



LETTER AGREEMENT NO. 01-19-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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WALNUT CREEK, CALIFORNIA 94598
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
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STEPHEN A. RAYBURN, DIRECTOR
AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN, BUSINESS MANAGER

July 27, 2001

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Attached is an update of Section 600.1, Exhibit VI, Job Definitions and Lines of Progression for the **Title 200 Gas Transmission and Distribution Department**. The proposed changes are recommendations from the ad hoc negotiating committee established in the 1999 General Negotiations settlement letter dated October 27, 1999. Mr. Larry Pierce and Ms. Carol Pound co-chaired the Committee. This document will replace the book dated July 1993. The proposed changes are as follows:

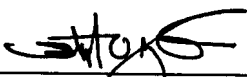
1. Add a chart diagramming the lines of progression.
2. To establish gender neutral job classifications and terms: replace "Gas Crew Foreman" with "Gas Crew Leader" and "Underground Construction Crew Foreman" with "Underground Construction Crew Leader".
3. Replace "two-man unit" with "two-person unit".
4. Delete all Steam Heat classifications from "Next Lower" and "Same or Higher" lines of progression.
5. Add "be familiar with G.O. 112 and G.O. 128" to the job definition for Gas Crew Leader (Welding) and Gas Crew Leader (Non-Welding).
6. Pursuant to Letter Agreement 91-135, amend "Same or Higher" and "Next Lower" lines of progression: place 0738 Underground Construction Crew Leader (Gas) in all lines of progression where the 0640 Gas Crew Leader (Welding) appears and; place 1078 Underground Construction Journeyman (Gas) in all lines of progression where 0560 Fitter appears.
7. Delete references to special rights for "employees who were classified as Gas Mechanic on June 30, 1966".
8. Replace "Utility Worker" with "employee" in Note A. of Gas Crew Leader (Welding) and Note A. of Gas Crew Leader (Non-Welding).
9. Modify and add reference to installation of *plastic* mains or services in Note B(1) of Gas Crew Leader (Welding) and Note B(1) of Gas Crew Leader (Non-Welding).
10. Pursuant to L/A 85-95, add Note C. of Gas Crew Leader (Welding) and Note H. of Gas Crew Leader (Non-Welding) regarding inspection duties.
11. Add language regarding qualification for inspection duties in Gas Crew Leader (Non-Welding) job definition.
12. Amend Note C. of Gas Crew Leader (Non-Welding) to clarify welding duties.
13. Pursuant to Letter Agreement 95-05, add waiver of test requirement to Note G. of Gas Crew Leader (NW).
14. Add "Shall be qualified to perform work on transmission lines with greater than 20% S.M. Y.S." to Note A on Gas Mechanic.
15. Add Note F. in Gas Mechanic, Note C. in Fitter-Arc and Note E. in Fitter for qualifications for bidders from outside the line of progression.

- 16. Replace "May be required to operate mechanical equipment normally operated by the Equipment Operator and the Fieldman." with "May be required to operate mechanical equipment *for which they have been qualified.*" in Fitter job definition.
- 17. Pursuant to Letter Agreement 94-95, reference field training for pulling cable in Equipment Operator job definition. Delete footnote (1).
- 18. Replace "Backhoe Operator Training Program" with "Backhoe/Loader Training Program".
- 19. Add Letter Agreement R1-97-68, and amend footnotes in Equipment Operator, Fieldperson, Night Fieldperson, Utility Field Clerk, and Heavy Truck Driver "Same or Higher" lines of progression.
- 20. Delete the sentence "May also be required to perform the duties of a Manhole Framer..." from Fieldperson job definition.
- 21. Replace Note F. in Fieldperson since Truck Driver is obsolete.
- 22. Modify Note J. in Fieldperson to reflect Fieldperson/Equipment Operator Training Program.
- 23. Add new classification 0526 Night Fieldperson -SF and lines of progression.
- 24. Add new classification 0242 Utility Field Clerk - Bakersfield.
- 25. Replace "Class I Drivers License" with "Class A Drivers License".
- 26. Delete 0643 Manhole and Duct Crew Foreman (Inc. only) from the line of progression since it is an obsolete classification.
- 27. Delete 1360 Manhole Mechanic (Inc. only) from the line of progression since it is an obsolete classification.
- 28. Replace "Training and Qualifying Program for Backhoe Operator" with Letter Agreement 94-71.
- 29. Replace Letter Agreement 89-173 with Letter Agreement 94-95 regarding training for Equipment Operators to pull cable.
- 30. Delete the curriculum for the Gas Fundamentals Course and Electric Fundamentals course.
- 31. Modify Apprentice Fitter Note B. to include all classifications higher in the Line of Progression.
- 32. Remove reference to Santa Rita Training Center from the Underground Construction Crew Training.
- 33. This Committee was also charged with revising the Reverse Lines of Progression for Title 200 Gas T&D. Those revisions have been submitted as part of proposed Letter Agreement R2-00-03.

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 letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

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

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

Sept 20, 2001

By: 
Perry Zimmerman
Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245, AFL-CIO

