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# PACIFIC GAS AND ELECTRIC COMPANY

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August 22, 1977

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter supersedes and cancels all previous material submitted to you on the same subject.

As you are aware, Company intends to open the new Fremont Gas Meter Shop in 1977.

The Central Shop will employ a new concept in the repairing of gas meters and will be operated on a two-shift basis. Essentially, the new process provides for specialization in the repair and proving of gas meters and regulators. As a result of this, Company proposes to establish new classifications, to be used on the shifts established at the Shop, job definitions, wages and lines of progression for this facility. These proposals, which are made pursuant to the provisions of Title 600 and Section 204.4 of the Physical Agreement, are attached as Exhibit A. In addition, Company proposes to add the Central Gas Meter Shop to the list of departments in Exhibit VI-A "Job Definitions and Lines of Progression - Materials Distribution, Division Materials Departments including the Pipe Line Operations Department." This will allow the use of Materials Distribution classifications at the new Shop.

Placement of employees into the centralized Gas Meter Shop shall be as follows:

- 1.) Employees placed into a Gas Meter Shop prior to January 1, 1973.

Company proposes to offer positions at the Central Shop to all Gas Meter Shop employees who were hired prior to January 1, 1973. Company further proposes to maintain the present rate of pay as a minimum of any employee transferring to the new Shop, provided there is no election available to place such employee in a classification having a wage equal to or greater than the employee's permanent wage rate prior to centralization.

- 2.) Employees presently classified as (0933) Helper who were placed into a Gas Meter Shop prior to January 1, 1976.

The Company will attempt to place employees currently classified as (0933) Helpers who were placed into a Gas Meter Shop prior to January 1, 1976, into the centralized Gas Meter Shop.

Company further proposes to red-circle the wage rate of any of the above employees who are placed into the centralized Meter Shop and who have been temporarily upgraded for a substantial majority of the time at the top step of the (2265) Meter Shopman wage progression or to such other wage step in the Meter Shopman wage progression such employee may have attained. Such red-circling shall continue until such time as the wage rate of the classification to which the concerned employee is assigned equals or exceeds the red-circled rate. Any of the above employees who transfer to the centralized Meter Shop and who have not been upgraded to a higher classification for a substantial majority of the time shall be assigned the wage rate of the classification at the centralized Gas Meter Shop pursuant to Title 204 of the Physical Agreement.

Union and Company shall review the placement of employees under this section of the Agreement prior to implementation.

3.) Employees placed into a Gas Meter Shop after December 31, 1975.

The Company will attempt to place employees hired or placed into a Division Gas Meter Shop after December 31, 1975, into the centralized Gas Meter Shop. Such employees shall be placed into the Meter Shop classifications in accordance with provisions of Title 204 of the Physical Agreement.

Those employees who elect to remain in their present headquarters will be placed in accordance with Title 206 of the Physical Agreement. All regular employees affected by this agreement will be extended rights under Section 206.9 of the Physical Agreement. The proposed staffing and displacement procedure which are made pursuant to the provisions of Sections 205.19 and 206.13 of the Physical Agreement are attached as Exhibit B.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Bulbright*  
Manager of Industrial Relations

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

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

10/4, 1977

By *Dean Cifer*  
Business Manager

EXHIBIT AJOB DEFINITIONS AND LINES OF PROGRESSIONCENTRAL GAS METER SHOP1443 SENIOR SHOP METER MECHANIC

An employee who performs the repair, adjustment, calibration, and test of instruments and gages, including orifice meter instrumentation. Performs evaluation test on new types of meters and regulators.

Next Lower ClassificationSame or Higher Classifications

1444 Shop Meter Mechanic

1443 Senior Shop Meter Mechanic  
1087 Section Leader (only if  
previously classified as  
(1444) Shop Meter Mechanic)

1444 SHOP METER MECHANIC

An employee who performs the repair, adjustment, test, and proof of any meter, except orifice meter instrumentation. Performs repair, adjustment, calibration and test of instruments and gages, if qualified.

Next Lower ClassificationsSame or Higher Classifications

2130 Shop Meter Assembler  
1087 Section Leader  
2120 Instrument Mechanic

1443 Senior Shop Meter Mechanic  
1444 Shop Meter Mechanic  
1087 Section Leader

2130 SHOP METER ASSEMBLER

An employee who performs all repairs, adjustments and tests, not including proving on bell provers over 5 cf, diaphragm-type meters of not over 50 lb. weight or 425 cfh capacity. Performs repair, test and adjustments of any regulator for which qualified.

