

**PG and E**  
**FOR INTRA - COMPANY USES**

RECEIVED SEP 19 1979

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS  
FILE NO. 741.1  
RE LETTER OF  
SUBJECT Placement In New Wage Steps - Electric Operators

September 18, 1979

- |                     |                 |
|---------------------|-----------------|
| MESSRS. F. C. MARKS | S. E. HOWATT    |
| J. L. KIRKEGAARD    | J. A. FAIRCHILD |
| R. D. MULLIKIN      | G. N. RADFORD   |
| R. E. METZKER       | V. H. LIND      |
| G. F. CLIFTON, JR.  | R. J. LaRUE     |
| R. C. ATKINS        | C. R. MARTIN    |
| R. A. DRAEGER       |                 |

As a result of the Regional meetings recently conducted throughout the system concerning the reclassification of Electric Operators, several questions have arisen relative to placement in the new wage steps. Company's intent in establishing the two step rate of the various System Operator classifications was to allow an employee assigned a particular station ample time to learn a new jurisdiction and prepare himself to stand watch efficiently and safely. Therefore, the following guidelines are to be used for all journeyman Operator placements:

1.) All journeyman Operators on the effective date of the Rerate Agreement, July 17, 1979, will automatically be placed at the top rate of pay of their respective classifications, if applicable on such date.

2.) Provisional Operators on the effective date of the Rerate Agreement, July 17, 1979, will be placed in the wage step commensurate with the time spent at the designated station, e.g., a Provisional Operator with four months accrued time at a location would be placed at the starting rate of pay and be given four months credit toward the top rate of pay.

3.) All placements in journeyman Operator classifications subsequent to July 17, 1979, will be as follows:

- a. The starting rate of the System Operator classification to which he is assigned, or
- b. The wage step determined by the time previously spent at the designated station, e.g., a System Operator who bids a station and had formally worked at that particular station for six months or more would go to the top rate of pay of that station.

Division Managers

-2-

September 18, 1979

If you have any questions, please contact D. J. Bergman (Ext. 1125)  
or D. R. Davis (Ext. 3685).

  
I. WAYLAND BONBRIGHT

DJBergman(1125):jac

cc: EBLangley, Jr.  
HPBraun  
JYDeYoung  
RKMILLER  
FCBuchholz  
DRDavis  
WAFlowers  
JNYlarraz  
Div. Pers. Mgrs.  
Div. Elec. Supts.  
JJWilder, IBEW ✓

PACIFIC GAS AND ELECTRIC COMPANY

79-80-PGE

July 16, 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:

This letter cancels and supersedes our letter to you dated May 30, 1979, on the same subject.

The Division Electric Operating Rerate Committee concluded their negotiations on May 1, 1979, and as a result of their discussions, Company proposes to amend Exhibit VI-L of the Job Definitions and Lines of Progression, Division Electric Departments, Exhibit X of the Physical Labor Agreement, and Labor Agreement Clarifications dated April 1, 1965 and November 1, 1967, Title 202 - Hours and Titles 202, 205 and 208 - Utilization of Relief Shift Employees. Further, Company proposes to amend the Operator Training Program, Section C, dated February 24, 1975, concerning the rate of pay of the unassigned journeyman classification.

Company's proposal on the classifications includes eliminating: Division Operator - Stockton, Distribution Operator, First Operator - Substations and Hydro, and Second Operator - Hydro, and replace them, pursuant to Title 204 of the Physical Agreement with the classifications described herein. Additionally, the classification of Division Operator - San Francisco will be eliminated in accordance with the note to the amendments to Exhibit X attached.

Finally, Company proposes that the Rerate Committee meet on an annual basis for the purpose of reevaluating all Operators on a system-wide basis to ultimately establish a universal System Operator classification.

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 s/I. W. Bonbright  
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

July 17, 1979

By s/Dean Cofer  
Business Manager

DIVISION ELECTRIC OPERATING DEPARTMENTS

1610 DIVISION OPERATOR - SAN FRANCISCO (Incumbents Only)

Employees classified as Division Operator - San Francisco, will be considered for the purposes of Titles 205 and 206 and Exhibit VI-L in the classification of System Operator No. 1.

