



UTILITY REPORTER

OFFICIAL VOICE OF IBEW LOCAL UNION 1245 AFL-CIO

SIERRA PACIFIC

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 Pension Bands; improved the Medical Supplemental Benefit from \$10.50 to \$21.00 and increased Group Life Insurance from \$4,000 to \$8,000 for retirees, along with over 100 other contract changes.

Members of the Local's Negotiating Committee and Business Representatives have been detailing the contents of the proposed contract for Local 1245 members at Unit meetings throughout the system; and a summary of the proposed contract was set to be mailed to all members employed by PG&E. Ballots are set to be mailed Oct. 11,



IBEW Local 1245's Negotiating Committee members, left, meet with representatives of the Company for a final lengthy session at Local Union headquarters where a tentative agreement was reached on August 30.

to be returned by no later than Oct. 26, 1983.

If this proposed contract is turned down there will be no further bargaining until 1985, with the rollover

This issue of the Utility Reporter contains the tentative agreement with PG&E beginning on page 4. Please see the General Negotiating Committee's Statement on page 2.

provision in our current agreement taking effect until December 31, 1985. That rollover provides for 3 percent plus \$8.40 per week for

1984, and 3 percent plus one cent for every three-tenths points that the CPI rises from July 1983 to July 1984, effective January 1, 1985.

When voting on this new package, members will be deciding whether to accept the four-year offer as an improvement over the two-year rollover provision in our current contract.

A "Yes" vote on the four-year offer would mean that Local Union members would attain wage and benefit stabilization for the four-year period in an uncertain economy.

Members who do not receive a ballot by October 17 should contact Local Union headquarters and request a ballot, which must be returned by the voting deadline.

Contract ratified by members in Nevada

by Orv 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 \$44 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 who work out of town will receive a 20-cent per hour premium for all hours worked.

Union's negotiating committee would like to express their gratitude to our members and Shop Stewards at Sierra Pacific 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 Lantis, George Ostrander, Kurt Vanderbunt 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.

Executive Board installation



IBEW Local 1245 President Howard Stiefer swears in newly elected Northern Area Executive Board member Kathy Tindall. Tindall recently served as Local Union Secretary, before running for the Northern Area Executive Board office.

Meter Reader gains updated

On July 29, tentative agreement was reached by PG&E and Local 1245 on Meter Reader issues. The resulting Letter Agreement, which was signed and became effective on August 26, is summarized below: **Job Definitions:** For the first time in the history of the clerical agreement, job definitions were established for Meter Readers and Senior Meter Readers, a new classification encompassing many, but not all, duties of the old Head Meter Reader classification.

Inclement Weather: Provisions covering hazardous weather conditions, extremely uncomfortable weather, performance and productivity, lockers, and rainboots were negotiated with the goal of increas-

See BACK PAGE



Negotiating Committee's statement to members:

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September 10, 1983

GENERAL NEGOTIATIONS COMMITTEE STATEMENT

To: 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, and January 1, 1985, with no other changes for the two-year period, except for indexing pension bands to reflect the wage COLA.

This offer represents many hours of hard work by your Negotiating Committee, and considering the sharp decline in cost-of-living figures, the general bargaining environment of take-aways and give-backs, the political climate in the State and Federal governments, and special-interest group activities directed at the utility industries as a result of rising energy costs, your 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 12 months (2.2 percent CPI). The COLA formula we have used in the past few years will be effective for the remaining years of the Agreement. This COLA formula has proven to be a good formula in the past. There are also improvements in the pension plan; the health, dental, and vision plans have been maintained at their present level; increases 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 turmoil.

In Unity, Your General Negotiating Committee,

Jack McNally
Jack McNally

Howard Stiefer
Howard Stiefer

M. A. Mederos
Manny A. Mederos

Ed Caruso
Ed Caruso

Jerry Cepernich
Jerry Cepernich

Robert L. Choate
Robert L. Choate

Russell Foxe
Russell Foxe

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Lynn Watson
Lynn Watson

Danny L. Jackson
Danny L. Jackson

Jessie Lewis
Jessie Lewis

Jack Osburn
Jack Osburn

Fred H. Pedersen
Fred H. Pedersen

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:

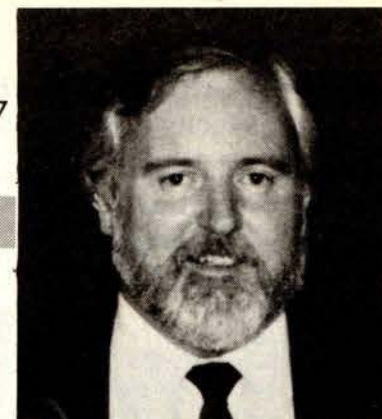
1. **General Wage Increase**
The Company will grant a general wage increase of five and one-half percent, effective January 1, 1984. Our customary rules of rounding will be followed.
2. **Extension of Pension Bands**
In 1985, 1986 and 1987, Company will extend the Pension Bands and Benefit Schedules to incorporate, as necessary, wage increases granted in those years 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 benefit 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 expanding 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 a 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 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 12b, 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 for 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 would provide.
10. **Sections B1(b) and B2(a) of the Meals Clarification**
The parties will review the Title 104 — Meals Clarification as to its conformance 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, 1969 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

POINT 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 through 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 submitted to the affected membership for their consideration. Your bargaining committees ask that you weigh all factors and participate by taking the time to vote.

In Unity —

Jack McNally

GUIDE TO READING AGREEMENT AMENDMENTS:

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

- Explanations following new Sections have a light grey block over them.



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)

1.2(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 geographical Divisions and in its Materials Distribution Department; Computer Operations Department; Design-Drafting Department; Vice President and Comptroller's Organization: **Construction Accounting Department**, Corporate

Accounting Department (except the **Accounting Research** and Analysis Section), **the Processing Department (which includes the Customer Accounting Sections, the Payment Processing Center, the Payroll Section, the Accounts Payable Section, and the Processing and Control Section), and the Plant Retirement Section of the Plant Valuation Department**; the Pipe Line Operations Department, including Gas Chart Calculator (32-RC-650); the General Office Reprographics Department (20-RC-14824) for whom the National Labor Relations Board has certified Union as such representative; excluding supervisors, confidential employees, and employees in Company's General Office. Whenever the word "Division" is used hereinafter, it may be construed to apply to Departments hereinabove enumerated and whenever the word "Division Manager" is used hereinafter, it may be construed to apply to the Department Heads of the Departments hereinabove enumerated, provided the context makes such application reasonable. (Amended 1/1/84)

(2.1): **Reorganization of Vice President and Comptrollers Organization Departments; add Construction Accounting Department, Accounting Research, Processing Department, and Plant Retirement Section of the Plant Valuation Department.**

See NEXT PAGE

COMPANY'S LETTER

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 113 (FF 2335), ARB 114 (FF 2584), and ARB 115 (RC 1554) will be returned to the Review Committee with instructions to re-examine 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 endeavor to adopt appropriate 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 joint 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

- 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.
- 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.
- Hydro-Station Mechanic** — After discussions on the General Construction Hydro Substation Mechanic Training Program, parties agreed that the Company would modify, and resubmit the proposed training program for the Union's review.
- Pipe Line Operations Department** — The subject of training of, and 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

- Diablo Canyon Power Plant** — In response to Company's proposals to establish three additional clerical classifications and a Plant Assistant 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.
- Steam Department Subcommittee** — During a discussion, Company and Union recognized 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-PG&E regarding the reorganization of the Computer Operations Department, and the reclassification of certain employees in the Operations Section. Accordingly, Company agreed to reexamine its position regarding this issue with the intention of determining whether adjustments are in order for certain employees who were previously excluded from 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 (300 Series Titles) |
| D | Benefit Agreement (Parts I, II, III & VI) |
| E | Savings Fund Plan (Part IV) |
| F | TRASOP and PAYSOP 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 BONBRIGHT
Manager of Industrial Relations

PHYSICAL/CLERICAL

From PAGE FOUR

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

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

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

The local residence requirements allowing an employee to live beyond the above community standard in effect at a headquarters on June 30, 1974 shall remain in effect for each employee then subject to the provisions of this Section 3.5 until changed by agreement of said Business Manager of Union and Company's Manager of Industrial Relations. (Amended 1/1/84)

3.5: Amend definition of Service Employee as Serviceman and Troubleman classifications for this title only.

TITLE 5 (5) UNION ACTIVITY

Add 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 Company or its customers. (Added 1/1/84)

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

TITLE 8 (21) LABOR-MANAGEMENT COOPERATION

Amend Section 8.7(21.7) WITHDRAWAL:

Any Division or Department may withdraw from participation in the Local Labor-Management Committee upon Company's Manager of Industrial Relations giving notice of such intent to Union. (Amended 1/1/84)

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

Add Section 8.8(21.8) PRODUCTIVITY ENHANCEMENT COMMITTEES:

Company and Union will establish Joint Committees on Productivity Enhancement. One such committee consisting of four members 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 will be established as agreed between Union and Company at other levels of Company's organization. Union members of such committees who are employees of Company shall be paid by Company for attendance at mutually agreed to meetings of such committees. (Added 1/1/84)

8.8(21.8): Add new section, to establish a joint committee on productivity enhancement that can be called by either party.

TITLE 100 APPLICATION

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 Electric Department foremen and technical clerks in Steam Generation) and its Pipeline Operations Department, Materials Distribution, the **Telecommunications Department**, Building Department, **Gas Meter Repair Plant**, **Steam Generation Department**, **Nuclear Plant Operations Department** of the General Office, and (b) field employees of General Construction. Whenever the words "employee" and "employees" are used in this Part, they shall, unless otherwise noted, be construed to refer only to employees described above in this Section for whom Union is the exclusive bargaining representative. Where the context of this Part makes it reasonable to do so, the word "Division" shall be construed to include and apply to the subdivisions enumerated hereinabove 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 Department, Gas Meter Repair Plant, Steam Generation Department, and Nuclear Plant Operations reflecting name changes and reorganization of these departments.

TITLE 101 (6) 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 to exceed 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. When an employee who was granted a leave for child care applies for reinstatement the employee will be returned to the employee's former classification and headquarters which the employee vacated.

An employee shall be entitled to an additional "leave of absence" for a period not in excess of six consecutive months for child care with the understanding that the employee may return to work provided a vacancy exists in the classification and headquarters which the employee vacated, or in a classification lower thereto in the line of progression at such headquarters.

If a vacancy of this kind 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 or lower thereto in his former headquarters only. If no vacancy exists service shall be terminated.

Amend Section 101.9(6.9) FUNERAL LEAVE:

(a) If at all possible, a regular employee will be granted the actual time off with pay necessary to attend the funeral of a member of the immediate family, including the time the body may lie in state and the day of the funeral, and the time necessary to travel to and from the location of the funeral, but not to exceed three workdays. The immediate family shall be limited to: an employee's spouse, parent, grandparent, **grandparent-in-law**, parent-in-law, child, **grandchild**, son-in-law, daughter-in-law, stepchild, brother, sister, half-brother and half-sister, foster parent, or a more distant relative 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): Add 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 employees assigned to a third shift shall be rescheduled to a first shift during such a period of time at the straight rate of pay, and such employees assigned to a second shift who are actually impaneled on a jury or are required to report to the jury commissioner on a second consecutive workday or more shall be rescheduled to a first shift, **on a Monday-Friday basic workweek**, during such a period of time at the 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 dismissed by the court on any workday before the end of the employee's regular work hours, such employee shall return to work provided such dismissal occurs at least two hours before the conclusion of such hours of work. (Amended 1/1/84)

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

TITLE 103 (14) HOLIDAYS

Amend Section 103.2(14.2) BIRTHDAY HOLIDAYS

(b) An employee by written agreement with his immediate supervisor not in the bargaining unit may elect to take another day as his Birthday Holiday. Such agreement must be reached at least **15** days in advance of his birthday. (Amended 1/1/84)

103.2(14.2): Change from 30 day notice to 15 day notice to take another day as his Birthday Holiday.

Amend Section (14.3) FLOATING HOLIDAYS:

(b) **Deleted 1/1/84.**

(14.3)(b): Delete; Meter Reader non-read holiday.

Amend Section 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 have **one** additional workday off with pay. Such day shall be scheduled in conjunction with the employee's next scheduled vacation under the provisions of Title 111, except that such day may be taken prior to his next scheduled vacation with the approval of the supervisor in charge. In no event shall the additional day be taken prior to the date of the holiday. **By agreement between the employee and the Company, the employee may elect to take one day's pay at the straight time rate for each holiday that falls on his non-workday.** Such election shall be exercised within ten workdays after the holiday falls on an employee's non-workday. The provisions of this Section shall not apply to part-time employees. (Amended 1/1/84)

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

Amend Section 103.7 WORK ON HOLIDAYS:

(a) 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 shall be kept at a minimum consistent with operational requirements. **By agreement between the employee and the Company, the employee may take one additional workday off with pay.**

Classifications listed in Exhibits III, IV and V

Roving Operator

Maintenanceman, Water Facilities

Classifications subject to the provisions of Section 202.5

If the Company determines that the services of an employee, who is regularly scheduled to work on a holiday, are not required on the holiday, such employee, upon being notified by Company any time prior to quitting time of his workday next preceding the holiday, shall then take the holiday off with pay and his name shall be considered to be removed from the schedule for such day. (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(14.14) ERROR:

If an employee is misinformed as to his holiday entitlement, he will not be required to reimburse the Company for any excess day(s) taken if such employee pointed out the error to his supervisor in writing.

In those cases where an employee has not pointed out the error to his supervisor in writing before hand, the employee may elect to (a) reimburse the Company for the wages paid for the excess day(s), or (b) have such excess day(s) be deducted from his current vacation entitlement, if any, or (c) have such excess day(s) be deducted from his next year's holiday entitlement and if none, vacation entitlement. (Added 1/1/84)

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

TITLE 104 (16) MEALS

Amend Section (16.2) 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 therefor 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.*

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(16.2) Continued

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

1. Prior to reporting to work:

	Effective 1/1/84	Effective 1/1/86
(i) Meal nearest regular starting time	\$ 5.00	\$ 5.25
(ii) Meal nearest midpoint of regular hours	6.00	6.30
(iii) Meal nearest regular quitting time	11.00	11.55
2. Meal following dismissal from work	11.00	11.55

(c) "Regular hours, starting time, lunch period and quitting time" on a non-workday are the same as those of a workday. (Added 1/1/84)

(16.2): Amend section for fixed meal allowance for prior to work or upon dismissal from work. Meal nearest regular starting time \$5.00; meal nearest mid-point of regular hours \$6.00; meal nearest or following quitting time \$11.00.

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 but not more than 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, upon dismissal provided the employee has performed work for five hours since reporting for work or the employee's last meal period. Work performed one hour beyond an eight-hour work period shall be compensated in accordance with (a) above. **The provisions of Section 16.2 apply to part-time employees.**

(c) When a part-time 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 during the hours established as his work hours on workdays, he shall observe the lunch arrangement which prevails on his workdays. If such work continues after his regular work hours, Company shall provide him with a meal in accordance with the provisions of Subsection 16.3(a) or (b), whichever is applicable.

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

(c) If Company requires an employee to perform work on workdays starting two hours or more before regular work hours and such employee continues to work into regular work hours, he shall provide for one meal on the job and Company shall provide other meals, as required by the duration of the work period, but if such work starts less than two hours before regular work hours, the usual meal arrangements shall prevail.

(d) If in any of the foregoing cases, Company does not give an employee an opportunity to eat a breakfast or prepare a lunch before reporting for work, it shall provide such meal for him. The meals provided for in this Section shall be eaten at approximately the usual times therefor and the usual practice relating to lunch period on workdays shall prevail. (Amended 1/1/84)

Amend Section 104.10 MEALS — REIMBURSEMENT AND TIME TAKEN:

(a) Company shall pay the cost of any meal which it 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 therefor 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 provide in accordance with the following schedule:

1. Prior to reporting to work:

	Effective 1/1/84	Effective 1/1/86
(i) Meal nearest regular starting time	\$ 5.00	\$ 5.25
(ii) Meal nearest midpoint of regular hours	6.00	6.30
(iii) Meal nearest regular quitting time	11.00	11.55
2. Meal following dismissal from work	11.00	11.55

(c) "Regular hours, starting time, lunch period and quitting time" on a non-workday are the same as those of a workday. (Added 1/1/84)

104.10: Amend section for fixed meal allowance for prior to work or upon dismissal from work. Meal nearest regular starting time \$5.00; meal nearest mid-point of regular hours \$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 flat payment 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 meal(s) on the job, and the Company shall pay the employee an allowance of \$6.00 for each meal (effective 1/1/86: \$6.30). (Amended 1/1/84)

Amend new language in 104.10, for shift employee 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. Increase to \$6.30 on 1/1/86.

