

LA 4-13-64

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211
April 13, 1964

In reply please refer to

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Attached are revisions to the proposed amendments to the Job Definitions and Lines of Progression for the Division Water Department, Exhibit VI-G. The original proposal was submitted for your agreement on February 21, 1964. These revisions reflect minor changes to pages 1 and 4.

The amendments incorporate changes made during the general negotiations of 1963 and 1962 and other changes agreed to since the exhibit was last revised. The pages of the exhibit that have been changed are shown as being revised on January 15, 1964.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *[Signature]*
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

April 16, 1964

By *[Signature]*
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION WATER DEPARTMENTS

Water Treatment Subforeman

An employee who is a working foreman in charge of the operation and maintenance of the water treatment plants in his area; he also supervises the repair of water meters, the repair, maintenance and operation of water level recorders, pumping plants and pressure systems. He shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a Water Treatment Plant Operator and be familiar with Company's operating standards, safety rules, accounting procedures and other applicable rules and procedures.

Water Treatment Plant Operator - Schedule I

An employee who operates one or more full treatment water plants of two to five million gallons per day capacity. He operates all equipment, including pumps, filters and controls; runs all laboratory control tests, except bacteriological, collects bacteriological samples, maintains plant records, performs minor maintenance duties and keeps buildings, grounds and equipment in a clean and orderly manner. He is required to have a Waterworks Operator's Certificate, Grade III. Since this work may not require his full time services, he may also be required to work as a Water Serviceman.

Water Treatment Plant Operator - Schedule II

An employee who performs all the duties of a Water Treatment Plant Operator - Schedule I, in plants of less than two million gallons per day capacity. He is required to have a Waterworks Operator's Certificate, Grade III. Since this work does not require his full time services, he shall also work as a Water Serviceman.

Water Treatment Plant Operator - Schedule III

An employee who operates one or more water treatment plants involving the partial treatment of water including flocculation, sedimentation and necessary chemical control. He operates all equipment including pumps and controls, runs all laboratory control tests except bacteriological, collects bacteriological samples, maintains all plant records, performs minor maintenance duties, and keeps buildings, grounds and equipment in a clean and orderly manner; he shall be required to have a Waterworks Operator's Certificate, Grade IV, after two years of service. Since this work does not require his full time services, he shall also work as an Apprentice Pipe Fitter, Apprentice Flume Repairman, Ditch Tender, or Ditch Patrolman.

Subforeman (Pipe)

An employee who is a working foreman in charge of a crew engaged in construction and maintenance of domestic water systems. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Pipe Fitter and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Water Serviceman

An employee who has the qualifications of a Pipe Fitter and performs work related to providing and maintaining service to the public such as installing and removing meters, handling complaints and adjustments, locating leaks, testing meters in the field, meter reading and collecting; may be required to install services; may be required to operate a chlorination or pumping plant and to perform minor maintenance in such plants.

Pipe Fitter

An employee who is a journeyman and who installs and maintains pipe, makes up joints, lays and connects services, sets meters, performs necessary welding, and performs other related duties. In addition, he may be required to operate compressors and other equipment. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Apprentice Pipe Fitter

An employee who performs pipe fitter's work as an assistant to, or under the general direction of a journeyman or higher classification. In order to gain experience for advancement to pipe fitter, he may 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.

Blacksmith

An employee who makes and repairs metal structures, articles and tools, sharpens and tempers same, makes all types of welds (forge, acetylene and electric), heat treats, straightens and does other miscellaneous jobs requiring the use of hand tools, forge, anvil and trip hammer. His background of experience must be such as to qualify him to perform these duties with skill and efficiency.

Water Meter Repairman

An employee who tests, repairs and fabricates water measuring devices, keeps records, and performs other related duties as assigned.

