



T-602 #771

12-23-71

# PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

I. WAYLAND BONBRIGHT  
MANAGER  
INDUSTRIAL RELATIONS

December 23, 1971

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

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

Gentlemen:

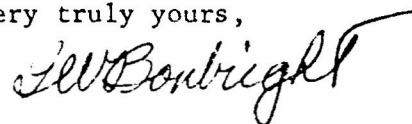
In order to provide additional clarification of matters discussed during negotiations on changes in Materials Distribution classifications, Company is submitting the attached revisions to job definitions in Exhibit VI-A previously submitted to you on July 30, 1971, along with the following comments directed at issues Union recently submitted to Company.

As discussed, the program of centralization of Division warehouses will continue on a long-term basis. It is Company's intent to minimize disruption to employees involved in this program. Consequently, Company intends to utilize Section 206.13 of the physical contract to this end whenever appropriate. Finally, as far as Company knows, the centralization program will not result in any major changes in the material facilities servicing Pipe Line Operations, General Construction, or the various steam generation power plants.

In regard to the future utilization of the truck driving classifications in Company's Materials Departments, in both the short and long-term, these classifications will continue to be required where daytime bulk hauls are made from one facility to another or from a facility to a jobsite. As consolidation progresses, there will probably be a lessening of the need for bulk hauls; however, the jobsiting of large pieces of equipment, the transporting of mobile substations, and other purely hauling activities will continue. Such activities require the truck driving classifications.

Finally, it is Company's intent to develop a training program concerned with warehousing activities to allow employees in truck driving classifications to qualify for the material handling classifications.

Very truly yours,



KHA:RS  
Attach.

**PG&E****FOR INTRA - COMPANY USES**

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS  
 FILE No. 741.1  
 RE LETTER OF  
 SUBJECT Materials Distribution Classification Revisions

T 602

#771

12-23-71

January 18, 1972

MESSRS. W. L. MURRAY	S. E. HOWATT
G. N. RADFORD	J. H. BLACK
C. R. MARTIN	E. E. FOLEY
W. D. LAUGHLIN	E. B. LANGLEY, JR.
W. D. SKINNER	V. H. LIND
V. C. NOVARINO	H. M. MCKINLEY
J. G. FOSTER	R. P. BENTON

Negotiations concerning the redefinition of Materials Distribution classifications have been completed. A copy of the signed agreement, effective January 31, 1972, is attached.

In addition to material covered in this agreement, a number of other matters relating to the consolidation process were discussed in the course of negotiation. Among these items is the commitment of Company to the minimization of disruption to employees involved in the consolidation of materials facilities which will continue on a long-term basis. This means that each instance of consolidation will be handled on a case-by-case basis and, where appropriate, procedures established to minimize disruption.

In regard to the future utilization of truck driving classifications in Company's Materials Departments, in both the short and long-term, these classifications will continue to be required where daytime bulk hauls are made from one facility to another or from a facility to a jobsite. As consolidation progresses, there will probably be a lessening of the need for bulk hauls; however, the jobsiting of large pieces of equipment, the transporting of mobile substations, and other purely hauling activities will continue. Such activities require the truck driving classifications. Finally, it was indicated to Union that it is Company's intent to develop individual training programs concerned with warehousing activities to allow each employee in a truck driving classification to qualify for the material handling classifications.

We are now in the process of scheduling meetings throughout the system to discuss changes in the material handling classifications in greater depth and to answer questions relative to the revisions.

  
 I. WAYLAND KONBRIGHT

KHAnderson:RS  
 Attach.

cc: CEGinocchio	DLKennady
JDWorthington	EJMeyers
RKMiller	ECSuess
TVAdams/RHCunningham	Div. Mgrs. of Gen. Services
HGCooke	Div. Material Supvs. & Supts.
FCortese	Div. Personnel Managers
APFedotieff	

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July 30, 1971

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

Attention Mr. L. L. Mitchell, Business Manager

Gentlemen:

As a result of changes in the Company's material distribution functions and the redesignation of the Material Control operation to Materials Distribution, Company proposes to merge Exhibit VI-J, Division Warehouse Departments, including the Pipe Line Operations Department, into Exhibit VI-A of the Physical Agreement. Company further proposes, under Section 204.4 of the Agreement, to establish the following job reclassifications to reflect these changes in the duties of its material personnel:

1. Combine the classifications of Stores Subforeman and Senior Storekeeper into the single classification of Materials Facilities Subforeman with the job definition and line of progression as shown in the attached amended Exhibit VI-A of the Physical Agreement and with the following single wage rate:

\$239.05 per week

Incumbent Stores Subforemen and Senior Storekeepers will be reclassified to Materials Facilities Subforeman at the above rate.

