



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 06-16-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
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STEPHEN A. RAYBURN,
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PERRY ZIMMERMAN,
BUSINESS MANAGER

March 31, 2006

Mr. Perry Zimmerman, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

As a result of recent discussions between the parties, the Company proposes to update the job definitions and lines of progression for Section 600.2, Exhibit VI-A, Materials Distribution Department. The updates reflect the re-designation of Marysville and Fresno associated with Materials Distribution Optimization (MDO) and inclusion of changes which have been negotiated since the last update in 1997. The specific updates are:

- Re-designate Marysville and Fresno as Satellite Facilities instead of Materials Distribution Centers. This change will occur upon implementation of the MDO operating model.
- Re-designate Pismo Beach as a Satellite Facility instead of a Materials Distribution Center as agreed to in LA R2-01-70.
- Delete Rohnert Park as a Material Distribution Center and establish Lakeville and Ukiah as Satellite Facilities as agreed to in LA R1-01-35.
- Add Traveling Electrician-Materials (0499) and Traveling Utility Worker-Materials (0498) classifications as agreed to in LA 99-48. Add where appropriate to lines of progression for Electric Maintenance Crew Leader (0750), Electric Shop Leader (0710), Electrician (0469), Apprentice Electrician (0483), Transformer Repairperson (2135), Filterperson (0530), and Painter (1934).
- Move Decoto Pipe Yard classifications to the Warehouse Operations, Materials section and remove references to Decoto Pipe Yard and Plant as agreed to in LA 02-20.
- Add LA 01-69 (Materials Department bidding clarification) to the Exhibit.
- Add LA 02-10 (Delete Fork Lift Operator written examination) to the Exhibit.

- Correct class code for Subforeman A – GC Station.
- Revise Section II, paragraph 1 in “Procedures Materials Training Program and Test Requirements” to reflect language change agreed to in Letter Agreement R2-98-19.
- Revise language in definitions of Satellite Facility and Remote Service Point to reflect change to one Materials Distribution Center.
- Correct typo in Materials Handler job definition (typewriter).
- Delete Note 3 in Lead Driver job definition as it is not applicable and remove redundant reference to Note 1.
- Revise table of contents to reflect changes.

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

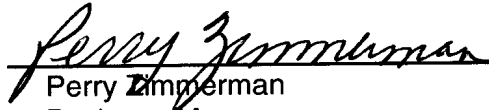
By: 

 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

4-18, 2006

By: 

 Perry Zimmerman
 Business Manager

**PACIFIC GAS AND ELECTRIC COMPANY
and
IBEW, LOCAL UNION NO. 1245**

**MATERIALS DISTRIBUTION
AND
DIVISION MATERIALS DEPARTMENTS
INCLUDING GAS TRANSMISSION & STORAGE**

JOB DEFINITIONS AND LINES OF PROGRESSION

Exhibit VI-A, Section 600.2

**REVISED MARCH 2006
Replaces Book Dated May 1997
New language appear in italics**

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WAREHOUSE OPERATIONS, MATERIALS

0765 MATERIAL FACILITY LEADER

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where three or more employees including the Material Facility Leader are employed, interprets and administers Materials Department procedure, and both supervises and performs duties relating to materials related office procedures, shipping/receiving, disbursing, and salvaging of materials. The Material Facility Leader 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 the Material Facility Leader is subordinate to a materials supervisory employee not in the bargaining unit, the Material Facility Leader may perform the duties of a Materials Leadperson.

Next Lower Classifications

Same or Higher Classification

0433 Lead Driver+
1082 Materials Leadman - G.C.
1085 Materials Leadperson*
1215 Materials Facilityperson

0765 Material Facility Leader

- * If no valid 205.7(b) bid on file from Materials Facilityperson or Material Facility Leader.
- + Must have, on or before 1/15/79, been classified as Senior Warehouseman, (1085) Materials Leadperson or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Facilityperson.

Notes:

- (1) It is understood that the classification of Material Facility Leader may, at Company's discretion, be used in Materials Facilities or Distribution Centers for the relief of nonbargaining unit materials supervisors or as working supervisors in these facilities (five to eight employees excluding the supervisor).
- (2) It is also understood that Company may, at its discretion, use the classification of Material Facility Leader as an assistant to a nonbargaining unit materials supervisor on a temporary basis during the transition to centralized facilities or centers. When this is done, the classification shall be offered on the basis of Service and qualifications to employees who are in the next lower classification at the facility or center.
- (3) Should establishment of a Material Facility Leader or Materials Facilityperson classification become necessary at a Distribution Center or Materials Facility, the classification shall be offered on the basis of Service and qualifications to employees in the next lower classification at that facility or center. If the

(Cont'd.)

0765 MATERIAL FACILITY LEADER (Cont'n.)

classification is not filled in the manner outlined above, the employee with the least Service in the next lower classification at that headquarters shall be assigned the Material Facility Leader or Materials Facilityperson classification.

- (4) That all Materials Department employees assigned a shift at a Materials Facility or a Distribution Center, including the crew assigned duties at a Materials service point remote from the Materials Facility or Distribution Center, be included in determining the need for a Material Facility Leader or a Materials Facilityperson.

1215 MATERIALS FACILITYPERSON

An employee who is in charge of a Materials Facility or a shift at a Distribution Center where one or two employees, including the Facilityperson, are employed; interprets and administers Materials Department procedure, and both directs and performs duties relating to the materials related office procedures, shipping, receiving, disbursing, and salvaging of materials. The Facilityperson shall be familiar with the Company's applicable rules and procedures and be able to use a typewriter with moderate skill (25 words per minute, net) or a data terminal and possess a valid Class C Driver's License.

If assigned to a Materials Facility where the Facilityperson is subordinate to a Material Facility Leader or a nonbargaining unit materials supervisor, the Facilityperson may be required to perform the duties of a Material's Leadperson. (See Notes 3 and 4 under Material Facility Leader.)

Next Lower Classifications

Same or Higher Classifications

0433 Lead Driver*
1082 Materials Leadman - G.C.
1085 Materials Leadperson

0765 Material Facility Leader
1215 Materials Facilityperson

- * Must have, *on* or before 1/15/79, been classified as a Senior Warehouseman, (1085) Materials Leadperson, or temporarily upgraded for a period of six months or more to (0765) Material Facility Leader or (1215) Materials Facilityperson.

Note: Class C drivers license required per LA 93-39-PGE.

1085 MATERIALS LEADPERSON

An employee, subordinate to a Material Facility Leader or a nonbargaining unit materials supervisor, who is in charge of one or more functions and who both

(Cont'd.)

1085 MATERIALS LEADPERSON (Cont'n.)

directs and performs duties relating to materials related office procedures, shipping, receiving, disbursing, and salvaging of materials.

An employee who is headquartered at a Distribution Center, Satellite Facility or a Remote Service Point (2) which may be physically removed from the Materials Distribution Center but is accountable to and assigned duties from the Center; or

An employee who, while assigned to one facility as his/her headquarters, is assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. In any of the above situations, an employee shall be able to use a typewriter or data terminal and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane) and any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between facilities or to a jobsite.

Next Lower Classification

Same or Higher Classifications

1210 Materials Handler*
1212 Materials Handler - G.C.

0433 Lead Driver
0765 Materials Facility Leader
1082 Materials Leadman - G.C.
1085 Materials Leadperson
1215 Materials Facilityperson

* See test requirements and training program - page 31.

Notes:

- (1) There shall not be less than four (4) Materials Leadpersons assigned to the primary shift at a Materials Distribution Center.
- (2) Materials Leadperson assigned to a satellite location shall be considered for the purposes of Title 202 and 205 of the Physical Labor Agreement as headquartered at the remote location.
- (3) Class C drivers license may be required per LA 93-39-PGE.

0433 LEAD DRIVER

An employee who operates a heavy truck to transport materials between Distribution Centers, Materials Facilities, Satellite Facilities, Remote Service Points, or to a job site. An employee who, while assigned to one Materials Facility or Distribution Center, Satellite Facility or Remote Service Point as his/her headquarters, may be assigned duties at one or more Satellite Facilities or Remote Service Points which may be unattended by Materials employees. May be assigned,

(Cont'd.)

0433 LEAD DRIVER (Cont'n.)

subordinate to Material Facility Leader or a nonbargaining unit materials supervisor, the direction and performance of duties relating to materials related office procedures⁽¹⁾, shipping, receiving, disbursing, and salvaging of materials. Must possess a valid Class A Driver's License and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane).