JOB DEFINITIONS AND LINES OF PROGRESSION

TITLE 200 GAS TRANSMISSION AND DISTRIBUTION

EXHIBIT VI AND SECTION 600.1

OF THE AGREEMENT

REVISED *February*, 2001

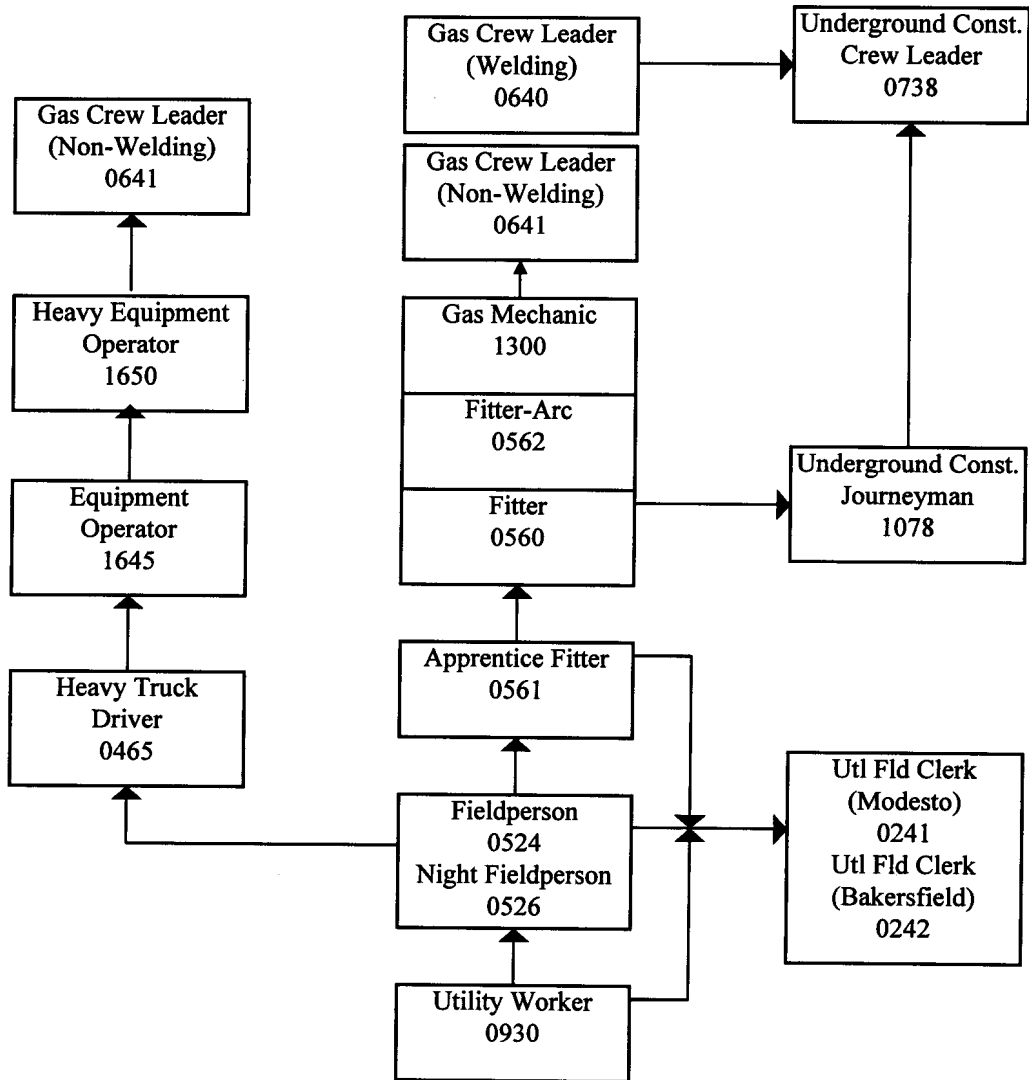
REPLACES BOOK DATED *July* 1993

New language appears in *Italics*

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TITLE 200 GAS TRANSMISSION AND DISTRIBUTION



JOB DEFINITIONS AND LINES OF PROGRESSION
GAS TRANSMISSION AND DISTRIBUTION DEPARTMENT

0640 GAS CREW LEADER (Welding)

An employee who is a working foreman in charge of a crew of two to five people exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Fitter and must- be familiar with G.O. 112 and G.O. 128, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. A Gas Crew Leader (Welding) 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 (0563) Fitter & (Un.)
0562 Fitter Arc
0641 Gas Crew Leader
1078 UG Construction Journeyman (Gas)
1300 Gas Mechanic

Same or Higher Classifications

0640 Gas Crew Leader (Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Leader (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced *employee* 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 *employee* has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Leader (Welding).
- B. In all types of work, two-*person* 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-*person* units:

- (1) a. Installation of *plastic* mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. *Installation of coil plastic pipe in excess of 200 feet.*
- b. *Installation of steel mains or services in excess of 2 inches. Handling of steel pipe shall be limited to lengths of approximately 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).*
- (2) 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.
- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

0640 GAS CREW LEADER (Welding) (cont.)

- C. *Inspection of contractor or applicant installed facilities shall be performed by a journeyman Fitter (0560) or above, including a Gas Crew Leader (Non-Welding)(L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson/Equipment Operator Training Program.*

0641 GAS CREW LEADER (Non-Welding)

An employee who is a working foreman in charge of a crew of two to five people exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, and must be familiar with G.O. 112 and G.O. 128, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. *May inspect plastic installations if qualified in plastic fusion. May inspect steel installations if he/she has completed Apprentice Fitter Training Program.* A Gas Crew Leader 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 (0563) Fitter & (Un.)*
0562 Fitter-Arc*
0524 Fieldperson**
1078 UG Construction Journeyman (Gas)
1645 Equipment Operator**

Same or Higher Classifications

0640 Gas Crew Leader (Welding)
0641 Gas Crew Leader (Non-Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Leader (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 Fitter or Apprentice Fitter on January 1, 1980.

**Applicable to those employees who have completed the Fieldperson/Equipment Operator training program.

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced *employee* 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 *employee* has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Leader.
- B. In all types of work, two-*person* 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-*person* units are:

- (1) *Installation of plastic mains or services in excess of 2 inches or inserts in excess of 1 inch CTS. Installation of coil plastic pipe in excess of 200 feet.*
- (2) 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.