Amend Section 104.15 MEALS — RESIDENT EMPLOYEES:

This Title shall apply to resident employees. Where Company determines that it is not practicable to provide meals on the job for resident employees, as herein provided, they shall provide their own meals and Company shall reimburse them for the cost thereof not to exceed \$6.00 for each meal (effective 1/1/86: \$6.30). (Amended 1/1/84)

104.15: Amend the increase from \$3.00 to \$6.00 for reimbursement. Increased to \$6.30 on 1/1/86.

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, any Company or Association named in Section 106.2(17.2) above, and as provided hereafter in Section 106.4(17.4). The continuity of an employee's Service shall be deemed to be broken by termination of employment for any reason which extends for one continuous year or more or layoffs for lack of work which is in excess of the time provided for in 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)

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

1. If the employee has at least one year but less than five years of Service at the time of layoff and 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 to employees where 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 practicably transport such tools to and from his job headquarters daily, Company shall provide space for the safe storage of such tools. In the event that any of this listed personal tools which have been stored on Company's premises or in a Company vehicle are destroyed or damaged by fire, storm or flood, or are stolen (subject to evidence by the employee of the theft), Company shall reimburse the employee for any such loss which is in excess of any reimbursement for the tools such employee may receive from an insurance carrier. (Amended 1/1/84)

107.3: Amend section language for reimbursement of stolen tools upon subject to evidence by the employees of the theft. Delete phrase in substantial numbers.

107.3 Employee provided tools: Company and Union agree to discuss Company's proposed Letter Agreement 80-63-PGE, dated September 23, 1980 and Company's proposed amendment to Letter Agreement 80-63-PGE, dated May 18, 1982, relating to the list of tools provided by employees. Such discussion shall commence no later than December 31, 1983, General Construction only.

TITLE 111 (8) VACATIONS

Amend Section 111.2(8.2) VACATION ALLOWANCE:

(b) Effective until 12-31-85 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 work days with pay. (Amended 1/1/84)

(Effective 1-1-86) In the subsequent calendar year and in each year thereafter, up to and including the fifth calendar year following his employment date, a regular employee shall be entitled to a vacation of ten workdays with pay. (Added 1/1/84)

(c) Effective until 12-31-85 In the eighth 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 15 workdays with pay. (Amended 1/1/84)

(Effective 1/1/86) In the sixth 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 15 workdays with pay. (Added 1/1/84)

(d) (Effective until 12-31-85) In the 16th calendar year and in each year thereafter up to and including the 23rd calendar year following his employment date, a regular employee shall be entitled to a vacation of 20 workdays with pay. (Amended 1/1/84)

(Effective 1/1/86) In the 16th calendar year and in each year thereafter, up to and including the 21st calendar year following his employment date, a regular employee shall be entitled to a vacation of 20 workdays with pay. (Added 1/1/84)

(e) (Effective until 12/31/85) In the 24th 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 25 workdays with pay. (Amended 1/1/84)

(Effective 1/1/86) In the 22nd calendar year and in each year

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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 25 workdays with pay. (Added 1/1/84)

- (f) *(Effective until 12/31/85)* In the 32nd calendar year following an employee's employment date and in each year thereafter, a regular employee shall be entitled to a vacation of 30 workdays with pay. (Amended 1/1/84)

(Effective 1/1/86) In the 30th calendar year and in each year thereafter following his employment date, a regular employee shall be entitled to a vacation of 30 workdays with pay. (Added 1/1/84)

111.2(8.2): Amend change effective 1/1/86; one to six years — ten workdays with pay; sixth to 16th year — 15 workdays with pay; 16th to 22nd year — 20 workdays with pay; 22nd to 30th year — 25 workdays with pay; 30th and thereafter — 30 workdays with pay.

Amend Section 111.3(b)(8.3) SERVICE ANNIVERSARY VACATION — BONUS VACATION:

(b) In each of the first five calendar years following his employment date, an employee who has used five days or less of paid or unpaid sick leave in the preceding year shall be entitled to one day of bonus vacation in addition to any vacation allowance the employee is entitled to as set forth in Section 111.2 (8.2). An employee must complete one year of Service before becoming qualified for such day. In the 10th calendar year following an employee's employment date and in each fifth calendar year thereafter, an employee who has used 25 days or less of sick leave during the five preceding calendar years shall be entitled to five bonus days of vacation in addition to the vacation allowance the employee is entitled to as set forth in Section 111.2(8.2). **In determining the number of sick days used in computing 25 days or less, no more than 10 days or 80 hours will be charged to the employee in any one year.** The bonus vacation, as herein provided, vests on the first day of each year in which an employee qualifies for a bonus vacation and must be taken in that calendar year. An employee acquires no right to all or any part of the bonus vacation unless such employee works in the calendar year in which it is granted. (The provisions of this Section shall not apply to part-time or intermittent employees.) (Amended 1/1/84)

111.3(b)(8.3)(b): Amend section: That no more than 10 days or 80 hours will 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:

(c) **Any employee who is effected under this Section shall be notified in writing.** (Added 1/1/84)

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

111.5(8.5): The employee will be notified in writing.

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 holiday 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 vacation, 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 an employee whose basic workweek starts on a day of the week other than Monday, where the vacation shall commence with the starting day of the employee's basic workweek. 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:

- (b) Company shall schedule vacations throughout the calendar year and shall prepare the annual vacation schedule on the basis of the sign-up giving effect where possible to the selection 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.

TITLE 112 (7) SICK LEAVE

Add Subsection 112.10(d)(7.10(c)) PLACEMENT OF PARTIALLY DISABLED EMPLOYEES:

(c) In the event an employee is disabled due to injury or illness and is returned to active payroll in a physical or clerical classification or is assigned to a classification designed for the employee with the prior written agreement of Union, the employee shall be paid in accordance with the following formula:

- (1) If the employee is returned to the classification held before the disability occurred, the rate of pay for such classification, or
- (2) If the employee has less than ten years of service at the time of the employee's disability, the rate of pay of the classification to which assigned, or
- (3) If the employee has ten or more years of service at the time of his or her disability: The rate of pay of the classification to which assigned

plus four percent per year of service (but not over 100 percent) times the difference between such rate of pay and the rate of pay of the employee's regular classification immediately prior to the injury or illness which caused the employee's disability.

An employee who returns to active payroll at a rate of pay calculated as in (3) above shall be limited to 50 percent of any general wage increase until such time as the partially disabled employee is receiving a rate of pay equal to the rate of the classification to which such employee is assigned. In no case will a partially disabled employee who is placed on the active payroll be paid less than 110 percent of such employee's current LTD rate of pay. (Added 1/1/83)

(d) An employee who is disabled due to injury or illness who is able to return to active payroll and the classification with a lower rate of pay shall be entitled to the provisions as described above until such time as the employee is returned to his former status on an accelerated basis as provided in Sections 206.9 and 306.9 of the Physical Agreement and Section (19.9) of the Clerical Agreement. (Added 1/1/84)

112.10(d)(7.10(c): Amend: Clarification for full release if assigned to lower classification with accelerated rights back to his former classification status.

TITLE (15) EXPENSES

Add after Section (15.3) INTERVIEWS:

The provisions of Sections (10.4) and (10.8) shall not apply to an employee who is temporarily assigned to attend training classes at other than his regular headquarters. In such assignments, the following provisions of Sections (15.4) through (15.9) shall apply: (Added 1/1/84)

(15.4) DAILY TRAVEL

When arrangements are made for an employee to travel each day between his living quarters and the training location, he shall be given an allowance for the time involved which is in excess of the time normally taken in traveling between his living quarters and his regular headquarters and such compensation shall be paid at his regular straight rate of pay. Transportation between his living quarters and the training location shall be in accordance with the provisions of Section (15.6). (Added 1/1/84)

(15.5) TRAVEL AND EXPENSES — NON-COMMUTABLE LOCATION

(a) **If it is impracticable for an employee who attends training classes to return to his regular headquarters or to his living quarters each day, Company shall, for the duration of the training assignment, provide him board and lodging or, at its option, provide him with lodging and reimburse him for the reasonable cost for meals. With the advance approval of the supervisor in charge of the training classes, local transportation expense and other incidental expenses shall be paid by Company.** (Added 1/1/84)

(b) **An allowance for reasonable travel time incurred by an employee in traveling between his regular headquarters or living quarters and the training location at the beginning and at the end of his training assignment shall be authorized. Such allowance shall be computed at the straight rate of pay of his classification at his temporary headquarters and shall also include reimbursement for reasonable cost of meals incurred while traveling. Transportation shall be in accordance with the provision of Section (15.6).** (Added 1/1/84)

(c) **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 in obtaining such meals.** (Added 1/1/84)

(d) **If an employee elects not to utilize Company-designated board and lodging on his non-work days, including any holiday which immediately precedes or follows his non-work days, Company shall allow him for transportation the sum of \$10.00 per day for each of such days. In lieu of such allowance, Company may provide transportation arrangements between the training location and his living quarters or regular headquarters in accordance with Subsection (15.6)(a). If he is scheduled to attend the training class for three consecutive weeks or more, transportation allowances under the provisions of Subsection (15.6)(a), (b), or (c) will apply, commencing with the second weekend and alternate weekends thereafter for the duration of such scheduled attendance.** (Added 1/1/84)

(15.6) TRANSPORTATION OPTIONS

In arranging transportation under the provisions of Section (15.4) and Subsections (15.5)(b) and (15.5)(d), Company, at its option shall:

- provide individual or group transportation by Company vehicle, or**
- authorize in advance of the assignment the use of an employee's personal vehicle, or**
- provide transportation by public carrier only, or in combination with other means specified in (a) above.** (Added 1/1/84)

(15.7) COMMON CARRIER

An employee who does not utilize the arrangements determined by Company under the provisions of Section (15.4), Subsection (15.5)(a), or Section (15.6) shall be reimbursed for travel expense at the minimum common carrier fare or its equivalent. (Added 1/1/84)

(15.8) PERSONAL AUTOMOBILE

The provisions of Section (15.2) shall apply when an employee is authorized to use his personal vehicle as a means of transportation under the provisions of Subsection (15.6)(b). (Added 1/1/84)

(15.9) HOURS IN 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 off for lunch between 11:00 a.m. and 2:00 p.m. When the lunch period is scheduled for less than one hour, adjustment of the hours of work to correspond thereto shall be made at the end of the afternoon work period. (Added 1/1/84)

(15.10) ENABLING CLAUSE

By written agreement between Company and Union, special provisions may be substituted for the provisions of Section (15.4) through Section (15.9) inclusive. (Added 1/1/84)

Title (15): Add: Like language as in Physical 201.7, 301.8, 201.9, 201.10, 201.11, 201.12 and 201.13; for training expenses for clerical employees attending Company training classes.

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TITLE 202 HOURS

Amend Subsection 202.5(b) HOURS — SPECIAL CASES:

Steam Generation Maintenance: In addition to the 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 be within the conditions already contained in this Agreement or Interpretations 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 5-2 schedule at the headquarters at which such employee held non-traveling status.** (Amended 1/1/84)

202.5(b): Amend subsection: To retain non-travelling status for volunteers to a 10-4 schedule and returns to a 5-2 schedule.

Add Section 202.21 REMOTE REPORTING to read:

(a) When the Company determines a need for employees to report for work at other than their regularly established assigned 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 incurred, and 2) (a) eight dollars and fifty cents per day if the assembly site is less than 15 miles from the regular headquarters or (b) twelve dollars per day 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 is increased and rounded to the nearest 25 cents.

(d) If in the opinion of 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 on July 1, 1984 or thereafter. In such case, it is the intent that Company and Union meet and agree on those measures required to correct identified Job Siting problem areas.

Application

1. This shall only include Gas & Electric T&D Crews and any specifically negotiated jobs in other Departments.

2. Job Siting may be used for any combination of New Business, Reconstruction or Maintenance jobs lasting for four or more days from a particular assembly site. A series of such jobs involving different assembly sites shall not be used for the computation of such four-day period.

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

4. A volunteer sign-up list will be posted in the headquarters no less than three workdays prior to the establishment of a temporary assembly site. The sign-up sheet shall include the location of the reporting site, the classifications required and an estimate of the work period involved.

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, preferential consideration shall be given by classification to the employee(s) with the greatest service.

7. If a volunteer employee requests to be removed from the assembly site for cause, 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 shall apply as if the employee were still at his regular assigned headquarters, except as provided below:

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

b) Section 205.3 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 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 PROGRESSION:
An employee bidding a job from a dual classification shall be entitled to the highest rate of pay of the dual 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 their Line of Progression, shall be entitled to the highest rate of pay of the dual classification they bid from.

Amend Subsection (13.3(c)) WAGE RATE ON PROMOTION:

The top rate of pay of such higher classification if he has previously been demoted or displaced, pursuant to Title (19), from a clerical classifica-

tion having a higher wage rate than the classification to which he is assigned. (Amended 1/1/84)

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

Amend Section (13.4) TEMPORARY UPGRADE:

When an employee is temporarily assigned to work in a classification higher than his regular classification for four hours or more, such employee shall be paid at the wage rate of the higher classification. He shall be paid for the time worked in the higher classification at the highest wage rate of the following: (Amended 1/1/84)

(a) the first step of the wage progression of such classification which is higher than his present wage rate, or

(b) the wage step in the higher classification determined by the time previously accumulated in such higher classification, as provided in Section 13.7, or

(c) the top rate of pay of such higher classification if he has previously been demoted or displaced, pursuant to Title 19, from a clerical classification having a higher wage rate than the classification to which he has been temporarily assigned. (Amended 1/1/84)

(13.4): Amend: Clerical employee upgraded for four hours or more shall be paid at the higher wage rate.

Amend Subsection 204.5(c) WAGE RATE ON UPGRADE OR PROMOTION:

(c) the top rate of pay of such higher classification if he has previously been demoted or displaced, pursuant to Title 206, from a classification having a higher wage rate than the classification to which he is assigned. (Amended 1/1/84)

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

TITLE 205 (18) JOB BIDDING, PROMOTION AND TRANSFER

Amend Section (18.2) PROBATIONARY EMPLOYEES AND DEFINITION OF TOP RATE OF PAY

(a) A probationary employee shall not be entitled to consideration under the provisions of this Title or Title (19).

(b) (Deleted 1/1/74)

(c) For bidding from a beginner's classification as noted in Subsection 18.5(e) or from a classification which is considered together with a beginner's classification as noted in **Exhibit A, Clerical Line(s) of Progression**, any employee in such classification who has passed the clerical "Employment Test Battery" will be considered as being at the top rate of the next lower classification 30 months after the employee's employment date. (Amended 1/1/84)

(d) Except as provided for in (c) above, the definition of the Top Rate of Pay is as defined in Exhibit A, Clerical Lines of Progression. (Added 1/1/84)

(18.2): Amend Subsection: Include Exhibit A, Clerical Line(s) of Progression as referred to in Title (2), Section (2.1) of this Agreement.

Amend Subsection (18.3)(c) FILLING TEMPORARY VACANCIES:

Exhibit A, of this Agreement, is a listing of the Clerical Lines of Progression for the Divisions and Departments, setting forth the Lines of Progression for the Classifications as referred to in Title (2), Section (2.1), of this Agreement (Amended 1/1/84)

Amend Subsection 205.4(d)(18.4(d)) PREBID PROCEDURE — TIMELINESS

Company shall not consider any prebid which was received by Company less than eight calendar days prior to the date the fully authorized job vacancy report was received and date stamped by the local Personnel Department to fill a job vacancy in the classification and headquarters on which the prebid was made. Only those prebids valid as of the date stamped on the job vacancy report will be considered to fill such vacancy. Subsequent prebids may be considered only after that list has been exhausted, provided they are received on or before the 18th of the current month where the vacancy has been processed for postbidding in accordance with Section 205.6(18.7). (Amended 1/1/84)

205.4(d)(18.4(d)): Amend: Freeze prebid list when vacancy is to be filled after date stamped by the local Personnel Department.

Amend Subsection 205.4(g)(18.4(g)) CANCELLATION OF PREBIDS:

Cancellation of Prebids: Prebids 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 appointment to the classification and headquarters (and shift, if appropriate) on which the prebid was made. Company will notify an 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 the Company,

(3) Thirty calendar days after any employee's change of headquarters or classification, which doesn't affect his or her status as a prebidder and after 15 calendar days advance notice from Company,

(4) Immediately upon an employee's change of classification and/or headquarters which affects his or her status as a prebidder,

(5) Immediately upon receipt of authorization from an employee to cancel a prebid, or

(6) Upon receipt of authorization from the local Personnel Department to cancel prebids because a job is deleted from the directory or an employee improperly designates rights, as provided in Section 206.9(18.9), with notification to the employee by the local Personnel Department of such cancellation. In the latter cases, 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(g)(18.4(g)): Amend: Clarification of how prebids are cancelled.

