



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 07-36-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
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STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

TOM DALZELL
BUSINESS MANAGER

September 10, 2007

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

Dear Mr. Dalzell:

Company proposes the following revisions to replace the May 1999 Gas System Maintenance/Gas System Operations Line of Progression (Exhibit VI-C) with the attached Gas System Maintenance & Technical Support and Gas System Operations Line of Progression, LA R3-98-37 (Attachment I).

Company further proposes to establish common duties and an apprentice training program for Transmission Mechanics and Gas Control Technicians as described in Attachment II, along with the Engine Analyst structured training and environmental monitoring training. This proposal also eliminates the Skill Block Progression and Special Skill Block Training and replaces the Skill Blocks with apprenticeships and formal training. Attachment III is the Training Tracks for Maintenance Assistant I & II, Senior Maintenance Assistant and Operator training. The Company also proposes to establish a single Line of Progression (Attachment IV). Attachment V is the revised wage schedule. The Company proposes to meet to develop a transition plan for employees currently in Skill Block training including Gas Transmission Technicians and Operator Mechanics who will migrate into structured training programs.

The elimination of the Skill Block Training also eliminates the need for Training Advisors.

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

September 18, 2007

By: _____

Tom Dalzell
Business Manager

PACIFIC GAS & ELECTRIC COMPANY
AND
IBEW, LOCAL UNION 1245, AFL-CIO

**GAS SYSTEM MAINTENANCE & TECHNICAL SUPPORT
GAS SYSTEM OPERATIONS**

JOB DEFINITIONS AND LINES OF PROGRESSION
EXHIBIT VI-C, SECTION 600.4

Revised September 2007
Replaces Book Dated May 1999

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GAS SYSTEM MAINTENANCE AND TECHNICAL SUPPORT

Maintenance and Operations

2415 Gas Transmission Technician (P.I.O.)

An employee who without direct supervision installs, adjusts, tests, operates, and maintains equipment and facilities that must be maintained in compliance with the rules and regulations. In addition, a Gas Transmission Technician will possess the qualifications and may be assigned the duties of a Gas Control Technician. Employee's background, training and experience must be such that these duties are performed with skill and efficiency.

2435 Gas Control Technician - GSM & TS

An employee who is a journeyman and without direct supervision is engaged in the technology associated with the installation, adjusting, testing, operation, maintenance and repair of mechanical, pneumatic, electrical and electronic gas measurement, instrumentation and control systems and all other equipment appurtenant to the operation of gas facilities. Employee must be able to climb towers, masts and work at elevated heights. Employee may be required to act in a lead capacity, supervising the work of other employees in lower classifications engaged in this work. Employee may be required to work as an assistant to a Gas Transmission Technician to gain experience in the installation, adjusting, testing, operation, maintenance and repair of equipment. Employee's background of apprenticeship and experience shall be such that these duties are performed with skill and efficiency. May be able to install telephone instruments if trained and qualified.

2435 Gas Control Technician - GSM & TS(Cont'd.)

Next Lower Classification

2437 Appr. Gas Control
Technician - GSM & TS

Same or Higher Classification

2415 Gas Transmission Technician (PIO)

2435 Gas Control Technician -GSM & TS
2448 Gas Control Technician (M&C)**
xxxx Engine Analyst

****Note:** 2448 Gas Control Technician - M&C (PIO) - retain Division M&C Line of Progression bidding rights.

0825 Lead Transmission Mechanic

2434 Lead Gas Control Technician

2416 Lead Gas Transmission Technician

Temporary classification when assigned to supervise 4 or more employees including themselves.

If the major function of the job is related to a specific craft skill (i.e. installation, maintenance, repair and operation of gas transmission facilities for Transmission Mechanic or mechanical, pneumatic, electrical and electronic gas measurement for Gas Control Technician, and the lead classification is regularly required to perform that major craft function, the lead classification with the craft skill qualifications shall be utilized; otherwise, skill qualifications will not be considered.

A classification required to supervise four or more employees, including him/herself, will receive a five percent premium over the highest classification that is supervised.

The senior employee at the headquarters possessing the major skill function will be selected for the lead assignment.

2437 Apprentice Gas Control Technician - GSM & TS

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

Next Lower Classifications

0935 Utility Worker
0048 Senior Maintenance Assistant

Same or Higher Classifications

1245 Corrosion Mechanic
1406 Transmission Mechanic &
2437 Appr. Gas Control Technician
GSM & TS
xxxx Operator
xxxx Senior Operator

Note: 1) An employee desiring to enter the Apprenticeship must first pass the Apprentice Gas Control Technician Pre-qualification Examination.

2) Upon completion of Apprenticeship program, employee will be classified as 2435 Gas Control Technician.

1440 Mechanic-Welder

A journeyman engaged in oxy-acetylene and arc welding who is capable of performing any welding operation required by the Gas System Maintenance and Technical Support Department. In addition, performs the work of a Transmission Mechanic. May be required to act as a lead person directing the work of three employees in classifications engaged in this work. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Next Lower Classifications

xxxx Transmission Mechanic

Same or Higher Classifications

1365 M&C Mechanic
1440 Mechanic-Welder

1406 Transmission Mechanic

A journeyman who, without direct supervision, installs, operates, tests, adjusts, repairs and maintains natural gas compressor station and gas transmission facilities including, but not limited to, servicing, calibrating and testing of gas measurement and regulation pneumatic and hydraulic control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench, hand and machine shop tools such as valve facers, drill presses, grinders, lathes, mills and is capable of doing shop and routine welding. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, may be required to perform any of the work for which s/he has been provided training for in the apprenticeship. Background training and experience shall be such that an employee performs these duties with skill and efficiency.

Next Lower Classifications

1401 Appr. Transmission Mechanic

Same or Higher Classifications

1365 M&C Mechanic**
1406 Transmission Mechanic
xxxx Engine Analyst

Note: **1365 M&C Mechanic - retain Division M&C Line of Progression bidding rights.

1401 Apprentice Transmission Mechanic

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

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0935 Utility Worker	1245 Corrosion Mechanic
0048 Senior Maintenance Assistant	1401 Appr. Transmission Mechanic
xxxx Operator	1577
xxxx Senior Operator	Sr. Gas Transmission Operator
1705 Operator Mechanic (PIO)	1704 (PIO)
	Sr. Operator Mechanic (PIO)

Note: Upon completion of Apprenticeship program employee will be classified as 1406 Transmission Mechanic.

An Operator Mechanic (PIO) who was reclassified from a Pipe Line Mechanic and who was at the top rate of the classification or a Line Mechanic who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed at the 18-month step and will be credited with 18 months of classification seniority.

An Operator Mechanic (PIO) who was reclassified from a Pipe Line Mechanic and who was at less than the top rate who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed in the apprentice rate at the wage step that an employee had attained in the Pipe Line Mechanic classification and will be credited with equivalent apprentice classification seniority.

1245 Corrosion Mechanic*(PIO)

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

* Gas System Maintenance and Technical Support Department employees in classification 1245 Corrosion Mechanic are considered as "Incumbent Only."

xxxx Engine Analyst

An employee who without direct supervision conducts technical analytical examinations of compressors, engines, generators, and appurtenant compressor station facilities as part of the Condition Based Maintenance program. These duties include: analyze units, measure exhaust emissions, monitor vibration on natural gas compressors and appurtenant station facilities, take oil samples, and conduct bore scope inspections. Employee also installs, operates tests, adjusts, repairs and maintains natural gas compressors and appurtenant station facilities including, but not limited to, servicing, calibrating and testing of pneumatic, electronic, hydraulic and electrical control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. The employee is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges, and timers. Assists in training and instructing other employees. In addition, will be required to perform the duties for which s/he has been trained. May be required to work as a lead directing the work of other employees.

The Engine Analyst must complete the 30-month training to be deemed fully qualified for this position. Failure to qualify within the 30-month period will result in removal from the classification.

