

PACIFIC GAS AND ELECTRIC COMPANY

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245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

February 12, 1979

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

On September 27, 1977, Company and Union signed a letter agreement establishing the new classifications of Senior Power Plant Operator and Assistant Power Plant Operator to augment the then existing Power Plant Operator classification at the Geysers Power Plant. The new Assistant Power Plant Operator wage progression was established at 42 months. Also agreed to at this time was the adoption of examinations for promotion to the 12, 18 and 30-month steps for the Assistant Power Plant Operator classification, by addition of these examinations to the Company-Union letter agreement of June 30, 1977.

North Bay Division has experienced considerable difficulty in filling Power Plant Operator positions at the Geysers Power Plant and pursuant to Section 205.19 of the Physical Labor Agreement, Company proposes to allow Assistant Power Plant Operators at the 30-month step, who have met all of the requirements for progression to that step, to bid, pursuant to Subsection 205.7(b) of the Labor Agreement to the Power Plant Operator classification.

If you are in accord with the foregoing 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 *W. R. Bright*  
Manager of Industrial Relations

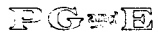
The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

March 27, 1979

By *Dean Cofer*  
Business Manager

# PACIFIC GAS AND ELECTRIC COMPANY



77 BEALE STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • JWX 910-372-6587

August 11, 1977

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter cancels and supersedes all previous material submitted to you on the same subject.

Expansion of the Geysers Power Plant facilities and the increased need for closer monitoring and supervision at the facility require additions to the classifications available at the facility. Accordingly, pursuant to Section 204.4 of the Physical Agreement, Company proposes to establish the following classifications, job descriptions and rates of pay:

1725 Senior Power Plant Operator (The Geysers)

A shift employee who is a Working Foreman and who, during his shift, is in charge of the Control Center. His duties include the operation of plant equipment and switchgear which have controls in the Control Center. He operates and coordinates the activities of other operators in the operation of all equipment in the plant together with their related controls either directly or indirectly. He assists in the training of other employees in the proper performance of their duties. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedures, system orders, clearance procedures and necessary transactions with the System Dispatcher and the steam supplier's representatives. In conjunction with his operating duties, he directs and assists in station cleaning.

Next Lower Classification

Same or Higher Classification

1716 Power Plant Operator  
(The Geysers)

1725 Senior Power Plant Operator (The Geysers)

Wage Rate: \$398.15

1718 Assistant Power Plant Operator (The Geysers)

A shift employee who assists the Power Plant Operator and performs operating and minor maintenance duties as required. His operating duties, under the direct supervision of the Power Plant Operator or Senior Power Plant Operator include the

August 11, 1977

operation, starting up and shutting down of main units and other plant equipment. His duties include without direct supervision necessary switching, routine trip and annunciator tests, routine chemical testing, plant housekeeping, taking readings, making log entries and operating auxiliary power plant equipment.

### Beginner's Classification

- Notes: 1.) A prebid within a division or an application for transfer between divisions will be considered as a bona fide bid from the Auxiliary Operator classification or a higher classification in the Line of Progression to Assistant Power Plant Operator. Under other circumstances, the Assistant Power Plant Operator classification will be considered a beginner's classification and will not be posted for bid.
- 2.) The various duties of the Assistant Power Plant Operator classification will normally be assigned to individual employees in order of progressive complexity; that is, the employee will be assigned more complex duties as his experience and knowledge progress. Such assignments will be made on a continuing basis only after the employee has been trained and instructed in the performance of each duty and has demonstrated his understanding of and ability to perform such duty satisfactorily.

Wage Rate:	Start	- \$242.60
	End 6 mos.	- 249.55
	End 1 yr.	- 262.15
	End 18 mos.	- 274.00
	End 2 yrs.	- 285.00
	End 30 mos.	- 297.60
	End 3 yrs.	- 313.15
	End 42 mos.	- 333.05

In conjunction with the establishment of the above classifications, Company proposes, pursuant to Section 204.4 of the Physical Agreement, to revise the wage progression of the (1716) Power Plant Operator (The Geysers) classification by establishing the following wage progression for this classification:

Start	- \$366.65 per week
End 6 mos.	- 375.65 per week

Company further proposes to revise Exhibit VI-B "Division Steam Generation Departments" including the letter agreement dated June 30, 1967, in the following listed manner:

1. Revise the line of progression to (1716) Power Plant Operator (The Geysers) as follows:

### Next Lower Classification

1718 Assistant Power Plant Operator (The Geysers)

### Same or Higher Classifications

1725 Senior Power Plant Operator (The Geysers)  
 1580 Senior Control Operator (Group I)  
 1585 Control Operator (Group I)  
 1586 Control Operator (Avon, Martinez and Oleum)  
 1715 Power Plant Operator (Kern)  
 1716 Power Plant Operator (The Geysers)  
 0513 Watch Engineer (Kern)

2. Revise the line of progressions of (1586) Control Operator (Avon, Martinez and Oleum), (1592) Assistant Control Operator (Avon, Martinez and Oleum), (1589) Assistant Control Operator (Group I), and (1565) Senior Auxiliary Operator (Potrero) to show (1725) Senior Power Plant Operator (The Geysers) and (1716) Power Plant Operator (The Geysers) as same or higher.

3. Revise the (1715) Power Plant Operator (Kern) line of progression to show the (1716) Power Plant Operator (The Geysers) as next lower and the (1725) Senior Power Plant Operator (The Geysers) as same or higher.

4. Additions - Letter of Agreement-June 30, 1967

Propose the adoption of the attached examinations for promotion to each of the following classifications or progressive wage steps:

1. Senior Power Plant Operator (The Geysers).
2. Power Plant Operator (The Geysers).
3. Assistant Power Plant Operator (The Geysers) for progression to the 30-month step.
4. Assistant Power Plant Operator (The Geysers) for progression to the 18-month step.
5. Assistant Power Plant Operator (The Geysers) for progression to the 12-month step.

Examination Procedure applicable to candidates for promotion above Auxiliary Operator - Section A of 6/30/67 letter of agreement shall apply to the classifications above Assistant Power Plant Operator (The Geysers).

Examination Procedure applicable to Auxiliary Operators and Assistant Power Plant Operators - Section B of 6/30/67 letter of agreement shall apply to the progressive wage steps of the Assistant Power Plant Operator (The Geysers).

5. The Assistant Power Plant Operator (The Geysers) shall participate in and complete the Operator Training Program as presently administered at other Power Plants.

If you are in accord with the foregoing and its 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 J. W. Bright  
Manager of Industrial Relations

The Union is in accord with the foregoing and its attachments and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By Dean Cifer  
Business Manager

Sept. 27, 1977