

La 4-9-64

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 94106
SUtter 1-4211

April 9, 1964

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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 Electric Department, Exhibit VI-L. The original proposals were submitted for your agreement on February 21, 1964.

These revisions reflect minor changes to Pages 4, 12 and 15, in addition to the change in the wage rate schedule of the First Operator classification at Angels Switching Center on Page 29.

As indicated in our letter of February 21, 1964, the attached amendments incorporate changes made during the General Negotiations of 1962 and 1963. The pages of the exhibit that have been changed are shown as being revised on January 15, 1964. However, Page 29, Lines of Progression, Hydro Plant Operating, is shown as revised on March 16, 1964, to reflect the change stated in the above paragraph.

If you are in accord with the foregoing proposal 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 20, 1964

By *Ronald T. Weakley*
Business Manager

JOB DEFINITIONS AND LINES OF PROGRESSION
ELECTRIC DEPARTMENT OFFICE

Load Dispatcher

A shift employee at a designated location who has displayed the initiative, ability, operating knowledge and temperament to supervise and who is responsible, under the general direction of the System Dispatcher, for the over-all operation for the sub-stations, generating plants and distribution and transmission systems in San Joaquin Division.

Division Operator

A shift employee at a designated location who has displayed the initiative, ability, operating knowledge and temperament to supervise and is engaged in supervising the issuing of clearances, the shifting of loads and the prompt restoration of service when trouble occurs in the stations, on the tie lines and cables, or on the distribution circuits in that portion of the system, the supervision of which has been assigned to him.

Distribution Operator

A shift employee at a designated location who, during his shift, is responsible for the operation of and has complete switching jurisdiction over the electric distribution system in the territory which is assigned to him. He initiates and issues switching orders and clearances in accordance with established Company procedure, and directs other employees in restoring service and in the operation of the electric distribution system. He may also be assigned responsibility for monitoring pressures and flows in the gas transmission and distribution lines in the territory which is assigned to him. In addition, he handles customer telephone contacts and dispatches gas and electric operation tags to service employees in the field; directs and trains other operating employees. He must have a complete knowledge of Company's service policies, the territory of the distribution system for which he is responsible and the distribution circuits and stations within such territory.

Senior Service Operator

An employee who receives and dispatches operation tags to service employees in the field. He must have a complete knowledge of Company service policies, so as to handle properly customer telephone contacts and be familiar with the territory of the distribution system. In addition, he may be required to direct the work of Service Operators and to perform clerical work.

Exhibit VI-L

Page 1 of 32

Revised January 15, 1964

JOB DEFINITIONS
ELECTRIC OVERHEAD DEPARTMENT

LINE SUBFOREMAN

An employee who is a working foreman in charge of a crew of not more than four men (exclusive of himself) engaged in construction and maintenance of overhead lines and providing electric service to customers; may be required to drive the truck. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Lineman and be familiar with the Company's construction and safety standards, G.O. 95, accounting procedures and other applicable rules and procedures.

TROUBLEMAN

An employee who has the qualifications of a Lineman and performs alone any work in connection with providing and maintaining service to the public, such as installing services and all types of meters, replacing line and equipment fuses, patrolling, switching, restoring service on "no light" and "no power" calls, servicing and repairing customers' equipment, operating unattended substations, handling routine gas and water maintenance, operation and complaints; may be required to collect deposits and bills. In trouble and emergency work involving immediate hazard to life or property, may be required to work alone to cut circuits of over 750 volts in the clear.