Next Lower Classification

2435 Gas Control Technician -
GSM & TS
1406 Transmission Mechanic

Same or Higher Classification

2415 Gas Transmission Technician
(PIO)
xxxx Engine Analyst

0048 Senior Maintenance Assistant

A classification which may be required to supervise up to three employees, including themselves. This employee will be responsible for providing clerical support for the hazardous waste monitoring program. (Note: The intent of this agreement is not to replace the Environmental Monitor Special Skill Block with a Senior Maintenance Assistant.) This position will also be responsible for the duties performed by a Maintenance Assistant II classification, which include the following clerical duties:

- budget monitoring (i.e., SAP, TP, 457 reports, DCMS);
- computer applications (i.e., JTM, PSRS, ACCESS, EASY+, Electronic Metering, OLEC, Word Processing, Spreadsheets, PLM, SMS);
- coordinating contracts;
- permits and vendor contacts;
- general typing, answering phones, and maintaining office files;
- compiling manuals, making meeting arrangements, ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- bill processing (i.e., FIS, Processing Job Orders Fleet Management/Monitoring, and Invoice Processing).

In addition to the foregoing, will be responsible for the following materials functions such as shipping, receiving, dispersal, salvage, processing materials requisitions, forklift operation and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and, in addition, functions as 0935 Utility Worker - GSM & TS as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance; vehicle cleaning; fire extinguisher maintenance; weed abatement; first aid kit and eye wash inventory; tool operation; and mail delivery.

Next Lower Classifications

Same or Higher Classifications

0049 Maintenance Assistant II

0048 Sr. Maintenance Assistant

Note: For an employee to hold this classification, he/she must have held the top rate of the Maintenance Assistant II classification for 6 months and have successfully passed the following proficiency examinations:

- Budget Monitoring
- Computer Proficiency Test
- Environmental Training Program

Should the employee fail any of these examinations, re-test will be given not less than 30 days following failure. A maximum of 2 re-tests will be given upon request. If an employee does not successfully complete these proficiency examinations, he/she will remain in the Maintenance Assistant II classification.

0049 Maintenance Assistant II

An employee who, without direct supervision, performs the following clerical duties:

- budget monitoring (i.e., SAP, TP, 457 reports, DCMS);
- computer applications (i.e. JTM, PSRS, ACCESS, EASY +, Electronic Metering, OLEC, Word Processing, Spreadsheets, PLM, SMS);
- coordinating contracts, permits and vendor contacts;
- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- bill processing (i.e., FIS, Processing Job Orders, Fleet Management/Monitoring, and Invoice Processing).

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935 Utility Worker - GSM & TS as described in Exhibit VI-C. This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Next Lower Classifications

0057 Maintenance Assistant I

Same or Higher Classifications

0048 Sr. Maintenance Assistant

0049 Maintenance Assistant II

Note For an employee to hold this classification, he/she must have held the Maintenance Assistant I classification rate for 18 months or held the top pay step for 6 months. Will automatically progress to next higher classification (Senior Maintenance Assistant) after six months at top rate of classification and successful completion of appropriate training program.

0057 Maintenance Assistant I

An employee who, without direct supervision, performs the following clerical duties:

- general typing, answering phones, maintaining office files, compiling manuals;
- making meeting arrangements;
- ordering stationery and office supplies;
- payroll entry (Employee Data), record keeping and preparing reports;
- computer applications (i.e., Word Processing, Spreadsheets, PSRS, PLM, SMS, and other computer training);
- bill processing (i.e., FIS, Processing Job Orders, Fleet Management/Monitoring, and Invoice Processing).

Employees will receive training on petty cash system and BSRP.

In addition to the foregoing, will be responsible for the following materials functions such as: shipping; receiving; dispersal; salvage; processing materials requisitions; forklift operation; and materials delivery. Transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a 0935 Utility Worker - GSM & TS as described in Exhibit VI-C.

This includes, but is not limited to the following activities: yard maintenance, vehicle cleaning, fire extinguishers maintenance, weed abatement, first aid kit and eye wash inventory, tool operation and mail delivery.

Beginner's Classification.

Will automatically progress to Maintenance Assistant II classification after six months at top rate of classification.

Pre-employment Requirements:

- Clerical Pre-employment Test
- Physical Pre-employment Test
- 25 w.p.m. Typing Test

0935 Utility Worker - GSM & TS

An employee whose main duties consists of semi-skilled work, such as Utility Worker for journeyman or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision.

Beginner's classification.

Operator Classifications for Manned Facilities

Note: All Operators may be assigned to perform maintenance or other work for which they are qualified during clearances, shutdowns and emergencies.

xxxx Operator

A shift or straight day employee who is responsible for operating, maintaining, and servicing of all underground storage facilities, Compressor Station facilities, transmission lines and appurtenant facilities with or without supervision.

Operating and service duties include: monitoring, taking reads from various meter and gauges, starting and stopping equipment. Shall have thorough knowledge of operating principles, equipment and operating procedures, safety rules and general operating orders. Shall be able to operate all facilities in automatic, semi-automatic and manual modes. The operator is responsible for all station routing changes using SCADA and manual and automatic valves in conjunction with pneumatic, electronic, and computer-based control systems and compressors. Assists in training and instructing other employees in proper operating techniques

Maintenance duties include: routine repair; greasing valves, cleaning separators, changing filters, repairing leaks, and providing assistance as needed. Assist in performing, testing and operating equipment. In addition, will be required to perform station security, cleaning, painting and housekeeping duties, and assist with material handling. Performs paperwork, as needed in the facility.

Specific Duties: Compiles and generates reports using computer equipment and software. Updates various logs as required by PG&E standard practices. Clearances: writes, reviews, and facilitates approval through Gas System Operations (GSO) of all clearances at the facility. Takes appropriate action in emergency situations, including emergency personnel "callouts." Manages all base radio communications, telephone and PC logging activities and takes appropriate action when necessary. Monitors and processes data pertaining to gas operations such as, but not limited to, gas quality and SCADA. Assists in operator training for new and existing operators. May perform work at remote locations to monitor and operate gas facilities.

Next Lower Classifications

0935 Utility Worker
0935 Maintenance Assistant I
0049 Maintenance Assistant II
0048 Sr. Maintenance Assistant

Same or Higher Classifications

xxxx Operator
xxxx Senior Operator
1401 Apprentice Transmission Mechanic
1406 Transmission Mechanic
2437 Apprentice Gas Control Technician
2435 Gas Control Technician (GSM&TS)
2415 Gas Transmission Technician

xxxx Senior Operator

A shift employee who, without direct supervision, is responsible for the underground storage facilities and Compressor Station facilities. Shall have the qualifications of an Operator, and direct and supervise the work of the Operator. Shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operations and maintenance duties, assists in training and instructing other employees in proper operating techniques. A regular Senior or upgraded Senior will be on shift at all times where normal operation requires more than one Operator per shift.

Relief Operator

Will be required to perform all duties listed above for a Operator. In addition, will fill a Relief designation as outlined in Titles 202, 205 and 208 - Utilization of Relief Shift Employees.

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Relief Operator may be required to assume the hours of work of a non-shift employee provided that 1) an employee is notified of the change from shift to non-shift hours by 5:00 p.m., or an employee's quitting time, whichever is later, on the day before such change is made, and 2) an employee is assigned to work with a maintenance crew, or 3) an employee is assigned to work with a non-shift employee at a location other than an employee's headquarters.

Next Lower Classifications

xxxx Operator

Same or Higher Classifications

xxxx Senior Operator
1406 Transmission Mechanic
2435 Gas Control Technician (GSM&TS)
2415 Gas Transmission Technician

LETTER AGREEMENT No. 92-28-PGE

March 3, 1992

Mr. Jack McNally
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

Pursuant to Letter of Agreement No. 90-113-PGE Paragraph K, the Company is exercising its option to apply identical provisions to the Pipe Line Operations organization.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 to the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit 1) that may be applied on a headquarters-by-headquarters basis to all Pipe Line Operations non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department. At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial drivers license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to modify the number of commercial driver's licenses to be established at a headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Should it become necessary to fill the vacancy under the provisions of Section 205.7 (i.e., no volunteer at headquarters), the Company will use the prebid list for the base classification.

Once the number of position requiring a commercial drivers license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law; e.g., a valid Class 3 California Driver's License. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the driver's license. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification, Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classifications presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner. with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, Company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.
- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Titles 208 and 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

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 AND ELECTRIC COMPANY

By: /s/RONALD L. BAILEY
Manager - Industrial Relations

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

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

June 1, 1992

By: /s/JACK McNALLY
Business Manager

EXHIBIT I

COMMERCIAL DRIVER'S LICENSE ADDENDUM

In addition to the other specific duties of present classification held, the following work is performed.