SYSTEM OPERATOR (Substation - Hydro - Division/Distribution Offices)

1805 SYSTEM OPERATOR NO. 1

1806 SYSTEM OPERATOR NO. 2

1807 SYSTEM OPERATOR NO. 3

1808 SYSTEM OPERATOR NO. 4

System Operator

A shift employee-at a designated location who has displayed the initiative, ability, operating knowledge and temperament to supervise and is responsible for the operation of an assigned jurisdiction and is engaged in and/or supervises the issuing of clearances, shifting of loads and the prompt restoration of service when trouble occurs within his jurisdictional area. He may also be required to operate and control remote or local generating equipment. He 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 must have a complete knowledge of Company's service policies. He dispatches gas and electric operation tags to service employees in the field. He may also be assigned responsibility for monitoring pressures and flows in the gas transmission and distribution lines in the territory assigned to him. He shall direct and train other operating employees, prepare code switching orders, and maintain operating diagrams.

Relief Operator

A Relief Operator is a journeyman System Operator whose primary duties at one or more attended operating locations are to stand shifts as assigned, relieve other Operators and perform the duties of a Roving/Utility Operator. In addition, he may be required to perform electrical, mechanical and building maintenance in substation/hydro plants and on related facilities.

1805 SYSTEM OPERATOR NO. 1

Next Lower Classifications

1806 System Operator No. 2  
1807 System Operator No. 3  
\*1808 System Operator No. 4  
\*1740 Roving Operator  
\*1880 Utility Operator  
\*1552 Assistant Operator

Same or Higher Classifications

1610 Division Operator\*\*\*  
1805 System Operator No. 1

\*Must have completed Operator Training Program.

\*\*\*Until this classification is discontinued.

1806 SYSTEM OPERATOR NO. 2

Next Lower Classifications

1807 System Operator No. 3  
\*1808 System Operator No. 4  
\*1740 Roving Operator  
\*1880 Utility Operator  
\*1552 Assistant Operator

Same or Higher Classifications

1610 Division Operator\*\*\*  
1805 System Operator No. 1  
1806 System Operator No. 2

\*Must have completed Operator Training Program.

\*\*\*Until this classification is discontinued.

1807 SYSTEM OPERATOR NO. 3

Next Lower Classifications

\*1808 System Operator No. 4  
\*1740 Roving Operator  
\*1880 Utility Operator  
\*1552 Assistant Operator  
\*\*0070 Station Attendant

Same or Higher Classifications

1610 Division Operator\*\*\*  
1805 System Operator No. 1  
1806 System Operator No. 2  
1807 System Operator No. 3

\*Must have completed Operator Training Program.

\*\*Applies only to an employee in a Station Attendant classification or a dual classification containing the Station Attendant classification who has satisfied all requirements of the Operator Training Program and has a minimum of six months' training at a Schedule No. 3 location.

\*\*\*Until this classification is discontinued.

1808 SYSTEM OPERATOR NO. 4

Next Lower Classifications

\*1552 Assistant Operator  
\*\*0070 Station Attendant

Same or Higher Classifications

1610 Division Operator\*\*\*  
1805 System Operator No. 1  
1806 System Operator No. 2  
1807 System Operator No. 3  
1808 System Operator No. 4  
1740 Roving Operator  
1880 Utility Operator

\*Must have completed Operator Training Program.

\*\*Applies only to an employee in a Station Attendant classification or a dual classification containing the Station Attendant classification who has satisfied all requirements of the Operator Training Program and has a minimum of six months' training at a Schedule No. 4 location.

\*\*\*Until this classification is discontinued.

1880 UTILITY OPERATOR (Substations)

An employee who performs the duties of a System Operator at unattended substations and power plants. He will inspect equipment for proper operation, perform switching and routine tests on automatic equipment, adjust relay and regulator settings, performs the cleaning duties, takes readings and keeps records in unattended substations. In addition, he may be required to perform routine maintenance work of a preventive or cleaning nature within any such substation and/or power plant, prepare code switching orders, maintain operating diagrams and give switching instructions to Troublemens and other employees.

HOURS OF WORK (Utility Operator)

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Utility Operator's hours of work may be regularly scheduled at any time between the hours of 6:00 a.m. and 6:00 p.m. There shall be no more than a one-hour break in the work period. Utility Operators may be required to relieve an absent shift employee under the provisions of Section "D" of the Relief Shift Agreement.