LINEMAN

An employee who is a journeyman and who performs all classes of transmission and distribution line work when assigned to a crew under the direction of a Foreman or Subforeman. Apart from a crew or as a member of a two-man unit, he performs work which includes framing poles, preassembling material, patrolling and inspecting pole and tower lines, testing and inspecting poles, taking primary and secondary distribution current readings, washing insulators on energized lines with remote control nozzle, repairing riser and ground moldings, replacing guy guards, pulling slack in anchor guys and installing services complete with setting self-contained meters. When working with another employee, he performs work which includes taking primary distribution voltage readings, stringing and tying in wire when not exposed to energized circuits and using special design lift equipment, replacing agricultural service poles, setting street light poles not to exceed 40 feet in length, installing street light fixtures and washing insulators on energized lines from an aerial basket. When it is necessary to climb through live circuits of 750 volts or more, or when regularly engaged in stringing and tying in wire as indicated above, the other employee shall be a journeyman. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE LINEMAN

An employee engaged in performing Lineman's work as an assistant to, or under the general direction of, a journeyman. In order to gain experience for advancement to lineman, he may work alone, or under indirect supervision, on jobs for which he has been trained and instructed. The employee's educational

JOB DEFINITIONS

ELECTRIC METER DEPARTMENT

METER SUB FOREMAN

An employee who is a working foreman in charge of a crew of not more than four men (exclusive of himself) engaged in performing all classes of work on electric meters and associated equipment, or

An employee who is an assistant to the foreman in a large shop where all classes of work are performed on electric meters and associated equipment.

In either case he shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Senior Meterman and must be familiar with meter installation, standards, testing procedures, accounting practices and safety rules.

SENIOR METERMAN

An employee who is a journeyman engaged in performing without direct supervision all types of meter setting, servicing, testing and repairing, and in addition, he may be required to test and repair instrument transformers. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE METERMAN

An employee who performs Senior Meterman's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Senior Meterman, 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.

SHOP METERMAN

An employee who is engaged in performing shop tests on all types of electric meters and associated equipment. Completes job tags and performs other paperwork in connection with his job. When qualified, may be required to drive Company vehicles.

ROUTINE METERMAN

An employee who sets, services, tests and repairs self-contained 120-volt and 240-volt meters of 50 amperes or less and sets, services and reads recording and indicating meters. Under direct supervision, he may be required to perform any kind of meter work. Completes job tags and performs other paperwork in connection with his job.

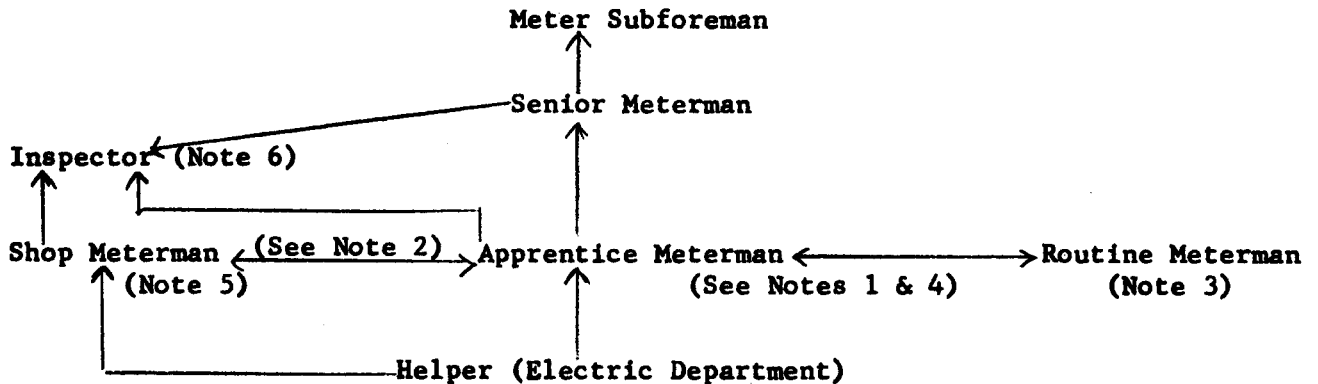
INSPECTOR

An employee who is engaged in various investigations such as current diversion, lost meters, obtaining information for setting up charges and similar items.

HELPER

An employee who assists in the field or shop with service and meter testing work; prepares and handles tools and material.