Next Lower Classification

Same or Higher Classifications

1082	Materials Leadman - G.C.	0433	Lead Driver
1085	Materials Leadperson ⁽¹⁾	0765	Material Facility Leader ⁽¹⁾
1210	Materials Handler ^{*(2)}	1215	Materials Facilityperson
1212	Materials Handler - G.C.	1594	Crane Operator ^{**}

* See test requirements and training program - page 31.

** Limited to Crane Operator who previously held classification of Materials Handler.

Notes:

(1) Will not be required to type or use a data terminal.

(2) An employee prior to entering the classification of Lead Driver (0433) shall be required to satisfactorily complete Company's Driver's Training Course.

1210 MATERIALS HANDLER

An employee who performs with or without direct supervision, subordinate to the employee in charge, routine duties in a Materials Facility or Distribution Center relating to shipping, receiving, related materials office procedures, disbursing, and salvaging of materials.

An employee who, while assigned to one Materials Facility or Distribution Center as his/her headquarters, may be assigned, as an assistant to a Materials Leadperson or Lead Driver, routine duties at one or more Materials Satellite Facilities, or Remote Service Points which may be unattended by Materials employees.

In addition, operates materials handling equipment (other than a traveling, gantry, or mobile crane); and may be required to drive any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between Materials Facilities or to a jobsite; may be assigned to assist the Crane

(Cont'd.)

1210 MATERIALS HANDLER (Cont'n.)

Operator and engages in preparing a load for lifting, hooking, or unhooking a load or removing a load from the sling during crane operations.

The employee shall be able to use a typewriter with moderate skill (25 words per minute) or a data terminal and shall possess a Class C California Drivers License. The employee must meet requirements of Fork Lift Operation Course (see page 31) and have passed the EEI Clerical Pre-employment Test Battery. The Materials Handler must also complete Course One of the Materials Training Course (MTC) and pass each module with a grade of at least 70% in order to move from 12 month step of Materials Handler to 18 month step of Materials Handler.

Beginner's Classification.

Notes:

- (1) A transfer application from a Materials Handler or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System and filled under the provisions of Subsection 205.5(b) of the Physical Agreement. Under other circumstances Materials Handler will be considered a Beginner's Classification.

Incumbent Division Materials Department and Materials Distribution employees will be exempt from the Clerical Pre-employment Test and the Fork Lift Training requirements when submitting a Priority 1 transfer to Materials Handler.

- (2) Duties involving interoffice mail delivery shall be limited to the practice in effect on January 31, 1972, in the Materials Distribution Department.
- (3) "Employee in charge" refers to Material Facility Leader, Materials Facilityperson, Materials Leadperson, or Lead Driver but shall not limit or restrict a nonbargaining unit supervisor's right to supervise or direct the work consistent with Titles 2 and 7 of the current Labor Agreement, including the 1966 Statement of Intent relative to bargaining unit work.
- (4) Class C drivers license required per LA 93-39-PGE.

Bidding Rights of Materials Handler to Garage Department:

The (1210) Materials Handler classification is considered for bidding purposes to Parts Clerk, Exhibit VI-D, Job Definitions and Lines of Progression, General Services Department, Division Garage Department, as a classification next lower, thereby entitling a Materials Handler to submit a prebid for consideration pursuant to Subsection 205.7(b).

(Cont'd.)

1210 MATERIALS HANDLER (Cont'n.)

Demotion Rights into Materials Handler

The Material Handler will only be considered a beginning classification for the purpose of Section 206.6 of the Agreement while having employees in the first eighteen months of the training program and only employees within the first eighteen months of such training program shall be subject to being displaced in accordance with the contract section.

0462 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting people, supplies, and equipment; loads and unloads the truck; performs necessary paperwork in connection therewith; assists materials employees in the performance of their work; and may be assigned to operate material handling equipment. Must possess a valid Class A California Drivers 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 Classification

Same or Higher Classifications

0416 Truck Driver - Materials

- 0433 Lead Driver
- 0434 Special Driver - GC Service Center
- 0462 Heavy Truck Driver - Materials
- 0463 Heavy Truck Driver - Electric
- 0465 Heavy Truck Driver - Gas
- 1594 Crane Operator
- 1646 Miscellaneous Equipment Operator*

* Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

0416 TRUCK DRIVER

An employee who drives a truck transporting people, supplies, and equipment, loads and unloads the truck; performs necessary paperwork in connection therewith;

(Cont'd.)

0416 TRUCK DRIVER (Cont'n.)

assists materials employees in the performance of their work and may be assigned to operate materials handling equipment. Must possess a valid Class C California Drivers License.

Next Lower Classification

0422 Light Truck Driver -
Materials

Same or Higher Classifications

0416 Truck Driver - Materials
0417 Truck Driver - Electric
0418 Truck Driver - Water
0433 Lead Driver
0434 Special Driver - GC Service Center
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Electric
0465 Heavy Truck Driver - Gas
0525 G.C. Fieldperson*
1594 Crane Operator
1646 Miscellaneous Equipment
Operator**

* Applicable to employees who held the classification of 0415 Truck Driver - G.C. on 12/31/90.

** Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: Class C drivers license required per LA 93-39-PGE.

0422 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting people, supplies and equipment; loads and unloads the truck; performs necessary paperwork in connection therewith; assists employees in the performance of their work in the department to which he/she is assigned. Must possess a valid Class C California Drivers License.

Next Lower Classification

None

Same or Higher Classifications

0416 Truck Driver - Materials
0417 Truck Driver - Electric
0418 Truck Driver - Water
0422 Light Truck Driver - Materials
0423 Light Truck Driver - Garage
0424 Light Truck Driver - Electric
0425 Light Truck Driver - Water

(Cont'd.)

0422 LIGHT TRUCK DRIVER (Cont'n.)

Next Lower Classification

Same or Higher Classifications

0426 Light Truck Driver - Steam
0433 Lead Driver
0434 Special Driver - GC Service Center
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Electric
0465 Heavy Truck Driver - Gas
0525 G.C. Fieldperson*
1594 Crane Operator
1646 Miscellaneous Equipment
Operator**

* Applicable to employees who held the classification of 0415 Truck Driver - G.C. on 12/31/90.

** Applicable to employees who held the classification of 0435 Special Driver - G.C. and 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: Class C drivers license required per LA 93-39-PGE.

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 materials related duties when not operating the crane.

Next Lower Classifications

Same or Higher Classifications

0462 Heavy Truck Driver - Mtls	0433 Lead Driver
0463 Heavy Truck Driver - Elct.	0765 Material Facility Leader
0465 Heavy Truck Driver - Gas	1215 Materials Facilityperson
1082 Materials Leadman - G.C.	1594 Crane Operator
1085 Materials Leadperson	1596 Crane Operator - GC Service Center
1210 Materials Handler	1597 Crane Operator - GC Field
1212 Materials Leadman - G.C.	1646 Miscellaneous Equipment Operator*

* Applicable to employees who held the classification of 0461 Heavy Truck Driver - G.C. on 12/31/90.

Note: For purposes of this definition, a crane is defined as a mobile, self-propelled lifting device that uses a lattice structure boom, cable, and pulley lift mechanism.

1594 CRANE OPERATOR

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

Next Lower Classification

0914 Pipe Handler

Same or Higher Classifications

1594 Crane Operator
1596 Crane Operator - GC Service Center
1597 Crane Operator - GC Field

Note: For purposes of this definition, a crane is defined as a mobile, self-propelled lifting device that uses a lattice structured boom, cable and pulley lift mechanism.

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 Classifications

0914 Pipe Handler
1960 Pipeperson

Same or Higher Classifications

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/her work area clean. During the night work period, shall also do such routine maintenance work as changing screens, cleaning and making adjustments as instructed by Plant Maintenance Worker 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.

(Cont'd.)

0914 PIPE HANDLER (Cont'n.)

Next Lower Classification

1960 Pipeperson

Same or Higher Classifications

0914 Pipe Handler

1910 Pipe Machine Operator

1960 PIPEPERSON

An employee whose principle duties consists of routine work in a pipe priming or wrapping crew; shall perform semi-skilled or unskilled work as directed.

Beginner's Classification.

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 LEADER

An employee who shall have the qualifications of a Machinists and shall be a working foreperson called upon by the Leader to assist him/her by allocating and supervising work in and around the machine shop.

Next Lower Classification

Same or Higher Classification

1112 (1127) Machinist & (Un.)*

0745 Machine Shop Leader

* Experience in the Machine Shop required.

1455 METAL WORKER

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

Next Lower Classifications

Same or Higher Classifications

1165 Maintenance Worker

0690 Lead Carpenter

1700 Machine Operator

0745 Machine Shop Leader

1455 Metal Worker

1112 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. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1132 Apprentice Machinist

0690 Lead Carpenter

0745 Machine Shop Leader

(Cont'd.)