See NEXT PAGE

PHYSICAL/CLERICAL

Amend Section 205.5 FILLING BEGINNERS CLASSIFICATIONS

Whenever Company intends to fill a beginner's classification, Company shall fill it in the following sequence:

(a) Transfers made by regular employees who are entitled to preferential consideration under Section 206.9.

(b) Priority 1 vacancies as defined in Exhibit VII shall be filled by employees entitled to consideration pursuant to Title 600. When a vacancy occurs and a Priority 1 Transfer is on file, awards shall be made under 205.7(b) giving consideration to the employee with the greatest service on a system-wide basis. If a Priority 1 award is not made, the vacancy shall be filled as provided for in (c) or (d) below. When a Priority 1 classification is newly established at a headquarters, Company shall post the vacancy as provided by 205.4(h). (Priority 1 status transfer.)

If a vacancy in a beginner's classification is not filled in accordance with the provisions of (a) and (b) above, it will be filled in the following manner:

(c) Company shall make unrestricted appointments in filling one-half of the vacancies in beginner's classifications.

(d) In making appointments to fill the remaining one-half of the vacancies in beginner's classifications in each line of progression in a given headquarters, Company shall give preferential consideration to regular physical and clerical employees who have previously requested in writing a transfer to fill such vacancies. Preference for appointment shall be given to the employee in each classification who has the greatest Service in the following sequence:

- (1) To such physical and clerical employees in the Division where the vacancy exists. (Priority 2 status transfer)
- (2) To any other such physical or clerical employees. (Priority 3 status transfer)

The provisions of this Subsection shall be applicable to a beginner's classification in a line of progression at a headquarters where a transfer application for such vacancy is on file and the number of unrestricted appointments under provisions of Subsection 205.5(c) exceeds transfers.

All transfer requests must be submitted by United States of Company mail on a form provided by Company. The date of receipt shall be the postmark date if delivered by U.S. Mail, or Industrial Relations date stamp if delivered by Company mail or if the U.S. postmark is illegible. In no event shall the Company consider any transfer application which was received by Company less than eight calendar days prior to the established control date. The control date is first established on the date the fully authorized personnel requisition is received and date stamped by the local Personnel Department to fill a job vacancy in the classification and headquarters on which the transfer application was made. If the transfer listing is exhausted without a successful candidate, a new control date will be established. This new control date will be the date of the decline or bypass of the last transfer applicant. Transfers which were not timely under the original control date but were received eight days prior to the new control date will then be given consideration. If the vacancy cannot then be filled by transfer, it may be filled by unrestricted appointment - no transfers on file.

(e) 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 of any known reason which might preclude the employee from filling the classification on which the employee has submitted a transfer application, including information regarding testing programs which must be completed. Information on whether or not an employee has completed such programs is available from the employee's Personnel Department.

(f) Within 10 calendar days after the first of each month, 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 - no transfers on file.

(g) Attached hereto, made a part hereof and marked Exhibit VII, is a list of such beginner's classifications. (Entire Section amended 1/1/84)

205.5 Amend: Clarification of sequence of consideration in filling beginner classifications.

Amend Section (18.5) FILLING BEGINNER'S CLASSIFICATION:

Whenever Company intends to fill a beginner's classification, Company shall fill it in the following sequence:

(a) Transfers made by regular employees who are entitled to preferential consideration under Section (19.9.)

If a vacancy in a beginner's classification is not filled in accordance with the provisions of (a) above, it will be filled in the following manner:

(b) Company shall make unrestricted appointments in filling one-half of the vacancies in beginner's classifications or one-half of the vacancies in regularly scheduled part-time jobs at any headquarters.

(c) In making appointments to fill the remaining one-half of the vacancies in beginner's classifications in each line of progression or one-half of the vacancies in regularly scheduled part-time jobs in a given headquarters, Company shall give preferential consideration to regular physical and clerical employees who have previously requested in writing a transfer to fill such vacancies. Preference for appointment shall be given to the employee in each classification who has the greatest Service in the following sequence:

- (1) To such physical and clerical employee in the Division where the vacancy exists (Priority 2 status transfer)
- (2) To any other such physical or clerical employees. (Priority 3 status transfer)

The provisions of this Subsection shall be applicable to a beginner's classification in a line of progression at a headquarters where a transfer

application for such vacancy is on file and the number of unrestricted appointments under provisions of Subsection (18.5)(b) exceeds transfers.

All transfer requests must be submitted by United States or Company mail on a form provided by Company. The date of receipt shall be the postmark date if delivered by U.S. mail, or Industrial Relations date stamp if delivered by Company mail or if the U.S. postmark is illegible. In no event shall the Company consider any transfer application which was received by Company less than eight calendar days prior to the established control date. The control date is first established on the date the fully authorized personnel requisition is received and date stamped by the local Personnel Department to fill a job vacancy in the classification and headquarters on which the transfer application was made. If the transfer listing is exhausted without a successful candidate, a new control date will be established. This new control date will be the date of the decline or bypass of the last transfer applicant. Transfers which were not timely under the original control date but were received eight days prior to the new control date will then be given consideration. If the vacancy cannot then be filled by transfer, it may be filled by unrestricted appointment - no transfers on file.

(d) 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 of any known reason which might preclude the employee from filling the classification on which the employee has submitted a transfer application, including information regarding testing programs which must be completed. Information on whether or not an employee has completed such programs is available from the employee's Personnel Department.

(e) Within 10 calendar days after the first of each month, 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 - no transfers on file.
- (7) Show whether vacancy resulted from the downgrading of a higher classification or is a newly established position at the headquarters.

(f) The following classifications shall be considered as beginner's classifications and shall not be subject to the bidding provisions of this Title:

Utility Clerk
Clerk D
Meter Reader
Machine Operator B
Telephone PBX Operator B
Stenographer C
Typist A
Data Entry Operator
Computer Operator III
Gas Chart Calculator
Utility Telephone PBX Operator
Utility Typist
Utility Stenographer
Reprographics Operator B
Utility Machine Operator
Word Processing Operator

(g) By written agreement between Company and Union, this list of beginner's classifications may be changed. (Entire Section amended 1/1/84)

(18.5): Amend: Clarification of Sequence of Consideration in filling beginner classifications; additional new classifications to be considered as beginning classifications.

Add Subsection 205.5(h)(18.5(h)):

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 appointment to the classification and headquarters on which the transfer application was made. Company will notify an employee of the cancellation of employee's applications for transfer as indicated below. Cancellations shall be effective as follows:

- (1) At the expiration of one year from the date of the transfer 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 transfer 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 doesn't affect his or her priority status as a transfer, and after 15 calendar days advance notice from Company,
- (4) Immediately upon an employee's change of classification and/or headquarters which affects his or her priority status as a transfer,
- (5) Immediately upon receipt of authorization from an employee to cancel a transfer, or
- (6) Upon receipt of authorization from the local Personnel Department to cancel transfers because a job is deleted from the directory or an employee improperly designates rights, as provided in Section 206.9(18.9) with notification to the employee by the local Personnel Department of such cancellation. In the latter cases the employee's transfer will be given the appropriate consideration for 15 calendar days from the date of notification. (Entire Subsection added 1/1/84)

205.5(h)(18.5(h)): Add Subsection: Clarification of how transfers are cancelled.

See NEXT PAGE

PHYSICAL/CLERICAL

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 prebids and temporary vacancies and vacancies in temporary jobs and in jobs in beginner's classifications. A vacancy created by an employee's absence on "leave" or by reason of industrial disability shall be deemed to be a temporary vacancy. (Amended 1/1/84)

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 2.1 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 (18.3)(a), but excluding vacancies filled from prebids and temporary vacancies and vacancies in temporary or part-time jobs and in jobs in beginner's classifications. (Amended 1/1/84)

205.6(a)(18.7)(a): Amend: Provide a more complete 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 counselling 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 Company and Union may adopt 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 counselling.

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** since the last list was posted. Such list will include the job vacancy number (**where appropriate**) and headquarters, the appointed employee's name and service, and the Agreement section 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 the top wage rate of 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 205.7(b) or (c), and 205.8(b), except as otherwise provided in any applicable apprenticeship agreement, an employee receiving the "top rate of pay of the next lower classification" as defined above must have worked in such listed "next lower classifications," or the "same or higher classifications" for a period of time equal to or greater than the time required to progress from the starting wage rate to the top wage rate for that "next lower classification" having the lowest maximum wage rate.

Where a clerical classification is among a group of classifications listed in Exhibit VI as "next lower" in a physical line of progression, the physical classification with the lowest maximum wage rate shall prevail in determining the amount of time required to be worked in such listed "next lower classifications." (Entire Section added 1/1/84)

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.

Add Sections 205.22(18.20) and 305.2 — QUALIFICATIONS FOR GENERAL CONSTRUCTION EMPLOYEES BIDDING/TRANSFERRING TO DIVISION JOBS:

An employee in General Construction must pass the appropriate agreed-to employment test battery before his bid to fill a Division job vacancy under the provisions of Title 205(18) will be considered.

Such employee shall be entitled to two opportunities to pass the test referred to above. The second attempt to pass such test must be a minimum of three months from the date of the initial attempt. However, where the parties have agreed that certain classifications, other than normal entry level, have substantially identical tasks in General Construction as in the Divisions, successful performance by an employee in such classification will be considered as presumptive evidence of meeting the appropriate agreed-to test requirements. Additionally, a former General Construction employee who has become a Division employee at the journeyman level or below must meet the agreed-to test battery to meet the employment requirements for Division employees before being promoted to a working foreman job on other than a temporary basis. Notwithstanding the foregoing, successful performance as a temporary working foreman in a Division for a cumulative total of six months or more shall be presumptive evidence of meeting such requirements.

An employee in General Construction, other than an employee in a journeyman classification in the same line of progression as that in which the vacancy exists, must pass the appropriate agreed-to apprenticeship entrance tests, as designated in Paragraph A of the Master Apprenticeship Agreement before his bid to fill a vacancy in an apprentice or a journeyman classification will be considered. He shall be entitled to retest following failure on the same schedule as a Division employee. (Entire Section added 1/1/84)

205.22(18.20) and 305.2: Add Section: Add Letter of Agreements to contract of requirements for General Construction employees who bid or transfer to division jobs.

TITLE 206 (19) DEMOTION AND LAYOFF PROCEDURE

Amend Section 206.8(19.8) MOVING ALLOWANCE:

When an employee is displaced under the provisions of this Title because of lack of work at his headquarters, and his new headquarters is beyond commutable distance from his residence, Company shall reimburse him for the reasonable costs incurred in connection with moving his household in a sum not to exceed **\$1600**. (Amended 1/1/84)

206.8(19.8): Amend: Increase moving allowance from \$1200 to \$1600 for displaced employees.

Amend Section 206.16(19.5) DEMOTION OF NON-UNIT EMPLOYEE INTO UNIT:

A supervisory or other employee who was not at the time of demotion a member of the collective bargaining unit but who formerly worked in a classification which is in such unit may be demoted for any reason other than for lack of work into a previously existing vacancy in such unit 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.

In no case shall such demoted employee be placed into a classification that is higher than the classification held prior to leaving the bargaining unit subject to Subsection 206.1(f)(19.1)(f)). (Amended 1/1/84)

206.16(19.5): Amend: Such demoted employee shall not be placed into a classification that is higher than the classification held prior to leaving the bargaining unit.

TITLE 208 (12) OVERTIME

Amend Section 208.16 EQUAL DISTRIBUTION — PREARRANGED OVERTIME:

(a) Prearranged 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 as worked for each person each month.** (Amended 1/1/84)

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

Amend Section (12.3) EQUAL DISTRIBUTION:

(a) Overtime work shall be distributed among employees within a department as equally as practicable. **The Company will post the overtime worked or credited as worked for each person for that week.** (Amended 1/1/84)

GENERAL CONSTRUCTION

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 allowed expenses as provided for in Section 301.4. Transfer to a new location or reemployment at a new location shall mean one of the following:

301.1: Expense rights for employees re-employed at a new location after layoff for lack of work are extended from 30 days to one year.

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 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).

(b) All road mile measurements for the purpose of establishing Residence and per diem expenses shall be determined by measuring distances on road maps acceptable to Company and Union. However, when it is not possible to obtain such map measurements, a field check to the nearest measurable point shall be made. **Routes selected for road mile measurement shall be 1) reasonable and practical, 2) accessible by automobile, and 3) regularly maintained.**

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

See NEXT PAGE

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 Company system in which the employee normally resides **1) On a regular basis and from which the employee commutes daily or weekly to work locations, or 2) one which the employee has a financial responsibility to maintain and to which the employee returns to live on most weekends while on work 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 mile zone will be measured from the principal street intersection of the main business district.**

(c) An employee who is a newly hired, rehired more than **one year** after layoff due to lack of work or rehired 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 rehired. If the hiring or rehiring location is not established **within** the limits of a city or town, 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.

(d) Change of Residence

- (1) 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. 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 the change of Residence.
- (2) Since the payment of per diem expenses is based upon the location of the employee's Residence, the employee is vouching that his Residence Certificate does, in fact, identify a **Residence (as defined in Subsection 301.3(a))** and not temporary living accommodations. Any employee who knowingly falsifies or delays filing such a Residence Certificate shall be required to reimburse the Company for any overpayment of per diem and shall be subject to disciplinary action, including discharge.

301.3: Defines an employee's "Residence" more specifically; moves current 301.2(a) to 301.3(b).

301.4 EXPENSE ALLOWANCES

Subject to the provisions of this Title, employees who provide their own board and lodging shall be entitled to per diem expense allowance as follows:

(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 provided such an employee works on the adjacent workday or such day 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.**

Road Miles From the City Hall or Principal Intersection* of Employee's Residence to the Reporting Location

Zone	Amount of Per Diem 1984/1985
1	More than 25 but 35 or less \$ 5.25
2	More than 35 but 45 or less 9.00
3	More than 45 but 55 or less 12.25
4	More than 55 but 65 or less 17.00
5	More than 65 but 75 or less 22.00
6	More than 75 32.50

*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.

(c) **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.**

301.4: Adjusts the amounts for per diem expenses during 1984 and 1985 (expenses for 1986 and 1987 will be negotiated starting on 7/1/85); provides payment of expenses when employee travels more than 4 hours on a non-work day; prevents an employee from increasing per diem amount by changing residence.

301.5 COMPANY PROVIDED FACILITIES

Employees 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 for 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.

301.6 IN LIEU OF EXPENSES

An employee may receive expense allowances under Section 301.4 or 301.9, or the employee may elect to use the Company-provided board and lodging referred to in Section 301.5; however, the employee will not be allowed to receive benefits under **more than one** section at the same time.

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

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, emergency, or special job at another location outside the employee's Residence Area with the expectation that he or she shall return to such headquarters within a 30-day period, or orders that an employee be sent on a 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. Reimbursement for actual expenses shall be made after the employee submits an Expense Account accompanied by receipts for lodging and receipts and justification for any meals which exceed \$5.00 for breakfast, \$6.00 for lunch, and \$11.00 for dinner. All expenses are expected to be reasonable and appropriate for the geographical location in which the temporary assignment is located. **Upon such employee's request Company shall provide him with an appropriate monetary advance on his anticipated board and lodging expense reimbursement. If such temporary, emergency, or special job location is at a headquarters or point of assembly at which Company-provided board and lodging are available, the employee shall not be eligible to select the provisions of this option (a) but shall be eligible to select the provisions of option (b) below. If an employee's temporary, emergency, or special job assignment continues beyond 30 consecutive days, it shall not thereafter retain its temporary character but shall be deemed to be a transfer to a new headquarters, in which event the employee shall be entitled to a per diem allowance under the provisions of Section 301.4.**

(c) Notwithstanding any of the foregoing, a series of short assignments (30 days or less each) by an employee in the Station Communications, Instrumentation, or Protection Group or Gas Instrumentation and Control Group or the Field Mechanical Services Group Lubrication crews or any other group(s) hereafter agreed to by Company and Union shall be considered a special temporary assignment for the duration of such **series of** assignments. In no event shall the employee be paid expenses at two locations concurrently. Such **series of** assignments will not constitute changes in headquarters for the purposes of Section 301.1.

(d) Any continuous period of attendance at a Company training class **which has been agreed to between Company and Union** shall be considered a special temporary assignment for the duration of such assignment and shall qualify for expenses as provided in Subsections 301.9(a) and (b) above, **except, however, while on such training assignment an employee may be required to utilize board and lodging which is provided by Company, in lieu of receiving per diem or full expenses. Such board and lodging shall be of reasonable quality.** Such assignment will not constitute a change in headquarters for the purposes of Section 301.1. Travel to such classes shall be as provided for in Section 301.11.