Drives a truck transporting personnel, supplies and equipment as well as operate all truck mounted and associated equipment. Must possess a valid Class "A" driver's license.

LETTER AGREEMENT

No. R3-91-145-PGE

May 8, 1 992

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

Pursuant to Section 205.19 of the Physical Agreement, Company proposes to transfer and reclassify, as noted in Attachment 1, thirty-five IBEW employees from, its Distribution Business Unit (DBU) to its Gas Supply Business Unit (GSBU) effective June 1, 1992.

This transfer involves Gas Control Technicians, Appr. M&C Mechanics, M&C Mechanics, Orifice Metermen, Field Metermen, a Lead Compressor Mechanic and Compressor Mechanics classifications which do not currently exist in the Gas Supply Business Unit.

Nineteen of the positions would be transferred from Rio Vista (Area Fourteen, Bidding Unit 5, Demotion Unit 4),

Four of the positions would be transferred from Orland (Area Fifteen, Bidding Unit 6, Demotion Unit 4),

Eleven of the positions would be transferred from Meridian (Area Sixteen, Bidding Unit 7, Demotion Unit 4), and

One of the positions would be transferred from French Camp (Area Twenty, Bidding Unit 10, Demotion Unit 5).

Company is not proposing any physical relocation of these employees.

TRAINING

In order to permanently reclassify the employees involved, Company proposes that they be required to successfully complete the training requirements listed in Attachments 2 and 3. Company agrees to provide onsite assistance for employees covered by this Letter of Agreement while they are attending Basic Electricity and Basic Electronics. Employees electing to utilize all or part of the Basic Math 7 training Modules will be given the necessary time during regular work hours to complete the program. Employees listed in Attachment 1 will not be charged with previous failures of the Basic Electricity or Basic Electronics Courses.

In those cases where an employee is to be placed in an Apprentices program, the proposed step is noted in Attachment 1 (subject to approval by the Joint Apprenticeship Committee.)

Employees electing to pursue the Apprentice Gas Control Mechanic program must meet the normal requirements to enter the Apprenticeship. If an Orifice Meterman, Field Meterman or Apprentice M & C Mechanic covered by this letter of agreement fails to meet the Standards of Achievement for progression in the Apprentice Gas Control Mechanic Program then he/she will be reclassified as follows:

1. Apprentice M & C Mechanics

If the employee passes all three Gas Schools: Primary, Secondary, and Tertiary but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program.

2. Orifice Metermen

If the employee passes all of the Gas Schools but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program.

3. Field Metermen

If the employee passes all of the Gas Schools but fails to complete Basic Electricity, Basic Electronics or Climbing School he/she will be provisionally reclassified as a Measurement & Control Mechanic (PIO) until completion of the entire M&C Apprenticeship Program. If the employee only passes the Primary School, he/she will be reclassified as an Orifice Meterman.(PIO).

Journeymen (M&C Mechanics, Gas Control Techs, Compressor Mechanics, and the Lead Compressor Mechanic) will be provisionally awarded the new classifications until they meet the requirements outlined in Attachments 2 and 3. If a Gas Control Tech, Compressor Mechanic or Lead Compressor Mechanic does not successfully complete the training requirements he/she will revert back to his/her prior DBU classification. If a M&C Mechanic passes Basic Electricity but is unable to pass Basic Electronics and Basic Climbing after attempting, then he/she will be reclassified as a Gas Control Technician (PIO). If a M&C Mechanic is unable to pass Basic Electricity then he will revert back to a M&C Mechanic. M&C Mechanics with unassigned status will no longer be considered unassigned as of the effective date of this agreement.

Time spent in the Appr. Gas Control Mechanic Program will be credited towards the time required to complete the Appr. M&C Mechanic Program and current Appr M&C's will receive documentation to demonstrate their completion of the Appr. M&C Mechanic Program as if they were still in the apprenticeship program. Documentation will also be sent to the employee's 701 file

ELECTION OF LINE OF PROGRESSION

Company proposes that those employees listed in Attachment 1 (except for the Maintenance Assistants and Walt Williams), who as a result of the reorganization are transferred from DBU to Pipe Line Operations, be given an opportunity to elect their line of progression i.e. maintain a line of progression into DBU or fully accept their new identity as Pipe Line Operations employees and the associated bidding demotion rights applicable under Titles 205 and 206.

Such employees will be given three options and must make their election NO LATER THAN JUNE 1, 1992 using the attached election form. (Attachment 4) If an employee does not complete and return the election form he will automatically default to Option 2

OPTION 1

Employees who choose to retain their Title 205/206 rights in the Division Gas Measurement and Control Line of Progression and choose not to go through the additional training will retain their current classification (PIO) and rate of pay. They will be 'B' bidders for positions within their current DBU Bidding Unit and 'C' bidders to positions within Pipeline Operations. Their demotion rights under Title 206 will be within the Gas Measurement and Control Line of Progression.

OPTION 2

Employees who choose to retain their Title 205/206 rights in the Division Gas Measurement and Control Line of Progression and choose to go through the additional training will be reclassified on a provisional basis as per Attachment 1 and will receive the applicable rate of pay. Should the employee not successfully complete the additional training by December 31, 1994* the employee will be reclassified as detailed on page 2 and receive the applicable rate of pay. Irregardless of whether he successfully completes the training or not, the employee's 'B' bidding rights will be to positions within their current DBU Bidding Unit and he will have "D" bidding rights to Pipe Line Operations positions. Demotion rights under Title 206 will be within the Division Gas Measurement and Control Line of Progression.

OPTION 3

Employees who choose to accept their new identity as Pipe Line Operations employees will be reclassified on a provisional basis as per Attachment 1 and will receive the applicable rate of pay. If the employee successfully completes the training, the employee's provisional status will be removed and his "B" bidding rights will be to positions within Pipe Line Operations Technical or Transmission Maintenance depending on his classification. His demotion rights under Title 206 will be within Pipe Line Operations

If the employee is not able to successfully complete the additional training by December 31, 1994* then he will be reclassified as detailed on page 2 and receive the applicable rate of pay. At that point, his "B" bidding rights will revert to Division Gas Measurement and Control positions and he will have "D" bidding rights to Pipe Line Operations positions. Demotion rights under Title 206 will be within the Division Gas Measurement and Control Line of Progression.

Employees who elect to retain Title 205/206 rights in the Division Gas Measurement and Control line of progression can only reverse that election through the bidding procedure, i.e., bid into a Pipe Line Operations classification and be awarded a vacancy under Subsection 205.7(d) or through the transfer procedure.

Elections to retain Title 205/206 rights in the Division Gas Measurement and Control line of progression attach to the incumbent NOT the position

*If for some reason the Company is unable to provide sufficient classes for the employees to be able to complete the requirements by December 31, 1994: the employees will not be negatively impacted.

TITLE 206

If a lack of work occurs in Division Gas Measurement and Control then the Pipeline employee who has retained his DBU classification in the Measurement and Control line of Progression WILL be considered in determining the least senior employee in Gas Measurement and Control. The affected incumbent would then exercise Title 206 rights based on his election of being in the Division Measurement and Control line of progression.

However, if a lack of work occurs in Pipe Line Operations Transmission Maintenance then only those employees who are holding Pipe Line Operations classifications WILL be considered in determining the least senior employee. The incumbent then exercises Title 206 rights based on their election of being in the Division Gas Measurement and Control or Pipe Line Operations line of progression.