0641 GAS CREW LEADER (Non-Welding) (cont.)

- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.
- C. The work assignments of this classification will basically be the same as the *Gas Crew Leader (Welding)* except that an employee shall not install any steel services or mains and shall not be required to weld metal pipe. However, a *Gas Crew Leader (Non-Welding)* may install leak clamps on metal pipe. *Any alteration, repair or addition to any steel gas facility that requires welding shall be assigned to a Gas Crew Leader (Welding) or a Gas Crew Leader (Non-Welding) who has completed the Apprentice Fitter Training Program.*
- D. For the purposes of Title 212 of the Physical Agreement, the *Gas Crew Leader (Welding)* and *Gas Crew Leader (Non-Welding)* 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 GCL (Welding) shall be used even if the GCL (*Non-Welding*) is on the top of the Title 212 call-out list.
- E. The establishment of the non-welding *Gas Crew Leader* classification shall be limited to 10% of the existing *Gas Crew Leader* classifications on Company's system. However, if it is necessary to demote existing *Gas Crew Leaders (Welding)* to *Gas Crew Leader* for failure to meet the welding requirements, an additional 5% *Gas Crew Leaders* are permitted. Not more than every other *Gas Crew Leader* vacancy in a headquarters may be filled as a new *Gas Crew Leader (Non-Welding)*.
- F. Temporary upgrades to *Gas Crew Leader (Non-Welding) (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 *Gas Crew Leader (Welding) (0640)*.
- G. Successful completion of EAS #5 Space Visualization Test and the Number Series Completion Test is required to become a valid prebidder to *0641 Gas Crew Leader (Non-Welding)*. 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). *This testing requirement is waived for 0640 Gas Crew Leader (Welding) (Added by L.A. 95-09).*
- H. *Inspection of contractor or applicant installed facilities shall be performed by a journeyman Fitter (0560) or above, including a Gas Crew Leader (Non-Welding) (L/A 85-95). Those performing inspections shall be required to complete both the Applicant Installed Field Representative Training and the Fieldperson/Equipment Operator Training Program.*

0738 UNDERGROUND CONSTRUCTION CREW LEADER (GAS) ¹

An employee who is a working foreman in charge of a crew engaged in the installation, repair and replacement of underground electric and gas facilities. Shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a combination journeyman. Must be familiar with G.O. 112 and 128, company construction and safety standards, accounting procedures and other appropriate rules and procedures. Shall be required to perform all duties of classifications previously held.

Next Lower Classifications

0140 Cableman
0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0650 Subforeman A (GC-Line)
0653 Subforeman B (GC-Line)
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC-Line)
0853 Working Foreman B (GC-Line)
1077 UG Const Journeyman (Elec)
1078 UG Const Journeyman (Gas)
1100 (1103) Lineman & (Un.)
1300 Gas Mechanic
2280 (2286) Cable Splicer & (Un.)
2290 Transmission Cableman
2535 Transmission Troubleman
2540 Troubleman

Same or Higher Classifications

0640 Gas Crew Leader (Welding)
0683 Night Cable Crew Foreman
0737 Un Const Crew Foreman (Elec.)
0738 Un Const Crew Leader (Gas)

1078 UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS) ¹

An employee who, as part of a crew, is engaged in the installation, repair, and replacement of underground electric and gas facilities. Prior to being awarded a bid to Underground Construction Journeyman, an employee must have held a journeyman classification in the lineman or fitter line of progression. Shall be required to perform all duties of either a journeyman lineman or fitter, depending on which line of progression the employee previously held.

Next Lower Classifications

0560 (0563) Fitter & (Un)
1100 (1103) Lineman & (Un)
2280 (2286) Cable Splicer & (Un)
2535 Transmission Troubleman
2540 Troubleman

Same or Higher Classifications

0140 Cableman
0562 Fitter-Arc
0640 Gas Crew Leader (Welding)
0650 Subforeman A (GC-Line)
0653 Subforeman B (GC-Line)
0683 Night Cable Crew Foreman

¹ 1990 Negotiations

1078 UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS) ¹ (cont.)

Next Lower Classifications

Same or Higher Classifications

0737 UG Const Crew *Leader* (Elec)
0738 UG Const Crew *Leader* (Gas)
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC-Line)
0853 Working Foreman B (GC-Line)
1077 UG Const Journeyman (Elec)
1078 UG Const Journeyman (Gas)
1300 Gas Mechanic
2290 Transmission Cableman

Notes on Underground Construction Crews:

- A. Each underground construction crew is to be comprised of one journeyman from the gas line of progression and one from the electric line of progression.
- B. For the purposes of short-term relief, temporary vacancies shall be filled in accordance with 205.3 and such employees shall receive \$10.00 per day above their regular rate and will be limited to their regular job description.
- C. A qualified gas and/or electric worker (as defined by present standards) is to be used when required.
- D. When it is necessary to perform switching, holding of clearance and related operations, the provisions of Letter Agreement 87-12 will apply.
- E. The parties shall adopt a twelve-month training utilizing Company's original twelve-month program as a basis.
- F. Electric journeyman shall continue to be eligible for rubber glove training and the associated pay.
- G. Letter Agreement 84-157 is rescinded.
- H. Underground Construction Crew *Leader* and Journeyman shall retain Title 208 and 212 rights for their equivalent classifications in the Electric and Gas T&D Departments and will be credited for all hours worked or charged regardless of the assignment:
- I. An Underground Construction Journeyman may supervise a crew performing the following:
 - 1. Engaged in digging excavations or trenches,
 - 2. Stubbing poles, clearing right-of-way, and clearing debris,
 - 3. Loading, delivering and unloading materials and supplies,
 - 4. Installing and hotting up new underground electric systems (600 volts or less) and plastic gas services,
 - 5. Installing non-lead cables

¹ 1990 Negotiations

1078 UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS) ¹ (cont.)

- J. An Underground Construction Journeyman may work alone to perform the following when qualified:
1. Switching to de-energize or energize underground distribution circuits,
 2. Installation of stub completion services (gas and electric) in customer-dug trenches,
 3. Splicing and making terminations on non-lead primary and secondary cable to be energized at less than 25 kv.
- K. In addition, two Electric Journeyman and a qualified observer may work on and energize a rise pole in association with an underground construction crew with the Underground Construction Crew *Leader* in charge of the job. However, if the Underground Construction Crew *Leader* was from the gas line of progression the responsibility for the overhead part of the job would be given to a qualified electric department employee.