1112 MACHINIST (Cont'n.)

Next Lower Classification

Same or Higher Classifications

- 1110 Machinist - GC Service Center
- 1111 (1126) Machinist & (Un.) - Steam
- 1112 (1127) Machinist & Un.
- 1113 (1128) Machinist & Un. - DCP
- 1146 (1129) Traveling Machinist & (Un.) - DCP
- 1147 (1124) Traveling Machinist & (Un.) - Steam
- 1180 Plant Maintenance Worker

1132 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, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

- 0400 Crater
- 0920 Utility Worker - Mach Shop
- 0923 Utility Worker - Eltrc Shop
- 1165 Maintenance Worker*
- 1700 Machine Operator*
- 2135 Transformer Repairperson - Material
- 2140 Transformer Repairperson
Elec. Mtce.

- 0160 Carpenter
- 0690 Lead Carpenter
- 1131 Appr. Machinist - Steam
- 1132 Apprentice Machinist
- 1151 Certified Welder/Maintenanceman Arc - Gas Steam Heat
- 1455 Metal Worker
- 2626 (2623) Certified Welder & (Un.)
- 2631 (2632) Certified Welder & (Un.) - DCP
- 2634 (2635) Traveling Certified Welder & (Un.) - DCP
- 2637 (2636) Traveling Certified Welder & (Un.) - DCP

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

1165 MAINTENANCE WORKER

An employee who repairs and maintains building 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

0160 Carpenter
0690 Lead Carpenter
0745 Machine Shop Leader
1110 Machinist - GC Service Center
1111 (1126) Machinist & (Un.) - Steam
1112 (1127) Machinist & Un.
1113 (1128) Machinist & Un. - DCP
1131 Appr. Machinist - Steam
1132 Apprentice Machinist
1146 (1129) Traveling Machinist & (Un.) - DCP
1147 (1124) Traveling Machinist & (Un.) - Steam
1151 Certified Welder/Maintenanceman Arc - Gas Steam Heat
1165 Maintenance Worker
1180 Plant Maintenance Worker
1455 Metal Worker
2626 (2623) Certified Welder & (Un.)
2631 (2632) Certified Welder & (Un.) - DCP
2634 (2635) Traveling Certified Welder & (Un.) - DCP
2637 (2636) Traveling Certified Welder & (Un.) - DCP

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. Lays out and sets up work in connection with the routine operation of his/her machine. May be called upon to assist a machinist or other employees.

(Cont'd.)

1700 **MACHINE OPERATOR** (Cont'n.)

Next Lower Classifications

- 0920 Utility Worker - Mach Shop
- 0923 Utility Worker - Electric Shop

Same or Higher Classifications

- 0160 Carpenter
- 0690 Lead Carpenter
- 0745 Machine Shop Leader
- 1110 Machinist - GC Service Center
- 1111 (1126) Machinist & (Un.) - Steam
- 1112 (1127) Machinist & Un.
- 1113 (1128) Machinist & Un. - DCP
- 1131 Appr. Machinist - Steam
- 1132 Apprentice Machinist
- 1146 (1129) Traveling Machinist & (Un.) - DCP
- 1147 (1124) Traveling Machinist & (Un.) - Steam
- 1151 Certified Welder/Maintenanceman Arc - Gas Steam Heat
- 1165 Maintenance Worker
- 1180 Plant Maintenance Worker
- 1455 Metal Worker
- 1700 Machine Operator
- 2624 Routine Welder
- 2626 (2623) Certified Welder & (Un.)
- 2631 (2632) Certified Welder & (Un.) - DCP
- 2634 (2635) Traveling Certified Welder & (Un.) - DCP
- 2637 (2636) Traveling Certified Welder & (Un.) - DCP

2626 **CERTIFIED WELDER**

An employee who does both electric and acetylene welding to build, reinforce, or repair Company material or equipment. May lay out metal in accordance with plans or sketches before welding. Background of experience must be such as to qualify an employee for certification by the State if requested to perform a class of work requiring certification. For the Emeryville Central Repair Facility - duties will also include forming, welding and uniting of sheet, rolled, cast and extruded metals including the fabrication of jobs from plans and sketches. Must have working knowledge of metallurgy and pattern drafting. Background and experience must be such that an employee can perform these duties with skill and efficiency.

(Cont'd.)

2626 CERTIFIED WELDER (Cont'n.)

Notes:

Training will be provided by the Company to ensure that Certified Welders are qualified to perform metal working duties. In addition, training opportunities will be made available to employees in lower classifications within the line of progression, to ensure that the Facility has qualified employees capable of performing metal working duties.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
2135 Transformer Repairperson - Material	0690 Lead Carpenter
2140 Transformer Repairperson - Elect. Mtce.	0710 Electric Shop Leader
2624 Routine Welder	0745 Machine Shop Leader
	0749 Electric Maintenance Subforeman -Steam
	0750 Elec. Maintenance Crew Foreman
	1151 Certified Welder/Maintenanceman Arc - Gas Steam Heat
	2617 Welder - GC
	2622 AWS Certified Welder - GC
	2626 (2623) Certified Welder & (Un.)
	2631 (2632) Certified Welder & (Un.) - DCPP
	2634 (2635) Traveling Certified Welder & (Un.) - DCPP
	2637 (2636) Traveling Certified Welder & (Un.) - DCPP

2624 ROUTINE WELDER

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

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0920 Utility Worker - Mach Shop	0160 Carpenter
0923 Utility Worker - Electric Shop	0690 Lead Carpenter
2135 Transformer Repairperson - Material	0745 Machine Shop Leader
2140 Transformer Repairperson - Elect Mtce.	1111 (1126) Machinist & (Un.) - Steam
	1112 (1127) Machinist & Un.
	1113 (1128) Machinist & Un. - DCPP
	1131 Appr. Machinist - Steam
	1132 Apprentice Machinist

(Cont'd.)

2624 ROUTINE WELDER (Cont'n.)

Next Lower Classification

Same or Higher Classifications

- 1146 (1129) Traveling Machinist & (Un.) - DCP
- 1147 (1124) Traveling Machinist & (Un.) - Steam
- 1151 Certified Welder/Maintenanceman Arc - Gas Steam Heat
- 1180 Plant Maintenance Worker
- 1455 Metal Worker
- 2617 Welder - GC
- 2622 AWS Certified Welder - GC Service Center
- 2624 Routine Welder
- 2625 Arc Welder - GC
- 2626 (2623) Certified Welder & (Un.)
- 2631 (2632) Certified Welder & (Un.) - DCP
- 2634 (2635) Traveling Certified Welder & (Un.) - DCP
- 2637 (2636) Traveling Certified Welder & (Un.) - DCP

0690 LEAD CARPENTER

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

Next Lower Classification

Same or Higher Classifications

0160 Carpenter

- 0690 Lead Carpenter
- 0745 Machine Shop Leader
- 0854 Working Foreman C (Carpenter G.C.)

0160 CARPENTER

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

(Cont'd.)

0160 CARPENTER (Cont'n.)

Next Lower Classification

0400 Crater

Same or Higher Classifications

0160 Carpenter
 0163 Carpenter A - GC
 0690 Lead Carpenter
 0745 Machine Shop Leader
 0854 Working Foreman C (Carpenter G.C.)
 1111 (1126) Machinist & (Un.) - Steam
 1112 (1127) Machinist & Un.
 1113 (1128) Machinist & Un. - DCP
 1146 (1129) Traveling Machinist &
 (Un.) - DCP
 1147 (1124) Traveling Machinist &
 (Un.) - Steam
 1151 Certified
 Welder/Maintenanceman Arc -
 Gas Steam Heat
 1180 Plant Maintenance Worker
 1455 Metal Worker
 2626 (2623) Certified Welder & (Un.)
 2631 (2632) Certified Welder & (Un.) -
 DCP
 2634 (2635) Traveling Certified Welder
 & (Un.) - DCP
 2637 (2636) Traveling Certified Welder
 & (Un.) - DCP

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 Classifications

0920 Utility Worker - Mach Shop
 0923 Utility Worker - Electric Shop

Same or Higher Classifications

0160 Carpenter
 0400 Crater
 0690 Lead Carpenter
 0745 Machine Shop Leader
 1111 (1126) Machinist & (Un.) - Steam
 1112 (1127) Machinist & Un.
 1113 (1128) Machinist & Un. - DCP
 1131 Appr. Machinist - Steam

(Cont'd.)