LINE OF PROGRESSION MODIFICATIONS

Company proposes to modify the current Pipe Line Operations Transmission Maintenance Line of Progression by creating four new classifications

- 1251 Apprentice Technical Compressor Mechanic
- 1250 Unassigned Technical Compressor Mechanic
- 1249 Technical Compressor Mechanic
- 1246 Lead Technical Compressor Mechanic

(Attachment 5)

In addition, Company proposes to modify the current Division Gas Measurement and Control Line of Progression to provide an avenue for the Compressor Mechanics to move into the Gas Control Technician and Measurement and Control Mechanic positions. (Attachment 6)

BIDDING RIGHTS

Company proposes that existing A, B, and C bidders to the DBU positions listed in Attachment 1 retain their current rights until the list has been exhausted. A list of the existing A, B, and C bidders as of May 1, 1992 will be frozen. However, these employees must maintain their bids on file to retain the grandfathering status afforded by this agreement. Bids will be accepted from these employees but they must enter the PLO line of progression. Once the frozen list has been exhausted the vacancies will be filled in the normal manner. Once the election process has occurred, only those Pipe Line positions filled with DBU classifications (PIO) will be open to employees on the frozen list.

When a vacancy occurs in one of these positions the senior bidder on the frozen list will be contacted and informed that the job he had a bid on file for has been reclassified to a Pipe Line Operations classification and there are additional training requirements associated with holding the classification. The employee must then decide if he/she wishes to exercise the bid under those conditions and if the employee says no, they will be removed from the frozen bid list. The Company must continue to offer the position to the remaining employees on the list. If all employees turn the position down, the list will be considered exhausted and the Company can then fill the position and all future vacancies in its normal manner. If a position listed in Attachment 1 becomes vacant, and it was formerly filled by an employee holding a Pipe Line Classification, irregardless of the 205/206 rights the employee had elected, it shall be filled from the normal prebid list (not the frozen list).

TRANSITION PERIOD

Company proposes that until the parties complete negotiations on the revised Lines of Progression and Job Definitions for Pipe Line Operations that the employees covered by this agreement will continue to perform the work that they have performed as Field Metermen and Orifice Metermen i.e. mark and locate, pipe to soils, aerial patrol, and leak surveys, etc.

RETITLE

Company proposes to change the title of Pipe Line Operations currently in Exhibits III, IV, VII, IX, X and the supplements to Titles 205 and 206 of the Physical Agreement; and Title 2 and the supplements to Titles 18 and 19 of the Clerical Agreement to reflect its new title, Gas Transmission and Storage. There will be absolutely no effect on bidding rights of the IBEW employees already assigned to PLO. (On January 1, 1990, PLO was reorganized into Northern Pipeline Operations, Southern Pipeline Operations and Gas Production and Storage. Each of these departments is included in the proposed bidding unit of Transmission and Storage).

GRIEVANCE SETTLEMENT

Grievances #11-164-91-2, #11-165-91-3 and #11-166-91-4 regarding the use of Maintenance Assistants and the reclassification of a vacant compressor mechanic position to a gas control mechanic are settled upon signing of this agreement and the individuals involved will not participate in the election process since the grievants knowingly accepted positions in Pipe Line Operations.

Company and Union agree that if the grievances regarding the performance of Gas Control Tech work by non-Gas Control Techs is resolved in the Union's favor, that the affected employees, covered by this letter of agreement will participate in any back wages agreed to in the settlement, as appropriate.

IBEW, Local 1245

-6-

**R3-91-145-PGE
May 8, 1992**

88-104

The associated floor numbers will be transferred from the respective divisions to Pipe Line Operations effective June 1, 1992.

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 AND ELECTRIC COMPANY

By: /s/ Ronald L. Bailey
Manager Industrial Relations

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

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

June 1, 1992

By: /s/ Jack McNally
Business Manager

HQ	LAST NAME	FIRST NAME	CURRENT CLASSIFICATION	CURRENT STEP	CURRENT WAGE	PROPOSED CLASS	PROPOSED STEP	PROPOSED WAGE	FINAL WAGE
Mer	Stewart	Bob	Gas Control Tech	Jrn	\$875.25	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Blevins	Jim	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Ollar	Bruce	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Rogers	Matt	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Jurkiewicz	Jim	M/C Mech-Unsgd	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Mer	Clement	Debbie	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
Mer	Higgins	Dianne	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
Mer	Abella	Dennis	Orifice MMan		\$747.60	Gas Control Mech	24Mnth*	\$747.60	\$881.45
Mer	Martin	Lenny	Orifice MMan		\$747.60	Gas Control Mech	24Mnth*	\$747.60	\$881.45
Mer	Saldivar	Eloy	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Spratt	Gordon	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Mer	Villalpando	Joe	Orifice MMan		\$747.60	Gas Control Mech	Jrn	\$857.65	\$881.45
Mer	Watson	Bob	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Orl	Ramirez	Mark	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
Orl	Thall	Mike	M/C Mech	Appr	\$767.30	Gas Control Mech	30 Mnth*	\$767.30	\$881.45
Orl	Matousek	Chuck	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45
Orl	Rossi	John	Orifice MMan		\$747.60	Gas Control Mech	24 Mnth*	\$747.60	\$881.45

* Placement and wage rate subject to approval of Joint Apprenticeship Committee

HQ	LAST NAME	FIRST NAME	CURRENT CLASSIFICATION	CURRENT STEP	CURRENT WAGE	PROPOSED CLASS	PROPOSED STEP	PROPOSED WAGE	FINAL WAGE
FC	Williams	Walt	Gas Control Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
FC	Vacant **		M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
FC	Vacant ##		Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Nielsen	Frank	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Penick	Jerry	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Spainhower	Brad	Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Vacant		Comp Mech	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Schmaljohann	Gene	Comp Mech -Unsgd	Jrn	\$857.65	Tech Comp Mech		\$881.45	\$881.45
RV	Ohleyer	Ken	Corrosion Mech		\$818.55	Corrosion Mech		\$818.55	\$818.55
RV	De Flores	Jack	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Guerra	Geno	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Larsen	Carl	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Marcantelli	Rich	Field MMan		\$709.35	Gas Control Mech	18 Mnth*	\$709.35	\$881.45
RV	Tiemeyer	Bill	Field MMan		\$709.35	Gas Control Mech	18 Mnth	\$709.35	\$881.45
RV	Claar	Cliff	Gas Control Mech	Jrn	\$881.45	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Bennet	Dan	Gas Control Tech	Jrn	\$875.25	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Cox	John	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Dana	George	M/C Mech	Appr	\$767.30	Gas Control Mech	30 Mnth*	\$767.30	\$881.45
RV	Greenwood	Ron	M/C Mech-Unsgd	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	Joerke	Delaine	M/C Mech	Jrn	\$857.65	Gas Control Mech	Jrn	\$881.45	\$881.45
RV	McGovern	Bill	M/C Mech	Jrn	\$857.65	Gas Control mech	Jrn	\$881.45	\$881.45
RV	Alioto	Pam	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
RV	De Flores	Grace	Maintenance Asst		\$723.35	Maintenance Asst		\$723.35	\$723.35
RV	Blattler	Rhoda	Operating Clerk		\$721.45	Maintenance Asst.		\$723.35	\$723.35
RV	Thompson	Tom	Orifice MMan		\$747.60	Gas Control Mech	Jrn	\$857.65	\$881.45

- Placement and Wage rate subject to approval by Joint Apprenticeship Committee
- ** The vacant M&C Mechanic will be filled via Title 206 from the Stockton yard.
- ## The vacant Gas Control Mechanic position in French Camp will be filled through the current bid list.

**TRAINING REQUIREMENTS FOR
RECLASSIFICATION TO
GAS CONTROL MECHANIC**

CURRENT DBU CLASSIFICATIONS

CLASSES

Gas Control Technician

Basic Electricity
Basic Electronics
Climbing School

Measurement & Control Mech,

Basic Electricity*
Basic Electronics
Climbing School

Orifice Meterman

Secondary Gas School**
Tertiary Gas School**

Basic Electricity
Basic Electronics
Climbing School

Field Meterman

Primary Gas School***
Secondary Gas School**
Tertiary Gas School**

Basic Electricity
Basic Electronics
Climbing School

*If a journeyman Measurement & Control Mechanic passes Basic Electricity but fails to pass Basic Electronics and Climbing School after attempting, then he will be reclassified as a Gas Control Technician.

**If the employee passes all of the Gas Schools but fails to complete the Gas Control Mechanic Schools he will be provisionally reclassified as a Measurement & Control Mechanic until completion of the entire M&C Apprenticeship Program.

