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# PACIFIC GAS AND ELECTRIC COMPANY

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

June 10, 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:

This letter agreement proposal cancels and supersedes our proposal to you on this subject dated September 25, 1967.

During and since General Negotiations in 1963, Company and Union have earnestly pursued the problems attendant to the progression of employees to the First Operator classifications in the Electric Substation and Electric Hydro Departments. The many discussion meetings and approaches have not produced a system which realistically recognizes the progressions as they have been or are now occurring.

The apprentice classifications which have been negotiated between Company and Union have not proved satisfactory due to the promotional opportunities available to employees in such classifications which result in use of the classifications merely as a brief stopping point.

Therefore, not in the interest of impeding the advancement of employees in these progressions, but to provide a realistic program of instruction and experience, Company proposes to amend Pages 38-51 inclusive of Exhibit VI-L of the Agreement dated September 1, 1952, as attached, such amendments to be effective on the date of this agreement.

## I. APPRENTICE OPERATOR CLASSIFICATIONS

Company will not fill future vacancies in these classifications and the classifications will be restricted to incumbents only. Such incumbents shall not be subject to the provisions of the Master Apprenticeship Agreement, but shall be entitled to automatic progression as follows:

An employee in the above group who remains in the apprentice classification shall be progressed as shown below when he has completed six months at the top rate of apprentice classification, provided he is qualified to be promoted by standards which were in effect on June 30, 1967. No change of headquarters will be required.

APPRENTICE SUBSTATION OPERATORS

(Will progress to First Operator.)

Coast Valleys Division

R. E. Bjorklund - Morro Bay Switching Station  
James Perry - Salinas Substation

San Jose Division

R. Kludt - Metcalf Substation

APPRENTICE HYDRO OPERATORS

(Will progress to First Operator, except as shown.)

San Joaquin Division

W. Arave - Balch P.H. (Will progress to Roving Operator.)

Shasta Division

J. Kirstens - Pit #3 P.H.

Stockton Division

S. Powell - Tiger Creek P.H.

An employee's automatic progression to First Operator or Roving Operator at a headquarters will necessitate a change of schedule of the First Operators or Roving Operators at that headquarters. Such change of schedule shall be in accordance with the Labor Agreement Clarification on Title 202 - Hours, dated April 1, 1965, and must be agreed upon by Company and Union before being placed in effect (Section 202.16). If, as a result of having such addition to the complement at the headquarters, an additional Relief Operator position is established, such vacancy shall be filled in accordance with Section G of the Labor Agreement Clarification on Titles 202, 205 and 208 - Utilization of Relief Shift Employees. When, by attrition, the original total number of Operators at the headquarters is re-established, change shall also be made to return to the original schedule and complement in each classification. As appropriate, such action shall be taken by Company under the provisions of Section II B of the Labor Agreement Clarification on Title 202 - Hours, dated April 1, 1965, and Title 206.

In conjunction with the elimination of the Apprentice Operators and in the future application of the provisions of Title 206, an employee who is in any of the following classifications on the date of this agreement shall be considered as a journeyman within the meaning of Section 206.12 of

the Agreement and the Second Operator classification shall be considered as an apprentice classification within the meaning of such Section:

\*\*0776 Operating Subforeman  
 \*\*1525 First Operator - Newark  
 \*1529 Assistant First Operator - Newark  
 \*1530 First Operator - Hydro A  
 \*1533 First Operator - Hydro I  
 \*1534 First Operator - Hydro II  
 \*1535 First Operator - Power Plants  
 \*1539 Assistant First Operator - Power Plants  
 \*1540 First Operator - Substation A  
 \*1543 First Operator - Substation I  
 \*1544 First Operator - Substation II  
 \*\*1595 Chief Distribution Operator  
 \*1600 Distribution Operator  
 \*1603 Distribution Operator - Santa Cruz  
 \*\*1610 Division Operator  
 \*1740 Roving Operator  
 \*1880 Utility Operator

## II. SECOND OPERATOR CLASSIFICATIONS

Revise the job definition for Second Operators as provided in the attached amendments to Exhibit VI-L, eliminating the classifications of:

1550 Second Operator - Newark  
 1553 Second Operator - Substation 1  
 1554 Second Operator - Substation 2

Amend the Job Definitions and Lines of Progression for those classifications listed in Paragraph I above and for:

\*0070 Station Attendant  
 1555 Second Operator - Hydro  
 1556 Second Operator - Substations  
 \*1542 Assistant First Operator - Substations  
 \*1545 First Operator - Substation III

The proposed wage rates for Second Operator - Substation, and Second Operator - Hydro, are as follows:

Start	-	\$125.10 per week
End 6 Months	-	\$133.90 per week
End 1 Year	-	\$142.70 per week
End 18 Months	-	\$151.60 per week

\*In both above lists, indicates change in Lines of Progression only.  
 \*\*Indicates no change to Job Definition or Lines of Progression.

