

File - PGE - Memos of understandings

*File - memo 1-11-52
II-A-1(c)
612-2*

DIVISION OR DEPARTMENT PERSONNEL

RECEIVED

JUL 15 1955

LOCAL 1245, I.B.E.W.

FILE No.
RE YOUR LETTER OF
SUBJECT

July 13, 1955

	RTW	
✓	LLM	SM
	MAW	
	PWY	
	GLR	
	HAS	
	EBB	
	R/S	
✓	FILE	

- MESSRS. T. E. WARD L. J. BRUNDIGE
 F. Y. KRAFT A. D. CHURCH
 G. L. WORKS W. R. BOWLER
 R. A. CAYOT L. H. SMITH
 D. F. VILLA C. V. WILBUR
 E. S. DAY

General Manager's Authorization No. 55350 has been granted and negotiations with the Union have been completed to change the Utilityman classification, wherever feasible, to a basic classification preceded by the word "Utility"; Utility Troublemaker for example. This change would give employees presently classified as Utilitymen a basic classification requiring defined qualifications as well as more clearly understood rights under the job bidding and promotion and demotion and lay-off Titles of the current Labor Agreement.

Where possible, each Utilityman will be reclassified to the basic classification in which he performs the major portion of his duties, or to the classification which provides the main justification for his job. The insertion of the word "Utility" will indicate that the job will include duties of classifications equal to and below the basic classification but which may be in different lines of work. For purposes of the payment of wages and the accumulation of classification seniority, the employee will have a regularly established classification which is his basic classification.

When, however, an employee performs work in a classification higher than his basic classification he will be temporarily upgraded on a time card basis and paid in accordance with the terms of the Labor Agreement.

When a vacancy occurs in any of these new jobs it will not only be necessary to examine the bidder's qualifications for the job at hand but also for the basic classification as a separate job. For example, if a Utility Electrician's job is posted, the employee awarded the job must have the experience and ability of an Electrician as well as being able to perform the other duties assigned to the Utility Electrician's job.

It will also be necessary for this office to negotiate a separate job definition for each such classification. For example a Utilityman who presently spends most of his time as a Troubleman and the remainder performing substation maintenance work at \$97.00 per week would be reclassified to Utility Troubleman at \$99.45 per week and the job might be defined as follows:

UTILITY TROUBLEMAN - ELECTRIC DEPARTMENT - UKIAH

An employee who performs the duties of a Troubleman in the Electric Department and in addition performs routine maintenance work in the Substation.

This employee will accrue classification seniority as a Troubleman.

To carry out this policy, we are requesting that you review the duties of each of your Utilityman classifications and, where you consider the change as feasible, submit to this office the name, department and location of the employee as well as a complete description of his duties.

In cases where you believe that a certain Utilityman classification should be reclassified but the present incumbent has not had the necessary apprenticeship or other training to qualify him for the new basic classification, the reclassification should be delayed until the job is vacated.

After negotiations with the Union on each job have been completed you will be notified in order that you may prepare a Request for Payroll Change Tag and you will be supplied with copies of the job definition.

The foregoing will not affect our present policy of attempting to eliminate Utilityman or Combinationman jobs wherever possible.

R. J. TILSON

IWB:GRM

cc: HFC
Division Superintendents
Division Personnel Supervisors