Sub-Foreman (Flume)

An employee who is a working foreman in charge of a crew engaged in construction and maintenance of canals, tunnels, ditches, flumes, pipe lines, reservoirs, dams, gates and other structures; handles the cleaning of canals, ditches and other bodies of water. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a flume repairman and be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

Flume Repairman

An employee who is a journeyman and who lays out, erects, and repairs wood and metal flumes and other water system structures; he may be assigned to other repair work of a similar nature as the occasion requires. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

Apprentice Flume Repairman

An employee engaged in performing flume repairman's work as an assistant to or under the general direction of a journeyman or higher classification. In order to gain experience for advancement to flume repairman, he may 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.

Carpenter

An employee who performs all classes of carpentry work including cabinet making, joinery, and other work requiring a high degree of precision. He is required to use all classes of hand and machine wood working tools and may be required to do other miscellaneous repair work including the repair and maintenance of buildings and fixtures. His background of experience must be such as to qualify him to perform these duties with skill and efficiency.

Rough Carpenter

An employee who performs routine carpentry work such as building simple structures, erecting scaffolds, building forms and doing miscellaneous repair work.

Ditch Patrolman

A resident employee who may be required to reside adjacent to a canal and is responsible for the flow of water therein; patrols the section under his jurisdiction and operates, cleans and makes minor repairs to the canal, flumes, gates and other structures; shall install and maintain measuring devices and regulate diversions to customers; may be required to operate a chlorination plant. In addition, he may be required to perform the duties of a Lake Tender.

Ditch Tender

An employee who cleans and makes minor repairs to canals, flumes, gates and other structures and patrols and operates sections of a canal as assigned, being responsible for the flow of water therein. In addition, he may be required to perform the duties of a Lake Tender. He shall install and maintain measuring devices and regulate diversions to customers and may be required to operate a chlorination plant. In addition, he may be required to perform the routine duties of a Water Serviceman.

Lake Tender

A resident employee who may be required to reside adjacent to a reservoir or diversion dam and operates the gates regulating the storage, discharges and spills; makes regular reports relating to water conditions; may be required to make snow surveys; performs minor maintenance and repair work. In addition, he may be required to perform the duties of a Ditch Patrolman.

Tractor Driver (Light or Heavy)

An employee who operates a tractor for general hauling, bulldozing, road maintenance and other similar work; may be required to drive a truck or operate other mechanical equipment and perform other crew or driving work as required.

Truck Driver (Light or Heavy)

An employee who drives a truck transporting men, supplies or equipment; loads and unloads the truck; maneuvers it at the job as required; operates equipment on the truck; performs other crew or driving work as required.

Helper

An employee whose principal duties consist of semi-skilled work while helping the Pipe Fitter, Flume Repairman, Serviceman, Blacksmith, Carpenter or Subforeman; and in addition does such work as digging holes or ditches, clearing rights of way and handling tools and materials. When receiving the top rate of pay of his classification, he may be required to operate a boat on waterways for breaking ice.

Labor Foreman

An employee who is a working foreman in charge of a crew engaged in general cleaning around lakes, dams, powerhouses and waterways; the maintenance of roads, trails and bridges; the clearing of brush; minor pole line maintenance; loading, delivering and unloading of materials and supplies. He may be required to drive a truck. He must have the personal qualifications of leadership and supervisory ability and be familiar with Company's safety rules and accounting procedures. His crew may include a Truck or Tractor Driver.

Field Clerk

An employee whose background and experience is such that he has a comprehensive knowledge of the operation and procedures of a general foreman's or foreman's office in the Water Department and who performs the clerical work and assists in the administrative work of such office. This work includes such duties as coordinating various functions to facilitate the completion of jobs, assigning jobs to crews, receiving and dispatching customer's complaints, preparing reports, processing time cards, work orders and G.M.s for the crews or for accounting purposes and maintaining office files and records. His duties may require that he work in the office, in a camp or in the field.

