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PACIFIC GAS AND ELECTRIC COMPANY

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

June 6, 1968

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Company proposes to amend Exhibit VI-C, Job Definitions and Lines of Progression - Pipe Line Operations Department, effective May 8, 1968, as indicated in the attached.

The proposed changes include those which were agreed to in the negotiations concluded December 10, 1966 and in letter agreements effective January 23, 1968 and May 8, 1968.

If you are in accord with the attachment 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 V. A. Thompson
Manager of Industrial Relations

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

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

November 21, 1968

By Ronald T. Weakley
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION
PIPE LINE OPERATIONS DEPARTMENT

PLANT OPERATING

All operating employees may be assigned to perform maintenance or other work during shutdowns or emergencies.

0500 Compressor Engineer

A shift employee who is responsible for the operation of the compressor units and auxiliary equipment and is in direct charge of the operating personnel on his shift.

Next Lower Classification

0490 Auxiliary Engineer

Same or Higher Classifications

0500 Compressor Engineer
0754 Plant Maintenance Subforeman
1120 Machinist
1127 Traveling Machinist

Relief Compressor Engineer

A shift employee who stands shifts, as assigned, relieving any operating classification in the compressor plant and who is responsible for the performance of all of the duties of the classification he is relieving. In addition, he may be required to perform maintenance work for which he is qualified; perform cleaning duties in and about the compressor station; assist in performing tests on operating equipment; instruct other employees in proper operating techniques; and perform clerical work in the Plant Superintendent's office and to perform warehouse duties, including relieving the Storekeeper.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

0490 Auxiliary Engineer

A shift employee who operates and services auxiliary equipment as assigned; reads and logs figures from various recording meter gauges and is required to do necessary cleaning.

Next Lower Classification

1520 Oiler

Same or Higher Classifications

0490 Auxiliary Engineer
0500 Compressor Engineer
0754 Plant Maintenance Subforeman
1120 Machinist
1127 Traveling Machinist
1390 Plant Mechanic

1520 Oiler

A shift employee who observes, lubricates, and assists in the operation of equipment in a compressor station; reads pressure and temperature gauges within the plant area; does necessary cleaning and performs minor maintenance work of a preventive or cleaning nature.

Next Lower Classifications

0935 Helper (Plant Maintenance)
2640 Yardman

Same or Higher Classifications

0490 Auxiliary Engineer
0500 Compressor Engineer
0754 Plant Maintenance Subforeman
1120 Machinist
1127 Traveling Machinist
1160 Maintenance man
1390 Plant Mechanic
1391 Appr. Plant Mechanic
1520 Oiler

Relief Oiler

A shift employee who stands shifts, as assigned, relieving other Oilers and performs all of the duties of the operating position which he is relieving. In addition, he may be assigned the duties, and hours of work, of Plant Helper or Yardman; to perform other clerical work in the Plant Superintendent's office; and to assist the employee in charge in the performance of duties in the warehouse.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1575 Temporary Compressor Operator

A shift employee located at a compressor station which is normally unattended, who operates control equipment, valves, etc., in accordance with instructions. Reads, posts, and reports gas volumes, gas pressures, and other readings. In addition, he may be required to perform minor maintenance work on station equipment and maintain station grounds and buildings.

HOURS OF WORK

Relief Operators

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 nonshift employee provided that (1) he is notified of the change from shift to nonshift hours by 5:00 p.m., or his quitting time, whichever is later, on the day before such change is made, and (2) he is assigned to work with a maintenance crew, or (3) he is assigned to work with a nonshift employee at a location other than his headquarters.

Oilers

Since the need for two Oilers per shift at the Kettleman Compressor Station is intermittent, up to four Oilers at that station may be removed from the watch schedule and assigned to day hours (8:00 a.m. to 12:00 noon and 12:30 p.m. to 4:30 p.m.) to perform the duties of a Plant Helper or Yardman. Such assignments shall be in accordance with the provisions of Section 208.18 of the Agreement.