Next Lower ClassificationsSame or Higher Classifications

1475 Shop Meter Processor  
1445 Shop Regulator Mechanic

1443 Senior Shop Meter Mechanic  
1444 Shop Meter Mechanic  
2130 Shop Meter Assembler  
2120 Instrument Mechanic  
1087 Section Leader  
1736 Prover Operator

1475 SHOP METER PROCESSOR

An employee engaged in performing without direct supervision, certain meter and regulator repair operations as follows:

1. Routine operation of tools and equipment used in disassembling and cleaning meters and regulators for repair, such as impact wrenches, torches or soldering coppers, pneumatic chisels, gasket removers, manual blast cleaners, and manual paint spray.

- 2. Operate tools and equipment used in repair of meters not over 50 lbs. weight or 425 cfh capacity, such as toppers, impact wrenches, torches or soldering coppers for tinning only, valve cover grinders, submerge testers, diaphragm leak testers.
- 3. Operate 2 cf and 5 cf bell provers to test meters not over 425 cfh capacity. Includes routine wrench/screw driver type proof adjustment.

Includes recording routine test data.

Next Lower Classification

Same or Higher Classifications

0933 Shop Helper

- 1443 Senior Shop Meter Mechanic
- 1444 Shop Meter Mechanic
- 2130 Shop Meter Assembler
- 2120 Instrument Mechanic
- 1445 Shop Regulator Mechanic
- 1736 Prover Operator
- 1475 Shop Meter Processor
- 1087 Section Leader

0933 SHOP HELPER

An employee who performs, under general supervision, certain meter and regulator repair operations as follows:

- 1. Operate (start, stop, load and unload meters and regulators, recharge with pre-prepared consumables such as paint, detergent, shot blast grit, etc., remove wastes) machines as:
  - a. Automatic blast cleaner/conveyor.
  - b. Automatic paint spray/forced dry conveyor.
  - c. Wash/dry machine and conveyor.
  - d. Other conveyors.
  - e. Detopper-type machines.
  - f. Meter table washer.
- 2. Manually clean meter and regulator parts.
- 3. Operate such manually operated materials handling equipment as hoists and dollies.
- 4. May assist others.
- 5. General housekeeping duties.

Beginner's Classification

2120 INSTRUMENT MECHANIC

An employee who performs repair, adjustment, test and calibration of any instrument or gage used in measurement and pressure control of gas or required in the operation of the shop. Performs evaluation tests of new types of instruments and gages.

Next Lower Classification

2130 Shop Meter Assembler

Same or Higher Classifications

1443 Senior Shop Meter Mechanic  
1444 Shop Meter Mechanic  
2120 Instrument Mechanic  
1087 Section Leader

1087 SECTION LEADER

An employee, subordinate to a supervisory employee not in the bargaining unit, who supervises employees engaged in preparing meters for repair and proof. He shall have the qualifications of a Shop Meter Assembler.

Next Lower Classifications

2130 Shop Meter Assembler  
1444 Shop Meter Mechanic  
2120 Instrument Mechanic

Same or Higher Classifications

1443 Senior Shop Meter Mechanic  
1087 Section Leader

1445 SHOP REGULATOR MECHANIC

An employee who performs all repairs, tests, and adjustments of any type regulator, relief valve, automatic shut-off valve and similar mechanical or pneumatically operated pressure control devices.

Next Lower Classification

1475 Shop Meter Processor

Same or Higher Classifications

1443 Senior Shop Meter Mechanic  
1444 Shop Meter Mechanic  
2130 Shop Meter Assembler  
1087 Section Leader  
2120 Instrument Mechanic  
1445 Shop Regulator Mechanic  
1736 Prover Operator

1736 PROVER OPERATOR

An employee who proves, tests, and adjusts any rotary, turbine, or diaphragm meter. Allocates work, provides functional guidance and checks work procedures of Shop Meter Processor engaged in proving activities. May perform operating tests of provers and their accessories associated with the proving of meters.