2. Reclassify the existing position of Storekeeper and Storekeeper - Substore 2 into the single classification of Materials Facility Man with the job definition and line of progression as shown in the attached amended Exhibit VI-A, with the following single wage rate:

\$216.20 per week

Incumbent Storekeepers and Storekeepers - Substore 2 will be reclassified to Materials Facility Man at the above rate.

3. Establish the classification of Materials Leadman with a job definition and line of progression as shown on the attached amended Exhibits VI-A and VI-K at the following wage rates:

1085 Materials Leadman \$202.75 per week

1086 When assigned to the operation  
of a Heavy Truck to transport  
material between facilities or  
to a job site \$209.75 per week

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Eliminate the classifications of Senior Warehouseman, Section Storekeeper, and Platform Subforeman and reclassify the incumbents to Materials Leadman. Employees currently classified as Senior Warehouseman shall be placed at the weekly wage of \$202.75 or \$209.75, depending upon each individual's duty assignment. Employees presently classified as Section Storekeeper or Platform Subforeman shall be maintained at their current rate.

4. Establish the classification of Materials Man with the job definition and line of progression as shown on the attached amended Exhibits VI-A and VI-K, and with the following progressive wage rates:

Start	- \$159.20
End 6 Mos.	- \$167.60
End 1 Yr.	- \$172.25
End 18 Mos.	- \$178.60
End 2 Yrs.	- \$185.65

Eliminate the classification of Warehouseman and reclassify the incumbents to Materials Man as outlined in Item 8 below.

5. Eliminate the classification of Checker and reclassify the incumbents as follows:

<u>Name</u>	<u>Company Seniority</u>	<u>Proposed Classification</u>
F. T. Esteves	8- 4-48	Materials Leadman
J. M. Garliepp	12-10-51	Materials Leadman
H. W. Walters	10- 9-52	Materials Man
A. Gomez	4-21-53	Materials Man

The wage rate of any employee reclassified to Materials Man who was regularly classified as Checker in Materials Distribution on June 30, 1970 will continue to be \$190.85 per week until:

- a. He is no longer classified as a Materials Man in Materials Distribution, or
  - b. The wage rate of the Materials Man classification exceeds \$190.85 per week. The \$190.85 per week shall not be subject to any general wage increases.
6. Eliminate the classification of Slinger and reclassify the incumbents to Materials Man with the following wage rates:

<u>Name</u>	<u>Present Rate</u>	<u>Proposed New Rate</u>	<u>Date Considered at Top</u>
C. J. DePonte	\$185.65	\$185.65	11-12-69
J. M. Dudley	\$185.65	\$185.65	5- 5-70

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July 30, 1971

7. Eliminate the classification of Craneman and establish in its place the classification of Crane Operator (1594) with the job definition and line of progression as shown on the attached amended Exhibit VI-A and with a wage rate of \$209.75 per week.

The incumbent Craneman will be reclassified to Crane Operator at the above wage rate.

8. An employee reclassified under this agreement will be:
- Credited with the classification seniority accrued in his present position.
  - Placed at the wage step in his new classification commensurate with the time spent in his present classification.
  - Credited with time spent at such wage step toward progression to the next wage step in his new classification.
9. Employees classified as Stores Subforeman, Senior Storekeeper, Storekeeper, Storekeeper - Substore 2, Platform Subforeman, Senior Warehouseman, Section Storekeeper, Checker, Warehouseman, or Slinger as of the effective date of this agreement shall not be required to obtain a Class 1 or Class 2 vehicle operator's license as a condition of continued employment.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By s/I. W. Bonbright  
Manager of Industrial Relations