Next Lower Classifications

0070 Station Attendant (See Note 1)  
1552 Assistant Operator

Same or Higher Classifications

1805 System Operator No. 1  
1806 System Operator No. 2  
1807 System Operator No. 3  
1808 System Operator No. 4  
1740 Roving Operator  
1880 Utility Operator

Note 1 applies only to an employee in a Station Attendant classification or a dual classification containing the Station Attendant classification who has satisfied all requirements of the Operator Training Program.

1740 ROVING OPERATOR (Hydro Plants)

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

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. Roving Operators may be required to relieve an absent shift employee under the provisions of Section "D" of the Relief Shift Agreement.

Next Lower Classifications

0070 Station Attendant (See Note 1)  
1552 Assistant Operator

Same or Higher Classifications

1805 System Operator No. 1  
1806 System Operator No. 2  
1807 System Operator No. 3  
1808 System Operator No. 4  
1740 Roving Operator  
1880 Utility Operator

Note 1 applies only to an employee in a Station Attendant classification or a dual classification containing the Station Attendant classification who has satisfied all requirements of the Operator Training Program.

0070 STATION ATTENDANT

A resident employee who resides at, and is in charge of, a hydro plant and performs all of the functions of a System Operator in the plant, and a Ditch Patrolman or Lake Tender on the related water systems. May be required to operate diesel power generator plants.

Next Lower Classification

1552 Assistant Operator

Same or Higher Classifications

0070 Station Attendant  
1805 System Operator No. 1  
1806 System Operator No. 2  
1807 System Operator No. 3  
1808 System Operator No. 4  
1740 Roving Operator  
1880 Utility Operator

PROGRESSION OF STATION ATTENDANTS  
TO JOURNEYMAN ELECTRIC OPERATOR POSITIONS

1. Provisions Applicable to Employees Assigned to Station Attendant Classification on March 25, 1975.

- A. A Station Attendant who has been a journeyman Electric Operator, has passed the ACT test and requests to attend the advanced operating school shall be scheduled to attend the next available class as operating conditions permit. Upon successfully passing the appropriate operating school and the 30-month progression test, such Station Attendant shall be qualified to bid on journeyman Operator positions pursuant to provisions of Titles 205 and 206 of the Physical Agreement.
- B. A Station Attendant who has not been in a journeyman Electric Operating classification shall, upon request, be sent to the Operator Training Program schools including Basic Electricity School. Such an Operator must first demonstrate the ability to successfully complete these schools by passing the ACT test prior to attendance. Upon satisfactorily completing each of these schools including the 30-month progression test, the Station Attendants shall be considered for appointment to the Roving Operator classification only. If such employee is appointed to a Roving Operator position and subsequently wishes to bid to other journeyman Electric Operating classifications, such employee shall have to satisfy all other requirements of the Operator Training Program prior to receiving consideration for bidding to a journeyman Electric Operator classification.

2. Provisions Applicable to Employees Assigned to Station Attendant Classification After March 25, 1975.

Employees who enter the Station Attendant classification after the above date shall be given the opportunity on a voluntary basis to attend the Basic Electricity School and the Basic Operating School. Such employees must pass the ACT test prior to attendance at these schools. If such Station Attendant transfers to an OIT classification, he shall not be required to attend these schools again. Successful completion of these schools along with any other pertinent factors shall be taken into consideration in placing such a Station Attendant into a wage step of an Operator Training Program classification.

1556 SECOND OPERATOR - SUBSTATION (Incumbent Only)

A shift employee whose primary duties are to operate, take readings, tend equipment, keep records, and care for buildings and grounds under the supervision of a System Operator, Relief System Operator, or Utility Operator. In addition, he may be required to assist in the maintenance work about the plant. His educational and general qualifications must be such that he is considered capable of progressing to System Operator.



A Relief Second Operator is a Second Operator whose primary duties at one or more substations 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 station.

A Relief Second Operator who provides relief at more than one substation shall be selected from Second Operators who are at the top of the wage rate.

Note: The various duties of the Second Operator - Substation classification will normally be assigned to an employee 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 instructed in the performance of each duty and has demonstrated his understanding of, and ability to perform, such duty satisfactorily.