***If the employee only passes the Primary School he will be reclassified as an Orifice Meterman.

**TRAINING REQUIREMENTS FOR
RECLASSIFICATION TO
TECHNICAL COMPRESSOR MECHANIC'
AND
LEAD TECHNICAL COMPRESSOR MECHANIC**

CURRENT DBU CLASSIFICATIONS

Compressor Mechanics

Lead Compressor Mechanic

CLASSES

Basic Electricity
Basic Electronics
Climbing School

Basic Electricity
Basic Electronics
Climbing School

**Line of Progression Election Form
For Employees Affected By Letter of Agreement R3-91-145**

(Employee's Name)

In accordance with the provisions of Letter of Agreement #R3-91-145 your position has been reclassified from a Division Gas Measurement and Control classification to a Pipe Line Operations classification. The provisions of the Letter of Agreement allow you to have a one time opportunity to elect your preference to retain Title 205/206 rights in the Division Gas Measurement and Control Line of Progression or assume Title 205/206 rights in the Pipe Line Transmission or Technical Maintenance Lines of Progression. You must make this election by June 1, 1992.

I wish to retain my Title 205/206 rights in the Division Gas Measurement and Control Line of Progression. I understand that this election may deny me upgrades to temporary vacancies in Pipe Line Transmission and Technical Maintenance classifications as a Subsection 205.7(b) bidder. I also understand that I can only reverse this election through the bidding/transfer procedure.

I elect to assume Title 205/20 rights in the Pipe Line Transmission or Technical Maintenance Line of Progression. I understand that this election may deny me upgrades to temporary vacancies in the Division Gas Measurement and Control Department.

Employee's Signature

Date

PIPE LINE OPERATIONS DEPARTMENT

TRANSMISSION MAINTENANCE

REVISED 4/17/92

Company Proposal April 17, 1992

1246 LEAD TECHNICAL COMPRESSOR MECHANIC

An employee who may perform the duties of a Technical Compressor Mechanic and who, under general guidance, provides technical, operational, supervisory or other assistance as directed, for two or more other employees within the compressor group.

Next Lower Classification

1249 Technical Comp. Mech.

Same or Higher Classification

1246 Lead Technical Comp. Mech.

1249 TECHNICAL COMPRESSOR MECHANIC

An employee who, without direct supervision installs, operates, tests, adjusts, repairs and maintains natural gas compressors and appurtenant station facilities including, but not limited to, servicing, calibrating and testing of pneumatic, electronic, hydraulic and electrical control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, has the qualifications of, and may be required to perform the duties of a Gas Control Mechanic. May be required to work as a leadman directing the work of one other employee.

Next Lower Classification

1251 Appr. Tech Comp. Mech.

Same or Higher Classification

1249 (1250) Technical Comp.
Mech. & (Un)
1246 Lead Tech. Comp. Mech.

1251 APPRENTICE TECHNICAL COMPRESSOR MECHANIC

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

Next Lower Classification

Same or Higher Classification

1406 Transmission Mechanic

1249 (1250) Tech. Comp. Mech.
& (Un.)
1251 Appr. Tech. Comp. Mech.

DIVISION GAS MEASUREMENT AND CONTROL
Revised 4/3/92

Company Proposal April 6, 1992

2410 GAS CONTROL TECHNICIAN

An employee who, without direct supervision, installs, checks, adjusts, operates and maintains all gas supervisory and remote control equipment including pneumatic and electronic controls, computers and their associated equipment. He may be required to act as a leadman, supervising the work of other employees in lower classifications engaged in this work. His back ground of training, education and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

*0640 Light Crew Foreman
 1244 Compressor Mechanic
 (Rio Vista only)
 1365 (1366) Measurement &
 Control Mechanic & (Un.)

Same of Higher Classifications

0644 Technical Subforeman A (G.C. Gas)
 0645 Technical Subforeman B (G.C. Gas)
 1247 Lead Compressor Mech
 (Rio Vista Only)
 2405 Gas Technician (G. C.)
 2410 Gas Control Technician

- An employee in East Bay or San Francisco Division, who, on June 30, 1966 was classified as a Light Crew Foreman (0640) and who is qualified to perform the duties of the Measurement and Control Mechanic (1365) classification, shall be entitled to preferential consideration on bids to Gas Control Technician (2410) and to Measurement and Control Mechanic under Subsection 205.7(b) or the Agreement.

1365 MEASUREMENT AND CONTROL MECHANIC

An employee who is a journeyman and who is engaged in the installation, operation, and maintenance of all types of gas measurement, control and treating equipment in gas collection, transmission, storage and distribution systems, such as meters and regulators used for purchase, sale, and operation purposes, all types of pneumatic controllers and their associated control valves, pneumatic transducers and computers, and all types of telemetering equipment (excluding microwave circuits) where the basic circuitry does not include transistors.

He may be required to measure the output of electronic transducers (not including calibration adjustments) in connection with his regular work at a station. To gain experience for advancement to Gas Control Technician, he may be required to work under supervision on basic circuitry having transistors and perform calibration adjustments on electric transducers for which he has been trained and instructed. He may be required to operate and maintain a propane-air plant. He calculates Btu and specific gravity of gas mixtures and sizes orifice plates including ratio controllers and adjusts equipment for required Btu and gravity control. He performs pressure control operations during shutdowns for repair or tie-in of distribution mains and transmission lines. He may be required to weld, if qualified. May work alone or with the assistance of one other employee. May also work with a third employee without upgrade in a lower classification where the man is necessary for guarding manhole or vault openings or for flagging traffic. During pressure control operations, may provide functional assistance or guidance to crews involved. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency

Next Lower Classification

1368 Appr. Measurement &
Control Mechanic

Same or Higher Classification

0644 Technical Subforeman A (G.C. Gas)
0645 Technical Subforeman B (G.C. Gas)
1244 Compressor Mechanic
1247 Lead Compressor Mechanic
1365 (1366) Measurement & Control
Mechanic (Un.)
2405 Gas Technician (G. C.)
2410 Gas Control Technician

LETTER AGREEMENT

NO. 95-80-PGE

June 20, 1995

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:

Currently, employees are required to have their license in hand by the vacancy control date, for positions requiring a commercial driver's license.

The Company has established a procedure whereby employees may attend 40 hours of classroom and hands on training at the Livermore Training Center to qualify for a commercial driver's license. Because the school can only accommodate four students a week there is a significant delay for employees in obtaining their license.

Company is therefore proposing, pursuant to Section 205.19, to award vacancies requiring a commercial driver's license, pending successful completion of the school (including the DL170 test by Company tester) and/or license certification. In order to be considered for a pending award the employee must already have passed the physical examination and have obtained the Department of Motor Vehicle's permit for a commercial driver's license.

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.

July 7, 1995

By: s/Jack McNally
Business Manager

Proposed Training Tracks for Apprentice Transmission Mechanic, Apprentice Gas Control Technician

Transmission Mechanic and Gas Control Technician:

Objective: Redefine the Transmission Mechanic and Gas Control Technician job classifications in preparation for a return to state approved apprenticeship programs. To retain flexibility, the first 18 months of each 36 month apprenticeship will be the same and contain a 'common' curriculum of training events. This will allow the company to work both of these classifications in the same common tasks.

Proposed Common Task Definitions (1st 18 months of each apprenticeship):

In principle, common tasks are current tasks performed today by both the Transmission Mechanic and Gas Control Technician which do not include technical electrical/electronic work. These tasks include, but are not limited to the following: valve maintenance, station routines, cathodic protection maintenance, vehicle inspections, metering, and pumps, leak survey, mark and locate, and rectifier reads. These common tasks will make up the first 18 months of both the Transmission Mechanic and Gas Control Technician apprenticeships.

Common tasks will include the following new courses:

1. Basic Math (a 1 week course, TBD = to be developed)
2. Rectifier Maintenance (TBD)
3. Corrosion Mechanic School (TBD)
4. Basic Electrical Safety Course (1 week, to be developed)

Course to cover the following tasks:

- How to test and change out solar batteries, panels, etc
 - Basic use of a volt meter
 - How to use different instruments for different applications
 - Electrical theory and practice
 - How to check voltages, batteries
 - Basic diagnostics only, not to fix but to diagnose
- Note: SCADA and other high end electronics work is not included

Examples of performance objectives:

- In concept – checking of fuses only, just to find out why it doesn't have power
- How to go to a panel box, check breakers, etc.
- How to change out simple un-energized electrical parts such as light bulbs and fuses.
- Include rectifier maintenance and corrosion mechanic duties
- Able to clean, inspect and reinstall probes

Transmission Mechanic Apprenticeship Tasks:

1st 18 months: Common tasks

2nd 18 months: Includes a continuation of training in basic welding, equipment operations, gas tapping and plugging, machine shop practices and mechanical work procedures associated with compressor station maintenance. In addition, this period will finish up with a 6 month rounding out period (months 30-36).