0400 CRATER (Cont'n.)

Next Lower Classification

Same or Higher Classifications

- 1132 Apprentice Machinist
- 1146 (1129) Traveling Machinist & (Un.) - DCP
- 1147 (1124) Traveling Machinist & (Un.) - Steam
- 1151 Certified Welder/Maintenanceman Arc - Gas Steam Heat
- 1165 Maintenance Worker
- 1180 Plant Maintenance Worker
- 1455 Metal Worker
- 2135 Transformer Repairperson - Material
- 2140 Transformer Repairperson - Elec. Mtce.
- 2624 Routine Welder
- 2626 (2623) Certified Welder & (Un.)
- 2631 (2632) Certified Welder & (Un.) - DCP
- 2634 (2635) Traveling Certified Welder & (Un.) - DCP
- 2637 (2636) Traveling Certified Welder & (Un.) - DCP

1180 PLANT MAINTENANCE WORKER

A qualified employee who performs all types of repair and preventive maintenance work on all yard and shop machinery and building operated by the Materials Distribution Department. 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.

Next Lower Classification

Same or Higher Classifications

- 1132 Apprentice Machinist

- 0690 Lead Carpenter
- 0745 Machine Shop Leader
- 1111 (1126) Machinist & (Un.) - Steam
- 1112 (1127) Machinist & Un.
- 1113 (1128) Machinist & Un. - DCP
- 1146 (1129) Traveling Machinist & (Un.) - DCP
- 1147 (1124) Traveling Machinist & (Un.) - Steam
- 1180 Plant Maintenance Worker

0920 UTILITY WORKER

An employee whose principal duties consists of routine semi-skilled work such as assisting the employee in charge. May be required to prepare and handle tools and material under the supervision of a journeyman or perform other semi-skilled duties as directed.

Beginner's Classification.

ELECTRIC AND UTILITY

0750 ELECTRIC MAINTENANCE CREW LEADER

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 constructions and maintenance work.

Next Lower Classifications

0469 (0486) Electrician & (Un.)*
1151 Certified Welder/
Maintenance Arc -
Gas Steam Heat
2626 (2623) Certified Welder &
(Un.)*

Same or Higher Classifications

0651 Subforeman A - GC Station
0653 Subforeman B - GC Station
0710 Electric Shop Leader
0750 Elec. Maintenance Crew Leader -
Material
0850 Working Foreman A - GC Station
0853 Working Foreman B - GC Station

* Experience in hydroelectric maintenance required.

0710 ELECTRIC SHOP LEADER

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 Store Shops. In addition, 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. Shall have the personal qualifications of leadership and supervisor ability, the craft qualifications of an electrician and a background of experience in bushing repair work. Shall be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Next Lower Classification

0469 (0486) Electrician & (Un.) -
Materials & Other*

Same or Higher Classifications

0651 Subforeman A - GC Station
0653 Subforeman B - GC Station
0710 Electric Shop Leader
0749 Electric Maint. Subforeman
0750 Elec. Maintenance Crew Leader -
Material
0850 Working Foreman A - GC Station
0853 Working Foreman B - GC Station

* Experience in electric shop required.

0469 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 instruction, the drawing of plans for the completion of the supplementary work and for the reassembly of the specific job by other employees. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Next Lower Classification

0483 Apprentice Electrician

Same or Higher Classifications

- 0466 Electrician - GC Service Center
- 0467 (0484) Electrician & (Un.) - Elec. Maintenance
- 0468 (0485) Electrician & (Un.) - Steam Gen.
- 0469 (0486) Electrician & (Un.) - Materials & Other
- 0472 (0489) Electrician & (Un.) - DCP
- 0474 Electrician - GC
- 0477 (0476) Trv. Electrician & (Un.)
- 0479 (0491) Traveling Electrician & (Un.) - DCP
- 0651 Subforeman A - GC Station
- 0653 Subforeman B - GC Station
- 0710 Electric Shop Leader
- 0749 Electric Maintenance Subforeman
- 0850 Working Foreman A - GC Station
- 0853 Working Foreman B - GC Station
- 0499 Trv. Electrician - Materials

Note: Class C drivers license may be required per LA 93-39-PGE.

0483 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, may be required to work alone or under indirect supervision on jobs for which an employee has been trained and instructed. The employee's educational and general qualifications must be such that he/she is considered capable of attaining journeyman status.

Next Lower Classifications

- 0400 Crater
- 0530 Filterperson

Same or Higher Classifications

- 0481 Appr. Electrician - Elec. Maintenance
- 0482 Appr. Electrician - Steam Gen.

0920 Utility Worker - Machine Shop
 0923 Utility Worker - Electric Shop
 1934 Painter

0483 Appr. Electrician - Materials & Other
 0488 Appr. Electrician - GC (Cont'd.)

0483 APPRENTICE ELECTRICIAN (Cont'n.)

Next Lower Classifications

Same or Higher Classifications

2135 Transformer Repairperson - Material
 2140 Transformer Repairperson -Elec. Mtce.
 0923 Trv .Utility Worker - Mtrls

2135 TRANSFORMER REPAIRPERSON

An employee in the shop who repairs, services, and maintains transformers. May also be required to overhaul and repair various other types of electrical equipment and tools for which he is qualified to perform.

Next Lower Classifications

Same or Higher Classifications

0920 Utility Worker(Machine Shop)
 0923 Utility Worker (Electric Shop)
 0922 Utility Worker - Helms
 0925 Utility Worker - Electric Mtce.
 0923 Trv .Utility Worker - Mtrls

0160 Carpenter
 0400 Crater
 0469 (0486) Electrician & (Un.)
 0477 Trv. Electrician - Steam
 0481 Appr. Electrician - Electric Mtce.
 0482 Appr. Electrician - Steam & DCP
 0483 Appr. Electrician
 0530 Filterperson
 0690 Lead Carpenter
 0710 Electric Shop Leader
 0745 Machine Shop Leader
 0750 Electrical Maintenance Crew Leader - Material
 1111 (1126) Machinist & (Un.) - Steam
 1112 (1127) Machinist & (Un.)
 1113 (1128) Machinist & (Un.) - DCP
 1131 Appr. Machinist - Steam & DCP
 1132 Apprentice Machinist
 1146 (1129) Trv. Machinist & (Un.) - DCP
 1147 (1124) Trv. Machinist & (Un.) - Steam
 1165 Maintenance Worker
 1180 Plant Maintenance Worker
 1934 Painter
 2135 Transformer Repairperson- Material

- 2140 Transformer Repairperson -
Elec. Mtce.
- 2624 Routine Welder
- 2626 (2623) Certified Welder & (Un.)
- 0499 Trvl. Electrician - Materials

2135 TRANSFORMER REPAIRPERSON (Cont'n.)

Next Lower Classification

Same or Higher Classifications

- 2631 (2632) Cert. Welder & (Un.) - DCP
- 2634 (2635) Trv. Certified Welder &
(Un.) - DCP
- 2637 (2636) Trv. Certified Welder &
(Un.) - DCP

2626 CERTIFIED WELDER

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

Next Lower Classification

Same or Higher Classifications

- | | |
|---|---|
| <ul style="list-style-type: none"> 2135 Transformer Repairperson - Materials 2140 Transformer Repairperson - Elec. Mtce. 2624 Routine Welder | <ul style="list-style-type: none"> 0690 Lead Carpenter 0710 Electric Shop Leader 0745 Machine Shop Leader 0749 Electrical Maintenance
Subforeman 0750 Electrical Maintenance Crew
Leader - Material 1151 Certified
Welder/Maintenanceman Arc -
Gas Steam Heat 2617 Welder - GC 2622 AWS Certified Welder - GC 2626 (2623) Cert. Welder & (Un.) 2631 (2632) Cert. Welder & (Un.) - DCP 2634 (2635) Traveling Certified Welder
& (Un.) - DCP 2637 (2636) Traveling Certified Welder
& (Un.) - Steam |
|---|---|

0530 FILTERPERSON

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.

0530 FILTERPERSON (Cont'n.)

Next Lower Classifications

0920 Utility Worker - Mach Shop
0923 Utility Worker - Electric Shop
2135 Transformer Repairperson
- Material
2140 Transformer Repairperson
Elec. Mtce.
0498 *Trol. Utility Worker- Matrls*

Same or Higher Classifications

0469 (0486) Electrician & (Un.)
0477 Traveling Electrician
0499 *Traveling Electrician-Matrls*
0483 Apprentice Electrician
0530 Filterperson
0710 Electric Shop Leader
0750 Elec. Maint. Crew Leader - Material
1934 Painter
2626 (2623) Certified Welder & (Un.)
2637 (2636) Traveling Certified Welder
& (Un.) - Steam

1934 PAINTER

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

Next Lower Classifications

0920 Utility Worker - Mach Shop
0923 Utility Worker - Electric Shop
0499 *Trol. Utility Worker - Matrls*
2135 Transformer Repairperson
- Material
2140 Transformer Repairperson
Elec. Mtce.