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, and 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 Gas Crew *Leader* 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 (0563) Fitter & (Un.)
0562 Fitter-Arc
1078 UG Construction Journeyman (Gas)

Same or Higher Classifications

0640 Gas Crew *Leader* (Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew *Leader* (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
2617 Welder (G.C. Gas)

¹ 1990 Negotiations

1300 GAS MECHANIC (cont.)

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. Shall also perform work on transmission lines or systems with greater than 60 pounds pressure. *Shall be qualified to perform work on transmission lines with greater than 20% S.M.Y.S.*
- 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 of 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, the employee shall be a Corrosion Mechanic.
- D. A Gas Mechanic may install meters larger than 300 cubic feet per hour capacity; however, unless the employee is qualified by schooling or by experience in the work of M&C classification or that of Serviceman or Service Mechanic, the employee 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)
- F. *Bidders to Gas Mechanic from other than the Gas T&D Line of Progression, once placed in the job, shall attend the Primary, Secondary and Final Apprentice Fitter academic training.*
- G. *Bidders to Gas Mechanic from other than the Gas T&D Line of Progression shall complete 1 year in the Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.*

0562 FITTER-ARC

An employee with the qualifications of a Fitter who shall be a qualified arc and oxyacetylene welder. Such employee's arc welding duties shall be limited to welding on piping systems designed to operate at less than 20% specified minimum yield strength. In addition to performing all the duties of a Fitter, the Fitter-Arc may be required to move from crew to crew only to perform welding assignments within the herein stated limitations.

0562 FITTER-ARC (cont.)

The Fitter-Arc will not be required to operate main line valves or larger pressure control equipment (Mueller); or to fabricate the complex layouts involved in larger diameter piping or perform hot tie-ins by the "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic. It is not the intent of this classification to replace the Gas Mechanic classification.

Next Lower Classifications

0560 (0563) Fitter & (Un.)

Same or Higher Classifications

0562 Fitter-Arc
0640 Gas Crew *Leader* (Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew *Leader* (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 UG Construction *Journeyman* (Gas)
1300 Gas Mechanic
2617 Welder (G.C. Gas)
2625 Arc Welder (G.C. Gas)

Notes on Fitter-Arc Classification:

- A. Vacancies in the Fitter-Arc classification will be filled through the bidding procedure on or after January 1, 1981. Company will not establish the Fitter-Arc classification in any Division until, and unless, it has offered a training course in arc welding, including practice sessions, to those employees in the Fitter classification who might be candidates for promotion to Fitter-Arc. Such training course shall be conducted outside of working hours and shall be on the employee's time. No charge will be made for participation in this course.
- B. *Bidders to Fitter-Arc from other than the Gas T&D Line of Progression shall complete 1 year in the Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.*
- C. *Bidders to Fitter-Arc from other than the Gas T&D Line of Progression, once placed in the job, shall attend the Primary, Secondary and Final Apprentice Fitter academic training.*

0560 FITTER (0563 Un.)

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 services, remodeling domestic type meter and regulator sets, and patrolling transmission and distribution mains. May be required to operate mechanical equipment *for which they have been qualified.*

0560 FITTER (0563 Un.) (cont.)

Next Lower Classifications

0561 Apprentice Fitter

Same or Higher Classifications

0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0640 Gas Crew *Leader* (Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG -Construction Crew *Leader*- Gas
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 UG Construction Journeyman (Gas)
1300 Gas Mechanic
2617 Welder (G.C. Gas)
2625 Arc Welder (G.C. Gas)

Notes on Fitter Definition:

- 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 regulator sets, or working with a contractor or others who are performing operations which could create a hazard to PG and E gas pipelines. In working in such assignments, the employee's 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 Fieldperson 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 regulator sets including the installation of meter manifolds having connectors for four meters or less. (R.C. #1526-81-10)
 - 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 an employee will be working with the crew to which the employee 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.

0560 FITTER (0563 Un.) (cont.)

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 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 non-production 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.

D. *Bidders to Fitter from other than the Gas T&D Line of Progression shall complete 1 year in the Gas T&D Department before being a qualified bidder to classifications higher in the Line of Progression.*

E. *Bidders to Fitter from other than the Gas T&D Line of Progression, once placed in the job, shall attend the Primary, Secondary and Final Apprentice Fitter academic training.*

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 *Gas Crew Leader* in the performance of the clerical work of the crew.

0561 APPRENTICE FITTER (cont.)

Next Lower Classifications

0930 Utility Worker (Gas T&D)

Same or Higher Classifications

0241 Utility Field Clerk - Modesto
0242 Utility Field Clerk - Bakersfield
0465 Heavy Truck Driver (Gas)
0524 Fieldperson
0561 Apprentice Fitter
0580 Street Fitter (G.C. Gas)
0641 Gas Crew Leader(Non-Welding)
1301 Gas Mechanic (G.C.)
1645 Equipment Operator
1650 Heavy Equipment Operator
2628 Apprentice Welder (G.C. Gas)

Notes on Apprentice Fitter Classification:

- A. 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.
- B. A Fieldperson, or an employee in a classification higher in the Line of Progression who formerly held the classification of Fieldperson, 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/she has accrued 24 months as an Apprentice Fitter. In addition, they will not be considered for automatic progression to Unassigned Fitter under the provisions of the Master Apprentice Agreement until the employee has accrued 30 months as an Apprentice Fitter. (Effective 8-1-83 as per L.A. 83-104.)

1650 HEAVY EQUIPMENT OPERATOR

An employee who operates cranes whose capacity is 10 tons or over, or trenching machines capable of digging a trench 7 feet deep or greater; makes minor repairs to such equipment; performs such other work in lower classifications as may become necessary.

Next Lower Classification

1645 Equipment Operator

Same or Higher Classifications

0640 Gas Crew Leader (Welding)
0641 Gas Crew Leader (Non-Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Leader (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
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator (G.C. Gas)
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)

1645 EQUIPMENT OPERATOR

An employee who operates cranes of capacities which are less than 10 tons, trenchers, loaders, backhoes, hydrammers and other equipment. When not operating equipment, may work alone or with an assistant performing such work as patrolling and locating pipelines, repairing pipe wrapping damage, repairing minor leaks found on routine leak surveys, and lubricating and repacking valves. May be required to drive a truck and possess a Class A Driver's License. Performs such other work in lower classifications as may become necessary.