#### Beginner's Classification

#### HEADQUARTERS (Second Operator - Substation)

Each Second Operator - Substation will have a regularly established headquarters. However, for purposes of experience, he may be temporarily assigned under the provisions of Sections 201.7 through 201.11 inclusive to any headquarters in his Division to which an operator or maintenance crew is regularly assigned. Such temporary assignments shall be limited to one period of three months or less at any headquarters and shall be made in increments of one or more weeks. In such temporary assignments, he shall perform duties as an assistant to the operator or journeyman on the crew. Such assignments shall not be made for relief purposes. If he is assigned temporarily to another headquarters for relief purposes, such assignment shall be made under the provisions of Titles 201, 202 and 208, appropriate Labor Agreement clarifications.

#### HOURS OF WORK AND WORKDAYS (Second Operator - Substation)

The regular hours of work and the workdays of a Second Operator - Substation will be scheduled to comply with the accepted work schedules in the area to which he is assigned. Changes to such schedule are subject to the provisions of the clarification of "Title 202 - Hours" dated March 11, 1965, as amended July 30, 1965. When a Second Operator - Substation is assigned to work with a Utility Operator, Relief System Operator or maintenance crew, he will normally be assigned to work the same schedule of work hours and workdays as the Utility Operator, Relief System Operator or maintenance crew in the headquarters to which he is assigned.

0926 HELPER (Operating - Hydro Only)

An employee who performs various types of semi-skilled work such as record keeping, cleaning buildings, equipment and grounds. Assists the electric operators as required.

Beginner's Classification

1554 OPERATOR-in-TRAINING

A shift employee who is engaged in performing an electric operator's work as an assistant to and under the direct supervision of a journeyman Operator. In the course of his training, he will be required to prepare and perform switching programs, to operate equipment, to keep records, receive and dispatch calls by telephone and radio dealing with service to customers and certain switching operations. In addition, he may be required to care for buildings and grounds. His educational and general qualifications must be such that he is considered capable of progressing to a journeyman Operator at any of the Company's substations, hydro plants, or distribution/division operators offices. He may be required to assist in maintenance duties at his assigned training locations.

Beginner's Classification

Note: A prebid within a division or an application for transfer between divisions will be considered as a bona fide bid from (0926) Helper to the (1554) Operator-in-Training classification. Under all other circumstances, the (1554) Operator-in-Training classification will be considered a beginner's classification and will not be posted for bid.

HEADQUARTERS (Operator-in-Training)

Each Operator-in-Training shall have a regularly established headquarters. However, for purposes of experience and training the employee may be temporarily assigned under the provisions of Sections 201.7 through 201.11 inclusive to any headquarters in the employee's Division to which an Operator is regularly assigned. In addition, the employee may be assigned to work with a maintenance crew for training and experience. An Operator-in-Training cannot be assigned away from his regular headquarters under the provisions of this paragraph for a combined total period exceeding three months in any six-month period. In addition, an Operator-in-Training can be assigned for training or work experience to another headquarters only for training that cannot be given at the employee's regular headquarters. All training or work experience assignments away from an employee's headquarters must be minimized consistent with that employee's training requirements and training schedule at his regular headquarters. Such temporary assignments shall normally be made in increments of one or more weeks. However, assignments of less than one week may be made for specialized training provided the purpose of such assignments is to provide training that cannot be given at the employee's regular headquarters. In the foregoing assignments, the Operator-in-Training

shall perform duties as an assistant to the Operator or journeyman in the headquarters or operating center. Such assignments shall not be made for relief purposes.

If an Operator-in-Training is assigned temporarily under the provisions of the Operator Training Program to another headquarters for relief purposes, such assignment shall be made under the provisions of Titles 201, 202, and 208 and appropriate Labor Agreement Clarifications.

#### HOURS OF WORK AND WORKDAYS (Operator-in-Training)

The regular hours of work and the workdays of an Operator-in-Training will be scheduled to comply with the accepted work schedules at any location on his training curriculum to which he is assigned. Changes to such schedule are subject to the provisions of the clarification of "Title 202 - Hours" dated March 11, 1965, as amended July 30, 1965. When an Operator-in-Training is assigned to work with a Utility Operator, Roving Operator, Relief System Operator or maintenance crew, he will normally be assigned to work the same schedule of work hours and workdays as the Utility Operator, Roving Operator, Relief System Operator or maintenance crew in the headquarters to which he is assigned. An Operator-in-Training must work a minimum of three months of continuous revolving shifts.