(e) **Employees who are sent on special temporary assignment and are required to use Company transportation to the temporary location will be provided Company transportation to the extent possible for meeting their personal needs.**

301.9: Subsection (a): Increases meal cost reimbursement without receipts to \$5.00, \$6.00 and \$11.00; requires Company to give an employee an advance if the employee asks for it; allows an employee to take in lieu expenses under Subsection (b) at a camp job. Subsection (d): requires employee to use Company board and lodging while at a training school. Subsection (e): employee sent on special assignment in a Company vehicle may use a Company vehicle to get to a motel, restaurant, etc.

301.10 ILLNESS WHILE IN CAMP

Notwithstanding the foregoing sections of this Title, an employee shall not be entitled to an expense allowance for any day he or she is absent from duty by reason of illness, or other personal reason except as provided for in Subsection 301.4(e). Camp and boardinghouse facilities shall, however, be available at no cost, for not more than five days during a period of illness of an employee who has **elected to receive** board and lodging under Section 301.5.

301.10 Changes language only for clarification.

301.11 TRAVEL ALLOWANCE

(a) **When an employee is transferred to a new job headquarters or point of assembly, he shall be compensated for either 1) the actual time he spends traveling from his former job headquarters or point of assembly, exclusive of stopovers or 2) one hour for each 45 miles or portion thereof traveled, whichever is greater.**

(b) **Where possible, all travel time pursuant to this Section 301.11 shall be taken during regular work hours on a workday, and shall be compensated at the straight rate of pay for the classification the employee will hold at his new headquarters or point of assembly, except that if Company requires an employee to travel for more than four hours outside of regular work hours or on a non-workday the travel time in excess of four hours shall be paid at one and one-half times the straight rate of pay for the classification the employee will hold at his new headquarters or point of assembly.**

(c) When transportation facilities therefor are not furnished by Company or other mode of transportation is not authorized in advance, reimbursement of transportation expense at 20¢ per mile shall be made.

301.11: Subsection (a) rewritten for clarification only. Subsection (b) provides that travel time shall be taken during regular work hours when possible. If not possible, provides pay 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.

301.13 TRANSFER - GENERAL CONSTRUCTION SERVICE CENTERS

(a) An employee holding a General Construction Service Center classification shall not be subject to transfer to other job locations as are field employees and shall not be entitled to a per diem allowance or other expense allowance **except as provided for in Subsection (b) below**, while at the Center. If, however, such an employee transfers to the field, the employee shall file a Residence Certificate, as provided in Section 301.3, on or before the date of such transfer; any per diem expenses due the employee will be based on such Residence Certificate.

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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 of this Agreement he shall be entitled to a Relocation Allowance equal to the applicable per diem amount as provided for in Subsection 301.4(a), based upon the employee's Residence (as defined in Subsection 301.3(a)) at the time of the transfer, except that 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 his basic workweek and each holiday which falls on a workday in his basic workweek, and shall continue 1) for 26 weeks from the date of the employee's placement in the Service Center, or 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 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.

303.4 EXPENSES

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 be paid the **Zone 3 per diem amount (as provided in Section 301.4) or his regular per diem, whichever is greater**, or, if the employee lives at a Company-operated or Company-designated boardinghouse or camp, the employee shall not be charged for board and lodging on such day.

303.4: Increases the inclement weather allowance from \$9.00 to the zone 3 amount. (\$12.25 at present and as increased in the future.)

305.2 BIDDING/TRANSFERRING TO DIVISION JOBS

An employee in General Construction must pass the appropriate agreed-to Employment test battery before his bid or transfer to fill a Division job vacancy under the provisions of Title 205 will be considered.

Such employee shall be entitled to two opportunities to pass the Employment test battery referred to above. The second attempt to pass such test must be a minimum of three months from the date of the initial attempt.

However, where the parties have agreed that certain classifications, other than normal entry level, have substantially identical tasks in General Construction as in the Divisions, successful performance by an employee in such classification will be considered as presumptive evidence of meeting the appropriate agreed-to test requirements. Additionally, a former General Construction employee who has become a Division employee at the journeyman level or below must meet the employment test battery requirements for Division employees before being promoted to a working foreman job on other than a temporary basis. Notwithstanding the foregoing, successful performance as a temporary working foreman in a Division for a cumulative total of six months or more shall be presumptive evidence of meeting such requirements.

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

305.2: Added the language of Letter Agreement 81-28-PGE to the Agreement.

305.4 TEMPORARY UPGRADES

(a) When it is necessary to effect a temporary upgrade Company shall give preferential consideration to the regular employee who has the greatest Service among those who:

- (1) are qualified for the upgrade, and
- (2) have at least 1 year of Service, and
- (3) are in the classification next lower, in the normal line of progression, to the classification to which the upgrade is being made, and
- (4) are working on the shift where the upgrade is needed, and
- (5) (i) are working at the assembly point where the upgrade is needed, or (ii) when unanticipated vacancies occur and/or when operating conditions require, are in the crew of Service Center or project section where the upgrade is needed.

Upgrades under Subsection 305.4 (a)(5)(ii) shall be limited to five consecutive work days or less, except that upgrades to classifications which require the employee to exercise supervisory duties shall be limited to 10 consecutive work days or less.

(b) Further notwithstanding the foregoing, Company shall have the right to select for temporary upgrade a qualified employee who is working outside the assembly point or shift where the upgrade is needed, provided that such employee has greater Service than the employee who otherwise would have been awarded the upgrade.

(c) Temporary upgrades normally are limited to 20 consecutive workdays, but may extend beyond 20 consecutive workdays when an employee is upgraded to replace one or more employees who are absent from work.

(d) Each month Company shall provide Union with a list of temporary upgrades effected during the prior month. Such list shall include each upgraded employee's name, social security number, job headquarters, promotion-demotion area, the classification(s) to which each employee was upgraded and the hours each employee worked in such classification(s). Additionally, each job headquarters will be furnished with a copy of that portion of the list which shows the upgrades effected in the Promotion-Demotion Geographic Area (as defined in Section 305.5) in which such headquarters is located. Employees shall be permitted to review the list upon request.

305.4: Entire Section rewritten. Temporary upgrades will continue to be given the same way as in the past, except that, where unanticipated vacancies occur and/or when operating conditions require, the individual upgraded may be the senior qualified employee on the crew or in the Service Center or project section rather than the senior employee at the headquarters. This type of upgrade is limited to a maximum of 5 days for other than bargaining unit supervisors, which are limited to a maximum of 10 days.

Subsection (d) requires that Company provide to Union each month a list of all temporary upgrades effected during the prior month. Also, employees who request it will be allowed to review the list.

TITLE 306 — DEMOTION AND LAYOFF PROCEDURE

Title 306 has been substantially revised. Most changes are for clarification only.

306.1 EMPLOYEES (2 OR MORE YEARS SERVICE)

The provisions of this Title 306 which are applicable to regular employees with two years or more of Service in cases of displacement, demotion or layoff due to lack of work or the return of an employee from leave of absence for Union business or military service, but not to layoffs due to inclement weather, lack of material and similar causes, shall be applied in such manner as to give effect to the following:

(a) Provided that **the** employee is fully qualified to perform the duties of the classification to which such employee is to be demoted 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 wage rate higher than that of such 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 600.

(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 Areas will not be changed during the period of an actual demotion or layoff, except under letter of agreement between company and Union. (Amended 1/1/80.)

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

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

306.1: Language relocated from other sections. No substantive change.

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, 2) is in the displacing employee's current classification, and 3) is in the same General Construction Department.

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

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

306.4 BUMPING (5 OR MORE YEARS OF SERVICE)

(a) An employee with five or more years of Service who cannot effect a demotion 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 2) is in the displacing employee's current classification in a different department of General Construction. If such displacement is not possible, the employee may elect to displace an employee who 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.

(b) An employee with five or more years of Service who cannot effect a demotion pursuant to Section 306.2 and who cannot effect a displacement provided for in Section 306.3 or Subsection 306.4(a), may elect to displace an employee who

- 1) has less Service than the displacing employee, and
- 2) is in a G.C. Department in which the displacing employee previously worked for one year or more in the preceding four years, and
- 3) is in a classification the displacing employee previously held for six months or more in such G.C. Department in the preceding four years, or is in a classification lower thereto in the same line of progression.

An employee may not effect a promotion under the provisions of this Subsection.

306.4: Renumbered. In Subsection (a), some language change for clarification only. No substantive change. New Subsection (b): provides an employee with five years Service the right to return to a former 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 or one higher 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, and who cannot effect a displacement provided for in Section 306.3 or 306.4, may elect to displace that employee who 1) has less Service than the displacing employee and 2) is in the beginner's classification in a different line of progression in the same General Construction Department.

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306.5 Continued

(b) *An employee with four or more years of Service who cannot effect a demotion pursuant to Section 306.2, and who cannot effect a displacement provided for in Section 306.3 or 306.4 or Subsection 306.5(a), may elect to displace an employee who 1) has less Service than the displacing employee and 2) is in a beginner's classification in a different department of General Construction.*

306.5: Renumbered. New Subsection (a) provides that an employee with four years service may bump into a beginning classification in another line of progression in his present department. Subsection (b), some language change for clarification only. No substantive change.

306.6 FILLING A BEGINNERS VACANCY IN DIVISION

An employee with five or more years of Service who cannot effect a demotion pursuant to Section 306.2, and who cannot effect a displacement provided for in Sections 306.3, 306.4 or 306.5, may elect to fill a vacancy in a beginner's classification in the same normal line of progression (as set forth in Title 600 and Exhibit VIII and Exhibit A of the Agreement applying to Office and Clerical Employees).

- (a) In the application of this Section, an employee must be able to meet the same qualification requirements that Division employees must meet.
- (b) An employee who enters a beginner's classification under the provisions of this Section shall not have any rights under Section 206.9, but shall have accelerated rights to return to his or her former classification and department of General Construction or to successively lower classifications in the normal line of progression to such classification.
- (c) A placement under the provisions of this Section shall count as a transfer under the provisions of Subsection 205.5(b) or Subsection 19.5(b), as appropriate.

306.6: Changes section title and some language change for clarification only. No substantive change.

306.7 LAYOFFS

(a) *If there is no job to which Company can demote an employee under Section 306.2, or if the employee does not effect a displacement under any of the provisions of this Title, the employee will be laid off.*

(b) *When it becomes necessary for Company to lay off an employee because of lack of work, Company shall give him as much notice as practicable, but in no event shall a regular employee be given less than five working days' notice, and an employee who has five or more years of Service shall be given not less than ten working days' notice.*

306.7: Subsection (a) relocated from present 306.3. Subsection (b), some language change for clarification only. No substantive change.

306.9 ACCELERATED PROMOTION — TRANSFER

For the purpose of enabling employees who have been demoted and/or transferred under the provisions of this Title, or to enable employees who have been or are on Long Term Disability status to return to their former classification(s) and lines of progression on an accelerated basis, Company shall give preferential consideration, pursuant to Title 305, to employees who formerly worked in such job classification(s) and lines of progression in accordance with the following:

(a) *An employee will be given preferential consideration for promotion within his present G.C. Department to return to the highest classification he held immediately prior to demotion under this Title.*

(b) *Where written notice has been provided to Company by an employee who has been transferred to or re-employed in other G.C. Department or lines of progression under the provisions of Title 306, Company shall return such employee to a beginner's classification, which the Company intends to fill, in the employee's original or intermediate line(s) of progression to which the employee has indicated he will return.*

An employee who declines to return to the beginner's classification in the line of progression for which he has indicated willingness to return will forfeit any further preferential rights to return to such line of progression. Such employee will retain preferential rights to those lines of progression he has not declined.

In considering notices received from two or more employees under the provisions of this Subsection (b), Company shall give preferential consideration to the notice made by the employee who has the greatest Service.

(c) *When appropriate medical recommendations indicate that an employee on Long Term Disability can return to active employment, the employee will be given preferential consideration to return to the last classification he held prior to going on LTD or to a lower classification he is capable of filling in his former department or another department of General Construction, subject to the provisions of 2.14(a)(2) of the Benefit Agreement, e.g., such placement will be in the highest available classification commensurate with such employee's reduced capabilities, if any.*

(d) *When Company intends to fill a vacancy or increase the number of employees in a classification in a General Construction Service Center, preferential consideration shall be given to those employees who 1) have been displaced from such Service Center under the provisions of Title 306 and have provided Company with written notice that they desire to return to such Service Center, and/or 2) have been demoted, pursuant to Title 306, from the subject classification or one higher thereto in the normal line of progression.*

An employee who declines to return to a Service Center under the provisions of this Subsection (d) will forfeit any further preferential rights to return to such Center under these provisions.

306.9: Gives accelerated rights to an employee who has been displaced, demoted or transferred to or re-employed in another department or line of progression to return to his original line of progression and department or any other that he passed through.

Adds language from the Benefit Agreement that expands the rights of an employee returning from Long Term Disability.

Gives accelerated rights to an employee demoted or displaced from a Service Center to return to that Service Center.

306.12 DISPLACEMENT

(a) *A supervisory or other employee who was not at the time of demotion a member of the collective bargaining unit, but who formerly worked in a classification which is in such unit, may be demoted for any reason other than lack of work into a classification in such unit provided that no employee in such unit shall be displaced by such action.*

(b) *In no case shall such demoted employee be placed into a classification that is higher than the classification such employee would have obtained on the basis of Company service had he remained in the bargaining unit.*

306.12: Added new Subsection (b) which provides that an employee who previously was in a bargaining unit classification who subsequently left the bargaining unit cannot return to the unit to a classification higher than he would have been able to obtain if such employee had remained continuously in the bargaining unit.

306.14 REHIRE

(a) *A regular employee who is eligible for rehire and who has been laid off for lack of work for a period not in excess of one year and who had two or more years of Service at the time of layoff shall be entitled to preferential rehire on the basis of Company Service, providing that the laid off employee, each calendar month following layoff, keeps the Company informed of the current mailing address and telephone number for contact and the Promotion-Demotion Geographical Area(s) for which re-employment will be accepted. The employee will be notified of the proper method for informing the Company.*

(b) *When a vacancy exists in a beginner's job in the line of progression in a department of General Construction in which the employee formerly worked, and from which he was transferred or laid off under the provisions of this Title, Company shall provide notice of openings for re-employment as follows:*

- (1) *By calling the last telephone number furnished by the laid off employee and offering re-employment. If contacted by telephone, such employee must advise Company whether or not such employment will be accepted within 24 hours and the employee must be available for work within five workdays.*
- (2) *If the laid off employee cannot be reached by telephone, Company shall forward notice of openings for re-employment to the last mailing address as furnished by such employee. Within three working days after such notice is received at such mailing address, the laid off employee must advise Company by telephone whether or not the re-employment offer will be accepted, and the employee must be available for work within 24 hours after so advising Company.*
- (3) *To expedite rehiring, more than one employee may be notified of an opening, but priority shall be given to employees with the greatest Service.*
- (4) *Company shall not be required to contact laid off employees when the opening for re-employment is outside the Promotion-Demotion Geographic Area(s) and department(s) in which such employee has indicated a desire to accept re-employment.*
- (5) *If Company cannot contact the laid off employee by telephone and if no reply is received by Company within three working days after notice is received at his mailing address, or if the laid off employee does not accept re-employment, such employee will be considered terminated, with no further re-employment rights under this Section, and the next employee on the laid off list may be notified of the opening.*

306.14: Subsection (a) changed to provide that employees rehired from lay-off will be called in the order of Company Service rather than in the reverse order of layoff.

Subsection (b): Previously, employee had rehire rights only to the Department and classification from which he was laid off. New language expands those rights to include rehire rights into any Department and beginner's classification in which he formerly worked and was transferred while exercising his demotion/displacement rights. Further changes will protect employees rehire rights by beginning time limits to report for work from the date of receipt of rehire notice rather than starting time limit on the date notice is mailed.

308.15 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.

(a) *The terms and provisions of this Section shall be applicable to all employees described in Section 300.1.*

(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 3 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.*

If an 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 for that employee, such employee shall, nonetheless, be granted the days off at the straight-time rate of pay.

(c) *Employees may work beyond the 21 consecutive day limit only under the following conditions:*

- (1) *Any work situation involving an immediate hazard to life or property. This does not include situations limited to a loss of money or revenue only.*
- (2) *Employees voluntarily working emergency overtime.*

If an employee is called out for emergency duty and declines to respond because of having worked 21 straight days, the employee shall be excused with no penalty.