May perform work under the direction of a qualified supervisor in the installation of underground electric facilities, including pulling cable in conduit. May include setting poles and the associated trenching, provided special training has been provided; will not be required to operate a line truck. Cable pulling is limited to all secondary and primary 1/0 and smaller cables in runs of 500 feet or less and cable tension not to exceed 1000 pounds. *Field training on cable pulling will be conducted in accordance with Letter Agreement 94-95.*

Must successfully complete two-week Backhoe/Loader Training Program in order to be considered for upgrade or promotion. (See pg. 27 - Backhoe/Loader Training Program.)

Next Lower Classifications

0465 Heavy Truck Driver (Gas)
0524 Fieldperson

Same or Higher Classifications

0525 G.C. Fieldperson*
0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0640 Gas Crew Leader (Welding)
0641 Gas Crew Leader (Non-Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Leader (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 UG Construction Journeyman (Gas)
1300 Gas Mechanic
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator (G.C. Gas)
Operator B (G.C. Gas)
1645 Equipment Operator
1646 Misc. Equipment Operator (G.C.)**
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)

*Applicable only to employees who were classified as (1643) Misc. Equipment Operator B (GC Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights (L/A R1-97-68).

**Applicable only to employees who were classified as (1640) Misc. Equipment Operator A (GC Gas) prior to 1/1/91 and to employees who are classified as 1646 Misc. Equipment Operator (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights (L/A R1-97-68).

0524 FIELDPERSON

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 Gas Crew *Leader*, 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, routine leak surveys, pipe locating, taking pipe to soil potentials. Performs clerical work associated with these duties. The duties, which may be performed by a Fieldperson working alone, may also be performed by a Fieldperson when assigned as a member of a crew. May be assigned to drive the crew truck and assist the Gas Crew *Leader* in the performance of the clerical work of the crew.

Next Lower Classifications

0930 Utility Worker (Gas T&D)

Same or Higher Classifications

0241 Utility Field Clerk - Modesto
0242 *Utility Field Clerk - Bakersfield*
0465 Heavy Truck Driver (Gas)
0524 Fieldperson
0525 G.C. Fieldperson*
0560 (0563) Fitter & (Un.)
0561 Apprentice Fitter
0562 Fitter-Arc
0580 Street--Fitter (G.C. Gas)
0640 Gas Crew *Leader* (Welding)
0641 Gas Crew *Leader* (Non-Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew *Leader* (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 UG Construction Journeyman (Gas)
1300 Gas Mechanic
1301 Gas Mechanic (G.C.)
1368 Apprentice Meas. & Ctrl Mechanic
1483 Field Meterperson
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator
1645 Equipment Operator
1646 Misc. Equipment Operator (G.C.)*
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)
2617 Welder (G.C. Gas)
2625 Welder-Arc (G.C. Gas)
2627 Welder-Oxyacetylene (G.C. Gas)
2628 Apprentice Welder (G.C. Gas)

*Applicable only to employees who were classified as (1570) Compressor Operator A (G.C. Gas), (1573) Compressor Operator B (G.C. Gas), (1640) Misc. Equipment Operator A (G.C. Gas), (1643) Misc. Equipment Operator B (G.C. Gas), and (1644) Misc. Equipment Operator C (G.C. Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (G.C. Gas) and 1646 Misc. Equipment Operator (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights (L/A R1-97-68-PGE).

0524 FIELDPERSON (cont.)

Notes on Fieldperson Definition:

The classification of Fieldperson was developed to perform all duties of the Apprentice Fitter except that of welding. The Fieldperson'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 Fieldperson, a Utility Worker may accompany the employee to act as Flagman while no mechanical work will be performed as part of these functions. When a Utility Worker is assigned to assist a Fieldperson, the Utility Worker's primary function will be to act as a Flagman for the protection of both employees, nevertheless, the Utility Worker will be expected to provide some assistance to the Fieldperson such as raising manhole covers, driving, painting the street after the Fieldperson 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 Fieldperson 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 Fieldperson classification.
- D. Use of portable trenchers (such as "Ditch Witch"). When used apart from a crew, the employee shall be paid the wage rate of Equipment Operator.
- E. Fitting work by a Fieldperson shall be limited to fabrication and alteration of meter sets using threaded fittings.
- F. *A Fieldperson may be assigned to perform the operation of a dump truck with a loader on the front, which is being used to load the truck itself, provided that the employee's wage rate is at least at the 12-month step.*
- 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 Fieldperson 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 an employee receives a wage rate that is at least equivalent to the 12-month Fieldperson rate.
- I. The Fieldperson classification is to be used on all marking and locating assignments where that activity is the principal assignment. May answer questions and give advice to others while on such assignments if that activity is incidental to 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.

0524 FIELDPERSON (cont.)

- J. *Successful bidders to Fieldperson will be required to attend the Fieldperson/Equipment Operator classroom training program. Incumbents at the 24-month wage step who do not successfully complete the training will 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. In order to be temporarily upgraded to Gas Crew Leader (Non-Welding), they must complete Fieldperson/Equipment Operator Training Program.*
- K. *May perform field paperwork for transmission and distribution crews, including but not limited to, processing of time cards and job cost reports; ordering, receiving and delivering material. May correct and process work orders, service tags, sketches, accident reports, job permits, and may make field measurements.*

0526 NIGHT FIELDPERSON - San Francisco Division Only

A service employee who has the full qualifications of and performs work of a Fieldperson.