#### 1552 ASSISTANT OPERATOR

A shift employee who, under the direction of a journeyman Electric Operator, prepares and performs switching programs, tends equipment, keeps records, directs switching on lines and at other stations under the jurisdiction of the operating center to which he is assigned, and receives and dispatches calls by telephone or radio dealing with service to customers and certain switching operations that are delegated to him by the journeyman Operator. He may be required to control remote or local generating equipment. He shall perform switching at unattended locations under the direction of a journeyman Operator. In addition, he may be required to care for buildings and grounds. His educational and general qualifications must be such that he is considered capable of progressing to a journeyman Operator at any of Company's substations, hydro plants, or distribution/division operators offices. He may be required to assist in maintenance duties at his assigned training locations.

#### HEADQUARTERS (Assistant Operator)

Each Assistant Operator shall have a regularly established headquarters. However, for purposes of experience and training the employee may be temporarily assigned under the provisions of Sections 201.7 through 201.11 inclusive to any headquarters in the employee's Division to which an Operator is regularly assigned. In addition, the employee may be assigned to work with a maintenance crew for training and experience. An Assistant Operator cannot be assigned away from his regular headquarters under the provisions of this paragraph for a combined total period exceeding three months in any

six-month period. In addition, an Assistant Operator can be assigned for training or work experience to another headquarters only for training that cannot be given at the employee's regular headquarters. All training or work experience assignments away from an employee's headquarters must be minimized consistent with that employee's training requirements and training schedule at his regular headquarters. Such temporary assignments shall normally be made in increments of one or more weeks. However, assignments of less than one week may be made for specialized training provided the purpose of such assignments is to provide training that cannot be given at the employee's regular headquarters. In the foregoing assignments, the Assistant Operator shall perform duties as an assistant to the Operator or journeyman in the headquarters or operating center. Such assignments shall not be made for relief purposes.

If an Assistant Operator is assigned temporarily under the provisions of the Operator Training Program to another headquarters for relief purposes, such assignment shall be made under the provisions of Titles 201, 202, and 208 and appropriate Labor Agreement Clarifications.

HOURS OF WORK AND WORKDAYS (Assistant Operator)

The regular hours of work and the workdays of an Assistant Operator will be scheduled to comply with the accepted work schedules in the area to which he is assigned. Changes to such schedule are subject to the provisions of the clarification of "Title 202 - Hours" dated March 11, 1965, as amended July 30, 1965. When an Assistant Operator is assigned to work with a Utility Operator, Roving Operator, Relief System Operator or maintenance crew, he will normally be assigned to work the same schedule of work hours and workdays as the Utility Operator, Roving Operator, Relief System Operator or maintenance crew in the headquarters to which he is assigned. An Assistant Operator, for training purposes, may be assigned to any standard shift on a non-rotational basis. Such assignments shall be for periods of one week or more.

0263 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.

Next Lower Classifications

Same or Higher Classifications

0247 Field Clerk - Water  
 0264 First Hydro Clerk  
 2020 Quartermaster  
 \*2723 Clerk A  
 \*2762 Clerk-Steno A  
 \*2766 Clerk-Typist A

0243 Senior Field Clerk (G.C.)  
 0263 Senior Hydro Clerk  
 0310 Senior Shop Clerk (G.C.)  
 \*2730 Supervising Clerk B

\*In Division Electric Departments

0264 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.

Next Lower Classifications

- 0265 Routine Hydro Clerk
- \*2852 Clerk C
- \*2737 Clerk-Machine Operator C
- \*2856 Clerk-Steno C
- \*2872 Clerk-Typist C

Same or Higher Classifications

- 0243 Senior Field Clerk (G.C.)
- 0244 Field Clerk (Three years and above - G.C.)
- 0247 Field Clerk - Water
- 0263 Senior Hydro Clerk
- 0264 First Hydro Clerk
- 0310 Senior Shop Clerk (G.C.)
- 0313 First Shop Clerk (G.C.)
- 2020 Quartermaster
- \*2723 Clerk A
- \*2789 Clerk B
- \*2730 Supervising Clerk B
- \*2762 Clerk-Steno A
- \*2796 Clerk-Steno B
- \*2766 Clerk-Typist A
- \*2812 Clerk-Typist B

\*In Division Electric Departments

0265 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.

Beginner's Classification

2020 QUARTERMASTER (Incumbents Only)

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.