LINES OF PROGRESSION
ELECTRIC METER DEPARTMENT



Notes:

1. To be entitled to consideration for appointment to fill a vacancy in this classification, employees must first meet all of the entrance requirements as outlined in the Apprentice Meterman agreement dated December 30, 1963.
2. Shop Meterman, upon meeting the entrance requirements of the Apprentice Meterman classification, will be encouraged to participate in the Apprentice Meterman Related Academic Training Program. Shop Metermen who are successful bidders to vacancies in the Apprentice Meterman classification will be credited with time worked as Shop Meterman in the Apprentice Meterman classification; however, they will be placed in a rate step commensurate with their progress in the Related Academic Training Program. Further, such rate step will not exceed the two-year rate step.
3. Future vacancies in this classification will not be posted. Employees in this classification who meet the entrance requirements as outlined in the Apprentice Meterman agreement dated December 30, 1963, will be reclassified to Apprentice Meterman and will receive credit for previous time spent in the Apprentice Meterman classification at the two-year rate.
4. An employee who holds the classification of Apprentice Meterman as of December 30, 1963, must meet the entrance requirements of the Apprentice Meterman agreement dated December 30, 1963, prior to being given the 30-month rate. If the requirements are not met, the employee will be reclassified to Routine Meterman, to be effective the date he is scheduled to receive the 30-month rate.
5. Vacancies in this classification will not be posted if there are employees classified as Routine Meterman in the same headquarters.
6. (For bidding purposes only.) An employee who on December 30, 1963, held the classification of Inspector, who previously held the classification of Meterman, and who has a combined classification seniority of 30 months in the classifications of Apprentice Meterman, Meterman and Inspector, shall accrue classification seniority as Apprentice Meterman. An employee who enters the classification of Inspector subsequent to December 30, 1963, shall accrue classification seniority in the classification from which he bid to Inspector.

JOB DEFINITION

ELECTRIC MAINTENANCE DEPARTMENT

Maintenance Subforeman

An employee who is a working foreman in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures and other applicable rules and procedures.

Communication Technician

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing and maintenance of intercommunication systems, telephone switchboards and other terminal equipment, supervisory, power and telephone line carriers, microwave, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, he may be required to investigate, correct or make recommendations for the correction of radio and television interference complaints. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency and he must have a second-class radiotelephone operator's license. His assignments may include duties normally performed by an Electrical Technician.

Apprentice Communication Technician

An employee engaged in performing Communication Technician's work as an assistant to, or under the general direction of a technician. In order to gain experience for advancement to Communication Technician 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 technician status and he must have a second-class radiotelephone operator's license.

Electrical Technician

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. His assignments may include duties normally performed by a Communication Technician.

APPRENTICE ELECTRICAL TECHNICIAN

An employee engaged in performing Electrical Technician's work as an assistant to or under the general direction of a technician. In order to gain experience for advancement to Electrical Technician 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 technician status.

ELECTRICIAN

An employee who is a journeyman and is engaged in performing all classes of electrical work. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

APPRENTICE ELECTRICIAN

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

ELECTRICAL MACHINIST

An employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. He performs duties of an Electrician with moderate skill. He is engaged in repairing, installing and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams and related facilities. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