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

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

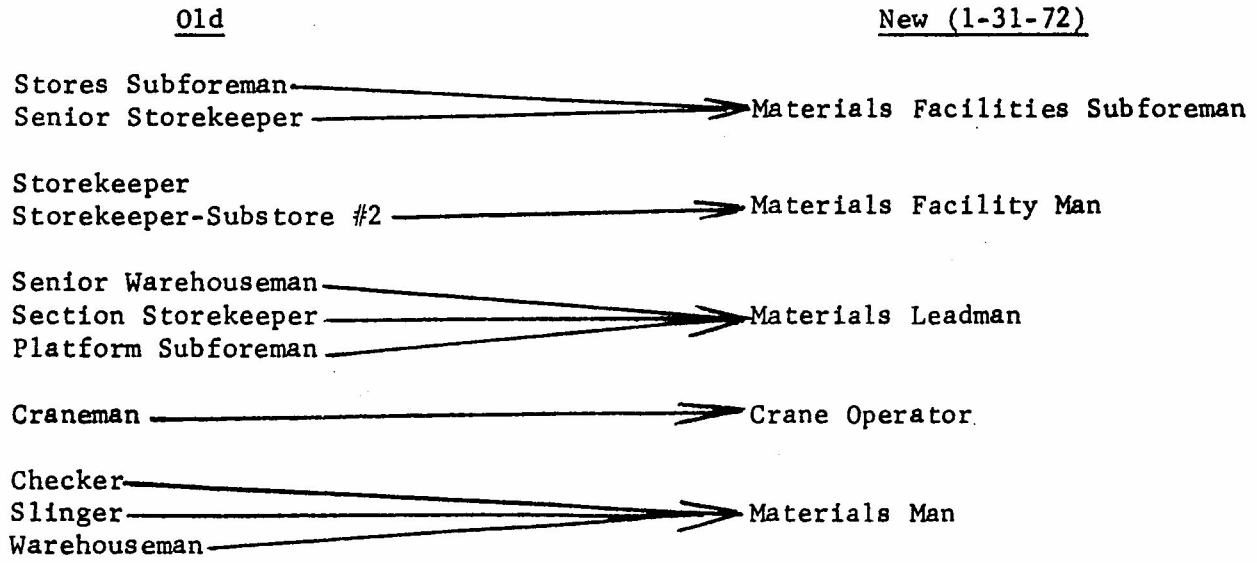
January 31, 1972

By s/L. L. Mitchell  
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION  
MATERIALS DISTRIBUTION, DIVISION MATERIALS DEPARTMENTS  
INCLUDING THE PIPE LINE OPERATIONS DEPARTMENT

GENERAL NOTES

Classification Comparison



Classification Seniority

An employee assigned a Materials Distribution classification on or before January 31, 1972 will be:

- (a) Credited with the classification seniority accrued in his old classification.
- (b) Placed at the wage step in his new classification commensurate with the time spent in his old classification.
- (c) Credited with time spent at such wage step toward progression to the next wage step in his new classification.

License and Typing Requirement

- (1) Employees classified as Stores Subforeman, Senior Storekeeper, Storekeeper-Substore #2, Platform Subforeman, Senior Warehouseman, Section Storekeeper, Checker, Warehouseman, or Slinger as of January 30, 1972 shall not be required to obtain a Class 1 or Class 2 vehicle operator's license as a condition of continued employment.
- (2) When Company determines that the typing and licensing requirements in various of the Materials Distribution classifications can be waived due to operational flexibility, agreement to waive such requirements may be sought under Sections 205.19 and 206.13 of the Physical Agreement.

Hours of Work

The workday of Materials Distribution employees who report for their day's work after 3:00 p.m. and finish their day's work at or before 8:00 a.m. shall consist of eight consecutive hours.

Definitions

- Materials Center - A Materials facility which serves a large geographic area.
- Materials Facility - A manned location or headquarters from which material is disbursed to satisfy normal demands.
- Materials Service Point - A location unmanned by Materials people where some materials services are performed.



0765 MATERIALS FACILITY SUBFOREMAN

An employee who is in charge of a Materials Facility where three or more men including himself are employed, interprets and administers Materials Department procedure, and both supervises and performs work relating to the ordering, receiving, disbursing, and salvaging of materials. He shall have the personal qualifications of leadership and supervisory ability and be familiar with Company's applicable rules and procedures. If assigned to a materials facility where he is subordinate to a materials supervisory employee not in the bargaining unit, he may perform the duties of a Materials Leadman.