PLANT MAINTENANCE

0754 Plant Maintenance Subforeman

An employee who is a working foreman in charge of a crew engaged in installation, repair, and maintenance work in compressor stations. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Plant Mechanic and be familiar with rigging, erection standards, safety rules and other applicable rules and procedures.

Next Lower Classifications

Same or Higher Classification

1120 Machinist*
1390 Plant Mechanic

0754 Plant Maintenance Subforeman

*If qualified as a Plant Mechanic

1120 Machinist

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools, and is engaged in repairing, installing, and maintaining all types of mechanical equipment in compressor stations including related welding and rigging. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1121 Appr. Machinist

0754 Plant Maintenance Subforeman
1120 Machinist
1147 Traveling Machinist

1390 Plant Mechanic

An employee who is a journeyman and who maintains and repairs compressor engine units and auxiliary equipment in compressor stations. This work is performed in a plant or machine shop and requires the ability to work with machine shop tools. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1391 Appr. Plant Mechanic

0500 Compressor Engineer
0754 Plant Maintenance Subforeman
1120 Machinist
1127 Traveling Machinist
1390 Plant Mechanic

1391 Apprentice Plant Mechanic

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

Next Lower Classifications

0935 Helper (Plant Maintenance)
2640 Yardman

Same or Higher Classifications

0490 Auxiliary Engineer
0500 Compressor Engineer
1120 Machinist
1127 Traveling Machinist
1160 Maintenceman

1160 Maintenceman

An employee who is engaged in performing miscellaneous skilled and semiskilled work such as rough or finished carpentry, installation or maintenance of plumbing facilities, repairs and finish to office furniture and general maintenance to housing facilities such as painting and electrical wiring.

Next Lower Classification

None

Same or Higher Classifications

0500 Compressor Engineer
0754 Plant Maintenance Subforeman
1120 Machinist
1127 Traveling Machinist
1160 Maintenceman
1390 Plant Mechanic

2640 Yardman

An employee who maintains station grounds, hauls station refuse, and may be required to operate station water supply pumps.

Next Lower Classification

0935 Helper (Plant Maintenance)

Same or Higher Classifications

0490 Auxiliary Engineer
0500 Compressor Engineer
0754 Plant Maintenance Subforeman
1120 Machinist
1127 Traveling Machinist
1160 Maintenceman
1390 Plant Mechanic
1391 Appr. Plant Mechanic
2640 Yardman

0935 Helper (Plant Maintenance)

An employee whose main duties consist of semiskilled work, such as Helper for a Journeyman or Apprentice, including the use of hand tools under direction, or portable power tools under direction for cleaning purposes or other work not requiring precision.

Beginner's Classification

1050 Janitor

An employee who performs required janitorial and housekeeping duties.

Beginner's Classification

MEASUREMENT AND CONTROL

1830 Senior Terminal Operator

A shift employee located at a major gas controlling station who is responsible for the control of gas within the jurisdiction of that station, in accordance with established practices. Reads, posts, calculates, and reports, as directed, gas volumes and pressures. Observes the performance of and operates various pneumatic, electrical and electronic control equipment. Contacts various producers and relays production change orders; evaluates the effects of such changes. Maintains surveillance of gas supplies and demands within the area and under the station's jurisdiction to assure safety and continuity of service. Evaluates conditions and makes decisions or recommends a course of action to his Supervisor or to System Gas Control; takes appropriate action in routine and emergency situations. May be required to direct the activities of, and assist in the training of Terminal Operators. He shall possess experience as a Terminal Operator and the personal qualifications of knowledge, judgment and leadership.

