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PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco, California 94106
SUtter 1-4211

March 25, 1965

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:

The paragraph entitled "Hours of Work and Work Days - Apprentice Hydro Operator" on Page 24a of Exhibit VI-L of the Agreement dated September 1, 1952, provides that an Apprentice Hydro Operator may work the hours of First Operators or Roving Operators, depending upon his headquarters.

At Pit No. 5, and possibly at other locations in the future, Company is establishing an Apprentice Hydro Operator classification at a headquarters at which both First Operators and Roving Operators are located. Company proposes that in such situations the Apprentice Hydro Operator will be scheduled in advance to work with a First Operator or with a Roving Operator. He will assume a day or shift schedule, as appropriate. The schedule will be subject to change in increments of one week should a situation arise where the apprentice may receive more training by being given an assignment which differs from the assignment in the schedule. Such changes will be subject to notice by the end of the last regular work period of the week preceding the workweek in which the change is to occur, with a minimum notice of 24 hours.

Company further proposes to amend the Lines of Progression for Hydro Plant Operating by adding the classification of Helper in the Hydro Generation Department as a beginning classification and showing it as next lower to Apprentice Hydro Operator. It is further proposed that where bids are received on an Apprentice Hydro Operator vacancy from both Second Operators and Helpers in the Hydro Generation Department that the Second Operator's seniority accrue as Helper for bidding to Apprentice Hydro Operator.

Local Union No. 1245, IBEW

-2-

March 25, 1965

A revision of Page 29 of Exhibit VI-L is attached.

If you are in accord with the foregoing proposals and 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. J. 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

March 31, 1965

By Ronald T. Weakly
Business Manager

LINES OF PROGRESSION

HYDRO PLANT OPERATING

The tables shown below are for use in the administration of Title 205, Job Bidding and Promotion, and Title 206, Demotion and Lay Off Procedure, of the Agreement.

The computation of classification seniority of an employee shall be based on his total time in the classifications listed to the right of the vacant classification:

<u>Classification in which Vacancy Exists or from which Employee is Being Demoted</u>	<u>Next Lower Classifications</u>	<u>Same Classifications</u>
1. First Operator-Caribou, Drum, Pit 3, and Angels Switching Center	5, 6, 7a, *8a	1, 2, 3, 4
2. First Operator-Schedule I	5, 6, 7a, *8a	1, 2, 3, 4
3. First Operator-Schedule II	5, 6, 7a, *8a	1, 2, 3, 4
4. Roving Operator	5, 6, 7a	1, 2, 3, 4
5. Station Attendant	7b, 8a	5, 6, 7a
6. First Operator-Schedule III	7b, 8a	5, 6, 7a
7. Apprentice Hydro Operator	8b, 9	7
a) Top rate		
b) Two-year rate		
8. Second Operator	Beginning Classification	8
a) Top rate		
b) Six-month rate		
9. Helper-Hydro Generation	Beginning Classification	9

* Second Operators shall be considered as being in the next lower classification to First Operator (1, 2 and 3) only when they are located in the hydro plant where the vacancy exists.

Employees who were classified as Second Operator on September 1, 1963, shall be considered as being in the next lower classification to First Operator, Schedules I and II, Drum, Caribou, Pit 3 and Angels Switching Center and Roving Operator, and any classification seniority accrued by them as Apprentice Hydro Operators shall be considered as Second Operator classification seniority.

When bids on an Apprentice Hydro Operator vacancy are received from both Helpers and Second Operators in the Hydro Generation Department, the classification seniority of an employee classified as Second Operator shall be added to any time spent as a Helper in the Hydro Generation Department to determine his classification seniority in the next lower classification to Apprentice Hydro Operator.

Classifications numbered 1 through 5 are considered as journeyman classifications within the meaning of Section 206.12.