Same or Higher Classifications

0469 (0486) Electrician & (Un.)
0477 Traveling Electrician
0499 *Traveling Electrician-Matrls*
0483 Apprentice Electrician
0530 Filterperson
0710 Electric Shop Leader
0750 Elec. Maintenance Crew Leader -
Material
1151 Certified
Welder/Maintenanceman Arc -
Gas Steam Heat
1934 Painter
2626 (2623) Certified Welder & (Un.)
2637 (2636) Traveling Certified Welder
& (Un.)

0923 UTILITY WORKER

An employee whose principle duties consists of routine semi-skilled work such as assisting the employee in charge. May be required to prepare, lay out and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

Beginner's Classification.

0499 TRAVELING ELECTRICIAN - Materials

An employee who is a journeyman and who is engaged in performing all classes of electrical work including transformer field repair. This may include the complete formation and assembly of a job from plans, sketches, or instruction, the drawing of plans for the completion of the supplementary work and for the re-assembly of the specific job by other employees. Background of apprenticeship and experience must be such that an employee can perform these duties with skill and efficiency.

Next Lower Classification

0483 Apprentice Electrician

Same or Higher Classifications

0469 Electrician
0466 Electrician - GC Service Center
0467 (0484) Electrician & (Un.)- Elec. Maintenance
0468 (0485) Electrician & (Un.) - Steam Gen.
0469 (0486) Electrician & (Un.) Materials & Other
0472 (0489) Electrician & (Un.) DCP
0474 Electrician - GC
0477 (0476) Trv. Electrician & (Un.)
0479 (0491) Traveling Electrician & (Un) - DCP
0499 Traveling Electrician - Materials
0651 Subforeman A - GC Station
0653 Subforemen B - GC Station
0710 Electric Shop Leader
0749 Electric Maintenance Subforeman
0850 Working Foreman A - GC Station
0853 Working Foreman B - GC Station

0498 TRAVELING UTILITY WORKER - Materials

An employee whose principle duties consists of routine semi-skilled work such as assisting the employee in charge. May be required to prepare, lay out and handle tools and material under the supervision of a journeyman and perform other semi-skilled duties as directed.

Beginner's Classification.

OUTLINE OF PROPOSED PROCEDURES TO ADMINISTER THE MATERIALS TRAINING COURSE

INTRODUCTION

The objective of the Materials Training (MTC) is to broaden employee understanding of materials operations and to set standards for achievement and excellence that will develop successful, proficient Materials personnel. This training course provides a general introduction to materials management concepts and a familiarization with how the Materials Operations interacts with the rest of the company.

HISTORY

During the 1974 PG&E/IBEW general negotiations, commitments were made regarding a formal training course in the Materials Department. The Materials Training Course is only one segment of the department's training program. Other components are the Forklift Truck Operator Course, the Truck Driving Course, and rotational training assignments.

COURSE DESCRIPTION

The Materials Training Course is a self-study, self-paced program which incorporates formalized training modules.

Upon entry into Materials Operations the employee may begin the Orientation Module of Course 1.

The Warehouse Operations Director, or other designated individual, is primarily responsible for the implementation of the MTC. He/she must ensure that qualified trainers are chosen, coordinate course administration and ensures the course is completed within the required time frame.

All Materials Handlers hired or transferred in after the effective date of December 1, 1996, and who are not eligible to prebid, must successfully complete the Materials Training Course. Materials Handlers hired before January 15, 1979, are exempt from taking the MTC as a condition of promotion or continued employment. However, they are strongly encouraged to take the MTC for their own betterment.

The MTC includes three courses that are aimed at providing a foundation upon which the employee can develop his or her knowledge of Materials Operation functions and policies.

— Course 1 has 7 modules. These modules consists of the following:

- Orientation
- Office Procedures

- Environment
- Beginning Receiving
- Beginning Disbursing
- Beginning Investment Recovery
- Employee Success Factors (i.e., Communication, Business Understanding, etc.)

[Note: These courses are taught at San Ramon Learning Center]

Course 1 must be completed to move from a Materials Handler to an 18-month step of Materials Handler.

Course 2 has 7 modules which consist of the following:

- Advance Investment Recovery
- Advance Disbursing
- Advance Receiving
- Advance Office Procedures
- Advance Orientation - This would consist of 3 classes taught in San Ramon:
 - (1) Characteristics of the Successful Employee;
 - (2) Leadership Fundamentals; and,
 - (3) Team Building)
- Responsibilities of a Facility Leadperson
- Responsibilities of a Remote Leadperson

Course 2 must be completed to be a successful qualified bidder to move from an 18-month step of Materials Handler to a Leadperson.

Course 3 has 5 modules which consist of the following:

- Orientation
 - Responsibility of the Class A Driver;
 - Driver's logs;
 - Pre-trip;
 - Radio Operation; and,
 - Paperwork process for deliveries
- Environmental
- Loading and Securing
- Technology
- Job Site Delivery

Course 3 must be completed to be a successful bidder to move from an 18-month step of Materials Handler or Leadperson to a Lead Driver.

The following items are required prior to taking Course 3:

- A valid physical
- A valid drivers permit
- A valid prebid
- A demonstrated need for relief drivers at the employees home facility

A trainer from Warehouse Operations will train the perspective trainee on the required 40 hours road time prior to formalized training needed to obtain a Class A license.

Leadman drivers are required to pass the typist test and the MTC in order to be eligible for the line of progression for Materials Facility Person and/or Material Facility Leader.

These courses will be given to all employees in the Materials Distribution line of progression.

An employee's wage progression as a Materials Handler will not be held up for the first 18 months in relation to an employee's progress in the training program. However, if an employee is required to pass the MTC, that person must satisfactorily complete it before he/she can progress beyond the 18-month wage progression of the Materials Handler.

The MTC will be a time managed progression. The Training Coordinator of Warehouse Operations will consistently monitor the progress of this program.

A grade of 70 percent or higher for each of the test in Courses 1, 2, and 3 is considered a passing grade. An employee who has failed on his first attempt to pass a test will be eligible to retest for that same module as described in the next section.

COURSE ADMINISTRATION

Administration of the Materials Training Course is the responsibility of the Materials Supervisor and/or designated trainer, in conjunction with the Warehouse Operations section of the Materials and Fleet Department. The Materials Supervisor must enroll an employee in the Materials Training Course by contacting the training coordinator in Warehouse Operations for a Materials Training Manual, from which the trainee will study. When the trainee feels confident and ready to take a test, the Supervisor or Human Resources Advisor should call the Training Coordinator in Warehouse Operations to request a test for the module learned. After the test is taken, it should be forwarded to Warehouse Operations for grading. If there is a passing score on the test, it will remain with Warehouse Operations for grading. If there is a passing score on the test, it will remain with Warehouse Operations until all modules are successfully completed for the designated course. If the test is failed, it is returned to the Materials Supervisor to review with the trainee, and a retest will be provided no sooner than 30 days.

When all modules in each course has been passed, Warehouse Operations will then send all of the tests and test scores to the appropriate Human Resources Advisor to enter on a record sheet, which should be kept in the employee's 701 file. The trainee's record sheet is used to document that person's training information, such as the employee's identification, date each test taken, including any retests, and the respective test scores.

The employee will be provided study time during regular work hours over a period from the date of enrollment in the course. (Minute time required to be determined.)

All tests given in this course will be "closed book". Test periods will not exceed (time to be determined once modules are completed.) If a trainee fails on his first attempt to pass a test, two retests are allowed with a passing grade of at least 70 percent. Scheduling for retests are as follows:

- First Retest: 30 days following the date of the initial test.
- Second Retest: 30 days following the date of the first retest.

Trainee will be given their test results promptly and a critique of the employee's test performance will take place as necessary. An employee required to pass the modules, but failing to do so, is precluded from progressing beyond the classification of Materials Handler.

Comments or suggestions for improving the course or its administration are encouraged so that it can be modified as necessary to be of the most benefit to the trainee and the department.

Trainer's Qualifications

The group of trainers shall be selected by the Director of Warehouse Operations. The selected trainers shall possess the following traits:

1. Enthusiasm for and good knowledge of the concepts and objectives of the training course.
2. The ability to provide instruction and guidance in any lesson area of the course.
3. Significant experience in Warehouse Operations functions and responsibilities.
4. The ability to motivate subordinate employees.