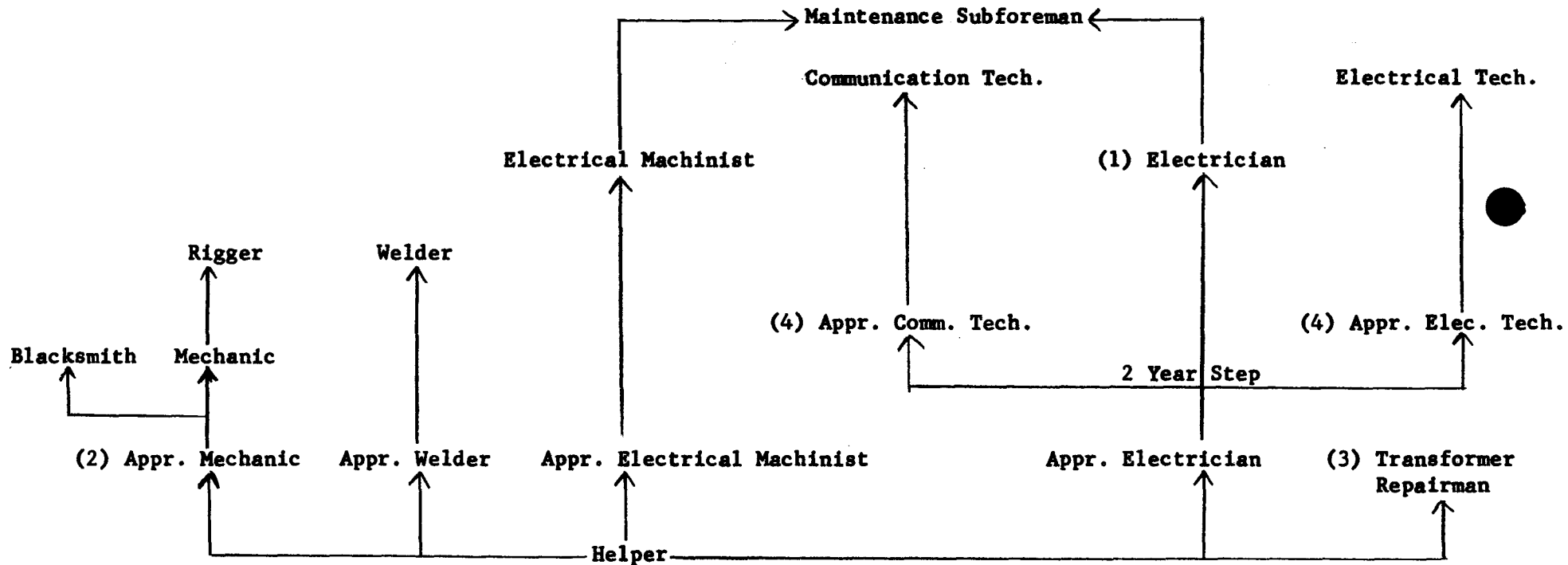
APPRENTICE ELECTRICAL MACHINIST

An employee engaged in performing Electrical Machinist's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrical Machinist, 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.

MECHANIC

An employee skilled in the use of hand and bench tools, who is qualified and is engaged in overhauling and maintaining mechanical equipment. He shall also be capable of doing metal work, pipe work, and routine welding.

**LINES OF PROGRESSION
ELECTRIC MAINTENANCE DEPARTMENT**



- (1) An employee who is classified as an Electrician, or an Apprentice Electrician who is at or above the 30-month step of such classification may bid to Apprentice Technician as Apprentice Technician and if awarded such classification, shall be placed in a wage step commensurate with his demonstrated ability and qualifications.
- (2) Employees classified as Apprentice Mechanic may bid to Apprentice Electrical Machinist as Apprentice Electrical Machinists and be given credit for one-half of their classification seniority up to one year.
- (3) Employees classified as Transformer Repairman may accrue classification seniority as Helpers for bidding to another classification.
- (4) An employee in the Apprentice Communication Technician or Apprentice Electrical Technician classification who was formerly classified as an Electrician may bid back to such former classification as an Electrician and time spent as an Apprentice Technician shall accrue in the Electrician classification.

JOB DEFINITIONS

DIVISION SUBSTATION DEPARTMENTS

OPERATING

First Operator

A shift employee who during his shift is in direct charge of, and is responsible for, the operation of one or more substations; performs and directs switching in accordance with established Company procedure, tends and makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for buildings and grounds and may be required to adjust relay and regulator settings. In addition, he may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. He shall direct and train other operating employees, prepare code switching orders and maintain operating diagrams.

An Emergency Relief First Operator is a First Operator whose primary duties at one or more substations or power plants are to stand shifts as assigned, relieve other operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform electrical, mechanical and building maintenance at substations.

First Operator - Power Plants

A shift employee who during his shift is in direct charge of, and is responsible for, the operation of all station equipment used for distribution or transmission purposes; performs and directs switching in accordance with established Company procedure, tends and makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cleans working area and equipment therein and may be required to adjust relay and regulator settings. He shall also control generating equipment, following Company policies covering authority and responsibility over interrelated power plant and distribution and transmission facilities. He shall direct and train other operating employees, prepare code switching orders and maintain operating diagrams.