Next Lower Classifications

1475 Shop Meter Processor  
2130 Shop Meter Assembler

Same or Higher Classifications

1736 Prover Operator  
1087 Section Leader

1395 SHOP MECHANIC

An employee who services, adjusts, maintains, and repairs shop mechanical, electric, and electromechanical equipment, except automotive. May be required to gas and arc weld. May assist others. May assist in developing or modifying equipment and devices useful in shop operation.

Next Lower Classification

Same or Higher Classification

0933 Shop Helper

1395 Shop Mechanic

1120 MACHINIST

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

Next Lower Classification

Same or Higher Classifications

1121 Apprentice Machinist

0753 Maintenance Subforeman  
1120 Machinist  
1147 Traveling Machinist

2420 PLANT TECHNICIAN

An employee who services, adjusts, maintains, and repairs shop electronic equipment, except the computer. May assist in developing or modifying electronic devices useful in shop operation. May be required to perform duties of Shop Mechanic, including welding, if qualified.

Due to nature of this job, there is no line of progression and selection will be made from qualified personnel on the basis of employment date.

PACIFIC GAS AND ELECTRIC COMPANY  
 BASIC WAGE SCHEDULE - FORTY-HOUR WEEK BASIS  
 OPERATION, MAINTENANCE AND CONSTRUCTION EMPLOYEES

Applicable to

CENTRAL GAS METER SHOP

<u>CLASSIFICATION</u>	<u>PROGRESSION</u>	<u>PER WEEK</u>
1443 Senior Shop Meter Mechanic		\$317.15
1444 Shop Meter Mechanic		307.50
2130 Shop Meter Assembler	Start	277.25
	End 6 Mo	282.25
1475 Shop Meter Processor	Start	265.80
	End 6 Mo	271.60
0933 Shop Helper	Start	223.10
	End 6 Mo	242.60
	End 1 Yr	262.15
1445 Shop Regulator Mechanic	Start	277.25
	End 6 Mo	282.25
2120 Instrument Mechanic	Start	277.25
	End 6 Mo	282.25
	End 1 Yr	293.30
	End 18 Mo	307.50

-5-

LA 1042  
 601.3  
 8-22-77

<u>CLASSIFICATION</u>	<u>PROGRESSION</u>	<u>PER WEEK</u>
1087 Section Leader		317.15
1736 Prover Operator	Start	277.25
	End 6 Mo	285.00
	End 1 Yr	297.60
2420 Plant Technician		366.65
1395 Shop Mechanic	Start	265.80
	End 6 Mo	269.45
	End 1 Yr	279.45
	End 18 Mo	287.30
	End 2 Yr	295.40
	End 30 Mo	322.75
1120 Machinist		366.65

LA 1042  
 601.3  
 8-22-17



EXHIBIT B

When the Central Shop is ready for staffing, Company proposes that all placements to classifications and shifts be made on the basis of employment date, present classification and qualifications, as outlined in Section 205.11 of the Physical Agreement. Jobs in all classifications will be awarded to those employees with the earliest employment date provided that they are qualified in those classifications that are listed opposite the new classifications. Temporary assignments on or after December 15, 1972, shall be included. The following is a list of old and new classifications for initial staffing purposes only:

<u>New Classifications</u> (numbered classifications listed in order of priority of filling)	<u>Present Classifications Appropriate For</u> <u>Initial Staffing Purposes Only</u>
(1) Senior Shop Meter Mechanic	Meter Mechanic
(2) Section Leader .	Meter Mechanic Meter Repairman Meter Tester
(3) Shop Meter Mechanic	Meter Mechanic Meter Tester
(4) Instrument Mechanic	Meter Mechanic
(5) Prover Operator	Meter Tester Meter Mechanic Meter Repairman Meter Shopman
(6) Shop Meter Assembler	Meter Mechanic Meter Repairman Meter Tester
(7) Shop Regulator Mechanic	Meter Mechanic Meter Repairman Meter Tester Meter Shopman
(8) Shop Meter Processor	Meter Mechanic Meter Repairman Meter Tester Meter Shopman Helper
(9) Helper	Meter Mechanic Meter Repairman Meter Tester Meter Shopman Helper

LA 1048

8-2277

601.3

Plant Technician	None
Shop Mechanic	Meter Mechanic - Will have to weld (Gas & Arc).
Machinist	None - Filled through bidding procedure.
Materials Leadman	None - Filled through bidding procedure.
Materials Man	None - Filled through bidding procedure.