Trainer's Duties

1. Be familiar with the contents, concepts, and objectives of the respective modules.
2. Maintain the course control documents (course records) and make reports as required from these records.
3. Arrange for additional training sessions, if required.
4. Be the liaison between the trainee and the local supervisor.
5. Arrange for all written tests with the training coordinator and maintain proper control and security over them.

GRIEVANCE PROCEDURE

Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provision of Title 102 of the Agreement. However, if the grievance pertains to:

- (a) the fairness of administration of correction of a test required in the program, or
- (b) the attainment of a standard or proficiency which does not require a test as such the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Junior Apprenticeship Training Committee for its recommendation.

**PROCEDURES
MATERIALS TRAINING PROGRAM
AND TEST REQUIREMENTS**

I. FORK LIFT OPERATION COURSE

1. Each Materials Handler shall be required to successfully demonstrate his/her ability to operate a fork lift by successfully participating in and successfully completing a fork lift training program.
2. All incumbent Materials Department employees who are required to operate a fork lift must also participate in this training program.

II. TRUCK DRIVING COURSE

1. An employee prior to entering the 0433 Lead Driver Classification shall be required to satisfactorily complete a driver's training course. The training effort shall be conducted by *the Company's Livermore School* or by an outside Truck Driving School selected by the Company for this training effort.
2. Reports relative to an employee's participation in the School, including all recommendations, shall be final. However, each party shall retain the right to review these records. Company's application of the final recommendation shall be subject to the grievance procedure outlined herein.
3. All employees who were reclassified to the 0433 Lead Driver classification, on December 1, 1993, shall be required to satisfactorily complete the Driver's Training Course. Failure to satisfactorily complete the course shall result in the employees' removal from the employees' present classification. Such employees shall be placed into positions in accordance with Section 206.15 of the Physical Agreement.
4. An employee who fails the Truck Driving School shall have one chance to reenter the School within one year of the initial failure based upon agreement between the Company and Union.

III. TYPING TEST

1. The test will be administered by the employee's Human Resources Department in the following manner:
 - a. The employee shall be given written instructions on how the test will be administered, including a warm-up period.
 - b. The test shall be taken in a testing area, and if possible, the employee give the choice of personal computer or electric typewriter.

- c. The employee's Human Resources Department shall establish the examination date once having received written notice from the employee.
- d. An employee who has failed on employee's first attempt to receive the minimum passing score will be eligible to be retested on such test in the following manner:
 - 2nd Testing - 30 days, or thereafter, following the date of the first testing;
 - 3rd Testing - 60 days, or thereafter, following the date of the second testing.
- e. An employee who fails will be advised when eligible for a retest. In addition to the testing schedule provided above, if an employee who has failed the test can provide evidence of successful completion of a typing course, the employee may be retested not less than six months from the date last retested.
- f. When Company determines that the typing requirement in various Materials classifications can be waived due to operating flexibility or other valid reasons, agreement to waive such requirement may be sought under Sections 205.19 and 206.12 of the Physical Labor Agreement.

IV. DISPUTE PROCEDURE

- 1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Section 102.8 of the Agreement; however,
- 2. If the grievance pertains to:
 - a. the fairness of administration or correction of a test required in the program, or
 - b. the attainment of a standard or proficiency which does not require a test as such, or
 - c. an evaluation by the outside Truck Driving School,

the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprenticeship Training Committee for its recommendations.

GENERAL INFORMATION

I. TEMPORARY UPGRADES

Subsection 205.3(a) of the Physical Labor Agreement states that employees at a headquarters in which a vacancy occurs shall be assigned to the temporary vacancy, if practicable. In applying this intent to situations where shift operations have been established, such as at a consolidated Materials Distribution Center, it is proper, for periods of short duration (less than five workdays), to upgrade the senior qualified employee on the shift in which the temporary vacancy occurs rather than upgrade the senior prebidder at the headquarters regardless of shift.

The senior prebidder in the headquarters should only be upgraded when the temporary vacancy is of a duration of one week (five workdays) or more or when upgrading an employee on the shift for a short duration assignment would result in additional transfers or upgrades from other shifts, making it impossible to avoid shift changes.

II. HOURS OF WORK

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

III. DEFINITIONS

Materials Distribution Center

A large Materials facility which serves one entire Division or multiple Divisions. Below is a company-wide listing of Materials Distribution Center:

Fremont

- Note:
- (1) A Division may have Materials Facilities at Power Plants, Hydro Plants, Compressor Plants, or other specialty facilities and still have its main materials distribution point qualify as a Materials Distribution Center.
 - (2) Materials Facilities 470 - Eureka and 16 Central Gas Meter Shop are excluded from the above definition.

Materials Facility

A stand alone staffed location or headquarters from which material is disbursed to satisfy normal demands. Supervision is provided by an Area Materials Supervisor, or a Materials Facility person or Material Facility Leader (used to be Materials Subforeman). Below is a listing of location types with Materials Facilities:

Power Plants
Hydro Sites
Compressor Stations
Repair Facilities

Satellite Facility

A staffed location with more than one Leadperson or Lead Driver. Maintains significant inventory, used as an emergency response site, and acts as a transfer station to distribute routine material prepared by the Materials Distribution Center. Supervision is provided by the Area Materials Remote Supervisor. Satellite Facilities report to the Materials Distribution Center. Satellite Facilities do not perform all routine material functions normally performed at Materials Distribution Center or Materials Facility. Below is a company-wide listing of Satellite Facilities:

Bakersfield	<i>Lakeville</i>
Salinas	<i>Ukiah</i>
Stockton	<i>Pismo Beach</i>
Daly City	<i>Fresno</i>
Eureka	<i>Marysville</i>
Redding	

Remote Service Point

A staffed or unstaffed location where some materials services are performed. Remote Service Points report to the Materials Distribution Center. Any location not listed under Materials Distribution Center, Materials Facility or Satellite Facility is a Remote Service Point.

IV. FUNCTIONS OF WORK

1. Materials related office procedure (includes operation of a data terminal).
2. Shipping
3. Receiving
4. Disbursing
5. Salvage

V. ROTATIONAL TRAINING

It is Company's policy to provide for rotational training for employees in the Materials Department. Such rotation shall be for training and will offer employees exposure to all functions performed by the employees' particular classification. Such rotational training assignments shall be made within the classification when necessary and when adequate arrangements can be made to take care of the employee's duties without undue interference with the normal routine of work. Length of service shall be a consideration for rotational training assignments.

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LA 91-76-PGE

May 28, 1991

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:

Company proposes pursuant to Section 109.2 of the Agreement to revise the Materialsman Training Program. The revised training program material was provided to Mr. Ron Fitzsimmons of your staff on February 4, 1991.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ Ronald L. Bailey
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

July 1, 1991

By /s/ Jack McNally
Business Manager

- COPY -

LA R2-93-39-PGE

January 14, 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:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Drivers License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without License

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subjected to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Classification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship in their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirement for the Geysers Power Plant was discussed. No agreement was reached.

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,

PACIFIC GAS & ELECTRIC COMPANY

By: David J. Bergman
Director and Chief Negotiator

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

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

CIO

May 1, 1995

By: Jack McNally
Business Manager

TITLE 300 POSITIONS

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0163.....	Carpenter A.....	C
0164.....	Carpenter B	C
0243.....	Senior Field Clerk (1).....	C
0245.....	Routine Field Clerk (1)	C
0246.....	First Field Clerk (1)	C
0275.....	Partsman (1)	C
0276.....	Field Partsman.....	C
0405.....	Driller (1).....	A
0434.....	Special Driver (SC).....	A
0466.....	Electrician (1).....	C
0474.....	Electrician (1).....	C
0525.....	G.C. Fieldman.....	A
0580.....	Street Fitter (1).....	C
0630.....	Labor Foreman	C
0644.....	Tech. Subforeman A (1).....	C
0645.....	Tech. Subforeman B (1)	C
0650.....	Subforeman A	C
0653.....	Subforeman B.....	C
0776.....	Field Partsman.....	C
0844.....	Working Drilling Foreman.....	A
0850.....	Working Foreman A.....	C
0853.....	Working Foreman B	C
0854.....	Working Foreman C (1)	C
0885.....	Garageman Field	C
1006.....	Field Mechanical Inspector (1)A	
1007.....	Mechanical Inspector (1).....	A
1085.....	Materials Leadman (1).....	C
1210.....	Materialsman	C
1255.....	Equipment Mechanic (1).....	A/C

(1) Depending upon local operating conditions.