An Emergency Relief First Operator is a First Operator whose primary duties at one or more power plants and substations are to stand shifts as assigned, relieve other operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform electrical, mechanical and building maintenance at power plants and substations.

Assistant First Operator - Newark Substation

A shift employee who, under the direction of a First Operator performs switching, tends equipment, keeps records and directs switching on lines and at other stations under the jurisdiction of Newark Substation. In addition, he may be required to care for buildings and grounds.

Assistant First Operator - Newark Substation (Cont'd)

An Emergency Relief Assistant First Operator is an Assistant First Operator whose primary duties are to stand shifts as assigned, relieve other Assistant First Operators and perform the duties of a Utility Operator at unattended substations. In addition, he may be required to perform routine electrical, mechanical and building maintenance at substations.

Wage Rate - Emergency Relief First Operators

The rate of the First Operator at the highest schedule substation or power plant at which he is qualified to relieve and at which he stands shift plus three dollars per week.

Wage Rate - Emergency Relief Assistant First Operators

The rate of the Assistant First Operator at the highest schedule substation or power plant at which he is qualified to relieve and at which he stands shift plus three dollars per week.

Wage Rate - Emergency Relief Operators (Other than First Operators and Assistant First Operators)

The rate of the appropriate Operator classification at the highest schedule substation or power plant at which he is qualified to relieve and at which he stands shift.

HOURS OF WORK - EMERGENCY RELIEF OPERATORS

"Standard operating shifts" shall commence at 11:00 p.m., 7:00 a.m. and 3:00 p.m. The shift commencing at 11:00 p.m. shall be considered as the beginning of the work day. Shifts other than "standard operating shifts" may be established under the provisions of Section 202.16 of the Agreement.

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that an Emergency Relief Operator may be required to assume the hours of work of a non-shift employee provided that:

1. He is notified of the change from shift to non-shift 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 non-shift employee at a location other than his headquarters.

In addition, see Labor Agreement clarification - Titles 202 and 208, Substation and Hydro Generation, Emergency Relief Employees, Effective July 19, 1963.

JOB DEFINITIONS

DIVISION HYDRO GENERATION DEPARTMENTS

OPERATING

FIRST OPERATOR

A shift employee who during his shift is in direct charge of, and is responsible for, the operation of one or more hydro plants and their related facilities; performs and directs switching in accordance with established Company procedure, tends and makes minor repairs to equipment, performs routine tests on automatic equipment, keeps records, cares for buildings and grounds and may be required to adjust relay and regulator settings. In addition, he may be required to receive and dispatch calls by telephone or radio dealing with service to customers and with switching operations. He shall direct and train other operating employees, prepare code switching orders and maintain operating diagrams.

An Emergency Relief First Operator is a First Operator whose primary duties at one or more hydro plants are to stand shifts as assigned, relieve other operators and perform the duties of a Roving Operator. In addition, he may be required to perform electrical, mechanical and building maintenance in hydro plants and on their related facilities.

ROVING OPERATOR

An employee who performs the duties of a First Operator at unattended hydro plants. In addition, he shall perform such duties as routine electrical, mechanical, and building maintenance in hydro plants, camps, and on their related facilities; shall prepare code switching orders, and maintain operating diagrams.

STATION ATTENDANT

A resident employee who resides at, and is in charge of, a hydro plant and performs all of the functions of a First Operator in the plant, and of a Ditch Patrolman or Lake Tender on the related water systems.

SECOND OPERATOR

A shift employee whose primary duties are to operate, take readings, tend equipment, and care for buildings and grounds under the supervision of a First Operator. In addition he may be required to assist in the maintenance work about the plant and perform the duties of a Ditch Patrolman or Lake Tender on the related water systems. His educational and general qualifications must be such that he is considered capable of progressing to First Operator.