Electrical Machinist

An employee who is a Journeyman Electrician or a Journeyman Machinist, is capable of performing the duties of the other classification with moderate skill, and installs, repairs and maintains high pressure turbine-type water pumps, associated electrical control equipment and wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

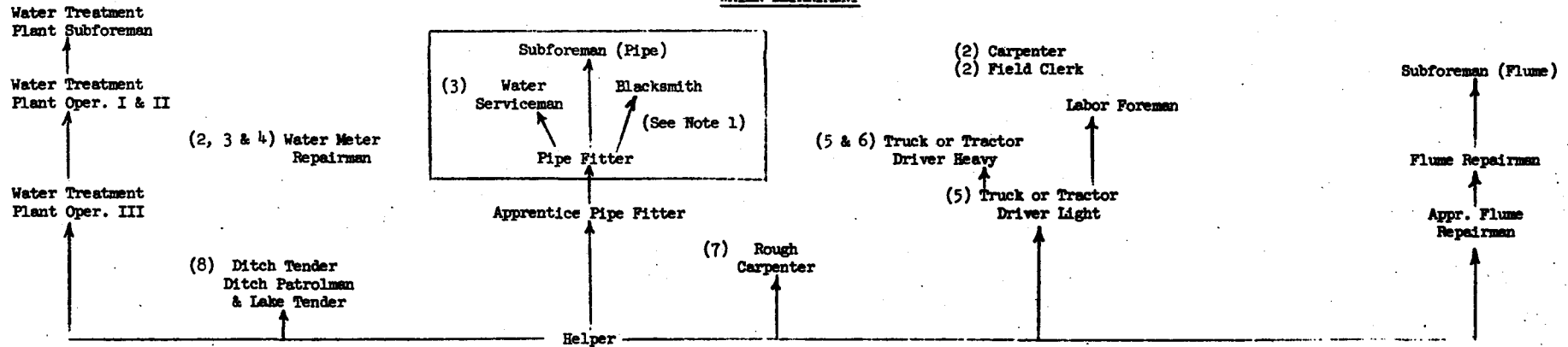
Notes

Hours of Work - Ditch Tender

Company and Union are in accord that a Ditch Tender may be required to work a schedule of workdays other than Monday through Friday or Tuesday through Saturday.

LINES OF PROGRESSION

WATER DEPARTMENT



Notes:

1. Applicable to classifications listed in the box:

For purposes of bidding from one classification in the box to any other classification in the box, an employee will bid as a Pipe Fitter. All time worked by him in any of the classifications in the box will be counted as time worked in the Pipe Fitter Classification.

For purposes of bidding to a job in his present classification in the box an employee will be credited with all time worked in his present classification and for time worked in any other classification in the box which has an equal or higher wage rate.
2. Vacancies in these classifications will be filled on the basis of Company seniority and qualifications.
3. Water Servicemen and Water Meter Repairmen shall be considered as Water Treatment Plant Operators III for bidding to Water Treatment Plant Operator III. For bidding to Water Treatment Plant Oper. I and II, those Water Servicemen and Water Meter Repairmen who have Waterworks Operator's Certificate Grade IV shall be considered as Water Treatment Plant Operator III.
4. A Water Meter Repairman who has completed his apprenticeship for the Pipe Fitter classification may accrue classification seniority as Apprentice Pipe Fitter for bidding to Pipe Fitter. A Water Meter Repairman who has not completed such apprenticeship must do so before being considered as being in the next lower classification to Pipe Fitter.
5. Truck or Tractor Drivers shall accrue classification seniority as Helpers for bidding to Apprentice Pipe Fitter or Apprentice Flume Repairman, and if such an employee is the successful bidder he shall be given credit for the time spent as a Truck or Tractor Driver with a pipe or flume crew in the appropriate Apprentice classification up to a maximum of six months.
6. Truck or Tractor Drivers (Heavy) shall accrue classification seniority as Truck or Tractor Drivers (Light) for bidding to Labor Foreman.
7. Employees in these classifications shall accrue classification seniority as Helpers.
8. Ditch Patrolman, Ditch Tender and Lake Tender shall be considered as the same classification. Employees in these classifications shall accrue classification seniority as Helpers for bidding to other classifications.