

# PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

November 19, 1980

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter supersedes our proposed Letter Agreement dated March 6, 1980 (previous number 80-13-PGE).

Due to the increasing need for full-time painters and furniture refinishers in the General Office complex, Company, pursuant to Section 204.4 of the Physical Agreement, proposes to establish the following Job Definition, Wage Rate, Training Program, and Lines of Progression:

1935 Lead Painter - General Office

An employee who is a journeyman, who without direct supervision, performs painting, furniture and paneling refinishing, wall repair and taping, and miscellaneous work required in the use, care, minor construction and reconstruction of buildings and parts thereof. His job skills shall include, but not be limited to, the following: read and work from design drawings, job planning, mixing stains and paints to match existing finishes, repairing damaged furniture finishes, general taping, spray painting metal furniture, vinyl wall covering, and plastic laminate repairs. He may also be required to direct the work of other Building Department employees or contract painters.

Next Lower Classifications

1170 Building Maintenceman (PIO)  
1235 Lead Building Mechanic  
1240 Building Mechanic (PIO)

Same or Higher Classifications

0660 Building Maintenance  
Subforeman (PIO)  
0665 Building Subforeman  
1935 Lead Painter - General Office

Note 1: May be assigned regular hours of work pursuant to Section 202.15 including the standard shifts of 7-3, 3-11 and 11-7. When more than one shift is utilized at a headquarters, the shifts may be assigned on either a rotational or non-rotational basis. It is not the intent to change any practices relative to the rotation of shifts in effect on the effective date of this agreement without the prior agreement of the Union.

Wage Rate: Start - \$413.70 per week  
End 6 Mos. - \$436.95 per week  
End 1 Yr. - \$448.50 per week

Training Program - Lead Painter-General OfficeEntrance Requirement

1. Mix paint and stains to match existing non-standard or weathered finishes. Basic materials and pigments are provided.
2. Properly prepare surfaces and apply paint with brush and roller. Paint shall be applied as a continuous film of uniform thickness free of "skips," pores, "roller ends," sags or runs. Proper tools and methods shall be used for the surfaces provided in the test.
3. Properly prepare surfaces and apply paint, lacquers and shellac with spray gun. Paint shall be applied in a uniform layer, overlapping at the edge of the spray pattern. During application, the gun shall be held perpendicular to the surface and at a distance which ensures a wet layer of paint is deposited. The trigger of the gun shall be released at the end of each stroke. Upon drying, surface shall be free of runs, sags, "orange peel," or thin areas.
4. Patch a 2" by 4" hole in a plaster wall or a sheetrock wall. Prepare foundation and apply a base coat of patching compound that will result in minimal finish coat work. Apply tape to a drywall joint with a base coat that would minimize finish work.
5. Repair a gouge in stain-finished wood surface using "lacquer sticks." After repair, damage should be nearly undetectable.

Advanced to 6-Month Step (3-Hour Test)

1. Patch a 2" by 2" hole in a vinyl wall. Resulting patch should be nearly undetectable.
2. Repair chip or gouge in plastic laminate. After repair, damage should be nearly undetectable.
3. Finish a door to match simulated wood grain on other doors.
4. Take and pass the Basic Painting Unit test (P-600).

Advancement to Full Journeyman Rate at One Year

Demonstrate high skill level of performance in all areas of responsibility. Apply high quality finishes with minimal clean-up under the following production levels:

1. Paint corridor walls at the rate of 600 square feet per hour.
2. Paint occupied office space at the rate of 300 square feet per hour.

- 3. Set up tools, prepare and spray paint a standard 30" by 60" Steel Case desk and clean up tools within two (2) hours.
- 4. Accurately estimate labor hours and materials for all painting work based on drawings and on site prework inspection.

Company further proposes to reclassify an existing Building Maintenceman classification currently held by Bill Campbell to Lead Painter-General Office and establish one additional Lead Painter classification that will be filled under the provisions of Title 205 of the Agreement.

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. W. Bonbright*  
 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

*Dec 6*, 1980

By *Jack McHenry*  
 Business Manager