Next Lower Classification

1835 Terminal Operator

Same or Higher Classification

1830 Senior Terminal Operator

Relief Senior Terminal Operator

A shift employee who stands shifts, as assigned, relieving any operating classification in the terminal or an Auxiliary Engineer or Oiler at the compressor plant, and is responsible for the performance of all of the duties of the classification he is relieving. In addition, he may be required to operate and to assist in the maintenance of all measurement and control equipment in the operating area of the terminal to which he is assigned; to perform cleaning and minor maintenance duties in and about the terminal building; and to prepare reports and perform other clerical work related to the terminal operation and perform warehouse work, including relieving the storekeeper.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1835 Terminal Operator

A shift employee, located at a major gas controlling station, working under the direction of a Senior Terminal Operator. Changes charts and performs related clerical functions. Reads, posts, calculates, and reports, as directed, gas volumes, pressures, gravities, meter coefficients, heating and odorant values. Relays orders, contacts producers for production changes, maintains logs of various operations, operates radio, checks, computes and teletypes or phones operating data to System Control and others as required. Manually operates valves as directed and may be required to operate various pneumatic, electrical and electronic control equipment. The employee's educational and general qualifications shall be such that he is considered capable of attaining the Senior Terminal Operator classification.

Next Lower Classifications

0936 Helper (Measurement and Control)
1307 Gas Control Mechanic
1308 Appr. Gas Control Mechanic

Same or Higher Classifications

1830 Senior Terminal Operator
1835 Terminal Operator
2415 Gas Transmission Technician

Relief Terminal Operator

A shift employee who stands shifts, as assigned, relieving other Terminal Operators or Oilers at the compressor plant and performs all of the duties of the operating position which he is relieving. In addition, he may be required to operate and to assist in the maintenance of measurement and control equipment in the operating area of the terminal to which he is assigned; to perform cleaning and minor maintenance duties in and about the terminal or compressor station; and to prepare reports and perform other clerical work related to the terminal operation and to assist the employee in charge in performing warehouse work.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1790 Station Operator - Temporary Assignments Only

A shift employee located at a designated meter and regulator station whose primary duty is the operation of valves and regulator facilities to control volumes or regulate pressures in accordance with orders issued by System Gas Control. In addition, he shall change, read, and compute meter charts; receive, record and report pressures and volumes at regular intervals of time and may be required to maintain station grounds and buildings.

2415 Gas Transmission Technician

An employee who possesses the qualifications and performs the duties of a Gas Control Mechanic and in addition installs, tests, adjusts, operates, and maintains gas supervisory, remote control, and communication systems, including but not limited to electronic controllers, computers, and their related components, carrier, microwave, and radio equipment. He may be required to act as a leadman supervising the work of other employees in lower classifications engaged in this work. He must have a second-class radio telephone operator's license. His background of training, education, and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classification

1307 Gas Control Mechanic

2415 Gas Transmission Technician

Notes: All Communication Technicians, Apprentice Communication Technicians at the top rate, and Meter Subforemen have been reclassified to Gas Transmission Technician.

Gas Transmission Technicians who, on May 8, 1968, were classified as Communication Technicians will be considered as Communication Technicians when bidding to a vacancy in such classification in a Division.

The requirement of a second-class radio telephone operator's license is waived for the Meter Subforeman. The cross-training on climbing may be waived in Company's discretion or if substantiated by medical examination.

Employees who were reclassified to Gas Transmission Technician and their classification seniority dates after reclassification are as follows:

Communication Technicians

R. H. Brown	Antioch	3/1/61
V. R. Phelps	Kettleman	9/23/57
J. L. White	Milpitas	4/27/62
C. A. Parker	Hinkley	6/12/60
R. R. Hollister	Antioch	2/21/62
R. W. Cross	Antioch	1/17/61
C. L. Rupe	Hinkley	2/8/65

Meter Subforemen

D. L. Champlin	Kettleman	5/11/57*
C. A. Townsend	McDonald Island	8/1/65
W. F. Garb	Hinkley	5/1/57
E. J. Cicka	Tracy	3/1/66

*Adjusted

1307 Gas Control Mechanic

An employee who is a journeyman and without direct supervision installs, tests, adjusts, operates, and maintains gas measurement and control equipment, communication and electrical equipment, or other facilities appurtenant to pipelines or compressor stations, including but not limited to pneumatic regulators, controllers, compressor controls, meters, telemeters, recorders, dehydrators, filters, calorimeters, gravimeters, telephone lines, and communication terminal equipment. He must be able to climb poles, towers, and masts. He may be required to work on electronic equipment in order to gain experience for advancement to Gas Transmission Technician.