TITLE 300 POSITIONS (Cont'n.)

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1267.....	Lead Field Garage Mechanic (1)A/C	
1270.....	Field Garage Mechanic A (1).....	A/C
1275.....	Field Garage Mechanic B (1)	A/C
1276.....	Field Garage Mechanic C.....	A
1301.....	Gas Mechanic (1)	C
1310.....	Hydro/Station Mechanic (1).....	C
1337.....	Station Mechanic (1).....	C
1345.....	Mechanic Lead (1)	A
1510.....	Gunite Nozzleman.....	C
1515.....	Backhoe Operator.....	C
1597.....	Crane Operator (1)	A
1646.....	Misc. Equipment Operator	A
1690.....	Hole Digger Operator (1).....	A
1840.....	Tractor Operator (1).....	A
1924.....	Painter A (1)	C
1925.....	Painter B (1).....	C
2390.....	Communication Technician (1)C	
2392.....	Telecommunication Installer (1)C	
2400.....	Electrical Technician	C
2413.....	Gas Technician.....	C
2418.....	Instrument Technician.....	C
2520.....	Towerman	C
2617.....	Welder - Station (1)	B/C
2617.....	Welder - Gas (1).....	B

(1) Depending upon local operating conditions.

CES - PHYSICAL

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1242.....	Building Mechanic (1).....	C
0665.....	Building Subforeman (1).....	C
2290.....	Cableman-Trans-San Francisco	C
0960.....	Cableman's Utility Worker.....	C
1245.....	Corrosion Mechanic.....	C
2400.....	Electrical Technician.....	C
0469.....	Electrician (1).....	C
1645.....	Equipment Operator (2).....	A
0458.....	Field Clerk - Electric T/D.....	A
1483.....	Field Meterman - Gas.....	C
0060.....	Garage Attendant.....	C
2410.....	Gas Control Technician.....	C
1650.....	Heavy Equipment Operator.....	A
0463.....	Heavy Truck Driver-E.....	A
0465.....	Heavy Truck Driver-G.....	A
0990.....	Inspector-Electric T/D.....	C
0433.....	Leadman Driver.....	A
0424.....	Light Truck Driver - Elec. Mtce.C	
0423.....	Light Truck Driver - Garage.....	C
0422.....	Light Truck Driver - Materials..	C
1365.....	M&C Mechanic.....	C
2010.....	Manhole Pumpman.....	C
1215.....	Materials Facility Man.....	C
1085.....	Materials Leadman (1).....	C
1210.....	Materialsman.....	C
1235.....	Mechanic, Lead Building (1).....	C
2013.....	Night Manhole Pumpman.....	C
1943.....	Patrolman-E.....	C
2353.....	Power Surveyor.....	C
1756.....	Relief Service Operator.....	C
2230.....	Reserve Gas Serviceman.....	C
1740.....	Roving Operator.....	C

CES - PHYSICAL (Cont'n.)

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1480.....	Senior Meterman.....	C
1405.....	Service Mechanic.....	C
2210.....	Serviceman.....	C
1490.....	Service Meterman-E.....	C
1190.....	Street Light Maintenceman...	C
0456.....	T&D Driver.....	A
1660.....	T&D Equipment Operator.....	A
2409.....	Telecomm. Technician (1).....	C
2540.....	Troubleman.....	C
2535.....	Troubleman, Transmission.....	C
0416.....	Truck Driver, Materials.....	C
0417.....	Truck Driver-E (Elec Mtce.).....	C
2500.....	Voltage Tester.....	C

(1) Depending upon local operating conditions.

(2) Division practice will dictate license requirement; i.e. if backhoes are transported by vehicle to the job site, a Class A license will be required.

CES - CLERICAL

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
2760.....	Credit Representative.....	C
2770.....	Credit Rep/Meter Reader.....	C
2773.....	Mail Clerk Driver.....	C
2785.....	Meter Reader.....	C
2783.....	Senior Meter Reader.....	C

ELECTRICAL SUPPLY
STEAM GENERATION

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0150.....	Launch Captain - Coast Valley .	C
0426.....	Light Truck Driver - Steam.....	C

ELECTRICAL SUPPLY
HYDRO GENERATION

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1552.....	Assistant Operator	C
1037.....	Asst. Meteorological Instr.....	C
0355.....	Cook (1).....	C
0356.....	Cook (1).....	C
0357.....	Cook (1).....	C
0360.....	Cook (1).....	C
0751.....	Elec. Mtc Crew Foreman - Helms	C
0752.....	Elec Technician Crew ForemanC	
1140.....	Electrical Machinist.....	C
1139.....	Electrical Machinist - Helms.....	C
2400.....	Electrical Technician	C
2402.....	Electrical Technician - Helms....	C
0467.....	Electrician - Electric.....	C
0459.....	Electrician - Helms	C
0424.....	Light Truck Driver - Electric	C
1036.....	Meteorological InstrumentmanC	
1554.....	Operator In Training (1).....	C
1740.....	Roving Operator.....	C
2407.....	Telecomm. Crew Foreman (1)...	C
2389.....	Telecomm. Technician - HelmsC	
2409.....	Telecomm. Technician (1)	C
0418.....	Truck Driver - Water	C

ELECTRICAL SUPPLY
HYDRO GENERATION (Cont'n.)

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1252.....	Utility Equipment Mechanic	C
1253.....	Utility Equipment Mechanic - Helms	C
1745.....	Utility Roving Operator	C
1905.....	Water Treatment Plant Operator (1)	C

(1) Depending upon local operating conditions.

GAS SUPPLY

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1244.....	Comp Mechanic (Rio Vista).....	C
1245.....	Corrosion Mechanic.....	C
1482.....	Field Meterman (1).....	C
1307.....	Gas Control Mechanic	C
1309.....	Gas Control Mechanic - C.....	C
1306.....	Gas Control Mechanic - M&C...	C
2410.....	Gas Control Technician.....	C
2415.....	Gas Transmission Technician...	C
2423.....	Gas Transmission Technician - C	C
1246.....	Lead Tech. Comp Mechanic	C
1350.....	Line Mechanic.....	C
1365.....	M&C Mechanic.....	C
0057.....	Maintenance Assistant	C
0058.....	Maintenance Assistant - C.....	C
1160.....	Maintenance Man (1).....	C
1440.....	Mechanic Welder (1).....	C
1441.....	Mechanic Welder - C	C
1706.....	Operator Mechanic (1).....	C
1470.....	Orifice Meterman	C

GAS SUPPLY (Cont'n.)

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
1380.....	Pipeline Mechanic	C
1705.....	Relief Operator Mechanic (1)	C
2416.....	Supervising Gas Trans Tech.....	C
1249.....	Tech Comp Mechanic	C
1241.....	Tech Comp Mechanic M&C.....	C
0825.....	Transmission Subforeman	C
1415.....	Transmission Mechanic - C	C
1406.....	Transmission Mechanic.....	C
1366.....	Unassigned M&C Mechanic	C
1250.....	Unassigned Tech Comp Mechanic	C
1416.....	Unassigned Trans Mechanic - CC	

(1) Depending upon local operating conditions.

C = Cogen

MATERIALS DISTRIBUTION TOOL LIST

WELDERS

- | | |
|---------------------------------------|------------------------------------|
| 1. Outside Calipers, 4" & 12" | 8. Klein Cutters, or Equivalent |
| 2. Dividers, 0" - 12" radius | 9. Hammer, Small Ball Peen |
| 3. Square, Combination 12" | 10. Hammer, Medium Size Ball Peen |
| 4. Square, 24" | 11. Hammer, Small Cross Peen |
| 5. Brass Rule, 12" (Inside, Outside) | 12. Hammer, Medium Size Cross Peen |
| 6. Trammels, 12" to 36" | 13. Scribes |
| 7. Center Punches, Fine Point & Heavy | |

MACHINE OPERATOR

- | | |
|---|-------------------------------------|
| 1. Tool Box | 6. Dividers, 6" & 12" - 1 ea. |
| 2. Ball Peen Hammer | 7. 6" Steel Rule |
| 3. Screwdrivers, 10" & 6" - 1 ea. | 8. Steel Tape |
| 4. Crescent Wrench, 10" & 6" - 1 ea., or Equivalent | 9. Combination Square |
| 5. Center Punch | 10. Pliers, Gas |
| | 11. Pliers, Klein, 8" or Equivalent |