Gas Control Technician Apprenticeship Tasks:

1st 18 months: Common tasks

2nd 18 months: Primarily includes expanded training in electrical and electronics based work procedures.

Proposed Line of Progression Changes

Attachment III

Objective: Redefine the Transmission Mechanic and Gas Control Technician job classifications in preparation for a return to state approved apprenticeship programs. To retain flexibility, the first 18 months of each 36 month apprenticeship will be the same and contain a 'common' curriculum of training events. This will allow the company to work both of these classifications in the same common tasks.

Proposed Common Task Definitions (1st 18 months of each apprenticeship):

In principle, common tasks are current tasks performed today by both the Transmission Mechanic and Gas Control Technician which do not include technical electrical/electronic work. These tasks include, but are not limited to the following: valve maintenance, station routines, cathodic protection maintenance, vehicle inspections, metering, and pumps, leak survey, mark and locate, and rectifier reads. These common tasks will make up the first 18 months of both the Transmission Mechanic and Gas Control Technician apprenticeships. Please see page 2 for a breakdown of proposed formal training and OJT.

Common tasks will include the following new courses:

Basic Math (a 1 week course, TBD = to be developed)

Basic Electrical Safety Course (1 week, to be developed)

Course to cover the following tasks:

- How to test and change out solar batteries, panels, etc
 - Basic use of a volt meter
 - How to use different instruments for different applications
 - Electrical theory and practice
 - How to check voltages, batteries
 - Basic diagnostics only, not to fix but to diagnose
- Note: SCADA and other high end electronics work is not included

Examples of performance objectives:

- In concept – checking of fuses only, just to find out why it doesn't have power
- How to go to a panel box, check breakers, etc.
- How to change out simple un-energized electrical parts such as light bulbs and fuses.
- Include rectifier maintenance and corrosion mechanic duties
- Able to clean, inspect and reinstall probes

Transmission Mechanic Apprenticeship Tasks:

1st 18 months: Common tasks

2nd 18 months: Includes a continuation of training in basic welding, equipment operations, gas tapping and plugging, machine shop practices and mechanical work procedures associated with compressor station maintenance. In addition, this period will finish up with a 6 month rounding out period (months 30-36). See page 3 for more detail.

Gas Control Technician Apprenticeship Tasks:

1st 18 months: Common tasks

2nd 18 months: Primarily includes expanded training in electrical and electronics based work procedures. See page 4 for more detail.

Common Tasks (for TM and GCT) Apprenticeship

Proposed 18 Month Training Track

Timeline	Activity
0 mo. Pre Assessment and Pre-qualification test	
0-6 mo	
	<p>Formal Schools:</p> <p>Basic Computer Skills (to include Word, DGsave, PLM, Company Intranet, Concur, USA program, Standards and Guidelines, Technical Library)</p> <p>Mark & Locate (GAS-0015, Learning Services)</p> <p>Mark & Locate Instrument Workshop (GAS-0143)</p> <p>Protection of Underground Infrastructure (GAS-0091)</p> <p>Leak Survey (GAS-0016)</p> <p>Outlook 2003 (COMP-0295)</p> <p>Rigging Course</p> <p>Corrosion WBT – (GAS-0170, 0171, 0172, 0173)</p> <p>Basic Equip Operations Course (to include Forklift, manlift, OH crane, truck mounted boom)</p> <p>+ Basic Math Class (1 wk - to be developed)</p> <p>+ CGT Electrical Safety (1 wk class - to be developed). Topics to include tasks such as basic troubleshooting, how to change fuses, how to read incoming and outgoing voltages on equip, and adjust rectifier settings. See previous page)</p> <p>Note: this class is different from the 2 week Basic Electricity Class offered to Gas Control Technicians during their training track.</p> <p>+ Corrosion Mechanic School (existing 5 day class in San Ramon) -Topics to include tasks such as how to work safely around electrical devices, safe use of volt meter, how to identify high versus low voltages. Only work on inlet voltage of up to 120 Volts. No DC)</p> <p>OJT (Possible FTO hours = 479):</p> <p>Warehouse (28 hrs) Vol 1 SB 2.3</p> <p>Mark and Locate (72 hrs) Vol 2 SB 2.9</p> <p>Combust Gas Indicator (CGI) (20 hrs) Vol 2 SB 2.2</p> <p>Flame Ionization Unit (20 hrs) Vol 2 SB 2.3</p> <p>Personal Atmospheric Monitor (28 hrs) Vol 2 SB 2.4</p> <p>Maintenance and Safety (56 hrs) Vol 2 SB 1-2.1</p> <p>Valve Maint (40 hrs) Vol 2 SB 1-2.7</p> <p>Vault Entry Procedures (36 hrs) Vol 2 SB 2.15</p> <p>Vault Inspection (18 hrs) Vol 2 SB 2.16</p> <p>Traffic Control (19 hrs) Vol 2 SB 2.12</p> <p>Underground Infrastructure (6 hrs) Vol 2 SB 2.13</p> <p>Volt-Ohm Meter (8 hrs) Vol 3 SB 1.12</p> <p>Corrosion Control (80 hrs) Vol 2 SB 2.8</p> <p>Elect Safety Awareness (5 hrs) Vol 3 SB 1.4</p> <p>Emer System Shut (43 hrs) Vol 3 SB 2.4</p> <p>Wage Progression Proficiency Test #1</p>

6-12 mo.
<p>Formal Schools:</p> <p>Measure & Control I (GAS-0113 Pri, 1 week, 40hr)</p> <p>+ Ultrasonic Meter Inspection class (TBD)</p> <p>OJT (Possible FTO hours = 502):</p> <p>Process Gas System (56 hrs) Vol 2 SB 1-2.4</p> <p>Cooling Tower System (40 hrs) Vol 2 SB 1-2.5</p> <p>Startup Proc (60 hrs) Vol 2 SB 1-3.1 (make applicable for K & P Units)</p> <p>Shutdown Proc (40 hrs) Vol 2 SB 1-3.2 (make applicable for K & P Units)</p> <p>Unit Shutdown System (72 hrs) Vol 2 SB 1-1.10</p> <p>Prints & Drawings (68 hrs) Vol 2 SB 1-2.2</p> <p>Precision Measurement Devices (8 hrs) Vol 2 SB 1-2.3</p> <p>Fire Protection System (30 hrs) Vol 2 SB 1-2.6</p> <p>Handling Pipeline Liquids (6 hrs) Vol 2 SB 2.5</p> <p>Gas Sampler Systems (14 hrs) Vol 3 SB 3.2</p> <p>Pipeline Procedures (8 hrs) Vol 2 SB 2.10</p> <p>Pipe Purging Shut&Tie-ins(64 hrs) Vol 2 SB 2.11</p> <p>Ultrasonic Meters\Mechanical (19 hrs) Vol 3 SB 3.8 (to include the following tasks: mechanically based work associated with meters)</p> <p>Rem/Repl a Three-Phase Mot (17 hrs) Vol 3 SB 1.9 (mechanical tasks only)</p> <p>Wage Progression Proficiency Test #2</p>

12-18 mo.
<p>Formal Schools:</p> <p>Measure & Control II & III (GAS-0114, GAS-0015, 1 week each, 80 hrs)</p> <p>OJT (Possible FTO hours = 523):</p> <p>Dehydration system (50 hrs) Vol 2 SB 3.1</p> <p>District Regulation (80 hrs) Vol 2 SB 3.2</p> <p>Gas Quality (40 hrs) Vol 2 SB 3.3</p> <p>Orifice Measurement (20 hrs) Vol 2 SB 3.4</p> <p>Pneumatic Control Sys (130 hrs) Vol 2 SB 3.5</p> <p>Pneumatic Test Equipment (70 hrs) Vol 2 SB 3.6</p> <p>Pneumatic Transmitters (80 hrs) Vol 2 SB 3.7</p> <p>Ignition System (40 hrs) Vol 2 SB 1-1.5 (to include mechanical tasks only)</p> <p>Slip Ring Maintenance (13 hrs) Vol 3 SB 1.105 (to include mechanical tasks only)</p> <p>Wage Progression Proficiency Test #3</p>