- (3) *Any prearranged work where it is clear that the assignment to such work is voluntary on the part of the concerned employee.*

(d) *"Day" as used in this Section 308.15 refers to calendar day.*

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 is performed on a given day (except as noted below), such day shall be included in the accumulation of 21 straight days.

"Work" as used 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 prearranged 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) (2) 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.
- (2) (b) One day off after 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: Language from the "Labor Agreement 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 Union's review.

TITLE 600 JOB DEFINITIONS AND LINES OF PROGRESSION

600.11 Davis Shop, General Construction

Company and Union 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.

600.13 Field Employees, General Construction

Company and Union 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) TERM:

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).

500.1(25.1): Amend: 1/1/84 through 12/31/87.

Amend Section 500.3(25.3) GENERAL WAGE INCREASES:

(a) January 1, 1985 — Effective January 1, 1985, 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 (298.2). (Amended 1/1/84)

(b) Effective January 1, 1986, 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 to the basic wage rates thus established, Company shall pay one cent per straight-time hour (forty 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, 1986 pursuant to (b) above (not including any cents per hour adjustments as provided in (a) and (b) above), shall be in-

creased by 3 percent. In addition to the basic wage rates thus established, Company shall pay one cent per straight-time hour (forty 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 1985. (Added 1/1/84)

(d) If the Consumer Price Index referred to in (a), (b) and (c) above is modified, or the base year is changed during the term of this Agreement, Company and Union shall mutually agree to such modifications of Subsections (a), (b) and (c) of this Section as are necessary to implement the intent of such Subsections giving due weight to any advice available from the United States Bureau of Labor Statistics. (Amended 1/1/84)

500.3(25.3): Amend 3% + COLA of 1¢ per hour per week for each 0.3 point increase in the July to July Consumers Price Index for 1/1/85, 1/1/86 and 1/1/87.

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.

In the event any provision of this Agreement is suspended or declared inoperative by reason of the operation of this Section, the parties shall meet within 30 days to negotiate a substitute provision which will, as nearly as possible, reflect the intent of the suspended clause in a lawful manner. (Amended 1/1/84)

Amend Job Definitions and Lines of Progression to the following:

500.5(25.5): Amend: Provide a commitment that both parties shall meet to negotiate 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.
3. Amend certain job definitions and lines of progression as follows:

600.1: Amend: 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.

0524 FIELDMAN

An employee who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities and other underground 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 earth-boring equipment, small pressure 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. Performs 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.

Next Lower Classifications

0240 Field Clerk (Gas)
0419 Truck Driver (Gas)
0427 Light Truck Driver (Gas)
0930 Helper (Steam Heat and Gas T & D)
1150 Steam Mainman
2089 Assist Gas Repairman

Same or Higher Classifications

0465 Heavy Truck Driver (Gas)
0524 Fieldman
0560 Fitter (0563 Unassigned Fitter)
0561 Apprentice Fitter
0562 Fitter-Arc
0580 Street Fitter (G.C. Gas)
0640 Light Crew Foreman (Welder)
0641 Light Crew Foreman
0643 Light Crew Foreman (Manhole and Duct)
0647 Subforeman (Steam Heat)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1245 Corrosion Mechanic (on 6/30/66)
1300 Gas Mechanic
1301 Gas Mechanic (G.C.)
1360 Manhole Mechanic
*1365 Measurement and Control Mechanic
1368 Apprentice Measurement and Control Mechanic
1470 Orifice Meterman
1483 Field Meterman
1515 Backhoe Operator (G.C. Gas)
1570 Compressor Operator A (G.C. Gas)
1573 Compressor Operator B (G.C. Gas)
1594 Crane Operator
1640 Miscellaneous Equipment Operator A (G.C. Gas)
1643 Miscellaneous Equipment Operator B (G.C. Gas)
1644 Miscellaneous Equipment Operator C (G.D. Gas)
1645 Equipment Operator
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)
2087 Gas Repairman
2250 Steam Serviceman
2617 Welder (G.C. Gas)
2625 Welder-Arc (G.C. Gas)
2627 Welder-Oxy-acetylene (G.C. Gas)
2628 Apprentice Welder (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966. See NEXT PAGE

EXHIBITS

0524 Continued

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 a Flagman while no mechanical work will be performed as part of these functions. When a Helper is assigned to assist a Fieldman, the Helper's primary function will be to act as a Flagman for the protection of both men, nevertheless, the Helper will be expected to provide some assistance to the Fieldman such as raising man hole covers, driving, painting the street after the Fieldman has chalked 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 top 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 top rate of pay of the Fieldman classification.
- 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 or other work 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 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 principal assignment. He may answer 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 Fitters 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 vacate 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. Those at the 24-month wage step who do not successfully complete the training will also be returned to the 18-month wage step effective the first workday following their retest. This retest will be given 30 days after completion of the academic training. Those Fieldmen on the payroll as of July 31, 1981 will be allowed to progress to the 24-month wage step of the classification provided Company is unable to provide the training in a timely manner. However, when such training is available, such employees must take and successfully complete it in order to progress to or remain at the 24-month step. (Added by L. A. 81-70, 8/17/81.) The new Light Crew Foreman classification will not be implemented until such time as the training program is completed, except in those cases where it is necessary to demote a Light Crew Foreman (Welder) pursuant to 206.15 of the Physical Agreement.

0524 Fieldman — Add training program.

0560 FITTER

An employee who, as part of a crew, installs and maintains mains, services, meter and regulator sets, ducts, manholes, vaults, pull boxes, pipe, conduit and other accessories. Performs oxyacetylene welding. May work alone or with an assistant on routine operations such as leak investigations or repairs minor alterations to service, remodeling domestic type meter and regulator sets, and patrolling transmission and distribution mains. May be required to operate mechanical equipment normally operated by the Equipment Operator and the Fieldman.

Next Lower Classifications

0561 Apprentice Fitter
*2087 Gas Repairman

Same or Higher Classifications

0560 Fitter (0563 Unassigned Fitter)
0562 Fitter-Arc
0640 Light Crew Foreman (Welder)
0643 Light Crew Foreman (Manhole and Duct)
0647 Subforeman (Steam Heat)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1245 Corrosion Mechanic (on 6/30/66)
1300 Gas Mechanic
**1365 Measurement and Control Mechanic
(1366 Unassigned Measurement & Control Mechanic)
250 Steam Serviceman
2217 Welder (G.C. Gas)
2625 Arc Welder (G.C. Gas)
2627 Oxyacetylene Welder (G.C. Gas)

*Employees in the Gas Repairman classification who held the classification of Fitter on June 30, 1963 will have bids on vacancies in the Fitter Classification considered under Subsection 205.7(b) of the Agreement provided the welding requirements of Fitter have been met prior to the date the vacancy is posted as vacant or filled by prebid.

**Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

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. **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 a contractor or others who are performing operations which could create a hazard to PGand E gas pipelines. 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.
- (2) 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 action to help assure that the Company underground facilities are not damaged.
- (3) A Fitter and one other employee, who shall be either a Fieldman or Apprentice Fitter, working apart from a crew could involve:
 - a. Investigation of leaks.
 - b. 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.
 - c. Minor alterations to services including abandonments (does not include installation).
 - d. Remodeling of domestic type meters and regular sets, **including the installation of meter manifolds having connectors for four meters or less. (R.C. 01526-81-10)**
 - e. Repacking of glands in valves.
- (4) Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.
- (5) In using Fitters apart from a crew, it was agreed Fitters would not be used as "floaters" from crew to crew. However, a Fitter may be assigned to more than one crew during a day. In such cases he will be working with the crew to which he is assigned and not independently of it. It is not the intent to schedule a Fitter to move from crew to crew to perform welding assignments heretofore performed by a Gas Mechanic and falling within the Gas Mechanic's job definition.

B. The Fitter's duties as a member of a crew include but are not necessarily limited to:

- (1) **Welding**
The Fitter's duties include oxyacetylene welding of all sizes of piping and related fittings on systems operating at 60 psi or less. On piping operating between 60 and 400 psi, the welding shall be confined to 2 inch or smaller pipe sizes.
- (2) **Pressure Control Fittings**
 - a. The Fitter may be required to weld all sizes of pressure control fittings on piping operating at 60 psi or less and sizes 2 inches and smaller on piping and operating at pressures between 60 psi and 400 psi.
 - b. The Fitter may be required to tap pressure control fittings in sizes 2 inches and smaller on lines operating at less than 400 psi.
 - c. The Fitter may be required to plug off all sizes of pressure control fittings on piping operating at 60 psi or less.

C. A Fitter shall not perform:

- (1) Production arc 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 or lack of arc welding ability would not be a basis for denial of progression to, or demotion from such classifications.
- (2) **Fabrication of complex layouts involved in larger diameter piping or perform hot tie-ins by "controlled fire" procedure.** This work will continue to be performed by the Gas Mechanic.

Amend: 0560 Fitter — add 1366 Unassigned Measurement and Control Mechanic to same or higher classifications in Lines of Progression; clarification 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 drives light trucks, operates equipment such as compressors and earth-boring machines and when receiving the top wage rate for the classification may conduct leak surveys. **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.**

Next Lower Classifications

0240 Field Clerk (Gas)
0419 Truck Driver (Gas)
0427 Light Truck Driver (Gas)
0524 Fieldman
0930 Helper (Steam Heat & Gas T&D)
1150 Steam Mainman
2809 Assistant Gas Repairman

Same or Higher Classifications

0465 Heavy Truck Driver (Gas)
0561 Apprentice Fitter
0580 Street Fitter (G.C. Gas)
0641 Light Crew Foreman
0643 Light Crew Foreman (Manhole and Duct)
1301 Gas Mechanic (G.C.)
1360 Manhole Mechanic
1645 Equipment Operator
1650 Heavy Equipment Operator
2087 Gas Repairman
2628 Apprentice Welder (G.C. Gas)

See NEXT PAGE

EXHIBITS

0561 Continued

Notes on Apprentice Fitter Classification:

1. Job awards to the Apprentice Fitter classification shall be made "pending" when a vacancy, which Company intends to fill occurs. The job will be awarded by bid to the Senior qualified employee having a valid prebid on file. The employee will not report to the classification sooner than two weeks preceding the next available Primary class.

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 have subsequent bids on Fitter vacancies considered under Section 205.7(b) until he has accrued 24 months' as an Apprentice Fitter. In addition, he will not be considered for automatic progression to Unassigned Fitter under the provisions of the Master Apprentice Agreement until he has accrued 30 months' as an Apprentice Fitter.

0561 - add 0524 Fieldman to next lower classification in Lines of Progression; Clarification of bid rights to Fitter.

0640 LIGHT CREW FOREMAN (Welder)

An employee who is a working foreman in charge of a crew of two to five men exclusive of himself, engaged in construction or maintenance work. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Fitter and must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. **A Light Crew Foreman (Welder) may, as a working foreman, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below.**

Next Lower Classifications

0560 Fitter (0563 (Unassigned Fitter)
0562 Fitter-Arc
0641 Light Crew Foreman
1245 Corrosion Mechanic
(on 6/30/66)
1300 Gas Mechanic
*1365 Measurement and
Control Mechanic

Same or Higher Classifications

0640 Light Crew Foreman (Welder)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

Notes on Light Crew Foreman (Welder) classification:

- For purposes of the above, the term "qualified employee" may include an experienced Helper who has six months in the Gas T&D 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).
- 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 approximately 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 accomplish the work through the use of barricades.
 - Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.
- The work assignments of this classification will basically be the same as the Light Crew Foreman (Welder) except that he shall not install any steel services or mains and shall not be required to weld metal pipe. However, he may install leak clamps on metal pipe.
 - For the purpose of Title 212 of the Physical Agreement, the Light Crew Foreman (Welder) and Light Crew Foreman classifications will be considered the same classification and call-outs will be made on the basis of Title 212. **When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a LCF (Welder) shall be used even if the LCF is on the top of the Title 212 call-out list.**
 - The establishment of the non-welding Light Crew Foreman classification shall be limited to 10 percent of the existing Light Crew Foreman classifications on Company's system. However, if it is necessary to demote existing Light Crew Foreman (Welder) to Light Crew Foreman for failure to meet the welding requirements, an additional 5 percent Light Crew Foreman are permitted. Not more than every other Light Crew Foreman vacancy in a headquarters may be filled as a new Light Crew Foreman.
 - Temporary upgrades to Light Crew Foreman (0641) shall be limited to filling temporary vacancies in established positions, except that temporary upgrades may be made to such classification in a headquarters where there are no employees eligible to prebid to Light Crew Foreman (Welder) (0640).
 - Successful completion of EAS #5 Space Visualization Test and the Number Series Completion Test is required to become a valid prebidder to 0641 Light Crew Foreman. 0640 Light Crew Foreman, who is reclassified to 0641 Light Crew Foreman is exempt from taking the tests. A test will not be given to an employee who has already taken it as part of a pre-employment examination. (Added by L.A. 81-84, 8/17/81.)

600.1: 0640 Light Crew Foreman (Welder) - Clarification of job duties and call-out procedure.

1243 APPRENTICE COMPRESSOR MECHANIC (Rio Vista, Sacramento Division only)

An employee who is engaged in performing Compressor Mechanic duties as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Compressor Mechanic, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. Maintains files, records and schedules. May

be required to work alone performing the duties of a Field Meterman or an Orifice Meterman.

Next Lower Classifications

0930 Helper (Steam Heat
or Gas T&D)
0934 Helper (Gas Plant
Maintenance)
0937 Plant Helper (East Bay)
0950 Shift Helper (Gas)

Same or Higher Classifications

0524 Fieldman
1243 Apprentice Compressor Mechanic
1301 Gas Mechanic (G.C.)
1470 Orifice Meterman
1483 Field Meterman

600.1: 1243 Apprentice Compressor Mechanic (Rio Vista, Sacramento Division only) - clarification of job duties and added to same or higher classification in Line of Progression.

1244 COMPRESSOR MECHANIC (Rio Vista, Sacramento Division only)

An employee who installs, operates, tests, adjusts and maintains natural gas compressors and performs routine servicing, calibrating and testing of pneumatic and electrical safety and control devices. Performs overhauls on engines, compressors, and station auxiliary equipment. Is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses, and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges, and timers. Has a background of training, education and/or experience in natural gas production, transmission and measurement. May be required to work as a leadman directing the work of one other employee.

Next Lower Classification

1243 Apprentice Compressor
Mechanic

Same or Higher Classification

1244 Compressor Mechanic (1248
Unassigned Compressor Mechanic)

600.1: 1244 Compressor Mechanic (Rio Vista, Sacramento Division only) added to same or higher classification in Line of Progression; add Unassigned Compressor Mechanic to Line of Progression.

1245 CORROSION MECHANIC

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining **all types of corrosion control** equipment and instrumentation, such as, **but not limited to**, rectifiers, anodes, insulated fittings, volt-ohm-ammeters, potentiometers, recorders, and **inhibitor injection system**. This work includes performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules, and to provide functional guidance on all of the above activities. May work alone or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

Qualifications

Shall have successfully completed the Corrosion Mechanic Training School. See pages 12, 13 and 14.

Next Lower Classifications

0057 Maintenance
Assistant (PLO)
0240 Field Clerk
0524 Fieldman
0930 Helper (Steam Heat
or Gas T&D)
0934 Helper (Gas Plant
Maintenance)
0935 Helper (PLO)
0937 Plant Helper
(East Bay)
0950 Shift Helper (Gas)
1380 Pipeline Mechanic
1470 Orifice Meterman
1483 Field Meterman
1569 Assistant Compressor
Plant Operator
1705 Operator Mechanic

Same or Higher Classifications

0644 Technical Subforeman A (G.C. Gas)
0645 Technical Subforeman B (G.C. Gas)
1245 Corrosion Mechanic
1307 Gas Control Mechanic (1404 Unassigned
Gas Control Mechanic)
1365 Measurement & Control Mechanic
(1366 Unassigned Measurement
& Control Mechanic)
1406 Transmission Mechanic (**1414 Unassigned TM**)
1830 Senior Terminal Operator
2405 Gas Technician (G.C.)
2410 Gas Control Technician
2415 Gas Transmission Technician

600.1: 1245 Corrosion Mechanic - Clarification of job duties to include all types of corrosion control and reflect Pre Review #573 the added duty of the Inhibitor Injection System.