MAINTENANCE WORKER

- | | |
|--|--|
| 1. Tool Box | 7. Combination Square |
| 2. Ball Peen Hammer | 8. Combination Open End & Box Wrench, 3/8" to 1-1/8" |
| 3. Screwdrivers, 10", 6", 2" - 1 ea. | 9. Dividers, 6" & 12" - 1 ea. |
| 4. Crescent Wrench, 10" & 6" - 1 ea. or Equivalent | 10. 8" Vice Grip or Equivalent |
| 5. Center Punch | 11. Pliers, Gas |
| 6. 6' Steel Tape | 12. Pliers, Klein, 8" or Equivalent |

APPRENTICE MACHINIST

- | | |
|--|---|
| 1. Tool Box | 9. 6" Steel Tape |
| 2. Set Micrometer, 0" to 1" | 10. Center Punch |
| 3. Calipers - Outside & Inside, 6" - 1 ea. | 11. Screwdrivers, 6" & 10" - 1 ea. |
| 4. Dividers, 6" & 12" - 1 ea. | 12. Crescent Wrenches, 6" & 12" - 1 ea. or equivalent |
| 5. Combination, Square, 12" | 13. Hacksaw |
| 6. Center Head | 14. Pliers, Gas |
| 7. 6" Steel Rule | 15. Pliers, Klein, 8" or Equivalent |
| 8. Center Gauge | |

ELECTRICIAN

- | | |
|---|--|
| 1. Crescent Wrench, 6", 8", 10", 12" - 1 ea. or Equivalent* | 12. Lineman Pliers, Diagonal* |
| 2. Screwdriver, 6", 8", 10" - 1 ea.* | 13. Needle Nose, Channel Lock or Equivalent* |
| 3. Screwdriver, Standard Phillips, Holding, 6"* | 14. Pliers, Vice Grip, Round Hose or Equivalent* |
| 4. Ball Peen Hammers - Standard & Heavy - 1 ea.* | 15. Scriber* |
| 5. Center Punch* | 16. Open End and Box Wrenches, 1/4" to 1 1/4" |
| 6. Chisel* | 17. Combination Square, 12"* |
| 7. Allen Wrenches, Set* | 18. Socket Set, 3/8" Drive, 1/4" - 1 1/8" |
| 8. Calipers - Inside & Out, 8" & 10" - 1 ea. | 19. Feeler Gauges |
| 9. Dividers, 10" | 20. Set, Spin Tights |
| 10. Drift Pin Drivers, Set | 21. Tool Box* |
| 11. Offset Screwdrivers - 1 Straight & 1 Phillips | 22. Tin Snips |

*Apprentice Electrician and Apparatus Repairman

CARPENTER

- | | |
|--|------------------------------|
| 1. Claw Hammer | 13. Smooth Plane, 8" |
| 2. Brace, 10" | 14. Block Plane |
| 3. Set, Auger Bit, 1/4" to 1" | 15. Steel Tape, 6' |
| 4. Expansion Bit | 16. 50' Tape |
| 5. Set, Screw Mate Drill | 17. Set of Screwdrivers |
| 6. Set of Wood Chisels, No. 6 1/4" to 1" | 18. Framing Square |
| 7. 24" Level | 19. Combination Square |
| 8. Scratch Awl | 20. Wing Divider |
| 9. Marking Gauge | 21. Keyhole Saw |
| 10. Set of Nail Sts | 22. Common Pliers |
| 11. Hacksaw | 23. Sliding Tee Bevel Square |
| 12. Wood Saw, Cross Cut | 24. Center Punch |
| | 25. Ripping Bar, 24" |

MACHINIST

1. Tool Box
2. Machinist Handbook
3. Set, Micrometer, 0" to 1"
4. Set, Micrometer, 1" to 2"
5. Calipers - Outside & Inside, 6" & 12" - 1 ea.
6. Dividers, 6" & 12" - 1 ea.
7. Thread Gauge - Small & Large
8. Combination Square
9. 6" Depth Gauge & Angle
10. 6" Steel Rule
11. Center Gauge
12. 12" Surface Gauge
13. Small Bench Level
14. 6' Steel Tape
15. Center Punch
16. Screwdriver, 6" & 10" - 1 ea.
17. Crescent Wrench, 6" & 12" (or Equivalent) - 1 ea.
18. Small Carbon Stone
19. Ball Peen Hammer
20. Hacksaw
21. Set of Thickness Gauges
22. Small Vee Block
23. Pliers, Gas
24. Pliers, Klien, 8" or Equivalent

ELECTRICIAN (Bushing Dept.)

1. Screwdriver, 2", 6", 7" - 1 ea.
2. Screwdriver, Phillips, 4", 6", 12" - 1 ea.
3. Sidecutters, 8 1/2"
4. Crescent Wrench, 6", 8", 10", 12" (or Equivalent) - 1 ea.
5. Pliers, Channel Lock, 9" or Equivalent
6. Pliers, Vice Grip, 10" or Equivalent
7. Straight Nose Pliers, 7"
8. Box Wrench, 1/2" to 1"
9. Drift Pins, 1/2" to 3/4"
10. Scratch Awls
11. Offset Screwdriver
12. Punch 6"
13. Micrometer, 1"
14. Set, Sockets Wrenches, 3/8" to 1 1/8"
15. Allen Wrench Set
16. Outside Calipers, 8"
17. Dividers, 12"
18. Cutting Snips Gauge
19. Combination Square
20. Thread Gauge
21. Hammer - Large & Small

METAL WORKER

1. Ball Peen Hammer, 16 oz.
2. Ball Peen Hammer, 8 oz.
3. Hammer, Small Cross Peen
4. Hammer, Medium Cross Peen
5. Stanley Handyman Hammer, or equivalent
6. Tinnerns Setting Hammer
7. Hacksaw, 12 inches
8. Kit, Coldchisel & Punches
9. Pliers, 8"
10. Diagonal Cutter
11. 3 Adjustable Wrenches, 6", 10", & 12" - 1 ea.
12. 2 Set, Screwdrivers, 6" & 8" - 1 ea.
13. Tape Rule 12'
14. Rafter Square
15. Square, 24
16. Scribe
17. Combination Square
18. Trammel, 12" to 36"
19. Center Punches, Fine Point and Heavy
20. Klein Cutters or Equivalent
21. Divider, 6" & 12" - 1 ea.
22. Calipers, 8" & 3" - 1 ea.
23. Outside Calipers, 4" and 12"
24. Metal Shears
25. Brass rule, 12" (Inside, Outside)



LETTER AGREEMENT NO. 01-69-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

December 17, 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:

There has been over the years bidding priority confusion with the Materials Department. The confusion has been in assigning the proper Bidding Unit designation. In an effort to clear up the ambiguity, the Company proposes the following clarification in accordance with Section 205.19 of the Agreement.

The Bidding Unit for Materials Department employees is the geographical area listed in the "Supplement to Title 205 Bidding Units" in the Agreement unless otherwise specified. An example would be if a Materials employee were headquartered in Ukiah, his/her Bidding Unit would be Bidding Unit three and when the Materials position is being filled it would also be in Bidding Unit three.

Bidding Unit 14, "Materials Distribution" includes Emeryville, Fremont and Decoto Pipe Yard only. Employees and the positions are in Bidding Unit 14 only.

Materials Department employees in Bidding Unit 18 are 205.5 (d)(1) and 205.7 (b) bidders to Materials classifications in Bidding Unit two. Materials Department employees in Bidding Unit two are 205.5 (d)(1) and 205.7 (b) bidders to Materials classifications in Bidding Unit 18.

This proposal has been discussed with Mr. Frank Saxsenmeier of your staff.

IBEW Local Union No. 1245
17, 2001

December

01-69-

PGE

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: s/Stephen A. Rayburn
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

December 20, 2001

By: s/Perry Zimmerman
Perry Zimmerman
Business Manager



**Pacific Gas and
Electric Company**

WE DELIVER ENERGY™

LETTER AGREEMENT NO. 02-10-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

March 12, 2002

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:

After reviewing the requirements for 1210 - Materials Handler classification, which requires the CTB, typing and Fork Lift Operator (FLO) written examination, the Company is proposing to retain the CTB and typing test and eliminate the FLO written examination pursuant to Section 205.19 of the Agreement.

This requirement was instituted a number of years ago, when there was no OSHA requirement or standard for training certification. Today, we have such a requirement and all employees are certified annually. This training, which is conducted internally by our Livermore trainers, is more comprehensive than the written FLO examination. The Livermore training covers most, if not more, of the information on the FLO examination, therefore, making the FLO examination unnecessary.

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: si/Stephen A. Rayburn

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

April 4, 2002

By: s/*Perry Zimmerman*

Perry Zimmerman
Business Manager