Next Lower Classifications

0930 *Utility Worker (Gas T&D)*

Same or Higher Classifications

0241 *Utility Field Clerk - Modesto*
0242 *Utility Field Clerk - Bakersfield*
0465 *Heavy Truck Driver (Gas)*
0524 *Fieldperson*
0525 *G.C. Fieldperson**
0560 *(0563) Fitter & (Un.)*
0561 *Apprentice Fitter*
0562 *Fitter-Arc*
0580 *Street-Fitter (G.C. Gas)*
0640 *Gas Crew Leader(Welding)*
0641 *Gas Crew Leader(Non-Welding)*
0650 *Subforeman A (G.C. Gas)*
0653 *Subforeman B (G.C. Gas)*
0738 *UG Construction Crew Leader (Gas)*
0850 *Working Foreman A (G.C. Gas)*
0853 *Working Foreman B (G.C. Gas)*
0854 *Working Foreman C (G.C. Gas)*
1078 *UG Construction Journeyman (Gas)*
1300 *Gas Mechanic*
1301 *Gas Mechanic (G.C.)*
1368 *Apprentice Measurement and Control Mechanic*
1483 *Field Meterperson*
1515 *Backhoe Operator (G.C. Gas)*
1594 *Crane Operator*
1645 *Equipment Operator*

**Applicable only to employees who were classified as (1570) Compressor Operator A (G.C. Gas), (1573) Compressor Operator B (G.C. Gas), (1640) Misc. Equipment Operator A (G.C. Gas), (1643) Misc. Equipment Operator B (G.C. Gas), and (1644) Misc. Equipment Operator C (G.C. Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (GC Gas) and 1646 Misc. Equipment Operator (GC Gas) on or after 1/1/91 per 1990 settlement on GC consolidation bidding rights (LA R1-97-68).*

0526 NIGHT FIELDPERSON - San Francisco Division Only (cont.)

Next Lower Classifications

Same or Higher Classifications

1646 Misc. Equipment Operator (G.C.)*
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)
2617 Welder (G.C. Gas)
2625 Welder-Arc (G.C. Gas)
2627 Welder-Oxyacetylene (G.C. Gas)
2628 Apprentice Welder (G.C. Gas)

HOURS OF WORK

The regular hours of the Night Fieldperson will be the same as the Night Cable Splicer (L/A R1-96-86-PGE).

0241 UTILITY FIELD CLERK (MODESTO) ¹

0242 UTILITY FIELD CLERK (BAKERSFIELD) ²

An employee whose background and experience are such that an employee has working knowledge of the Gas T&D Department and performs field and office clerical functions for the *Department* and crews. May be required to order and keep inventory of Gas T&D materials and supplies. May be required to operate a fork lift, to perform construction job pre-checks, and investigate customer complaints. May be required to operate a computer for inputting payroll information and performs cost tracking.

Next Lower Classification

Same or Higher Classifications

0524 Fieldperson
0561 Apprentice Fitter
0930 Utility Worker (Gas T&D)

0241 Utility Field Clerk (Modesto)
0242 Utility Field Clerk (Bakersfield)
0465 Heavy Truck Driver
0525 GC Fieldperson*
0560 (0563) Fitter & (Un)
0562 Fitter-Arc
0580 Street Fitter (GC Gas)
0640 Gas Crew Leader (Welding)
0641 Gas Crew Leader (Non-Welding)
0650 Subforeman A (GC Gas)
0653 Subforeman B (GC Gas)
0738 UG Const Crew Leader (Gas)
0850 Working Foreman A (GC Gas)
0853 Working Foreman B (GC Gas)
0854 Working Foreman C (GC Gas)
1078 UG Const Journeyman (Gas)
1245 Corrosion Mechanic
1300 Gas Mechanic
1301 Gas Mechanic (G.C.)
1368 Appr. Measurement & Control
Mechanic
1483 Field Meterperson
1515 Backhoe Operator (GC Gas)
1594 Crane Operator

0241 UTILITY FIELD CLERK (MODESTO), 0242 UTILITY FIELD CLERK (BAKERSFIELD) (Cont.)

Next Lower Classifications

Same or Higher Classifications

1645 Equipment Operator
1646 Misc Equipment Operator (GC)**
1650 Heavy Equipment Operator
1860 Trencher Operator (GC)
2617 Welder (GC Gas)
2625 Welder-Arc (GC Gas)
2627 Welder-Oxyacetylene (GC Gas)
2628 Appr Welder (GC Gas)

**Applicable only to employees who were classified as 1573 Compressor Operator B (GC Gas), 1643 Misc. Equipment Operator B (GC Gas) or 1570 Compressor Operator A (GC Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights. (L/A R1-97-68).*

***Applicable only to employees who were classified as 1573 Compressor Operator B (GC Gas), 1640 Misc. Equipment Operator A (GC Gas), 1643 MEO or 1644 MEOC prior to 1/1/91 and to employees who are classified as 1646 MEO (GC Gas) or 0525 G.C. Fieldperson (GC Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights (L/A R1-97-68).*

¹ LA 91-189 and LA 92-67

² LA 97-12

0465 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting employees, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment. Must possess a valid Class A Driver's License.

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.

Next Lower Classifications

Same or Higher Classifications

0524 Fieldperson (6 mo. step)

0433 Leadman Driver
0435 Special Driver (G.C.)
0462 Heavy Truck Driver (Materials)
0463 Heavy Truck Driver (Electric)
0464 Heavy Truck Driver (Water)
0465 Heavy Truck Driver (Gas)
0560 (0563) Fitter & (Un.)

0465 HEAVY TRUCK DRIVER (cont.)

Next Lower Classifications

Same or Higher Classifications

0562 Fitter-Arc
0640 Gas Crew Leader (Welding)
0641 Gas Crew Leader (Non-Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Leader (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 UG Construction Journeyman (Gas)
1300 Gas Mechanic
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator
1645 Equipment Operator
1646 Misc. Equipment Operator*
1860 Trencher Operator (G.C. Gas)
2617 Welder (G.C. Gas)
2625 Welder-Arc (G.C. Gas)

** Applicable only to employees who were classified as 0435 Special Driver (G.C. Gas), 0461 Heavy Truck Driver (G.C. Gas) or 1640 Misc. Equipment Operator A (G.C. Gas) prior to 1/1/91 and to employees who are classified as 1646 Misc. Equipment Operator (G.C. Gas) prior to 1/1/91 per 1990 settlement on G.C. consolidation bidding rights (LA R1-97-68).*

0930 UTILITY WORKER

An employee who assists a journeyman or other higher rated employees. Performs semi-skilled duties such as tapping mains under pressure of 60 pounds or less, incidental truck driving, pipe wrapping, using paving breakers, and operates valves.