1300 GAS MECHANIC

An employee with the qualifications of a Fitter who performs specialized work in connection with the installation, maintenance and operation on pipelines and other facilities without immediate supervision. Performs both arc and oxyacetylene welding. Performs other duties such as making complex layouts, hot tie-ins on larger diameter pipelines, operating main line valves, operating the larger pressure control equipment. May work alone or with the assistance of one other employee in a lower classification. **Where a three-man operation is required, a Light Crew Foreman shall be used, or a Mechanic upgraded to the classification, except when the third man is used only for non-production (flagging and/or guarding a manhole).**

Next Lower Classifications

0560 Fitter (0563
Unassigned Fitter)
0562 Fitter-Arc
1245 Corrosion Mechanic
(on 6/30/66)

Same or Higher Classifications

0640 Light Crew Foreman (Welder)
0643 Light Crew Foreman (Manhole and Duct)
0647 Subforeman (Steam Heat)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1300 Gas Mechanic
*1365 Measurement and Control Mechanic
(1366 Unassigned Measurement
& Control Mechanic)
2617 Welder (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

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 include those not a part of the Fitter's work as defined in later discussions on the Fitter definition. He shall also perform work on transmission lines or systems with greater than 60 pounds pressure.

B. Installation of telemetering and remote control equipment shall be limited to mechanical devices (e.g., meters and gauges) and no electrical work is required other than attachment of leads, replacement of tubes or parts, or cleaning or contacts. Work on the electrical circuits is not intended.

C. Work in cathodic protection is included although where this is the primary work being performed, he shall be a Corrosion Mechanic.

D. A Gas Mechanic may install meters larger than 300 cubic feet per hour capacity; however, unless he is qualified by schooling or by experience in the work of M&C classification or that of Serviceman or Service Mechanic, he is to set the meter only and shall not place it in service. The Gas Mechanic can turn on the meter set for the purpose of soap testing welds or joints and for gauging the outlet pressure. When a qualified Gas Mechanic is used to place the meter in service, the Gas Mechanic shall be upgraded to the appropriate classification for all the time worked at the higher classification. (R.C. #1525-81-9)

E. A Gas Mechanic, working with one other employee may install gas meter manifolds regardless of size or complexity except that all manifold work which exceeds the capabilities of a two-man work unit shall 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 size of meters larger than 300 cubic feet that can be installed and other job duties 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 treating 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 controllers 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 transistors. He may be required to measure the output of electronic transducers (not including calibration adjustments) in connection with his regular work at a station. He may be required to operate and maintain a propane-air plant. He calculates Btu and specific gravity of gas mixtures and size orifice plates including ratio controllers and adjusts equipment for required Btu and gravity control. He performs pressure control operations during shutdowns for repair or tie-in of distribution mains and transmission lines. He may be required to weld, if qualified. May work alone or with the assistance of one other employee. May also work with a third employee without upgrade in a lower classification where the man is necessary for guarding manhole or vault openings or for flagging traffic. During pressure control operations, may provide functional assistance or guidance to crews involved. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency.

Next Lower Classification

1368 Apprentice Measurement & Control Mechanic

Same or Higher Classifications

0644 Technician Subforeman A (G.C. Gas)
0645 Technical Subforeman B (G.C. Gas)
1365 Measurement & Control Mechanic (1366 Unassigned Measurement & Control Mechanic)
2405 Gas Technician (G.C.)
2410 Gas Control Technician

1368 APPRENTICE MEASUREMENT AND CONTROL MECHANIC

An employee who is engaged in performing a Measurement and Control Mechanic's work as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Measurement and Control Mechanic, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition, he may be required to work alone, performing the duties of a Field Meterman. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0240 Field Clerk
0524 Fieldman
0560 Fitter (0563 Unassigned Fitter) (1)
0561 Apprentice Fitter (1)
0930 Helper (Steam Heat or Gas T&D)
0934 Helper (Gas Plant Maintenance)
0937 Plant Helper (East Bay)
0950 Shift Helper (Gas)
1470 Orifice Meterman (3)
1483 Field Meterman

Same or Higher Classifications

0503 Compressor Engineer (2)
1245 Corrosion Mechanic
1368 Apprentice Measurement & Control Mechanic
1720 Pressure Operator (2)
1723 Pressure Operator (2)
1724 Pressure Operator (2)

Notes on the Apprentice Measurement & Control Mechanic classification:

- (a) 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 (0563), is entitled to preferential consideration on bids to fill Apprentice Measurement and Control Mechanic vacancies in his own Division under the provisions of Subsection 205.7(b).
- (b) A Fitter who receives consideration under Note 1 (a) above and who is the successful bidder on an Apprentice Measurement and Control Mechanic vacancy will be assigned to the vacancy but will retain his Fitter classification until he completes the apprenticeship and is promoted to Measurement and Control Mechanic. During this 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, are considered as being in the same classification as Apprentice Measurement and Control Mechanic.

3. Orifice Metermen who successfully bid an Apprentice Measurement and Control Mechanic classification shall be placed at the 18-month step of the apprenticeship. **Orifice Metermen who have completed the second session of the Apprentice Measurement and Control Mechanic training school and completed on-the-job training requirements shall be placed at the 24-month step of the apprenticeship.**
4. Apprentice Measurement and Control Mechanic may demote to Field Meterman from one-year step or higher.

600.1: 1368 Apprentice Measurement — Placement of Orifice Meterman who has completed the required training classes and on-the-job training requirements, at the 24-month step of the apprenticeship.

1470 ORIFICE METERMAN

Next Lower Classifications

0240 Field Clerk
0524 Fieldman
0930 Helper (Steam Heat or Gas T&D)
0934 Helper (Gas Plant Maintenance)
0937 Plant Helper (East Bay)
0950 Shift Helper (Gas)
1483 Field Meterman

Same or Higher Classifications

0503 Compressor Engineer
0644 Technical Subforeman A (G.C. Gas)
0645 Technical Subforeman B (G.C. Gas)
1245 Corrosion Mechanic
1301 Gas Mechanic (G.C.)
1365 Measurement & Control Mechanic (1366 Unassigned Measurement & Control Mechanic)
1368 Apprentice Measurement & Control Mechanic
1470 Orifice Meterman
1720 Pressure Operator
1723 Pressure Operator
1724 Pressure Operator
2044 Apprentice Compressor Mechanic
2405 Gas Technician (G.C.)
2410 Gas Control Technician

600.1: 1470 Orifice Meterman — add Apprentice Compressor Mechanic to Line of Progression.

1483 FIELD METERMAN

Next Lower Classifications

0240 Field Clerk
0524 Fieldman
0930 Helper (Steam Heat or Gas T&D)
0934 Helper (Gas Plant Maintenance)
0937 Plant Helper (East Bay)
0950 Shift Helper (Gas)

Same or Higher Classifications

0503 Compressor Engineer
0644 Technical Subforeman A (G.C. Gas)
0645 Technical Subforeman B (G.C. Gas)
1245 Corrosion Mechanic
1365 Measurement & Control Mechanic (1366 Unassigned Measurement & Control Mechanic)
1368 Apprentice Measurement & Control Mechanic
1470 Orifice Meterman
1483 Field Meterman
1720 Pressure Operator
1723 Pressure Operator
1724 Pressure Operator
2044 Apprentice Compressor Mechanic
2405 Gas Technician (G.C.)
2410 Gas Control Technician

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

1. Employees at the Fremont Gas Meter Repair Facility be considered as East Bay Employees for the purpose 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 Progression of 1368 Apprentice Measurement and Control Mechanic, 1245 Corrosion Mechanic and 1483 Field Meterman.

600.1: 1483 Field Meterman — add Apprentice Compressor Mechanic to Lines of Progression.

Amend 600.12 DIVISION ELECTRIC:

1484 ROUTINE METERMAN

Delete.

600.1: 1484 Routine Meterman — Delete classification, not being utilized.

1488 APPRENTICE METERMAN

An employee who normally performs Senior Meterman's work as an assistant to or under the general direction of a journeyman and 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. In order to gain experience for advancement to Senior Meterman, he may work alone, or under indirect supervision, on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0924 Helper (Elec. Meter)

Same or Higher Classifications

1485 Shop Meterman*
1488 Apprentice Meterman
1490 Service Meterman*

*Shop and Service Metermen, upon meeting the entrance requirements of the Apprentice Meterman classification, will be encouraged to participate in the Apprentice Meterman Related Academic Training Program. Shop and Service Metermen who are successful bidders to vacancies in the Apprentice Meterman classification will be credited with time worked as Shop or Service Metermen in the Apprentice Meterman classification; however, they will be placed in a rate step commensurate with their progress in the Related Academic Training Program. Further, such rate step will not exceed the two-year step.

600.1: 1488 Apprentice Meterman — add Service Meterman to Line of Progression; clarification of job duty that includes Service Meterman work.

See NEXT PAGE

EXHIBITS

1490 SERVICE METERMAN

An employee who, in the field, services (cleans recording heads, test circuits for impulses at the recorder, **tests and replaces batteries, re-places** inoperative tape recording units, and resets clock time), reads and changes tapes on magnetic-tape recording demand meters; reads other recording and indicating meters; **verifies the accuracy of single-phase watt-hour meters by using the self-contained meter evaluator (or similar device) for high bill complaints and office inquiries; investigates broken seals, diversion, meter tampering, vandalism, lost meters and other instances of energy theft; proves** meter-apartment addresses; verifies meter numbers; performs necessary paperwork in connection with the above activities. May be assigned the duties of a Shop Meterman in an Electric Meter Shop.

Effective January 1, 1984, all employees in the classification of Service Meterman will be reclassified to Apprentice Meterman after meeting the entrance requirements of the Apprentice Meterman classification. Each employee will be credited with time worked as a Service Meterman and placed in a rate step commensurate with his progress in the Related Academic Training Program but not to exceed the two-year rate step.

After January 1, 1984, any placement of employees in the Service Meterman classification shall be from other Electric Meter classifications as agreed to by Company and Union.

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
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

HOUSEKEEPER
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 - Stationery
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

SHIFT HELPER
Gas Measurement and Control

TERMINAL OPERATOR*
PLO - Transmission Operation

WATER FACILITIES MAINTENANCEMAN*
Water

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

EXHIBIT VII BEGINNER'S CLASSIFICATIONS

GENERAL CONSTRUCTION FIELD CLASSIFICATIONS

0050 Engineer's Aide
0054 Routine Clerical Assistant
0245 Routine Field Clerk
0885 Field Garageman
0910 Groundman
0916 Camp Helper
0947 Helper
0955 Kitchen Helper
1080 Laborer
1926 Painter Helper
2584 Waitress C

SERVICE CENTER CLASSIFICATIONS

0314 Routine Shop Clerk
0880 Garageman
1210 Materials Man

Adds "Routine Field Clerk" to agreed to list of Beginner's Classifications and adds entire list to the Agreement.

EXHIBIT VIII JOB COMPARISONS

Company and Union agree to discuss possible revisions; such discussions to commence no later than 12/31/83.

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

Assists First or Senior Cooks

First Cook	Start	\$458.05
	End 6 Months	469.05
	End 1 Year	481.25
	End 18 Months	493.70

Qualified 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.

Senior Cook **\$512.05**

Qualified to perform all cooking duties. Works with one or more First Cooks and/or Kitchen Helpers.

Once an employee has entered the Senior Cook classification, he shall not be returned to the First Cook classification for any reason.

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

Senior Cook
First Cook
Kitchen Helper
(Entry Level)

Kitchen Helpers: Changes Kitchen Helper A & B to one classification with a \$26.00 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 accrued 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.)

Exhibit X - Establish the following classifications:

		Hired after 12/31/83	Hired before 1/1/83
0245	Routine Field Clerk		
	Start	\$417.35	\$446.60
	End 6 months	446.50	461.60
	End 1 year	478.45	478.45
	End 18 months	490.15	490.15
	End 2 years	500.50	500.50
	End 30 months	511.15	511.15
0246	First Field Clerk	\$522.85	
	End 6 months	533.50	
	End 1 year	545.00	
	End 18 months	556.65	
	End 2 years	568.85	

See NEXT PAGE

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.

Clerks: Adds 15 word per minute typing test requirement to Routine Field Clerk classification. Adds 60¢ per week to first step of First Field Clerk classification.

EXHIBIT X

GENERAL CONSTRUCTION FIELD CLASSIFICATIONS WAGE ADJUSTMENTS

PRIOR TO APPLICATION OF 5.5 PERCENT GENERAL WAGE INCREASE ON 1/1/84

0243	Clerk, Field Senior	Start	\$580.05
		6 mos.	591.65
		1 yr.	603.50
		18 mos.	616.55
0246	Clerk, First Field	Start	\$529.85
		6 mos.	540.45
		1 yr.	551.25
		18 mos.	562.25
		2 yrs.	573.50
0245	Clerk, Routine Field	2 yrs.	\$504.35
		30 mos.	519.45
0415	Truck Driver	Start	\$503.15
		6 mos.	515.70
0461	Heavy Truck Driver	1 yr.	\$552.55
0474	Electrician		\$632.95
0488	Electrician, Apprentice	1 yr.	\$515.35
		18 mos.	530.80
		2 yrs.	546.70
		30 mos.	563.10
0630	Foreman, Labor A	18 mos.	\$575.00
0844	Foreman, Drilling, Working	Start	\$658.30
		6 mos.	665.45
0850	Foreman, Working A	Start	\$665.45
		6 mos.	680.25
0853	Foreman, Working B	Start	\$658.30
		6 mos.	665.45
0854	Foreman, Working C	Start	\$592.40
0910	Groundman	18 mos.	\$475.90
0947	Helper	18 mos.	\$475.90
1040	Jackhammerman	18 mos.	\$475.90

Exhibit X — Continued

1100	Lineman		\$632.95
1101	Lineman, Apprentice	1 yr.	\$515.35
		18 mos.	530.80
		2 yrs.	546.70
		30 mos.	563.10
1099	Lineman, Underground		\$632.95
1270	Mechanic, "A", Field Garage		\$632.95
2280	Splicer, Cable		\$655.90
0649	Subforeman A — Underground	Start	\$665.45
		6 mos.	680.25
0645	Subforeman, Technical B	Start	\$698.65
0650	Subforeman A	Start	\$665.45
		6 mos.	680.25
0653	Subforeman B	Start	\$658.30
		6 mos.	665.45
2390	Technician, Communication		\$671.75
2400	Technician, Electrical		\$671.75
2418	Technician, Instrument		\$671.75
2520	Towerman	2 yrs.	\$563.10
2617	Welder		\$632.95
2628	Welder, Apprentice	1 yr.	\$515.35
		18 mos.	530.80
		2 yrs.	546.70
		30 mos.	563.10

(EXHIBIT F) SCHEDULE OF WAGE RATES

Add as a new classification:

2731 WORD PROCESSING OPERATOR — CUST. SVCS/MARKETING
2732 WORD PROCESSING OPERATOR — OPERATING
2733 WORD PROCESSING OPERATOR — ACCOUNTING

	Hired Before 1/1/83	Hired After 12/31/82
* Start	\$311.65	\$291.25
* End 6 mos.	324.45	313.85
* End 1 yr.	337.30	337.30
* End 18 mos.	350.30	350.30
* End 2 yrs.	363.05	363.05
End 30 mos.	387.35	387.35
End 3 yrs.	411.75	411.75
End 42 mos.	436.00	436.00
End 4 yrs.	449.60	449.60

* Hiring rate based on experience.

Note: The qualifications include, but are not limited to:

1. A minimum of 90 percent of available work time is spent operating word processing equipment that is beyond the level of sophistication of a memory typewriter, such as the IBM System 6, IBM Displaywriter, IBM Mag Card II, and personal computers using word processing packages.
2. Must be able to:
 - a. Arrange statistical charts or tables.
 - b. Determine format from a variety of options.
 - c. Use advanced word processing options, such as the "sort and select" feature.

Exhibit A: Amend: Word Processing operator for Customer Services/Marketing, Operating and Accounting.

BENEFITS

BENEFIT AGREEMENT

PART I

GENERAL — GRIEVANCE PROCEDURE

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.

PART II

GROUP LIFE INSURANCE AND LONG TERM DISABILITY

Part A — GROUP LIFE INSURANCE

Amend Section 2.10 RETIREMENT OR TERMINATION OF EMPLOYMENT:

When a Participant retires under the Company's Retirement Plan, the full amount of insurance coverage continues for 31 days. Following that period the Company will continue \$8,000 of life insurance for the Participant's life-time at no cost to the Participant. At the end of the 31-day period, the balance of the insurance over \$8,000 ends unless the Participant converts the policy as provided in Section 2.11. If a Participant resigns, is laid off, or is discharged, the insurance continues in force for 31 days and then ends, unless the Participant converts the policy as provided in Section 2.11. (Amended 1/1/84)

2.10: At retirement the employees life insurance coverage will be increased from \$4,000 to \$8,000.

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; and
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 disabled after 180 days or he is disabled due to a new injury and 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

BENEFITS

Part B — Continued

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

(f) By agreement between Company and Union the monthly benefit amount payable to employees on Long Term Disability may be adjusted from time to time. Such adjustments shall be the same as those provided for retired employees 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 of 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 commutable 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. (Added 1/1/84)

2.16: Provides LTD payment increases equal to pension adjustments as provided in Special Provision G of the Retirement Plan. Refer to Part III, Special Provision G for increases.