An Emergency Relief Second Operator is a Second Operator whose primary duties at one or more hydro plants are to stand shifts as assigned and relieve other Second Operators. In addition, he may be required to assist in the maintenance work about the plant, perform the duties of a Ditch Patrolman or Lake Tender, assist in the maintenance work on the related water systems and perform the duties of a Choreman as required.

Apprentice Hydro Operator

An employee who is engaged in performing Roving or First Operator's work as an assistant to, or under the direct supervision of, a Roving Operator, First Operator or higher classified employee. In order to gain experience for advancement to either First Operator or Roving Operator, he may work alone or under indirect supervision on jobs for which he has been trained and instructed. In addition, he may perform alone the duties of a Second Operator. In the course of his training, he will be required to perform switching, to operate equipment, to keep records and to assist in maintenance work about the plant. His educational and general qualifications must be such that he is considered capable of attaining either First Operator or Roving Operator status.

Headquarters - Apprentice Hydro Operator

Each Apprentice Hydro Operator will have a regularly established headquarters. However, for training purposes, he will be required to perform prescribed duties at other plants. In such cases the applicable sections of the Agreement will apply.

Hours of Work and Work Days - Apprentice Hydro Operator

The regular hours of work and the work days of an Apprentice Hydro Operator will be scheduled to comply with the accepted work schedules in the area to which he is assigned. Apprentice Hydro Operators who are assigned to plants which are operated on a three-shift basis will primarily be scheduled to work Monday through Friday during the day shift or if a "powerhouse" shift is in effect, he will be scheduled to work from 8:00 a.m. to 4:00 p.m. He may, however, for training purposes be rescheduled in increments of one week to work on either the afternoon or the graveyard shift and on days other than Monday through Friday. When an Apprentice Hydro Operator is assigned to a plant which is operated by one or more Roving Operators, he will normally be assigned to work the same schedule of work hours and work days as the Roving Operator in the headquarters to which he is assigned.

Wage Rate - Emergency Relief First Operator

The rate of the First Operator at the highest schedule hydro plant at which he is qualified to relieve and at which he stands shift plus three dollars per week.

Wage Rate - Emergency Relief Operators (Other Than First Operators)

The rate of the appropriate operator at the highest schedule hydro plant at which he is qualified to relieve and at which he stands shift.

HOURS OF WORK - EMERGENCY RELIEF OPERATORS

"Standard operating shifts" shall commence at 11:00 p.m., 7:00 a.m., and 3:00 p.m. The shift commencing at 11:00 p.m. shall be considered as the beginning of the work day. Shifts other than "standard operating shifts" may be established under the provisions of Section 202.16 of the Agreement.

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that an Emergency Relief Operator may be required to assume the hours of work of a non-shift employee provided that:

1. He is notified of the change from shift to non-shift 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 non-shift employee at a location other than his headquarters.

In addition, see Labor Agreement Clarification - Titles 202 and 208, Substation and Hydro Generation, Emergency Relief Employees, effective July 19, 1963.

Hours of Work - Roving Operators

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Roving Operator may be required to work a schedule of ten consecutive workdays with four consecutive days off. Under such provisions the parties are also in accord that Roving Operators may be assigned to a shift schedule due to irregular water conditions which may arise.

Quartermaster

An employee who is in charge of materials and supplies, handles time cards and material records and performs other office work, may supervise details of boardinghouse operations and assist the foreman as required.

Cook

An employee who prepares, cooks, and serves meals in a boardinghouse; maintains supplies and keeps records.

Cook's Helper

An employee who assists in the kitchen and dining room of a boardinghouse; may also be required to do housework.

Housekeeper or Houseboy

An employee who does the housework in a boardinghouse or dormitory, may be required to assist in the kitchen and dining room.

Senior Hydro Clerk

An employee who has the qualifications of a First Hydro Clerk, performs clerical work and assists in the administrative work of the Hydro Supervisor's office and is the lead clerk in directing the work of other Hydro Clerks. When qualified, may be required to drive light Company vehicles.

