her first birthday. And if members of IBEW Local 1245, and dozens of other IBEW locals on the West Coast have anything to say about it — this petite young child will have many, many more years ahead to celebrate. Tanishia, daughter of Outside Lineman Tube Dudley and his wife, Cathy, needs a liver transplant.

Learning of the plight of the Dudley family's need to raise funds for a liver transplant for infant Tanishia Dudley, Standing behind Pat is her husband. On the far right, is Lineman Tube Dudley, Tanishia's father, who thanks all those who have contributed to help raise funds for the surgery for his daughter when a liver donor is matched with Tanishia.

Transplant fund growing

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Tanishia Dudley, one-year-old.

— and worked to improve Tanishia's general condition. She was released in time to celebrate her birthday back in Palmdale with the three other Dudley children and her parents.

The family now must wait for a matching liver donor for Tanishia, and continue to raise funds for their daughter's surgery.

Those who have donated to Tanishia's fund tell how proud they are of our members who've banded together to help out in this time of need.

And the Dudley family in turn extends a thank-you to all those who've participated. All donations, which are tax deductible, are welcome and should be sent to: Tanishia Dudley Medical Trust Fund, in care of Pat Dutton, 38533 Glenbush, Palmdale, CA 93550.

In an upcoming issue of the Utility Reporter you'll see Pat Dutton reporting latest developments of the fund raising to Outside Line members at a Unit 4912 meeting in Claremont.

Curt Peterson, left, Outside Line Unit 4912 Chairman, congratulates Pat Dutton, wife of Lineman Bobby Dutton, who has spearheaded a drive to raise funds for a liver transplant for infant Tanishia Dudley. Standing behind Pat is her husband. On the far right, is Lineman Tube Dudley, Tanishia's father, who thanks all those who have contributed to help raise funds for the surgery for his daughter when a liver donor is matched with Tanishia.

Members voting at Citizens

At press time, IBEW Local 1245 members at Citizens Utilities were voting on a tentative agreement. Complete results will be reported in next month's Utility Reporter.

Curt Peterson, left, Outside Line Unit 4912 Chairman, congratulates Pat Dutton, wife of Lineman Bobby Dutton, who has spearheaded a drive to raise funds for a liver transplant for infant Tanishia Dudley. Standing behind Pat is her husband. On the far right, is Lineman Tube Dudley, Tanishia's father, who thanks all those who have contributed to help raise funds for the surgery for his daughter when a liver donor is matched with Tanishia.

Mirror Reader gains updated

From PAGE ONE

ing employee productivity, health and safety.

Standards: Company-wide standards were negotiated for Subtraction (2.8 per 1000) and Class II Re- bates (.60 per 1000 calculated based on the meeting of strings) and will be eliminated.

Route Assignment: Route strings will be bid based on seniority once a year, starting next May, ending the practice of rotation of strings.

Pilot programs will be limited to six months in duration and will include Meter Reader and Union participation and input.

Health and Safety Issues: Agreement was reached on a number of issues, including pesticide safety and training, safety equipment, including respirators, coding hazards on meter books and accounts, communication equipment, and asbestos.

Starting Times: Employees in each office will have a choice of starting times in the summer of 6:30 a.m. and 7:00 a.m. or 7:00 a.m. and 7:30 a.m.; and the winter of 7:00 a.m. and 7:30 a.m. or 7:30 a.m. and 8:00 a.m.

Flextime: The Company will conduct three pilot programs using flextime with Meter Readers.

Rerouting and Route Maintenance: The Company provides for rerouting to be performed by bargaining unit employees, lays certain ground rules for when and how rerouting is performed, and allows Meter Readers to protest and grieve individual routes.

Transportation: The Company agreed to provide all Meter Readers with their own car except in three offices where additional pilot programs involving the van pool will take place. The Union will be closely watching these three pilot programs.

Performance audits will now be performed by supervisors only and under agreed-upon rules and circumstances.

Copies of the Letter Agreement will be sent to all PG&E Meter Readers. Additional copies are available upon request from the Union headquarters in Walnut Creek.

Clerical Conference dates set for Dec. 3, 4 in Concord

The Clerical Conference of 1983 has now been scheduled for December 3 and 4 at the Concord Sheraton Inn.

In an attempt to get participation of the clerical workers throughout the jurisdiction of Local 1245, two delegates to the conference should be elected from each Unit at October Unit meetings.

To qualify as a delegate, a member must have two years good standing in Local 1245 immediately prior to October 1, 1983 and have worked the preceding six months in a clerical position or a job covered by a collective bargaining agreement.

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