Next Lower Classification

Same or Higher Classifications

1308 Appr. Gas Control Mechanic

1307 Gas Control Mechanic
2415 Gas Transmission Technician

1403 Routine Gas Control Mechanic (Incumbents Only)

An employee who is a journeyman and is qualified to perform portions of the duties of the Gas Control Mechanic.

Notes: Company has reclassified Meter Inspectors, the Telephone Electrician, and Electricians to Routine Gas Control Mechanic and will provide cross-training. The placement and advancement in the wage rates will be as follows:

PLACEMENT AND CROSS-TRAINING

Following placement in the Routine Gas Control Mechanic classification and in accordance with classification seniority dates shown, cross-training is being offered each employee to enable him to become fully qualified as a Gas Control Mechanic. Such cross-training shall be offered so that all cross-training will be completed prior to January 1, 1970.

Meter Inspectors

An employee who was in this classification was placed at the 1st step of the rate in the progression; however, if he previously held the classification of Electrician, Apprentice Electrician, Telephone Electrician, Communication Technician or Apprentice Communication Technician, he was placed at the 3rd step of the rate. He shall be required to complete the following training programs as may be required:

- 1 - Basic Climbing School (Pit #1)
- 2 - Basic Electricity School (Emeryville)
- 3 - Measurement and Control Mechanic Training School (Potrero)

Employees who were reclassified to Routine Gas Control Mechanic at the wage rates shown below will, upon advancement to Gas Control Mechanic, be credited with classification seniority as shown:

<u>Name</u>	<u>Location</u>	<u>Weekly Rate</u>	<u>Classification Seniority Date</u>
D. E. Morgan	Tracy	\$177.30	5/1/49
V. L. Gearhart	Rosedale	\$172.50	3/3/55
J. M. Mansfield	Kettleman	\$172.50	1/17/56*
F. W. Wells	Hinkley	\$172.50	6/20/55
R. L. Short	Kettleman	\$172.50	3/8/50*
G. E. Langnese	Milpitas	\$172.50	12/21/53
R. W. Maloney	Kettleman	\$172.50	6/16/53
C. H. Hicks	Milpitas	\$172.50	9/7/58
I. A. Williams	Hinkley	\$172.50	12/10/56*
R. E. Brooks	Antioch	\$172.50	11/1/60
W. N. Blackburn	Topock	\$172.50	10/14/59*
N. G. Ford	Antioch	\$172.50	2/21/62
S. D. Warren	McDonald Island	\$172.50	8/1/65
J. D. Mattson	Tracy	\$177.30	6/4/62
R. S. Cartwright	McDonald Island	\$172.50	12/1/65

*Indicates adjustment due to leave of absence

Telephone Electrician

Mr. O. J. Mobley, Kettleman, the only employee in this classification, was placed at the 2nd step of the wage rate (\$174.90) and shall be required to complete the following training programs:

- 1 - Apprentice Gas Measurement Centralized Training School (Potrero)
- 2 - Measurement and Control Mechanic Training School (Potrero)

Following advancement to Gas Control Mechanic, his classification seniority date shall be considered as being 5/15/52.

Electrician

Each employee in this classification was placed at the top step of the wage rate (\$179.75), and he shall be required to complete the following training programs:

- 1 - Basic Climbing School (Pit #1)
- 2 - Apprentice Gas Measurement Centralized Training School (Potrero)
- 3 - Measurement and Control Mechanic Training School (Potrero)

Following advancement to Gas Control Mechanic, the following employees will have classification seniority dates as shown:

G. E. Boone	Kettleman	6/19/46
V. L. Moore	Hinkley	5/18/65
R. A. Robinson	Topock	11/2/64

An Electrician who is reclassified under this proposal will be considered as an Electrician when bidding to fill a vacancy in the Electrician classification in a Division.