0360 COOK

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

0963 COOK'S HELPER

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

Beginner's Classification

0980 HOUSEKEEPER

0970 HOUSEBOY

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

Beginner's Classification

NOTES

Standard Operating Shifts

"Standard operating shifts" shall commence at 11:00 p.m., 7:00 a.m., 10:00 a.m. and 3:00 p.m. The shift commencing at 11:00 p.m. shall be considered as the beginning of the workday. Shifts other than "standard operating shifts" may be established under the provisions of Section 202.16 of the Agreement.

Hours of Work - Relief Employees

A. Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that 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.
- B. Employees assigned relief classifications may be regularly scheduled to work either the 7-3 or the 10-6 "standard operating shift" when such employees are not providing relief. The foregoing applies only in locations where two or more Relief Operators are assigned.

#### Replacing an Absent Employee: 10-6 Shift

1. Call in the shift employee who is on his non-workday in the same classification in which the relief is required.
2. Split the vacant eight-hour watch by calling in the employee scheduled to work the following (2nd) watch five hours early and extending the work period of the employee on the day (1st) watch for three hours.
3. Call back 3rd shift employee to work from 10-3, and extend the work period of the employee on day (1st) watch for three hours.

In addition, see Labor Agreement Clarification - Titles 202 and 208, "Relief Shift Employees."

#### DEMOTION PROCEDURE

The procedure as outlined in Section 206.1 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.

#### ACCELERATED PROMOTION PROCEDURE

An employee who, under the provisions of Title 206 of this Agreement, transfers at a reduced wage rate within the same classification (i.e., from System Operator No. 1 to System Operator No. 2) shall be considered as having been demoted within the meaning of Section 206.9 of this Agreement.

#### JOURNEYMAN CLASSIFICATIONS

For the purpose of Section 206.12, employees in classifications having the same or a higher maximum wage rate than System Operator No. 4 shall be considered as journeymen.

LABOR AGREEMENT CLARIFICATION

TITLE 202 - HOURS

PHYSICAL AGREEMENT

DATED APRIL 1, 1965

Amend Section B to read:

B. Provisions applicable to schedules which may be adopted or revised by the Company without prior agreement:

Such schedules shall:

1. Provide for consecutive days off (except where there is a Tuesday through Saturday basic workweek followed by a Monday through Friday basic workweek).
2. Be either static or provide for rotation of assignments. Where rotation is provided the plant or department schedules shall be arranged to equalize the assignments of employees who rotate to each part of such schedule (except regularly designated relief employees).
3. In the schedules which provide for 4 consecutive days off, 2 of such 4 days off must be Saturday and Sunday. All regular shift schedules must provide 16 hours off between work periods (Section 208.17).
4. Hours of work for rotating schedules shall, in general, start at 8:00 a.m., 4:00 p.m. and 12:00 midnight for power plants and 7:00 a.m., 10:00 a.m., 3:00 p.m. and 11:00 p.m. for substations, transmission and distribution and hydro groups.

\*5. Shift employees:

*The Company and Union agree that changes in the complement of shift personnel at a given location will occur due to changes in jurisdiction and work load. Company and Union further agree that the Company may reschedule under the provisions of B1, B2, B3 and B4 above without prior agreement. Following are some examples of schedules which meet the foregoing criteria but are not intended to cover all future scheduling needs:*

\*This section applies only to Electric Department Operators.



4-man

6 days on - 2 days off, 7 days on - 2 days off, 7 days on - 4 days off  
S M T W T F S S M T W T F S S M T W T F S S M T W T F S  
X X W W W W W X X W W W W W W X X W W W W W W X X

5-man

5 days on - 3 days off, 7 days on - 2 days off, 6 days on - 2 days off,  
7 days on - 3 days off  
S M T W T F S S M T W T F S S M T W T F S S M T W T F S  
X W W W W W X X X W W W W W W X X W W W W W W X X

6-man

3 days off - 7 days on, 2 days off - 6 days on, 2 days off - 7 days on,  
3 days off - 5 days on, 2 days off - 5 days on  
S M T W T F S S M T W T F S S M T W T F S S M T W T F S S M T W T F S  
X X W W W W W W X X W W W W W W X X W W W W W W X X X W W W W W X

S M T W T F S  
X W W W W W X

7-man

7 days on - 2 days off, 6 days on - 2 days off, 7 days on - 3 days off,  
5 days on - 2 days off, 5 days on - 2 days off, 5 days on - 3 days off  
S M T W T F S S M T W T F S S M T W T F S S M T W T F S S M T W T F S  
W W X X W W W W W X X W W W W W W X X X W W W W W X X W W W W W X