Employees presently in the Second Operator classifications will be placed in the proposed corresponding Second Operator classifications in the new wage progression as follows:

<u>Employee</u>	<u>Present Classification</u>	<u>Present Rate</u>	<u>Proposed New Rate</u>	<u>Next Step Due</u>	<u>Date Will be Considered a Top of Rate</u>
<b><u>EAST BAY DIVISION</u></b>					
R. D. Jones	(K) 1556	\$142.45	\$142.70	6 Mo. After Effective Date	10-16-67
J. L. Skaggs	(X) 1554	142.45	142.70	"	11-6-67
A. J. Maruca	(X) 1554	142.45	142.70	"	3-20-62
W. E. Corcoran	(D) 1554	142.45	142.70	"	12-6-53
K. R. Golla	(J) 1556	136.00	142.70	"	9-9-68
T. R. Van Wuffen	(New) 1550	151.60	151.60	-	10-2-67
H. J. Brouns	(New) 1550	151.60	151.60	-	10-2-67
T. J. Brannon	(New) 1556	125.10	125.10	7-2-68	
M. M. Phelps	(New) 1550	151.60	151.60	-	11-28-67
J. S. Fitzgerald	(New) 1550 R.O.	154.60	154.60	-	1-11-65
L. M. Lauritzen	(CC) 1556	130.05	133.90	7-17-68	
J. R. Russell	(CC) 1556	142.45	142.70	6 Mo. After Effective Date	12-19-67
K. A. Kinsman	(CC) 1556	130.05	133.90	9-18-68	
R. J. Wansick	(G) 1553	145.85	151.60	-	1-29-68
D. M. O'Mara	(G) 1553	145.85	151.60	-	12-18-67
<b><u>DE SABLA DIVISION</u></b>					
H. C. Ertelt	(Car.)1555 R.O.	145.45	145.70	6 Mo. After Effective Date	10-11-67
S. A. MacCool	(Car.)1555	136.00	142.70	"	5-8-68
C. E. Murphy	(Car.)1555	136.00	142.70	"	8-18-68
L. J. Sabala	(Car.)1555	142.45	142.70	"	3-19-68
J. M. Sloan	(Car.)1555	142.45	142.70	"	11-16-67
<b><u>DRUM DIVISION</u></b>					
J. W. Brown	(Dr.) 1555	142.45	142.70	6 Mo. After Effective Date	1-11-62
D. R. Hiebert	(Dr.) 1555	136.00	142.70	"	6-17-68
<b><u>NORTH BAY DIVISION</u></b>					
C. H. Utley	(Ign.)1556	142.45	142.70	6 Mo. After Effective Date	3-4-68
H. M. Strudwick	(Ful.)1556	142.45	142.70	"	7-18-67
B. W. Hennigan	(Mend)1556	142.45	142.70	"	3-18-68

<u>Employee</u>	<u>Present Classification</u>	<u>Present Rate</u>	<u>Proposed New Rate</u>	<u>Next Step Due</u>	<u>Date Will be Considered as Top Rate</u>
<b><u>SAN FRANCISCO DIVISION</u></b>					
R. R. Lee	(E) 1553	\$145.85	\$151.60	-	9-27-48
H. M. Nash	(J) 1553	145.85	151.60	-	6-25-35
R. C. Simmons	(I) 1553	145.85	151.60	-	5-19-66
B. A. Blakely	(E) 1553	145.85	151.60	-	10-28-53
C. H. Booker	(E) 1553	145.85	151.60	-	11-5-53
J. M. Wimmer	(H) 1553	145.85	151.60	-	10-3-67
H. G. Lie	(Miss)1553	145.85	151.60	-	7-25-51
M. W. Noard	(H) 1553	145.85	151.60	-	9-19-66
Robt. Smith	(Miss)1553	145.85	151.60	-	7-24-67
K. R. Campbell	(Miss)1553	145.85	151.60	-	1-27-46 Adj
E. N. French	(H) 1553	145.85	151.60	-	6-18-65
J. T. Franke	(H) 1553	145.85	151.60	-	5-31-67
L. W. Santy	(J) 1553	145.85	151.60	-	2-27-68
C. B. Smith	(I) 1553	145.85	151.60	-	3-18-68
R. V. Garnett	(I) 1553 R.O.	148.85	154.60	-	2-25-51

**SAN JOAQUIN DIVISION**

D. M. Gleason	(CV) 1555	142.45	142.70	6 Mo. After Effective Date	7-5-52
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**SHASTA DIVISION**

A. K. Buck	(P5) 1555	136.00	142.70	6 Mo. After Effective Date	9-27-68
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Company will offer formal training to employees in the Second Operator classification as of the date of this agreement as it deems necessary. However, such employees shall not be subject to the test procedures for employees who enter such classification after this date. Standards which exist on this date shall continue to be applicable to these employees.

**APPLICABLE TO EMPLOYEES WHO ENTER THE CLASSIFICATION OF SECOND OPERATOR - SUBSTATION, OR SECOND OPERATOR - HYDRO, AFTER THE EFFECTIVE DATE OF THIS AGREEMENT**

Company proposes to establish examinations at a later date for use in determining job knowledge in the classification under the provisions of Section 205.11 of the Agreement. Until such time as the examinations are prepared and negotiated, Company proposes that before progression to the next wage step, or before receiving bidding consideration as being at the top of the wage rate, an employee in either of these classifications must

successfully complete the four-week Basic Electric School currently being conducted in Emeryville. The Basic Electric School shall be included in the future examination procedure. Should a complaint arise concerning an employee's inability to meet the above requirement, the Union's member of the Local Investigating Committee may refer it to the Chairman of the Apprenticeship Committee. Any such complaint shall be reviewed by the Committee before the Company makes a final decision in the matter.

Disputes which involve other matters under this letter agreement may be submitted to the Local Investigating Committee and will be considered under the provisions of Section 102.8 of the Agreement.

The effective date of this agreement will be one week after the date agreement is reached on this proposal.

If you are in accord with the foregoing and the 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,

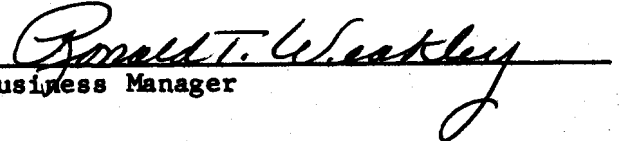
PACIFIC GAS AND ELECTRIC COMPANY

By   
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

June 13, 1968

By   
Business Manager