Transmission Mechanic Apprenticeship (remaining 18 months)

Timeline	Activity
18-24 mo. Formal Schools: Basic OA/Arc Welding (Learning Services) Equipment Operations (EQIP-0013, 0033, 0068) (backhoe, grader, skip loader, dump truck, mobile cranes) Gas Tapping & Plugging (GAS-0033) OJT (Possible FTO hours = 281): Rigging (40 hrs) Vol 1 SB 2.2 Painting, Concrete and Carp (13 hrs) Vol 1 SB 2.1 Advanced Equipment Operations (10 hr) Vol 2 SB 2.1 Equipment Operations (10 hrs) Vol 1 SB 2.9 Shop Welding – OA (10 hrs) Vol 2 SB 1-2.9 Shop Welding – Arc (10 hrs) Vol 2 SB 1-2.10 Mueller Pipeline Tapping Equip (68 hrs) Vol 2 SB 2.7 Machine Shop Practices (120 hrs) Vol 2 SB 1-2.8 Wage Progression Proficiency Test #4	

24-30 mo Locations: Hinkley, Topock, LMCS OJT (Possible FTO hours = 526): Starting Air System (30 hrs) Vol 2 SB 1-1.1 Engine Balancing (64 hrs) Vol 2 SB 1-1.2 Fuel Gas System (32 hrs) Vol 2 SB 1-1.3 Intake Air System (40 hrs) Vol 2 SB 1-1.4 Ignition System (40 hrs) Vol 2 SB 1-1.5 (to include mechanical tasks only – please read the language in FTO’s from the current Skill Block binder – Vol 2. This is the “wrenching” portion only. No diagnostics of electronics is included. Includes tasks such as removing distributors or coils, etc. Task should remain here, not moved to GCT) Lube Oil System (40 hrs) Vol 2 SB 1-1.6 Cooling Water System (40 hrs) Vol 2 SB 1-1.7 Compressor Valve (80 hrs) Vol 2 SB 1-1.8 Power Cylinder Removal & Repl (80 hrs) Vol 2 SB 1-1.9 2000 Hour Compressor Inspection (80 hrs) Vol 2 SB 1-1.11 Wage Progression Proficiency Test #5

Locations: Kettleman, Tracy, Burney, Willows, McIs OJT (Possible FTO hours = 340): Starting Gas System (30 hrs) Vol 2 SB 1-3.3 Fuel Gas System - Turbine (60 hrs) Vol 2 SB 1-3.4 Intake Air System - Turbine (40 hrs) Vol 2 SB 1-3.5 Lube Oil System - Turbine (40 hrs) Vol 2 SB 1-3.6 Combustion System (50 hrs) Vol 2 SB 1-3.7 Data Gathering and Display System (40 hrs) Vol 2 SB 1-3.8 – please read the language in FTO’s from the current Skill Block binder – Vol 2. This task only refers to taking readings, interpreting OIT’s. No repair work. Task should remain here, not moved to GCT) Water Wash Procedure (80 hrs) Vol 2 SB 1-3.9 Wage Progression Proficiency Test #5
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30-36 mo. Activity: Rounding Out Wage Progression Proficiency Test #6
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Gas Control Technician Apprenticeship (remaining 18 months)

Timeline	Activity
18-24 mo Formal Schools: Basic Electricity School (PSOS-056, 2 week class) Electronics (2 week school)	OJT (Possible FTO hours = 253): Slip Ring Maintenance (13 hrs) Vol 3 SB 1.10 5 (to include electrical tasks– This only includes electrical tasks because mechanical tasks are already included in training received in the common track – see Common tasks during 12-18 mo) Transformers (5 hrs) Vol 3 SB 1.11 D.C. Systems (18 hrs) Vol 3 SB 1.1 Emergency Power Systems (12 hrs) Vol 3 SB 1.2 Elect Constr Tech & Wir Meth (40 hrs) Vol 3 SB 1.3 Elect Schem and Wire Diagrams (9 hrs) Vol 3 SB 1.5 Gen. Perm, Shutd & Alarm Sys (31 hrs) Vol 3 SB 1.6 Lighting Systems (10 hrs) Vol 3 SB 1.7 Motor Control Centers (32 hrs) Vol 3 SB 1.8 Rem/Repl a Three-Phase Mot (17 hrs) Vol 3 SB 1.9 Elect Control System (40 hrs) Vol 3 SB 2.2 Gas Odorization Systems (26 hrs) Vol 3 SB 3.1 Wage Progression Proficiency Test #4

24-30 mo. Formal Schools: Moore 352 – SLDC (2-3 day class) Remote Gas SCADA RTU (GAS-0083, 1 week) Rosemont Transmitter (GAS-0087) Gas Chromatography (GAS-0011, 1 wk school) Total Flow CCU (GAS-0032) Ultrasonic Metering (GAS-0107) WINCUU Windows Version (GAS-0090) Tower Climbing (2 days, ELEC-0201) + PLC course (1 week) Kazimirsky + Bentley Nevada Vibration Monitoring Sys (40 hr)	OJT (Possible FTO hours = 337): Bristol 3330 DPC (15 hrs) Vol 3 SB 2.1 Electronic Control (10 hrs) Vol 3 SB 2.3 GE Fanuc Gen I/O Block (23 hrs) Vol 3 SB 2.5 Infrared Gas Detector Path (20 hrs) Vol 3 SB 2.6 Moore 352-SLDC (36 hrs) Vol 3 SB 2.7 Remote Gas SCADA RTU (6 hrs) Vol 3 SB 2.8 Rosemt Smart Press Trans (34 hrs) Vol 3 SB 2.9 Sulfur Analyzing System (24 hrs) Vol 3 SB 3.3 Gas Chrom System (44 hrs) Vol 3 SB 3.4 Inser Turbine Met Maint (20 hrs) Vol 3 SB 3.5 Mercury (ECAT) (22 hrs) Vol 3 SB 3.6 Total flow FCU (64 hrs) Vol 3 SB 3.7 Ultrasonic Meters\Electronics (19 hrs) Vol 3 SB 3.8 (tasks include calibrations, electrical troubleshooting, electrical repair)
Wage Progression Proficiency Test #5	

30-36 mo. Formal Schools: Note: Some classes may need to be added to support the following OJT topics	OJT (Possible FTO hours = 116): Personal Computers (51 hrs) Vol 4 – SB 3.1 Modems (26 hrs) Vol 4 – SB 3.2 SCADA Systems (36 hrs) Vol 4 – SB 3.5 Cabling and Wiring (4 hrs) Vol 4 – SB 2.1 Move the following to the GTT structured training track (note-some of these require an FCC License): Base Radio and Rep Systems (60 hrs) Vol 4 – SB 1.1 Mobile Radio (42 hrs) Vol 4 – SB 1.2 Mast/Rem SCADA RTU Radio (56 hrs) Vol 4 – SB 1.3 LAN/WAN Systems (57 hrs) Vol 4 – SB 3.3 Telephone Exchanges (84 hrs) Vol 4 – SB 2.2 Voice Mail Systems (28 hrs) Vol 4 – SB 2.3
Wage Progression Proficiency Test #6	

Engine Analyst Structured Training-

Timeline	Activity
0 mo. Pre Assessment and Pre-qualification test	
0-6 mo (see notes #2 and #3)	<p>Formal Schools: Electronics (2 week school) Moore 352 – SLDC (2-3 day class) Remote Gas SCADA RTU (GAS-0083,1 week) Rosemont Transmitter (GAS-0087) ROCIP - Basic Engine Analysis</p> <p>OJT (Possible FTO hours = 227): Bristol 3330 DPC (15 hrs) Vol 3 SB 2.1 Elect Control System (40 hrs) Vol 3 SB 2.2 Electronic Control (10 hrs) Vol 3 SB 2.3 Emer System Shutdown (43 hrs) Vol 3 SB 2.4 GE Fanuc Gen I/O Block (23 hrs) Vol 3 SB 2.5 Infrared Gas Detector Path (20 hrs) Vol 3 SB 2.6 Moore 352-SLDC (36 hrs) Vol 3 SB 2.7 Remote Gas SCADA RTU (6 hrs) Vol 3 SB 2.8 Rosemont Smart Press Trans (34 hrs) Vol 3 SB 2.9</p>