S M T F W T F S M T W T F S  
X W W W W W X X X W W W W W

8-man

7 days on - 2 days off, 6 days on - 2 days off, 7 days on - 4 days off,  
7 days on - 2 days off, 6 days on - 2 days off, 7 days on - 4 days off  
S M T W T F S S M T W T F S S M T W T F S S M T W T F S S M T W T F S  
W W X X W W W W W X X W W W W W W X X X X W W W W W W X X W W W

S M T W T F S S M T W T F S S M T W T F S  
W W W X X W W W W W W X X X X W W W W W

9-man

6 days on - 2 days off, 7 days on - 4 days off, 6 days on - 2 days off,  
7 days on - 2 days off, 7 days on - 3 days off, 5 days on - 3 days off,  
7 days on - 2 days off

SMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSS  
WWWXXWWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWX

SMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSS  
WWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWX

10-man

7 days on - 3 days off, 5 days on - 3 days off, 7 days on - 2 days off,  
6 days on - 2 days off, 7 days on - 3 days off, 5 days on - 3 days off,  
7 days on - 2 days off, 6 days on - 2 days off

SMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSS  
WWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWX

SMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSS  
WWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWXWWWX

Basic Static Work Weeks

10 days on - 4 days off

SMTWTFSSMTWTFSSMTWTFSSMTWTFSSMTWTFSS  
XXWWWXWWWXWWWXWWWXWWWXWWWXWWWX

5 days on - 2 days off (Monday through Friday work days)

SMTWTFSSMTWTFSS  
XWWWXWWWX

6. Service employees:

- (a) Workweeks shall begin on Sunday and basic workweeks shall begin on Monday, except where an assignment is within a department schedule involving rotation of Saturday and/or Sunday work. Individual schedules used in integrating a plant or department schedule shall be composed of a combination of the basic workweeks of Sunday through Thursday, Monday through Friday, Tuesday through Saturday. Each basic workweek in such a schedule is an integral part of the entire schedule. Such parts are as noted below:

	S	M	T	W	T	F	S
A	X	X	X	X	X	O	O
B	O	X	X	X	X	X	O
C	O	O	X	X	X	X	X

These parts are to be arranged as follows:

A and C or B and C may be combined to provide a schedule in which the cycle is completed within two weeks.

For a cycle of three weeks or more:

A must be followed by C

B must be repeated or followed by C

C must be followed by either A or B

In an individual schedule, the starting time of each workday falling between any two non-workdays shall be the same.

- (b) Eight-hour work periods on workdays shall be designated as:

- (1) Primary day, starting at 8:00 a.m. with a lunch period of either one-half ( $\frac{1}{2}$ ) hour or one (1) hour commencing at 12:00 noon.
- (2) Secondary day, starting at any time between 7:00 a.m. and 11:00 a.m., with a scheduled lunch period of one-half ( $\frac{1}{2}$ ) hour.
- (3) Afternoon, starting at any time between 12:00 noon and 5:00 p.m., inclusive.
- (4) Night, starting at midnight and to be used only if around-the-clock coverage is required. When used, one of the afternoon work periods must begin at 4:00 p.m.

- (5) Where a department schedule includes a primary work period and secondary, afternoon or night work periods, the lunch period of the primary work period shall be one-half hour. The hours of work for an afternoon or night work period shall be consecutive and the employee shall be allowed to eat at near the midpoint of the work period. Individual schedules which have the same starting time within a department schedule shall have the same lunch time.
- (6) In lieu of the 4:00 p.m. and midnight schedule for around-the-clock coverage, a schedule may be established for Troublemens which contains a primary day work period from 7:00 a.m. to 3:30 p.m. with a scheduled lunch period of one-half ( $\frac{1}{2}$ ) hour, an afternoon work period which starts at 3:00 p.m., and a night schedule which starts at 11:00 p.m. Where such alternative is adopted, a work period beginning at 8:00 a.m. is considered as a secondary day work period.
- (c) Within a department schedule work periods, established in addition to a primary day, shall be limited to no more than four secondary day and/or afternoon work periods in a work group at a headquarters. No more than three of such work periods shall be afternoon work periods. The starting times of such work periods shall be at least one hour apart. More than one employee may be assigned to any of the work periods, but the number of employees assigned to secondary, afternoon or night work periods, as well as Saturday or Sunday work periods, shall be kept to a minimum consistent with the rendition of adequate public utility service.
7. At Union's request, Company will state the reasons for adopting any of the foregoing shift or service schedules. Individual, plant or department schedules for shift or service employees which do not meet the criteria listed in Paragraphs 1 through 4 above may be established under the provisions of Paragraph IA4 of this clarification, but must be agreed upon between Company and Union before being placed in effect.