- Note:
- (1) It is understood that the classification of Materials Facility Subforeman may, at Company's discretion, be used in medium-size materials facilities for the relief of materials supervisors not in the bargaining unit or as working supervisors in these facilities (5 to 8 employees excluding the supervisor).
  - (2) It is also understood that Company may, at its discretion, use the classification of Materials Facility Subforeman as an assistant to a materials supervisory employee not in the bargaining unit on a temporary basis during the transition to centralized warehouses. When this is done, the classification shall be offered on the basis of seniority and qualifications to employees at the concerned facility who are in the next lower classification at that facility.
  - (3) That during the initial transition to the new classification structure and during the consolidation period should establishment of a Materials Facility Subforeman or Materials Facility Man classification become necessary at a center or facility, the classification shall be offered on the basis of classification seniority and qualifications to employees in the next lower classification at that facility or center. If the classification is not filled in the manner outlined above, the employee with the least classification seniority in the next lower classification at that headquarters shall be assigned the Materials Facility Subforeman or Materials Facility Man classification.
  - (4) That all Materials Distribution employees assigned a shift at a Materials facility or a center, including the crew assigned duties at a Materials service point remote from the facility or center, be included in determining the need for a Materials Facility Subforeman or a Materials Facility Man.

Next Lower Classifications

Same or Higher Classification

1215 Materials Facility Man  
1085 Materials Leadman (if  
no Materials Facility Man  
bids on Company's system)

0765 Materials Facility Subforeman

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1215 MATERIALS FACILITY MAN

An employee who is in charge of a Materials Facility where one or two men, including himself, are employed; interprets and administers Materials Department procedure, and both directs and performs work relating to the ordering, receiving, checking, disbursing, and salvaging of materials. He shall be familiar with Company's applicable rules and procedures and be able to type with moderate skill (25 words per minute net).

If assigned to a materials facility where he is subordinate to a Materials Facility Subforeman or a materials supervisory employee not in the bargaining unit, he may perform the duties of a Materials Leadman.

(See Notes 3 and 4 under Materials Facility Subforeman.)

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
1085 Materials Leadman	0765 Materials Facility Subforeman
1210 Materials Man (who was classified as Checker on June 30, 1970 or if no Materials Leadman, Materials Facility Men or Materials Facility Subforemen bids on Company system)	0854 Working Foreman C (G.C. Service Center)
	0855 Working Foreman D (G.C. Service Center)
	1215 Materials Facility Man

1085 MATERIALS LEADMAN

An employee, subordinate to a Materials Facility Subforeman or a materials supervisory employee not in the bargaining unit, who is in charge of one or more functions and who both directs and performs work relating to ordering, receiving, disbursing, and salvaging of materials; or

An employee who is engaged in operating a facility which is physically removed from the local Materials Facility but is within the same city or town; or

An employee who, while assigned to one facility as his headquarters, is assigned duties at one or more materials service points which are normally unattended.

In any of the above situations, he shall be able to type with moderate skill (25 words per minute, net) and may be required to operate materials handling equipment and any Company vehicle to transport material between facilities or to a jobsite.

Next Lower ClassificationSame or Higher Classification

1210 Materials Man

0765 Materials Facility Subforeman  
 0854 Working Foreman C  
 (G.C. Service Center)  
 0855 Working Foreman D  
 (G.C. Service Center)  
 1215 Materials Facility Man  
 1085 Materials Leadman

Note: Employees who were reclassified from Warehouse Attendant to Senior Warehouseman, effective July 1, 1963, and subsequently to Lead Materials Man, shall accrue classification seniority when bidding on Materials Facility Man vacancies as a Materials Leadman from July 1, 1963, when bidding in competition with an employee who was a Senior Warehouseman on or before July 1, 1963. When only former Warehouse Attendants are in competition to a Materials Facility Man vacancy, they shall accrue their former Warehouse Attendant classification seniority as Materials Leadman for the purpose of such bid.

1210 MATERIALS MAN

An employee who performs without direct supervision, subordinate to the employee in charge, routine duties in the facility relating to ordering, receiving, disbursing, and salvage of materials. In addition, he operates material handling equipment; drives a light truck in transporting materials and supplies; assists the Crane Operator and engages in preparing a load for lifting, hooking, or unhooking a load or removing a load from the sling during crane operations. He shall be able to type with moderate skill (25 words per minute, net).