ADVANCEMENT

The Basic Climbing School requirement for each of the above classifications may be waived in Company's discretion or if an employee's physical impairments are substantiated by medical examination; however, satisfactory completion of the Dial Training School at Emeryville shall be substituted as a requirement for progression in such cases.

An employee who attends a required school will be advanced one step in the wage rate (if such step is available) upon the successful completion of such school. Lacking completion of such school, an employee shall be held at the step at which he was placed. When all of the school requirements have been met, such employee shall be advanced to Gas Control Mechanic.

1308 APPRENTICE GAS CONTROL MECHANIC

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

Next Lower Classifications

Same or Higher Classification

0936 Helper (Measurement)
1835 Terminal Operator
1830 Senior Terminal Operator

1308 Apprentice Gas Control Mechanic

Notes: All Apprentice Meter Inspectors and Apprentice Communication Technicians (who are not at the top of the rate) were reclassified to Apprentice Gas Control Mechanic at their present wage rates and with credit for time spent at such rates. Their progression to journeyman shall be in accordance with the 1966 Settlement or the Master Apprenticeship Agreement.

An employee classified as Apprentice Communication Technician at or above the 30-month step May 8, 1968, will be considered as Apprentice Communication Technician for bidding to vacancies in this classification in a Division.

0936 Helper (Measurement and Control)

An employee whose main duties consist of semiskilled work, such as Helper for journeyman or apprentice, including the use of hand tools under direction, or portable power tools under direction for cleaning purposes or other work not requiring precision.

Beginner's Classification

PIPELINE MAINTENANCE

0800 Repair Subforeman

An employee who is a working foreman in charge of a crew engaged in the maintenance, repair and operation of gas transmission lines and appurtenant facilities. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Mechanic-Welder and be familiar with construction standards, safety rules and other applicable rules and procedures.

Next Lower Classification

Same or Higher Classification

1440 Mechanic-Welder

0800 Repair Subforeman

1440 Mechanic-Welder

An employee highly skilled in oxy-acetylene and arc position welding, who performs welding, fabrication and Line Mechanic's duties on transmission lines and appurtenant facilities.

Next Lower Classification

Same or Higher Classifications

1350 Line Mechanic

0800 Repair Subforeman
1440 Mechanic-Welder

1350 Line Mechanic

An employee who, without direct supervision, is engaged in the maintenance, repair and operation of gas transmission lines and the appurtenant facilities and operating heavy mechanical equipment. May be required to maintain and make minor repairs to the auxiliary equipment and service all equipment in unattended compressor stations. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. May do welding in order to gain experience for advancement to Mechanic-Welder.

Next Lower Classification

2100 Line Repairman

Same or Higher Classifications

0800 Repair Subforeman
1350 Line Mechanic
1440 Mechanic-Welder

2100 Line Repairman

An employee who performs general routine repairs and construction type work on transmission lines and appurtenant facilities; operates automotive equipment, patrols pipelines and reads meters and gauges.

Next Lower Classification

0937 Helper (Pipeline Maint.)

Same or Higher Classifications

0800 Repair Subforeman
1350 Line Mechanic
1440 Mechanic-Welder
2100 Line Repairman

0937 Helper

An employee whose main duties consist of semiskilled work, such as Helper for a Mechanic or Repairman, including the use of hand tools under direction, or portable power tools under direction for cleaning purposes or other work not requiring precision.

Beginner's Classification

GENERAL

0360 Cook

An employee who prepares, cooks, and serves meals in a boarding-house, maintains supplies and keeps records of meals served.

0965 Cook's Helper

An employee who assists in the kitchen and dining room of a boardinghouse; also performs janitorial work.

Beginner's Classification