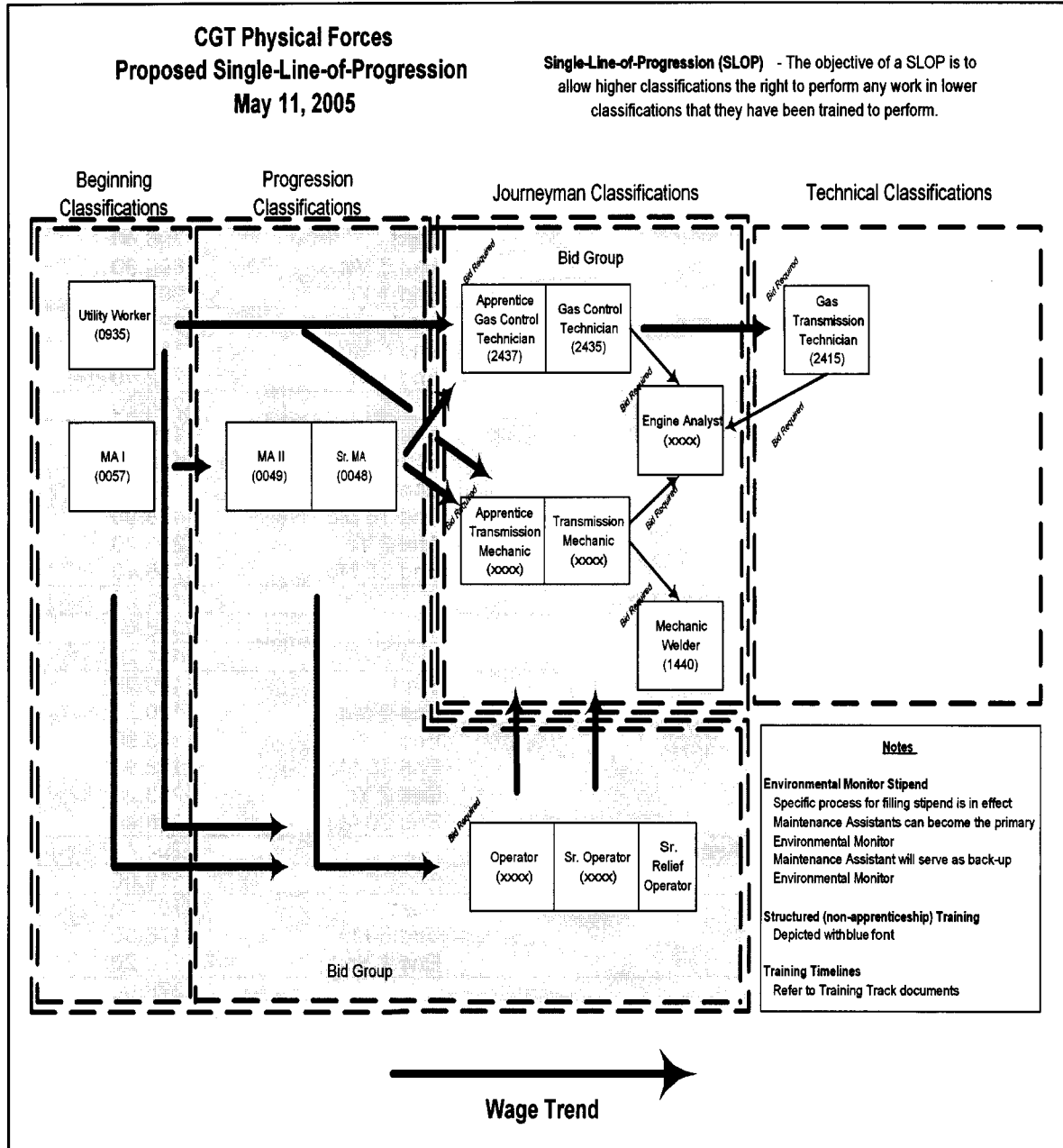
6-12 mo	<p>Formal Schools: ACTT Basic Track Courses: Course 1: Applied Prin of Eng & Compressors (36 hrs) Course IIA: Combustion Characteristics (32 hrs) Course IIB: Compressor Characteristics (24 hrs) ROCIP - Basic Compressor Analysis Windrock 6310 Start-up Training</p> <p>OJT: To be determined</p>
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12-18 mo	<p>Formal Schools: ACTT Basic Track Courses: Course IIIA: Maint & Perf Analysis (36 hrs) Course IIIB: Fund of Troubleshooting (36 hrs) ROCIP – Intermediate Engine Analysis</p> <p>OJT: To be determined</p>
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18-24 mo	<p>Formal Schools: ROCIP – Intermediate Compressor Analysis ROCIP – Advanced Engine Analysis GMRC – Engine Analyzer & Reliability Workshop</p> <p>OJT: To be determined</p>
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24-30 mo	<p>Formal Schools: Windrock: High Speed Engine Analysis Windrock: Reciprocating FFT Vibration Analysis</p> <p>OJT: To be determined</p>
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Comments:	<ol style="list-style-type: none"> 1. While it is true that in years past, Engine Analysts came from the Trans Mechanic job classification, today the EA job is much more technical and requires extensive electronics background and training. In the proposed training tracks for the new TM apprenticeship, very little electronics training is received – thus it inadequately prepares the TM of tomorrow for transition into the EA job. Further, it is impractically to assume that a TM could become an EA with only 12 months of additional training as suggested. Gas Control Techs who migrate into the EA position, require additional mechanic training. 2. For the reasons noted in note #1 above, Gas Control Techs who migrate into the EA position should complete the 24-30 month training as noted in the TM track for their 1st 6 months of EA training. The remaining 6 – 30 months of training will follow the outline as shown on this page. 3. Transmission Mechanics who take the EA position should complete the entire curricula as noted on this page.
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Company Proposed Wages
2007

Class Code	Classification	Progression	2007	
			Weekly	Hourly
0935	Utility Worker-GSM	Start	848.40	21.21
		End 6 Mo	931.60	23.29
		End 1 Yr	1014.40	25.36
		End 18 Mo	1097.20	27.43
0057	Maintenance Assistant I	Start	796.40	19.91
		End 6 Mo	896.80	22.42
		End 1 Yr	997.20	24.93
0049	Maintenance Assistant II	Start	1097.20	27.43
		End 6 Mo	1153.60	28.84
		End 1 Yr	1212.40	30.31
0048	Senior Maintenance Assistant		1265.20	31.63
2437	Apprentice Gas Control Technician – GSM	Start	1109.20	27.73
		End 6 Mo	1120.80	28.02
		End 1 Yr	1153.60	28.84
		End 18 Mo	1178.80	29.47
		End 2 Yr	1253.20	31.33
		End 30 Mo	1286.40	32.16
2435	Gas Control Technician – GSM		1491.20	37.28
2415	Gas Transmission Technician (PIO)		1536.40	38.41
1440	Mechanic Welder		1451.20	36.28
1401	Apprentice Transmission Mechanic	Start	1109.20	27.73
		End 6 Mo	1120.80	28.02
		End 1 Yr	1153.60	28.84
		End 18 Mo	1178.80	29.47
		End 2 Yr	1253.20	31.33
		End 30 Mo	1286.40	32.16
1406	Transmission Mechanic		1394.40	34.86
xxxx	Engine Analyst		1510.00	37.75
xxxx	Operator	Start	1106.40	27.66
		End 6 Mo	1176.00	29.40
		End 1 Yr	1283.20	32.08
xxxx	Senior Operator		1378.00	34.45
Relief Senior Operator	The appropriate rate of a Senior Operator, plus \$5.00 per week plus 8 times the hourly Sunday premium.			