First Hydro Clerk

An employee, under general supervision, whose background and experience are such that he has a comprehensive knowledge of the operation and procedures of the Hydro Department and is engaged in performing clerical work and assisting in the administrative work of the Hydro Supervisor's office. This work encompasses such duties as coordinating various functions to facilitate completion of jobs, including associated clerical duties in the field, assigning jobs to crews, ordering materials, preparing reports, processing time cards, work orders and GMs. for the crews or for accounting purposes and maintaining office files and records. May supervise details of boardinghouse operations. Must have the clerical and typing skills required of a Routine Hydro Clerk and may be required to take dictation. When qualified, may be required to drive light Company vehicles.

Routine Hydro Clerk

An employee who performs routine clerical work requiring a basic knowledge of established Hydro Department office procedures and elementary accounting principles; may operate PBX board. Must have a high school education or its equivalent and be able to type with reasonable speed and accuracy; may be required to learn shorthand prior to promotion to First Hydro Clerk. When qualified, may be required to drive light Company vehicles.

LINES OF PROGRESSION

DEMOTION PROCEDURE

AND ACCELERATED PROMOTION PROCEDURE

SUBSTATION AND HYDRO PLANT OPERATION

Solely for the purpose of the promotion and demotion of Substation and Hydro Plant Operators, the "normal lines of progression", the "next lower classifications" and the "same classifications" as referred to in Titles 205 and 206 of the Agreement, shall be considered as shown on the attached charts.

POSTING OF VACANCIES

When posting a vacancy which occurs in a classification more than one step above the beginning job in any Division, successive vacancies, which are expected to occur as a result of filling the original vacancy, may be posted for bid at the same time.

EMERGENCY RELIEF

Employees classified to perform the duties of emergency relief shall be selected by Company for such duties from among those employees in the appropriate operator classifications at the headquarters involved. The provisions of Title 205 of the Agreement with respect to seniority, qualifications and grievances shall be applicable to such selections.

DUAL CLASSIFICATIONS

A dual Emergency Relief First Operator/_____ or dual Station Attendant/_____ shall accrue classification seniority as a Hydro Plant Second Operator for bidding to Hydro Plant Operating classifications.

DEMOTION PROCEDURE

- A. For purposes of the application of (1) paragraph B-2 below and (2) Sections 206.1 through 206.11 inclusive, the substation and hydro plant operation groups shall be considered as one department.
- B. The following procedure shall apply when operating employees are to be displaced due to the permanent shutdown or conversion to automatic operation of a hydro plant or substation.
 1. Company shall give the employees at the hydro plant or substation which is to be shut down or converted as much advance notice as practicable of their impending displacement.
 2. Following such notice, but not less than two nor more than six bidding periods prior to the scheduled shutdown or conversion of a substation or

hydro plant, employees who are to be demoted will have their bids on operating vacancies in the same or lower classification considered under the provisions of Section 206.9 of the Agreement as though they had already been demoted.

3. If, at the time the shutdown or conversion is completed, there are still employees assigned to the hydro plant or substation on a permanent basis the procedure outlined in Title 206 of this Agreement shall apply.

ACCELERATED PROMOTION PROCEDURE

- A. An employee who, under the provisions of Title 206 of this Agreement or Paragraph B above, transfers at a reduced wage rate within the same classification (i.e., from Schedule I to Schedule II) shall be considered as having been demoted within the meaning of Section 206.9 of this Agreement.
- B. An employee who, with no reduction in wage rate has transferred, under Title 206 of this Agreement or Paragraph B above, from one department to the other (Substation and Hydro Generation) may, in order to return to his previous department, have his bid on a vacancy in his former department considered under Subsection 205.7(a) or (c) of this Agreement. In computing an employee's classification seniority in such cases, time worked in the same classification in both departments shall be used. Once an employee has returned to (1) his former department (Substation or Hydro Generation) and (2) his former classification and wage rate under this provision bids made by him thereafter shall receive no further special consideration but shall be considered as provided in Title 205 of this Agreement.

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	7
a) Top rate		
b) Two-year rate		
8. Second Operator	Beginning Classification	8
a) Top rate		
b) Six-month rate		

* 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.

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