

6-7-68 #291
revised 6/28/68
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PACIFIC GAS AND ELECTRIC COMPANY

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

June 7, 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 revised letter amends and consolidates our proposed letter agreements of May 2 and 21, 1968.

Company proposes to establish a special classification of Utility Aide for use in conjunction with the 1968 summer work experience program. Attached are proposed job definitions for the general classification of Utility Aide and an outline of the proposed summer work experience program which will assist in training inexperienced persons in the requirements of holding a job to earn a living. An inexperienced person within the meaning of this program is one:

1. whose family income is below or at the poverty level or whose family is on welfare, or
2. who is a youth residing in or going to school in a poverty area, or
3. who is a youth and is a ward of the court or is in an orphanage, or
4. who is enrolled in the Job Corps or Youth Corps, or
5. who is otherwise disadvantaged, particularly a member of a minority group.

Company proposes to pay local prevailing wage rates to employees classified as Utility Aide. In East Bay and San Francisco Divisions, we believe this will mean \$1.75 per hour, or \$70.00 per week. In Sacramento, where we are proposing to take part in a 4 x 4 program, this will be \$1.65 an hour, or \$33.00 for a 20-hour week. It is understood that the general wage increases which have been negotiated to be effective July 1, 1968 will not apply to employees in the classification of Utility Aide.

Company further proposes that any grievances which may arise with respect to the application of this letter agreement or with respect to an

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employee classified as a Utility Aide which may arise under the provisions of the Agreements between Company and Union dated September 1, 1952 and July 1, 1953 be referred directly to Company's Manager of Industrial Relations or his designated representative by Union's Business Manager or his designated representative.

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 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

By Ronald T. Weakley
Business Manager

June 27, 1968

JOB DEFINITIONS AND RESTRICTIONS

UTILITY AIDE

Wage rate: Local prevailing rates paid for unskilled beginners in jobs below the entry level.

A Utility Aide is an employee who assists a journeyman or the members of a crew in the performance of their work or as a member of a special crew in order to gain work experience. He may be assigned unskilled duties as listed for the specific department to which he is assigned as listed below and may assist in housekeeping work.

General restrictions applicable in all departments: An employee in this classification shall not drive a car, truck or other equipment, or act as an assistant to a Driver. If he is under the age of 18, he shall not work before 5:00 AM or after 10:00 PM nor may he ride in the back of any truck.

Electric T & D Department

An employee who, as a supplemental member of a crew, assists another employee on the ground by digging holes with hand tools, clearing rights of way, helping frame poles, loading and unloading materials, and supplying tools and materials to Linemen on a pole by use of hand lines; or he may assist in digging trenches; installing hand holes, ducts, or acting as a flagman. He may assist a Cartman by guarding open manholes and supplying tools and material to Cable Splicers working in manholes. He may assist the Lineman in the pre-fabricating shop.

Restrictions: This employee may not operate a boom, digger, winch, chainsaw or other power-driven equipment, with the exception of portable power tools and tampers. He may not be engaged in the felling or bucking of timber and may not handle explosives.

Electric Meter Shop

An employee who assists another employee in the shop: preparing and handling tools and materials; receiving and shipping meters; cleaning, dismantling and painting meters.

Gas T & D Department

An employee who, as a supplemental member of a crew, assists another employee in digging and backfilling ditches, using a pick, shovel, spader (7/8" x 3-1/4" hexagon shank) and tamper, and assisting in the installation and maintenance of gas lines and related equipment.

Restrictions: This employee may not operate a trencher, backhoe, crane, paving breaker or other power-driven equipment, except portable power tools, spaders and tampers. If he is under the age of 18, he may not work in or backfill trenches more than 4 feet deep. He may not work within tunnels prior to the completion of all driving and shoring operations.

Gas Meter Department

An employee who assists another employee in the meter shop in the performance of meter shop functions.

Electric Maintenance Department and General Services Department

An employee who assists in the maintenance of Company's buildings and grounds by performing gardening and housekeeping duties not in proximity to energized circuits.

Garage Department

An employee who washes cars and trucks, pumps gasoline and assists Garagemen and others in the performance of their work.

Restrictions: This employee may not drive a car or truck or work around operating equipment.

Warehouse

An employee who assists by crating and uncrating materials, weighing salvage and placing it in bins, stocking shelves, loading and unloading trucks.

Restrictions: This employee shall not operate cranes, forklifts, or other power-driven equipment, except portable power tools. He shall not handle explosives and if he is under the age of 18, he may not load poles.

Steam or Gas Plant Maintenance Department

An employee who assists by digging and backfilling ditches, using a pick shovel, spader (7/8" x 3-1/4" hexagon shank) and tamper, and assisting in installing, removing or relocating pipe; gardening and housekeeping duties.

Restrictions: This employee may not work in proximity to energized conductors unless such conductors are made completely safe by protective covering devices. He may not work in proximity to operating equipment or control surfaces. He may not operate power-driven equipment, except a spader, tamper or portable power tools.

Clerical Departments

An employee who performs beginning level clerical work which includes such duties as routine filing, copy posting, typing of forms and correspondence, operating copy machines or telephone switchboards, and other similar work leading to a basic knowledge of office work procedures.

SUMMER WORK EXPERIENCE PROGRAM

The Company, with the concurrence of Local 1245, International Brotherhood of Electrical Workers, is engaging in a program to provide work experience and work training to inexperienced persons. The initial programs described herein will be summer programs designed to reach as many people as possible. The success of such a program depends in large measure upon the interest and effort expended by the foremen and journeymen to whom the "Utility Aides" are assigned.

East Bay Division Program

East Bay Division plans to hire a total of 129 inexperienced persons during the summer of 1968. This number will be divided into three groups of 43 who will work four weeks each. The Company expects to assign one employee to each of 20 light gas crews in Oakland and six light gas crews in Richmond, five to the Electric T & D Department in Oakland and two to this department in Richmond, two employees in the warehouse in Oakland and two in such department in Richmond, five employees to the General Services Department in Oakland and one to the Gas Meter Shop. These employees will work an eight-hour day, five days a week, for four weeks. The four-week periods will be from June 17 through July 12, inclusive; from July 15 through August 9, inclusive; and from August 12 to September 6, inclusive.

Sacramento Division Program

The Sacramento Division program is a part of the so-called 4 x 4 program which is being instituted in Sacramento by a good many companies there. The Company has agreed to provide jobs during the summer for 11 people in this program. They will range from 16 to 21 years of age and will work four hours a day and attend a school program under the jurisdiction of the Sacramento Unified School District during the other four hours. The program will commence on June 19 and conclude on August 8, 1968.

San Francisco Division Program

San Francisco Division plans to hire a total of 36 inexperienced persons during the summer of 1968. The Company expects to assign one employee to supplement each of the 13 gas construction crews; five employees to the painting of cabinets of pad-mounted transformers; four employees to weeding around power poles where fire hazards are present; two employees to assisting in improving the appearance of substation exteriors; two employees to washing cars and clean-up work in the garage and some oil changing; two employees to assisting in various substores; one employee assisting in the weeding and clean-up of various parcels of land; one employee to assisting painters; three employees at Hunters Point Power Plant to painting the perimeter fences, removing trash from oil tank dikes and cleaning up the area near the incinerator; and three employees at Potrero Power Plant to the excavation of the steam line to the fuel oil storage area of No. 3 Unit to permit the relocation and repair of steam leaks and other cleaning and grading of the approach ramps to the cooling water intake and the washing down and painting of the exterior of the pumphouse for Units 1 and 2. These work experience assignments will commence June 17 and end on September 13, 1968.