An employee who, while assigned to one facility as his headquarters, is assigned, as an assistant to a Materials Leadman, duties at one or more Materials service points which are normally unattended.

Beginner's Classification

- Note: (1) A prebid within a division or an application for transfer between divisions will be considered as a bona fide bid from Materials Man or a higher classification in the Line of Progression to Materials Man. Under other circumstances, the Materials Man classification will be considered a beginner's classification and will not be posted for bid.
- (2) Duties involving inter-office mail delivery shall be limited to the current practice in the Material Distribution Department.

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0453 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists materials employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as

1. A truck tractor coupled with one or more trailers or;
2. A 3-axle truck or;
3. Any combination of truck and trailers exceeding 50 feet in length.

Two wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
0444 Truck Driver	1594 Crane Operator 0453 Heavy Truck Driver

0444 TRUCK DRIVER

An employee who drives a truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists materials employees in the performance of their work and may be assigned to operate material handling equipment.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
0455 Light Truck Driver (Materials Dept. only)	0444 Truck Driver 0450 Dump Truck Driver (G.C.) 0453 Heavy Truck Driver

0455 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies, and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which he is assigned.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
None	0444 Truck Driver 0445 Light Truck Driver with winch (G.C.) 0450 Dump Truck Driver (G.C.) 0453 Heavy Truck Driver 0455 Light Truck Driver

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1594 CRANE OPERATOR

An employee who operates a traveling, gantry, or mobile crane for the purpose of moving materials, supplies or equipment, switching cars, and is responsible for the care of the crane equipment. May be assigned to other duties when not operating the crane.

Next Lower Classifications

Same or Higher Classifications

1210 Materials Man  
0453 Heavy Truck Driver

1594 Crane Operator  
0765 Materials Facility Subforeman  
1215 Materials Facility Man  
1085 Materials Leadman

1050 JANITOR

An employee who is engaged in performing all types of janitorial work on the Company premises or section thereof assigned to him.

Beginner's Classification

MACHINE SHOP

0745 MACHINE SHOP SUBFOREMAN

An employee who shall have the qualifications of a Machinist and shall be working foreman called upon by the Foreman to assist him by allocating and supervising work in and around the machine shop.

Next Lower Classifications

Same or Higher Classification

\*1120 Machinist  
\*1147 Traveling Machinist

0745 Machine Shop Subforeman

\*Experience in the Machine Shop required.

1120 MACHINIST

An employee who is a journeyman and who is qualified to do precision work with all types of machine shop tools, both power and bench, and is engaged in the performance of such work in connection with the manufacture, maintenance, and repair of all types of machinery. This may include the complete fabrication of a job from plans or sketches, the grinding or shaping of tools, related welding and rigging, and laying out and setting up of jobs. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1121 Apprentice Machinist

0690 Carpenter Subforeman  
0745 Machine Shop Subforeman  
1120 Machinist  
1147 Traveling Machinist  
1180 Plant Maintenanceman

1121 APPRENTICE MACHINIST

An employee who is engaged in performing Machinist's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Machinist, he may be required to 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

Same or Higher Classifications

0920 Helper (Machine Shop)  
\*1165 Maintenanceman  
\*1700 Machine Operator

0110 Blacksmith  
0160 Carpenter  
0690 Carpenter Subforeman  
1460 Sheet Metal Worker  
2626 Certified Welder  
2637 Traveling Certified Welder

\*An employee in any one of these classifications will be given six months' classification seniority as an Apprentice Machinist if he is the successful bidder on such job and has spent at least one year in one or more of the classifications.

0100 BENCHMAN (Incumbents Only)

An employee who is engaged in overhauling and repairing all types of mechanical equipment and performing all types of mechanical and minor electrical work on electrical equipment, involving the incidental use of power tools. May include the fabrication of a job from plans or sketches, the grinding and shaping of tools, and the laying out and setting up of jobs.

Note: Future vacancies in the Benchman classification will not be filled. Company has offered to provide Apprentice Machinist training to employees in the Benchman classification. A Benchman who applies for such training will be required to meet the Apprentice Entrance Requirements in Material Control and, if successful, will be enrolled as a Benchman in the formal Apprentice Machinist training program. Upon completion of such training, the Benchman will be reclassified to Machinist.