Beginner's Classification

DIVISION GAS DEPARTMENT

NOTES ON THE ASSIGNMENT OF ELECTRIC T&D WORK TO EMPLOYEES IN THE APPROPRIATE GAS DEPARTMENT CLASSIFICATIONS

The statement which follows supersedes those previous notes on the assignments of Electric T&D work which appeared on Page 19 of Exhibit VI-L, Electric Department Job Definitions, and as agreed to in the letter dated June 27, 1968, including the understanding with respect to pole risers and leaving of coiled cable:

Employees in the appropriate Gas Transmission and Distribution Department classifications may be required to trench, install ducts, cable in conduit (C.I.C.), direct burial cable, manholes, splice boxes, vaults, etc. and tamp and backfill. When C.I.C. is installed, the ends of the cable will be left in a predetermined position (not connected). When direct burial cable is installed, the ends of the cable will be left in a predetermined position (not connected), which includes inserting the cable through the service riser in a residence, leaving the cable extending from the meter socket or service termination enclosure and inserting the cable in a splice box. On pole installations, Gas Department employees will install the first section (eight feet) of the cable and plastic molding and will leave the cable coiled at the top of such molding.

Gas Department employees will be instructed and kept current in the installation of Electric Department facilities and in the precautions necessary with joint trench construction before being required to perform this kind of work.

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5

As a result of the 1976/77 general negotiations, Subsection 202.4 (b), later re-numbered 202.5, of the Physical contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 This Section establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.

202.5 In addition to the hours and conditions outlined in Section 202.4 above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Section thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters.

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Section 202.5 must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

- 1) The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Section 202.5, the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 a.m. to 4:30 p.m. or 5:00 p.m. in accordance with the provisions of Section 202.4 of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 a.m. to 4:30 p.m. or 5:00 p.m. is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions).

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5 (Continued)

2) Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m.-5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service".

3) Once the Section 202.5 schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.

4) The provisions in Section 202.4 relative to the advancement or delay of the regular lunch period apply also to the Section 202.5 schedule of hours.

In order to assure a uniform approach to the implementation of Section 202.5, clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

s/ I. Wayland Bonbright

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85-95-PGE

PACIFIC GAS AND ELECTRIC COMPANY

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 490
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes all previous correspondence on this issue.

To comply with the decision rendered in Arbitration Case No. 123, Company will use existing classifications to perform the work identified by the arbitrator as appropriate to those classifications. Work will be distributed as follows.:

For those conditions in either overhead or underground construction work where the contracted work requires more "on-site" coordination and/or inspection by the Construction Supervisor than is required for Company crews, this will be performed by the "field representatives" in classifications listed below.

- 1) Underground Construction - by journeyman Fitter (0560), Inspector (0990) or above.
- 2) Overhead Construction - Inspector (0990) or above. "Field representative" duties are described in detail in Company's attached Contract Compliance Manual as revised August 5, 1985.

Such duties, falling within the classifications outlined, shall be assigned by the supervisors in **charge in accordance with the Labor Agreement**. Supervision will continue to coordinate the activities of the bargaining-unit classifications involved in the contracting activities, as well as pre- and post-check jobs, negotiate with contractors and the associated Contract administration work.

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 letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By s/l. 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

August 7, 1985

By s/Jack McNally
Business Manager

- COPY-

92-82-PGE

PACIFIC GAS AND ELECTRIC COMPANY

June 9, 1992

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes Letter Agreement R1-91-11-PGE. It has come to the attention of the Underground Construction Journeyman Ad-Hoc Committee that there is a need to modify and in some cases change the underground construction crew training guidelines and requirements.

The Company proposes that the attached new training requirements for underground construction crews be adopted. Several of the Advanced Courses for Electric Department Employees have been removed and placed into the Intermediate Course (e.g., Advanced Accounting, Breathing Protection, and First Aid & Accident Prevention). The Advanced Course content has been replaced with: Grade Stake Reading, Joint Trench Installation, Back Hoe/Loader Safety, and Soil Compaction. The Gas Department Employees Intermediate Course content has one addition - Line Truck Overview.

In addition, the Committee recommends providing specialized or refresher training in place of a standardized one week review session. If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and developed based upon the needs and requests of the participants. Any additional training needed by the pilot participants will be provided on-the-job, or in formal classroom training.

As a result of these negotiations and input from the field that preceded this agreement, the Committee believes there is a need to reemphasize a strict adherence to the provisions of Letter Agreement 87-112; which involves appropriate rates of pay for employees engaged in switching assignments and/or holding clearances. Also, strong adherence should be given to CAL/OSHA safety regulations when it becomes necessary to perform switching, holding of clearances, and related operations.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By /s/David J. Bergman
Director and Chief Negotiator

The Union is in accord with the foregoing and attachment, and agree thereto as of date hereof.

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

June 21, 1992

By /s/Jack McNally
Business Manager

UNDERGROUND CONSTRUCTION CREWS

This training is being provided for qualified Gas and Electric Journeymen who will be performing work that involves the installation, repair and replacement of underground electric and gas facilities.

TRAINING

- The centralized training will be conducted at the San Ramon *Learning Center*, and the Livermore *Learning Center*.
- The training program will be a 12 month program and will consist of a combination of centralized training and on-the-job training.
- Qualified gas department employees will receive six weeks of centralized training and qualified electric department employees will receive four weeks of centralized training. The remaining time will be on-the-job training.
- If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and/or developed based upon the needs of the participants.
- A training card will be used for every employee for the purpose of assuring that on-the-job training covers all facets of the work and in the proper sequence.
- When possible employees will be trained as a team, electric and gas employees from the same headquarters at the same time.
- Employees that received training during the two year period are not required to repeat training. Additional centralized training will be provided to employees that were in the trial program if requested by the employee.
- If any employee has been out of the Underground Construction Crew program for 12 months, that employee may be assigned to attend selected training classes. The refresher training will not be on a pass or fail basis.
- Employees who do not maintain a satisfactory level of performance as provided herein will be removed from the classification. Employees who fail any final examination will be given one opportunity to retest within 30 days. Failure on the retest will result in removal from the program and classification.
- Employee will not have to pass the final examination in the classes pertaining to journeyman classification previously held.
- An employee demoted from the classification shall not be entitled to re-bid the classification until the Joint Apprenticeship Committee has determined that the employee is qualified and desires to progress. At that time the Joint Apprenticeship Committee may grant consideration to re-enter the classification.