LTD participants may be required to take physical examinations if their residence is not within a commutable distance of the company service area. If the employee does not comply the company need not increase benefit payments. This language was previously in the form of a Letter of Agreement.

PART III RETIREMENT PLAN

Amend Subsection 3.06 (a) PENSION BAND TABLE:

Basic Weekly Pay as of 1/1/84*	Pension Band	Monthly Benefit Per Year of Service
Up to \$389.99	1	22.63
390 - 399.99	2	23.21
400 - 409.99	3	23.79
410 - 419.99	4	24.37
420 - 429.99	5	24.95
430 - 439.99	6	25.53
440 - 449.99	7	26.11
450 - 459.99	8	26.69
460 - 469.99	9	27.27
470 - 479.99	10	27.85
480 - 489.99	11	28.43
490 - 499.99	12	29.01
500 - 509.99	13	29.59
510 - 519.99	14	30.17
520 - 529.99	15	30.75
530 - 539.99	16	31.33
540 - 549.99	17	31.91
550 - 559.99	18	32.49
560 - 569.99	19	33.07
570 - 579.99	20	33.65
580 - 589.99	21	34.23
590 - 599.99	22	34.81
600 - 609.99	23	35.39
610 - 619.99	24	35.97
620 - 629.99	25	36.55
630 - 639.99	26	37.13
640 - 649.99	27	37.71
650 - 659.99	28	38.29
660 - 669.99	29	38.87
670 - 679.99	30	39.45
680 - 689.99	31	40.03
690 - 699.99	32	40.61
700 - 709.99	33	41.19
710 - 719.99	34	41.77
720 - 729.99	35	42.35
730 - 739.99	36	42.93
740 - 749.99	37	43.51
750 - 759.99	38	44.09
760 - 769.99	39	44.67
770 - 779.99	40	45.25
780 - 789.99	41	45.84
790 - 799.99	42	46.42
800 - 809.99	43	47.00
810 - 819.99	44	47.58
820 - 829.99	45	48.16
830 - 839.99	46	48.74
840 and up	47	49.32

*The Plan will be amended as of 1/1/85 to provide that the Basic Weekly Pay will be determined as of 1/1/85 instead of 1/1/84.

(i) The Monthly Benefit amount shown in the above table times years of Service shall be compiled to the nearest half month.

(ii) The Monthly Benefit Per Year of Service amounts shall continue to reflect any increase of the Participants Basic Weekly Pay which is effective on January 1st of each year of the Term.

(iii) On the effective date of any Retirement Plan Agreement and on every January 1st thereafter during the term of this Agreement, each active employee on Actual Retirement Date shall be placed in a pension band which reflects the Participants 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. (Added 1/1/84)

(iv) 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. (Added 1/1/84)

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

The column which indicates the employees Basic Weekly Pay as of 1/1/84 will also determine the Basic Weekly Pay 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.

RETIREMENT PLAN COMPARISON CHART

Pension Band Increases Effective on 1/1/84

COMPARED TO

Former Band Amounts Which Were Effective on 1/1/83

Classification	Years of Service	83 Band Amount	83 Monthly Retirement	84 Band Amount	84 Monthly Retirement	Monthly Pension Improvement
Line Subfireman	30	\$37.43	\$1,122.90	\$40.03	\$1,200.90	\$78.00
	35	37.43	1,310.05	40.03	1,401.05	91.00
Lineman	30	35.13	1,053.90	37.13	1,113.90	60.00
	35	35.13	1,229.55	37.13	1,299.55	70.00
T&D Driver	30	28.79	863.70	30.75	922.50	58.80
	35	28.79	1,007.65	30.75	1,076.25	68.60
(GC) First	30	36.28	\$1,088.40	\$38.87	\$1,166.10	\$77.70
	35	36.28	1,269.80	38.87	1,360.45	90.65
Cable Splicer	30	36.28	1,088.40	38.29	1,148.70	60.30
	35	36.28	1,269.80	38.29	1,340.15	70.35
Communication Technician	30	36.86	1,105.80	39.45	1,183.50	77.70
	35	36.86	1,290.10	39.45	1,380.75	90.65
(GC) First	30	32.82	984.60	35.39	1,061.70	77.10
Field Clerk	35	32.82	1,148.70	35.39	1,238.65	89.95
System Operator No. 1	30	37.43	1,122.90	39.45	1,183.50	60.60
	35	37.43	1,310.05	39.45	1,380.75	70.70
System Operator No. 3	30	35.71	1,071.30	37.71	1,131.30	60.00
	35	35.71	1,249.85	37.71	1,319.85	70.00
(GC) Working Foreman B	30	38.58	1,157.40	41.19	1,235.70	78.30
	35	38.58	1,350.30	41.19	1,441.65	91.35
Senior Hydro Clerk	30	33.98	1,019.40	35.97	1,079.10	59.70
	35	33.98	1,189.30	35.97	1,258.95	69.69
(GC) Helper/ Groundman	30	27.64	829.20	29.59	887.70	58.50
	35	27.64	967.40	29.59	1,035.65	68.25
(GC) Carpenter A	30	33.97	1,019.10	36.55	1,096.50	77.40
	35	33.97	1,188.95	36.55	1,279.25	90.30
Reserve Gas Serviceman	30	28.79	863.70	30.75	922.50	58.80
	35	28.79	1,007.65	30.75	1,076.25	68.60
Service Operator	30	33.40	1,002.00	35.39	1,061.70	59.70
	35	33.40	1,169.00	35.39	1,238.65	69.65
Corrosion Mechanic	30	33.40	1,002.00	35.39	1,061.70	59.70
	35	33.40	1,169.00	35.39	1,238.65	69.65
Materials Leadman	30	31.10	933.00	33.07	992.10	59.10
	35	31.10	1,088.50	33.07	1,157.45	68.95
Senior Operating Clerk II	30	33.40	1,002.00	35.97	1,079.10	77.10
	35	33.40	1,169.00	35.97	1,258.95	89.95
Senior Operating Clerk I	30	31.67	950.10	33.65	1,009.50	59.40
	35	31.67	1,108.45	33.65	1,177.75	69.30
Service Representative	30	30.52	915.60	32.49	974.70	59.10
	35	30.52	1,068.20	32.49	1,137.15	68.95

Amend Subsection 3.06 (1) ADDITIONAL RETIREMENT INCOME:

Each Participant shall upon retirement, in addition to the monthly pension benefit provided for in Subsection 3.06(a) above, be entitled to additional monthly pension income, as computed below, for temporary upgrades, traveling adjustments, shift premiums, Sunday premiums, and nuclear premiums. This provision does not apply to periods prior to January 1, 1978.

Additional Retirement Income is computed as follows:

The actual straight-time compensation received by Participant for temporary upgrades, traveling adjustments, shift premiums, Sunday premiums, and nuclear premiums during Participant's three consecutive years prior to retirement in which such additional income was at its highest level shall be totaled and divided by 156 (weeks in three years) which will result in an average premium per week. The average premium per week will then be multiplied by the current factor which will result in a monthly benefit per year of Service amount. The factor referred to is computed on the effective date of any plan agreement by dividing applicable first year Monthly Benefit Per Year of Service amount by the maximum Basic Weekly Pay provided for that monthly amount. For example, assuming Pension Band 25 applies to a Participant who retires in any year of the contract term, the factor would be .05802 (\$36.55 ÷ \$629.99). The monthly benefit per year of Service amount will then be multiplied by the Participants Credited years of Service will result in the Additional Monthly Retirement Income. (Amended 1/1/84)

See NEXT PAGE

BENEFITS

3.06 (1) Continued

Example:

Temporary Straight Time Upgrades	\$ 600.00
Traveling Adjustments	\$ 0
Shift Premiums	\$3,077.76
Sunday Premiums	\$ 878.40
Nuclear Premiums	\$ 0

1. Total	\$4,556.16
2. Weeks in Three Years	= 156
3. Average Premium Per Week	= \$ 29.21
4. Current Factor	x .05802
5. Monthly Benefit Per Year of Service	= \$ 1.69
6. Participants Credited Years of Service (Assume 30)	x 30
7. Additional Monthly Retirement Income	= \$ 50.70

3.06(1): Provides an example to enable employees to better understand how to compute their Additional Retirement Income. The factor used to compute Additional Retirement Income has been improved from .05759 to .05802.

Amend Subsection 3.06(b):

Applicable only to Participants whose Service began on or before December 31, 1976, and who retire with four to 20 years of Service at age 55 or more or who quit prior to age 55 and who have at least 10 years of Service but less than 20 years of Service: (Effective until January 1, 1997.)

Such a Participant shall have the appropriate Monthly Benefit Per Year of Service provided in Subsection 3.06(a) above increased by multiplying it by the factor below which corresponds to Participant's years of Service upon retirement. For example, assuming Pension Bank 25 applies to a Participant who retires with 10 years of Service, the factor would be 1.3333 times the 1984 Monthly Benefit of \$36.55 which increases the Monthly Benefit amount to \$48.73, times 10 years of Service, thus providing a Pension of \$487.30.

Years of Service	Factor	Years of Service	Factor
4	2.3333	12	1.2222
5	2.0000	13	1.1795
6	1.7777	14	1.1429
7	1.6190	15	1.1111
8	1.5000	16	1.0833
9	1.4074	17	1.0588
10	1.3333	18	1.0370
11	1.2727	19	1.0174

3.06(b): Updates a former example based on current Bands which is an advantage to employees who may retire with less than 20 years of Service.

Amend Subsection 3.06(c):

Applicable only to Participants whose Service began on or before December 31, 1976, and ends on or before December 1, 1987 — 50 percent of the Participant's Highest Monthly Average Covered Compensation during any period of 60 consecutive months, minus an amount equal to one-half of the Primary Social Security Benefit, provided the Participant has 30 years of Service. (Such compensation does not in any way affect the amount of Social Security Benefits to be paid.) The 50 percent shall be increased by 1/24th of one percent for each month of Service in excess of 30 years and shall be reduced by 1/12th of one percent for each month of Service less than 30 years. (Amended 1/1/84)

3.06(c): The date has been advanced to provide continuation of Former Formula (b) until December 1, 1987, to protect an employee's entitlement as an additional pension option.

Amend Footnote 4 to Section 3.07 EARLY RETIREMENT PENSION BENEFIT FORMULA:

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

3.07: Clarifies existing language.

Amend Section 3.09 DEFERRED RETIREMENT:

An Employee who continues employment beyond the Normal Retirement Date, as provided for in Section 3.05, shall not be entitled to a pension until Participant's Actual Retirement Date.

Upon prior written notice to the Company, an Employee may continue in employment beyond the Normal Retirement Date. A Participant who wishes to continue Company employment beyond his Normal Retirement Date must so advise the Company by written notice at least 90 days prior to the Participant's 65th birthday. A Participant who fails to so advise the Company will be retired on his Normal Retirement Date. (Amended 1/1/84)

3.09: An employee must give the Company 90 days written notice if he plans to continue employment beyond age 65. This is an update based on current Company policy.

Amend Section 3.11 SPOUSE'S PENSION:

If a married Participant dies while employed by an Employer and prior to the Actual Retirement Date, or within 30 days thereafter, the Participant's surviving Spouse will be eligible to receive a Spouse's Pension if, at the time of the Participant's death (i) the Participant was at least 55 years of age, or (ii) the sum of the Participant's age and years of Service equaled 70 or more. (69.5 or more is rounded to 70.)

The amount of the Spouse's Pension is one-half of the Pension that the Participant would have been entitled to receive and will be calculated as if:

- (a) the Participant had elected a Basic Pension under Subsection 3.10B(3).
- (b) The first day of the month following the Participant's death had been the Participant's Actual Retirement Date, and
- (c) the Participant had in fact retired on that date without reduction for early retirement. However, if the Spouse is more than 10 years younger than the

Participant, the amount of the Spouse's Pension shall be reduced 1/20th of one percent for each full month in excess of 120 months' differences in their ages, except that such reduction shall not result in Spouse's Pension lower than would have been payable if the Participant had retired as of the date of death and elected an optional form providing for continuation of 50 percent to a named Joint Pensioner with Spouse the same sex and age of the Spouse, under the provision of Subsection 3.10(b). The Spouse's Pension is payable to the Participant's Surviving Spouse on the first day of the month following the Participant's death and the first day of each month thereafter so long as the Spouse lives.

A Participant's Spouse may not receive both a Spouse's Pension under this Section and a Marital or Joint Pension under Section 3.10. If the Participant dies within 30 days after the Participant's Actual Retirement Date, the Spouse will receive the larger of the monthly Pensions under this Section and Section 3.10, but not both. (Amended 1/1/84)

Delete Subsection (b) in its entirety.

3.11: An employee's spouse is provided a 50% spouse pension if at death the employee was at least 55 years old or the sum of age and years of service equals 70 or more. Formally the employee at age 55 who did not have 70 points found it necessary to purchase points by reducing his pension in order to provide a 50% spouses pension in case of death.

Delete Section 3.12 VARIABLE ANNUITY OPTION in its entirety.

This section was deleted because there were no Bargaining 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)

3.13: 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 amounts or in a lump sum (if the present value of the pension 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 the payment and no guardian or conservator has been appointed to receive such payment, the administrator may cause all payments thereafter becoming due to such individual to be applied for and on behalf of and for the benefit of such individual. Payments made pursuant to this provision shall completely discharge the employer, the administrator, the trustee and all fiduciaries of all further responsibility with respect to such individual. (Amended 1/1/84)

3.15: Delete some language which was a requirement of the Internal Revenue Service.

Amend Section 3.23 DEFINITIONS AND CROSS-REFERENCING:

Basic Weekly Pay:

(a) If an employee's pay rate is changed in accordance with the provisions of Section 13.5 of the Clerical Agreement, or Section 15.2 of the ESC Agreement, during the term of this Agreement, employee's basic weekly pay shall be the rate established on the first day of such change. An employee who has at least 10 years of Service and who, due to a lack of work situation, or due to physical disability, is demoted, transfers or bids down during a period up to five years immediately preceding Participant's Actual Retirement Date, but not to exceed three years with at least ten but less than 20 years of Service, not to exceed four years with at least 20 but less than 30 years of Service, and not to exceed five years with at least 30 years of Service, or more, shall be placed in the pension band which provides the greater monthly pension benefit of the following: The pension band in effect on Actual Retirement Date for either Participant's former classification held prior to such demotion, transfer or bid-down, or the pension band on the Participant's current classification. (Amended 1/1/84)

(b) For an inactive Employee not on Long Term Disability: The Basic Weekly Pay as defined in (a) above for the classification held by employee on the last day worked, or if the Participant returns to active employment the Basic Weekly Pay of the Participant's current classification on Actual Retirement Date. (Amended 1/1/84)

3.23: Language was deleted from this Section and inserted in the footnotes below 3.06(a) (iii) 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	95%*
33-1/3% Option Election	93%*
50% Option Election	86%*
66-2/3% Option Election	83%*
75% Option Election	80%*
100% Option Election	76%*

*Minus 1% for each full year by which the joint pensioner's age is less than the retiree's age by more than 10.