1165 MAINTENANCEMAN

An employee who repairs and maintains buildings and equipment pertaining to the operation thereof; also greases and oils shop machinery and equipment.

Next Lower Classification

1700 Machine Operator

Same or Higher Classifications

0110 Blacksmith  
 0160 Carpenter  
 0690 Carpenter Subforeman  
 0745 Machine Shop Subforeman  
 1120 Machinist  
 1121 Apprentice Machinist  
 1147 Traveling Machinist  
 1165 Maintencenceman  
 1180 Plant Maintencenceman  
 1460 Sheet Metal Worker  
 2626 Certified Welder  
 2637 Trav. Cert. Welder

1700 MACHINE OPERATOR

An employee who does work requiring skill and accuracy in the use of certain power tools, machines or equipment such as the drill press, punch press, or some of the more common power-operated machine shop tools or similar work but not requiring the precision and skill of a journeyman. He lays out and sets up work in connection with the routine operation of his machine. He may be called upon to assist a machinist or other employees.

Next Lower Classification

0920 Helper (Machine Shop)

Same or Higher Classifications

0110 Blacksmith  
 0160 Carpenter  
 0690 Carpenter Subforeman  
 0745 Machine Shop Subforeman  
 1120 Machinist  
 1121 Apprentice Machinist  
 1147 Traveling Machinist  
 1165 Maintencenceman  
 1180 Plant Maintencenceman  
 1460 Sheet Metal Worker  
 1700 Machine Operator  
 2624 Routine Welder  
 2626 Certified Welder  
 2637 Trav. Cert. Welder

0110 BLACKSMITH

An employee who makes and repairs articles and tools, sharpens and tempers same and does other miscellaneous jobs requiring the use of hand tools, forge, anvil triphammer. His background and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1165 Maintenceman

0110 Blacksmith  
0690 Carpenter Subforeman  
0745 Machine Shop Subforeman

1460 SHEET METAL WORKER

An employee who forms, welds, and unites sheet, rolled, cast and extruded metals including the fabrication of jobs from plans or sketches. Must have working knowledge of metallurgy and pattern drafting. His background and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1165 Maintenceman

0690 Carpenter Subforeman  
0745 Machine Shop Subforeman  
1460 Sheet Metal Worker

2626 CERTIFIED WELDER

An employee who does both electric and acetylene welding to build, reinforce, or repair Company material or equipment. He may lay out metal in accordance with plans or sketches before welding. His background of experience must be such as to qualify him for certification by the State if requested to perform a class of work requiring certification.

Next Lower Classification

Same or Higher Classifications

2624 Routine Welder

0690 Carpenter Subforeman  
0745 Machine Shop Subforeman  
2626 Certified Welder  
2637 Trav. Certified Welder

2624 ROUTINE WELDER

An employee who does work requiring moderate skill and accuracy in the use of welding equipment. He may be called on to assist a Certified Welder or other employee.



Next Lower Classification

Same or Higher Classifications

0920 Helper (Machine Shop)

0110 Blacksmith  
 0160 Carpenter  
 0690 Carpenter Subforeman  
 0745 Machine Shop Subforeman  
 1120 Machinist  
 1121 Apprentice Machinist  
 1147 Traveling Machinist  
 1180 Plant Maintencenceman  
 1460 Sheet Metal Worker  
 2624 Routine Welder  
 2626 Certified Welder  
 2637 Trav. Certified Welder

0690 CARPENTER SUBFOREMAN

An employee who shall have the qualifications of a Carpenter and shall be a working foreman called upon by the Foreman to assist him by allocating and supervising work in and around the carpenter shop.

Next Lower Classification

Same or Higher Classifications

0160 Carpenter

0690 Carpenter Subforeman  
 0745 Machine Shop Subforeman  
 0854 Working Foreman C  
 (Carpenter G.C.)

0160 CARPENTER

An employee who performs all classes of carpenter work, including cabinet making, joinery, and other work requiring a high degree of precision, employing hand and machine wood working tools. He may be required to do other work such as the repair and maintenance of buildings and fixtures.