-COPY-

94-71-PGE

PACIFIC GAS AND ELECTRIC COMPANY

August 22, 1994

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Sections 205.11 and 305.4 of the Physical Agreement, Company proposes to establish the attached joint Backhoe/Loader Training Program to serve as an entry requirement to the Division classification 1645 Equipment Operator, and the General Construction classification 1515 Backhoe Operator.

This letter cancels and supersedes Letter Agreement 89-170-PGE, dated September 20, 1989.

In order to be considered for upgrade or promotion to the classifications indicated above, the employee must successfully complete the company two-week backhoe/loader training program. Candidates will be selected for training on the basis of their preferential consideration to the position under Titles 205 and 305. Further, where applicable, the employee will be required to possess a valid Class A Drivers License.

Removal of a backhoe operator for job performance failure will be subject to review by the Joint Apprenticeship and Training Committee.

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

Very truly yours,

By /s/David J. Bergman
Director and Chief Negotiator
PACIFIC GAS & ELECTRIC COMPANY

The Union is in accord with the foregoing and attachments and agree thereto, please do indicate in the space provided below and return one executed copy of this letter to the Company.

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

April 3, 1994

By /s/Jack McNally
Business Manager

-COPY-

LETTER AGREEMENT

NO. 94-95-PGE

PACIFIC GAS AND ELECTRIC COMPANY

October 12, 1994

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 205.11 of the Physical Agreement, Company proposes to establish a training program for Equipment Operators who may be required to pull underground cable. The job definition for the Equipment Operator (1645) currently provides for Equipment Operators to perform cable pulling, however, prevents employees from being assigned this work until an agreed-to training program is established. Company now proposes that a Cable Pulling Training Program be implemented at our Livermore Construction Training Facility. The program will be a one day course consisting of classroom and field training.

The cable pulling training for Equipment Operators will be as follows:

1. Classroom training will consist of reviewing appropriate Electric Operations' Standards and Guidelines, and Accident Prevention Rules.
2. Field training will consist of pulling primary and secondary underground cables in each of the following manners:
 - To and from a concrete pad;
 - To and from a customer panel; and,
 - To and from a concrete subsurface enclosure.

Employees will be trained in the use of the appropriate underground cable pulling equipment.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman
Director and Chief Negotiator

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

April 3, 1994

By: s/Jack McNally
Business Manager

-COPY-

R1-97-68

PACIFIC GAS AND ELECTRIC COMPANY

17 June 1997

Pacific Gas and Electric Company
Industrial Relations Department
2850 Shadelands Drive, Suite 100
Walnut Creek, California 94598

Attention: Mr. David Bergman
Director and Chief Negotiator

Gentlemen:

Union proposes to amend Section 600.1, Exhibit VI of the Division Gas Transmission and Distribution Job Definition and Line of Progression as follows:

0524 Fieldperson - footnote for 0525 G.C. Fieldperson and 1646 Misc. Equipment Operator (G.C.) should read as follows:

- * Applicable only to employees who were classified as 1570 Compressor Operator A (G.C. Gas), 1573 Compressor Operator B (G.C. Gas), 1640 Misc. Equipment Operator A (G.C. Gas), 1643 Misc. Equipment Operator B (G.C. Gas), and 1644 Misc. Equipment Operator C (G.C. Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (G.C. Gas) and 1646 Misc. Equipment Operator (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights.

1645 - Equipment Operator - footnote for 0525 G.C. Fieldperson should read as follows:

- * Applicable only to employees who were classified as 1643 Misc. Equipment Operator B (G.C. Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights.

- footnote for 1646 Misc. Equipment Operator should read as follows:

- ** Applicable only to employees who were classified as 1640 Misc. Equipment Operator A (G.C. Gas) prior to 1/1/91 and to employees who are classified as 1646 Misc. Equipment Operator (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights.

0241 Utility Field Clerk (Modesto) - footnote for 0525 G.C. Fieldperson should read as follows:

- * Applicable only to employees who were classified as 1573 Compressor Operator B (G.C. Gas), 1643 Misc. Equipment Operator B (G.C. Gas), or 1570 Compressor Operator A (G.C. Gas) prior to 1/1/91 and to employees who are classified as 0525 G.C. Fieldperson (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights.

- footnote for 1646 Misc. Equipment Operator should read as follows:

- ** Applicable only to employees who were classified as 1573 Compressor Operator B (G.C. Gas), 1640 Misc. Equipment Operator A (G.C. Gas), 1643 Misc. Equipment Operator B (G.C. Gas), or 1644 Misc. Equipment Operator C (G.C. Gas) prior to 1/1/91 and to employees who are classified as 1646 Misc. Equipment Operator (G.C. Gas), or 0525 G.C. Fieldperson (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights.

0465 Heavy Truck Driver - footnote for 1646 Misc. Equipment Operator should read as follows:

- ** Applicable only to employees who were classified as 0435 Special Driver (G.C. Gas), 0461 Heavy Truck Driver (G.C. Gas) or 1640 Misc. Equipment Operator A (G.C. Gas) prior to 1/1/91 and to employees who are classified as 1646 Misc. Equipment Operator (G.C. Gas) on or after 1/1/91 per 1990 settlement on G.C. consolidation bidding rights.

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 letter to the Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: s/Jack McNally
 Jack McNally
 Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

June 25, 1997

By: s/David J. Bergman
 David J. Bergman
 Director and Chief Negotiator