LABOR AGREEMENT CLARIFICATION

TITLES 202, 205 AND 208 - UTILIZATION  
OF RELIEF SHIFT EMPLOYEES

DATED NOVEMBER 1, 1967

Section D - Relief For Prolonged Periods

- Add No. 6:
- (a) In the utilization of Roving or Utility Operators as a System Operator for prolonged periods of relief as provided for in Item No. 1 above, the assignment shall be limited to cases where there are no other qualified employees available. Consideration shall first be given to Relief Operators, unassigned Operators, or qualified Assistant Operators who are not absent as outlined in Section C of this Clarification.
  - (b) When it becomes necessary to assign a Roving or Utility Operator to System Operator, the assignment will be offered to the qualified Operator on the basis of service as defined in Section 106.3 of the Physical Agreement, and in the event there are insufficient volunteers, the Operator with the least service will be assigned.
  - (c) For purposes of Title 204 of the Physical Agreement, Roving or Utility Operators assigned to a shift for the relief of an absent System Operator will receive the top rate of pay of the classification relieved.

AMENDMENT OF  
EXHIBIT X  
 (AS AMENDED DECEMBER 1, 1978)  
 SCHEDULE OF WAGE RATES OF AGREEMENT  
 APPLICABLE TO OPERATION, MAINTENANCE AND  
 CONSTRUCTION EMPLOYEES

			<u>Wage Rate</u>
1805	<u>SYSTEM OPERATOR NO. 1</u> (Effective date of Agreement)	Start End 6 mos.	\$447.80 455.60
	Fresno D.O. Los Banos Metcalf Midway Morro Bay Newark	Salinas *San Francisco D.O. San Mateo Stockton D.O. Table Mt. Vaca-Dixon	
1806	<u>SYSTEM OPERATOR NO. 2</u> (Effective date of Agreement)	Start End 6 mos.	\$436.50 439.80
	Bakersfield D.O. Caribou Chico Cottonwood Diablo D.O. Drum Edenvale D.O.	Fulton Marysville Merced D.O. Mission D.O. Oakland Central D.O. Tesla	
1807	<u>SYSTEM OPERATOR NO. 3</u> (Effective date of Agreement)	Start End 6 mos.	\$427.20 432.50
	Angels Bay D.O. Bellota Contra Costa Sw. Cupertino D.O. El Cerrito Humboldt Ignacio Martin Mendocino Mission	Moraga Oakland C Pit #3 Pit #5 Pittsburg Sw. Redwood D.O. Round Mt. Santa Cruz D.O. Tiger Creek Tulucay Wise	
1740	<u>ROVING OPERATOR</u>	Start	\$400.70
1880	<u>UTILITY OPERATOR</u> (Effective date of Agreement)	End 6 mos.	404.80
1808	<u>SYSTEM OPERATOR NO. 4</u> (Effective date of Agreement)		\$395.70
	Claremont K Larkin X Potrero	X Rock Creek Station J - San Francisco	

Unassigned journeyman will receive \$427.20, or the starting Operator No. 3 rate, until they become assigned.

X = Employees classified as First Operators at Rock Creek Powerhouse and Potrero Substation will be maintained at their present rate of pay for a period not to extend beyond one year. If during that time there were System Operator vacancies posted on Company's system and the present incumbents at Rock Creek Powerhouse and Potrero Substation elected not to bid, they will be reduced in pay commensurate with the rate established for the System Operator No. 4 classification. In the event there were no vacancies on Company's system, the Rerate Committee will discuss placement of the remaining Operators at the yearly meeting.

\* = The classification of Division Operator - San Francisco will be continued to January 1, 1982. At that time, Company has the option to continue this rate or red-circle existing personnel. This date may be accelerated at Company's option at any time after January 1, 1980, upon sixty days' notice to the Union.