Next Lower Classification

Same or Higher Classifications

0400 Crater

0110 Blacksmith  
 0160 Carpenter  
 0163 Carpenter A (G.C.)  
 0690 Carpenter Subforeman  
 0745 Machine Shop Subforeman  
 0854 Working Foreman C  
 (Carpenter G.C.)  
 1120 Machinist  
 1147 Traveling Machinist  
 1180 Plant Maintencenceman  
 1460 Sheet Metal Worker  
 2626 Certified Welder  
 2637 Trav. Certified Welder

0400 CRATER

An employee, qualified to do rough carpenter work, who crates materials, supplies or equipment, in such manner as to comply with shipping regulations; may perform other rough carpenter work or packing. Must be able to do millwork necessary to the crating operation.

Next Lower Classification

Same or Higher Classifications

0920 Helper (Machine Shop)

- 0110 Blacksmith
- 0160 Carpenter
- 0400 Crater
- 0690 Carpenter Subforeman
- 0745 Machine Shop Subforeman
- 1120 Machinist
- 1121 Apprentice Machinist
- 1147 Traveling Machinist
- 1165 Maintenceman
- 1180 Plant Maintenceman
- 1460 Sheet Metal Worker
- 2624 Routine Welder
- 2626 Certified Welder
- 2637 Trav. Certified Welder

0920 HELPER

An employee whose principal duties consist of routine semiskilled work such as assisting the employee in charge. He may be required to prepare and handle tools and material under the supervision of a journeyman or perform other semiskilled duties as directed.

Beginner's Classification

ELECTRIC AND UTILITY

0750 MAINTENANCE SUBFOREMAN

An employee who shall have the qualifications of an electrician and be a working foreman; may be in charge of a small crew engaged in station construction and maintenance work.

Next Lower Classifications

Same or Higher Classifications

- \*0470 Electrician
- \*0477 Traveling Electrician
- 0710 Electric Shop Subforeman
- \*2626 Certified Welder
- \*2637 Trav. Certified Welder

- 0650 Subforeman A (G.C.-Station)
- 0653 Subforeman B (G.C.-Station)
- 0750 Maintenance Subforeman
- 0850 Working Foreman A (G.C.-Station)
- 0853 Working Foreman B (G.C.-Station)

\*Experience in hydroelectric maintenance required.

0710 ELECTRIC SHOP SUBFOREMAN

An employee who is a working foreman and who performs and directs the work in the bushing repair shop of the electric and utility section of the Central Stores Shops. In addition, he may be required to assist on bushing repair work at other locations on Company's system and to give advice and direction concerning such work. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of an electrician and a background of experience in bushing repair work. He shall be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Next Lower Classifications

\*0470 Electrician  
\*0477 Traveling Electrician  
0750 Maintenance Subforeman

Same or Higher Classifications

0650 Subforeman A (G.C.-Station)  
0653 Subforeman B (G.C.-Station)  
0710 Electric Shop Subforeman  
0850 Working Foreman A (G.C.-Station)  
0853 Working Foreman B (G.C.-Station)

\*Experience in the Electric Shop required.

0470 ELECTRICIAN

An employee who is a journeyman and who is engaged in performing all classes of electrical work. This may include the complete formation and assembly of a job from plans, sketches, or instructions, the drawing of plans for the completion of the supplementary work and for the reassembly of the specific job by other employees. His background of apprenticeship and experience must be such that he can perform these duties with skill and efficiency.

Next Lower Classification

0471 Apprentice Electrician

Same or Higher Classifications

0470 Electrician  
0477 Traveling Electrician  
0650 Subforeman A (G.C.-Station)  
0653 Subforeman B (G.C.-Station)  
0710 Electric Shop Subforeman  
0750 Maintenance Subforeman  
0850 Working Foreman A (G.C.-Station)  
0853 Working Foreman B (G.C.-Station)

0471 APPRENTICE ELECTRICIAN

An employee who is engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman for training purposes. In order to gain experience for advancement to Electrician, he may be required to 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 ClassificationsSame or Higher Classifications

0530 Filterman  
0923 Helper (Elec. Shop)  
1930 Painter

0471 Apprentice Electrician  
2626 Certified Welder  
2637 Trav. Certified Welder

2626 CERTIFIED WELDER

An employee who does both electric and acetylene welding to build, reinforce or repair Company material or equipment. He may lay out metal in accordance with plans or sketches before welding. His background of experience must be such as to qualify him for certification by State if requested to perform a class of work requiring a certification.