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

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

See NEXT PAGE

BENEFITS

Amend Special Provision D:

SPECIAL PROVISION D

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)

Spouse Age/
Retiree Age at
Nearest
Birthday

100% SPOUSE OPTION - ELECTION

Nearest Birthday	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80		
55	86.4	86.8	87.3	87.7	88.1	88.6	89.0	89.5	89.9	90.4	90.8	91.3	91.7	92.2	92.6	93.0	93.4	93.8	94.2	94.6	95.0																	
56		85.9	86.4	86.8	87.3	87.7	88.2	88.7	89.2	89.6	90.1	90.6	91.0	91.3	91.9	92.4	92.8	93.3	93.7	94.1	94.5	94.9																
57			85.4	85.9	86.4	86.8	87.3	87.8	88.3	88.8	89.3	89.8	90.3	90.8	91.2	91.7	92.2	92.6	93.1	93.5	94.0	94.4	94.8															
58				84.9	85.4	85.9	86.4	86.9	87.4	87.9	88.4	89.0	89.5	90.0	90.5	91.0	91.5	92.0	92.5	92.9	93.4	93.8	94.3	94.7														
59					84.4	84.9	85.4	86.0	86.5	87.0	87.6	88.1	88.6	89.2	89.7	90.2	90.8	91.3	91.8	92.3	92.8	93.3	93.7	94.2	94.6													
60						83.9	84.4	85.0	85.5	86.0	86.6	87.2	87.7	88.3	88.8	89.4	90.0	90.5	91.1	91.6	92.1	92.6	93.1	93.6	94.1	94.5												
61							83.3	83.9	84.5	85.0	85.6	86.2	86.8	87.3	87.9	88.5	89.1	89.7	90.3	90.8	91.4	91.9	92.5	93.0	93.5	94.0	94.4											
62								82.8	83.4	83.9	84.5	85.1	85.7	86.3	87.0	87.6	88.2	88.8	89.4	90.0	90.6	91.2	91.8	92.3	92.8	93.4	93.9	94.3										
63									82.2	82.8	83.4	84.0	84.6	85.3	85.9	86.6	87.2	87.8	88.5	89.1	89.7	90.4	91.0	91.6	92.1	92.7	93.2	93.8	94.3									
64										81.6	82.2	82.9	83.5	84.2	84.8	85.5	86.1	86.8	87.5	88.2	88.8	89.5	90.1	90.8	91.4	92.0	92.6	93.1	93.7	94.2								
65											81.0	81.6	82.3	83.0	83.7	84.3	85.0	85.7	86.4	87.1	87.8	88.5	89.2	89.9	90.6	91.2	91.8	92.4	93.0	93.6	94.1							
66												80.4	81.0	81.7	82.4	83.1	83.9	84.6	85.3	86.0	86.8	87.5	88.2	89.0	89.7	90.3	91.0	91.7	92.3	92.9	93.5	94.0						
67													79.7	80.4	81.1	81.9	82.6	83.4	84.1	84.9	85.7	86.4	87.2	87.9	88.7	89.4	90.1	90.8	91.5	92.1	92.8	93.4	93.9					
68														79.1	79.8	80.5	81.3	82.1	82.9	83.7	84.5	85.3	86.0	86.8	87.6	88.4	89.2	89.9	90.6	91.3	92.0	92.7	93.3	93.9				
69															78.4	79.2	79.9	80.7	81.5	82.4	83.2	84.0	84.8	85.7	86.5	87.3	88.1	88.9	89.7	90.4	91.2	91.9	92.5	93.2	93.8			
70																77.7	78.5	79.3	80.2	81.0	81.9	82.7	83.6	84.4	85.3	86.2	87.0	87.9	88.7	89.5	90.3	91.0	91.7	92.4	93.1	93.7	94.2	

Spouse Age/
Retiree Age at
Nearest
Birthday

50% SPOUSE OPTION - ELECTION

Birthday	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	
55	95.0	95.2	95.4	95.5	95.7	95.9	96.1	96.2	96.4	96.6	96.8	96.9	97.1	97.2	97.4	97.6	97.7	97.9	98.0	98.1	98.3																
56		94.8	95.0	95.2	95.4	95.6	95.7	95.9	96.1	96.3	96.5	96.6	96.8	97.0	97.2	97.3	97.5	97.6	97.8	97.9	98.1	98.2															
57			94.6	94.8	95.0	95.2	95.4	95.6	95.8	96.0	96.2	96.3	96.5	96.7	96.9	97.1	97.3	97.4	97.6	97.7	97.9	98.0	98.2														
58				94.4	94.6	94.8	95.0	95.2	95.4	95.6	95.8	96.0	96.2	96.4	96.6	96.8	97.0	97.2	97.4	97.5	97.7	97.9	98.0	98.2													
59					94.2	94.4	94.6	94.8	95.0	95.3	95.5	95.7	95.9	96.1	96.3	96.5	96.7	96.9	97.1	97.3	97.5	97.6	97.8	98.0	98.1												
60						94.0	94.2	94.4	94.6	94.9	95.1	95.3	95.5	95.8	96.0	96.2	96.4	96.6	96.8	97.0	97.2	97.4	97.6	97.8	97.9	98.1											
61							93.8	94.0	94.2	94.5	94.7	94.9	95.2	95.4	95.6	95.9	96.1	96.3	96.5	96.7	97.0	97.2	97.4	97.5	97.7	97.9	98.1										
62								93.5	93.8	94.0	94.2	94.5	94.7	95.0	95.2	95.5	95.7	96.0	96.2	96.4	96.7	96.9	97.1	97.3	97.5	97.7	97.9	98.0									
63									93.3	93.5	93.8	94.0	94.3	94.6	94.8	95.1	95.3	95.6	95.8	96.1	96.3	96.6	96.8	97.0	97.2	97.4	97.6	97.8	98.0								
64										93.0	93.3	93.6	93.8	94.1	94.4	94.6	94.9	95.2	95.5	95.7	96.0	96.2	96.5	96.7	97.0	97.2	97.4	97.6	97.8	98.0							
65											92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.7	95.0	95.3	95.6	95.9	96.1	96.4	96.6	96.9	97.1	97.3	97.6	97.8	98.0						
66												92.5	92.8	93.1	93.4	93.7	94.0	94.3	94.6	94.9	95.2	95.5	95.7	96.0	96.3	96.6	96.8	97.1	97.3	97.5	97.7	97.9					
67													92.2	92.5	92.8	93.1	93.4	93.8	94.1	94.4	94.7	95.0	95.3	95.6	95.9	96.2	96.5	96.7	97.0	97.2	97.5	97.7	97.9				
68														91.9	92.2	92.6	92.9	93.2	93.6	93.9	94.2	94.5	94.9	95.2	95.5	95.8	96.1	96.4	96.7	96.9	97.2	97.4	97.7	97.9			
69															91.6	91.9	92.3	92.6	93.0	93.3	93.7	94.0	94.4	94.7	95.1	95.4	95.7	96.0	96.3	96.6	96.9	97.1	97.4	97.6	97.8		
70																91.3	91.6	92.0	92.4	92.8	93.1	93.5	93.9	94.2	94.6	94.9	95.3	95.6	95.9	96.2	96.5	96.8	97.1	97.3	97.6	97.8	

Special Provision D:

The former Spouses Option Tables have been changed to reflect Unisex Tables which will indicate the participant compared to spouse and there will be no further reference to male or female. The tables have been changed due to

recent Supreme Court decisions and the tables have been improved in most cases. The options of 25%, 33-1/3%, 50%, 66-2/3%, 75% and 100% will be included in the Benefit Agreement which will enable employees to compute their pensions.

Amend Special Provision G, PENSION AND LTD ADJUSTMENTS:

(a) Effective **December 31, 1984**, the Pension of any Participant who actually retired from the bargaining unit represented by Union or the Pension of a person receiving a Spouse's Pension or Joint Pension, will be increased as follows:

	Increase
Retired on or before 12/31/68	10.0%
Retired between 1/1/69 and 12/31/80	6.0%
Retired between 1/1/81 and 12/31/82	2.5%

(Amended 1/1/84)

(b) Effective **December 31, 1986**, the Pension of any Participant who actually retired from the bargaining unit represented by Union or the Pension of a person receiving Spouse's Pension or Joint Pension, will be increased as follows:

	Increase
Retired on or before 12/31/68	10.0%
Retired between 1/1/69 and 12/31/80	6.0%
Retired between 1/1/81 and 12/31/84	2.5%

(Amended 1/1/84)

(c) The above adjustment shall apply to those Participants who are receiving Long Term Disability payments. (Added 1/1/84)

(d) By Company resolutions dated June 17, 1964, February 25, 1969, April 9, 1974, September 20, 1977, and March 4, 1980, the amounts of pensions received by certain pensioners were increased in accordance with the provisions of said resolutions. The money required to fund these additional payments is based on actuarial factors and the required contributions are paid into the Plan. The Company intends to continue making these additional payments out of Plan assets and on the same basis as it has done in the past.

Special Provision G: Special Provision G changes will apply to Retirees and those employees who are receiving Long Term Disability payments if eligible.

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 55, 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:

Age Last Birthday At Refund Date	Factor	Age Last Birthday At Refund Date	Factor
25	.6705	40	.3225
26	.6385	41	.3072
27	.6081	42	.2925
28	.5792	43	.2786
29	.5516	44	.2653
30	.5253	45	.2527
31	.5003	46	.2407
32	.4765	47	.2292
33	.4538	48	.2183
34	.4321	49	.2079

35	.4116	50	.1980
36	.3920	51	.1886
37	.3733	52	.1796
38	.3556	53	.1710
39	.3386	54	.1629

If the withdrawal occurs after age 55, the yearly pension payable to the actual retirement date, after 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:

Age Last Birthday At Refund Date	Factor	Age Last Birthday At Refund Date	Factor
55	.0775	63	.0946
56	.0792	64	.0975
57	.0810	65	.1000
58	.0829	66	.1039
59	.0849	67	.1074
60	.0871	68	.1111
61	.0894	69	.1151
62	.0919	70	.1192

Notwithstanding the foregoing, in no event will the pension be reduced by more than one-third.

The monthly reduction is computed by multiplying the appropriate factor times the Participant's contributions including interest and dividing that amount by twelve months.

EXAMPLE:

Assumptions:	Age 60		
	Basic Pension	=	\$1,500.00/month
	Contributions	=	\$6,000.00
	Interest	=	3,000.00
	Total	=	\$9,000.00 - 65.33*

P

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 portion of the Plan in which the Company offers a matching 50% contribution will be referred to as Basic Contributions of which employees when eligible may contribute up to a maximum of 6% of their covered compensation.

The other portion of the Plan will be referred to as Supplemental Contributions and any employee who is contributing the maximum amount in the Basic Contribution may contribute an additional amount in the Supplemental Contribution but not to exceed a total of 14%.

The reference 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 restructured into 401K Plan or (Salary 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 which 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 may have qualified for credit in prior tax years and that credit may be used in future years.

PAYSOP become effective during 1983 and will continue until 1987. 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.

Plan Year	Percentage
1983	0.5
1984	0.5
1985	0.75
1986	0.75
1987	0.75

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 Term:

6.01 A Union Pension Contract having taken effect as of January 1, 1954, and having been amended January 1, 1959, January 1, 1964, January 1, 1969, January 1, 1974, January 1, 1977, and last amended on January 1, 1981, and herein referred to as the Benefit Agreement, shall continue in effect as amended for the term January 1, 1983 to January 1, 1988 and shall continue thereafter for terms of one year each unless written notice of termination is given by either Union or an Employer to the other 60 days prior to the end of the then current term.

6.02(a) If either an Employer or Union desires to amend this Benefit Agreement, it shall give written notice thereof to the other 120 days prior to the end of the then current term, in which event the parties shall commence negotiations on any proposed amendment as soon as practicable after such notice has been given. Failure of the parties to agree on any such proposed amendment shall not cause termination of this Benefit Agreement unless either party has given notice of termination as provided in Section 6.01 of this Part VI.

(b) Notwithstanding the provisions of Section 6.01 above, either party to this Agreement may upon written notice to the other on July 1, 1985 reopen Part IV of this Agreement, Savings Fund Plan. Negotiations thereon shall conclude and terminate on September 1, 1985 and that agreed-to revisions of this Part IV shall be effective no earlier than January 1, 1986. (Amended 1/1/84)

6.01 and 6.02: This Benefit Agreement shall continue in effect from January 1, 1984 to January 1, 1988. During 1985 Part IV of the Saving Fund Plan will be open for amendment but if no agreement is reached by September 1, 1985 all the plans covered by this Agreement will remain in effect until January 1, 1988.

PACIFIC GAS AND ELECTRIC COMPANY

245 MARKET STREET-SAN FRANCISCO, CALIFORNIA 94106-(415) 781-4211-TWX 910-372-6587

I. WAYLAND BONBRIGHT
Manager, Industrial Relations

Letter Agreement

September 1, 1983

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

Gentlemen:

This will confirm our agreement with respect to the Long Term Disability adjustments recently negotiated under the terms of the Benefit Agreement between the parties dated January 1, 1969, as last amended January 1, 1981.

Adjustments for certain employees receiving Long Term Disability benefits will be as follows:

Year on LTD	% Adjustment
1980	7%
1981	2%

It was agreed in 1980, 1982 and again this year that the following statement would apply with respect to the adjustments listed above:

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 of sufficient detail to allow employer to determine continued eligibility for LTD benefits. The foregoing requirement 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, 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 LTD 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.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

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 effective on 1-1-84. These increases are in addition to any increase which is provided to all LTD participants.

HEALTH, DENTAL, VISION

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 benefits for its employees and their dependents. Effective January 1, 1984, the orthodontic benefits under the Plan will be 50 percent of covered orthodontic benefits to a maximum of \$1,000 per case.

Dental (a): The Employer shall pay the total amount necessary from January 1, 1984 to January 1, 1988. Effective on 1/1/84 the Company will provide 50 percent of covered orthodontic benefits to a maximum of \$1,000 per case.

(b) VISION CARE

For the current term of this Agreement, the Employer shall pay the total amount necessary to provide vision care benefits as provided in Exhibit B for its employees and their dependents. Company reserves the right upon prior notice to Union to convert its contract with the agreed to carrier to an Administrative Services Only agreement at any time. (Amended 1/1/84)

Vision Care (b): The Employer shall pay the total amount necessary from January 1, 1984 to January 1, 1988. No change in covered benefits.

(c) HEALTH

For the current term of this Agreement, the Employer shall pay the total amount necessary to provide health plan benefits for its regular 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 shall be established in September of the preceding year on the basis of Blue Cross estimates for the following year based on experience to that date and trends. (Amended 1/1/84)

Health (c): Employer shall pay the total amount necessary from January 1, 1984 to January 1, 1988. No change is covered benefits unless amended thru bargaining effective on 1/1/86.

Medicare Supplemental Health Plans: (iii) The Company shall increase its contributions for all classes of retired bargaining unit employees and their dependents from \$10.50 per month to \$21.00 per month per person to be applied to their selected Medicare Supplemental Health Plans. If the retiree has two or more dependents the Company shall provide \$63.00 per month.

Amend Subsection 13(a) TERM:

(a) This Health and Dental Benefit Agreement, having taken effect on January 1, 1975, and been amended January 1, 1977, January 1, 1981 and January 1, 1983, shall continue in effect until January 1, 1988. **Provided, however, that either party to this Agreement may reopen this Agreement to propose amendments therein. Notice to reopen this Agreement must be provided in writing to the other party by July 1, 1985 and negotiations thereon, to be effective as determined by the parties shall be completed and agreed thereto by September 1, 1985.** (Amended 1/1/84)

(a) This Health and Dental Benefit Agreement shall continue in effect from January 1, 1984 to January 1, 1988. During 1985 the Health and Dental Agreement will be open for amendment but if no agreement is reached by September 1, 1985 all the plans covered by this Agreement will remain in effect until January 1, 1988.

OUTSIDE LINE



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.



Tanishia, and her mother Cathy.



Tanishia Dudley, one-year old.

Transplant fund growing

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 nearly \$200,000 for this essential surgery, which is not covered by insurance, Pat Dutton, wife of Outside Lineman Bobby Dutton set out 3 months ago to raise funds for the transplant. So far nearly \$40,000 has been donated to the fund for Tanishia — with a large portion of it coming from the Outside Linemen in Unit 4912, Claremont, many of whom have each donated a day's pay to assist Tanishia in her desperate fight for life.

Tanishia recently underwent a month's stay at U.C. Medical Center Davis's Sacramento facility where doctors helped control an infection

— 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.

Meter 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 Rebates (.60 per 1000 calculated based on a four-month period) and will be negotiated for misses and reading errors in January. Certain miss codes (M-1, M-5, M-6, M-7 and M-8) have been 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 Letter Agreement 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 clerical agreement.

Election will be by secret ballot with the two candidates receiving the most votes designated delegates, and the two receiving the next highest number of ballots designated as first and second

alternates.

The Records of each Unit will record the names and classifications of delegates and alternates in the October minutes and forward them along with the addresses and phone numbers within five days of the Unit meeting date.

Coordinating plans for the weekend programs are Executive Board members, Barbara Symons, Secretary, Cindy Vallejo, and Business Representative Dorothy Fortier.

Again, membership participation and education are the most important elements of this conference and, to accomplish this, input from clerical workers is vital. Please fill out the coupon below and return it to: Clerical Conference Committee, I.B.E.W. Local 1245, P.O. Box 4790, Walnut Creek, CA 94596.

Topics for Workshops (please check two)

- ☐ Understanding the Clerical Contract
- ☐ How to Participate in a Physical Unit/How to Establish a Clerical Unit
- ☐ Stress
- ☐ Comparable Worth
- ☐ Clerical Job Evaluation
- ☐ Health and Safety (V.D.T.s, asbestos, etc.)
- ☐ Management Manipulation
- ☐ Combatting Apathy
- ☐ Technology/Threat to Clerical Jobs?
- ☐ Self-worth — Clerical Attitudes About Ourselves, Upgrading Our Self-image.
- ☐ Other: _____

Name: _____
 Address: _____
 Phone: _____
 Job Location: _____
 Job Classification: _____
 Comments: _____

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.