Next Lower ClassificationsSame or Higher Classifications

2624 Routine Welder  
2621 Apprentice Welder

0710 Electric Shop Subforeman  
0750 Maintenance Subforeman  
2626 Certified Welder  
2637 Trav. Certified Welder

0530 FILTERMAN

An employee who maintains and operates filtering and storage tank equipment for transformer and switch oils, prepares samples for testing, maintains records of all oil handled, prepares charges and credits and performs other related duties as directed.

Next Lower ClassificationsSame or Higher Classifications

0923 Helper (Elec. Shop)  
1930 Painter

0470 Electrician  
0471 Apprentice Electrician  
0477 Traveling Electrician  
0530 Filterman  
0710 Electric Shop Subforeman  
0750 Maintenance Subforeman  
2626 Certified Welder  
2637 Trav. Certified Welder

1930 PAINTER

An employee who is regularly engaged in painting such equipment as transformer tanks, regulators, etc.

Next Lower ClassificationsSame or Higher Classifications

0923 Helper (Elec. Shop)  
0530 Filterman

0470 Electrician  
0471 Apprentice Electrician  
0477 Traveling Electrician  
0710 Electric Shop Subforeman  
0750 Maintenance Subforeman  
1930 Painter  
2626 Certified Welder  
2637 Trav. Certified Welder

0923 HELPER

An employee whose principal duties consist of routine semiskilled work such as assisting the employee in charge. He may be required to prepare, lay out and handle tools and material under the supervision of a journeyman and perform other semiskilled duties as directed.

Beginner's Classification

DECOTO PIPE YARD AND PLANT1594 CRANE OPERATOR

An employee who operates a mobile crane for the purpose of moving pipe, material, supplies, equipment, etc.; shall perform minor repairs and maintenance work on such crane.

Next Lower ClassificationSame or Higher Classification

0914 Pipe Handler

1594 Crane Operator

1910 PIPE MACHINE OPERATOR

An employee who operates and maintains a pipe cleaning and priming machine or a pipe wrapping machine in the complete operation of cleaning and priming pipe or soil proofing pipe and directs other employees as necessary in the complete operation. When not engaged in pipe wrapping or priming and cleaning operation may perform other duties in the pipe yard and plant such as checking, loading or other duties as may be assigned.

Next Lower ClassificationsSame or Higher Classification0914 Pipe Handler  
1960 Pipeman

1910 Pipe Machine Operator

0914 PIPE HANDLER

An employee who operates a fork lift for the purpose of moving or transporting pipe, material, supplies or equipment and performs minor repairs and maintenance work on such fork lift. Is responsible for the operation of tar pots and performs such duties as lighting the burners, maintaining proper heat, charging the pots with tar, keeping the tar at the proper level to feed the pipe wrapping machines and keeping his work area clean. During the night work period, he shall also do such routine maintenance work as changing screens, cleaning and making adjustments as instructed by Plant Maintenance-man or day crew. Without direct supervision, subordinate to the employee in charge, assists in tallying, receiving and shipping pipe, including records and related paper work with this operation.

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Next Lower Classification

Same or Higher Classifications

1960 Pipeman

1914 Pipe Handler  
1910 Pipe Machine Operator

1960 PIPEMAN

An employee whose principal duties consist of routine work in a pipe priming or wrapping crew; shall perform semiskilled or unskilled work as directed.

Beginner's Classification

1180 PLANT MAINTENANCEMAN

A qualified employee who performs all types of repair and preventive maintenance work on all shop and pipe processing machinery and buildings in the pipe yard and plant. Inspects facilities to determine work necessary. Must be proficient in the use of bench, hand, power and air tools and welding equipment necessary for such work. Shall also perform minor electrical repair work and make tools used in the processes of the plant. Performs work on mobile pipe handling equipment not requiring engine disassembly. Prepares simple sketches for fabrication of and secures appropriate spare parts.

Next Lower Classification

Same or Higher Classifications

1121 Apprentice Machinist

0690 Carpenter Subforeman  
0745 Machine Shop Subforeman  
1120 Machinist  
1147 Traveling Machinist  
1180 Plant Maintenceman

1050 JANITOR

An employee performing all types of janitorial work in the pipe yard and plant.

Beginner's Classification