

PACIFIC GAS AND ELECTRIC COMPANY

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March 30, 1982

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:

Company proposes, pursuant to Section 204.4 of the Physical Agreement, to reclassify six temporary additional Auxiliary Operator positions at Kern Power Plant to Assistant Power Plant Operator.

As the situation is now at Kern, when an Assistant Power Plant Operator vacancy occurs, if there are no in-plant Auxiliary Operators at the 30-month level (top of the rate), the job must be put out for post-bid. This means that any regular employee in the Physical or Clerical bargaining unit with more Company service (regardless of experience) may out-bid the in-plant Auxiliary Operators who may already have as much as 29 months of Power Plant operating experience and may even have completed the Operator Training Program and passed the 30-month Auxiliary Operator test (which is the same as the 24-month Assistant Power Plant Operator test).

What we are doing in effect is, on the one hand, saying that the Assistant Power Plant Operators' duties are so complex that it requires 30 months of training to qualify an Auxiliary Operator to perform them, and, on the other hand, if we do not have an Auxiliary Operator who has completed all of his 30 months of training, awarding the job to a person who has no Power Plant training whatsoever.

If all of the Auxiliary Operators were reclassified to Assistant Power Plant Operators and a vacancy should occur, the more experienced employees could then be assigned the more complex duties and the beginning Assistant Power Plant Operator would be assigned the less complex ones.

To make the progression from beginning Assistant Power Plant Operator to top of the rate more nearly conform with Geysers Power Plant, Company further proposes to establish two additional six month steps at the bottom of the present Kern Power Plant Assistant Power Plant Operator wage progression. The present and proposed wage progression for Assistant Power Plant Operators at Kern is as follows:

<u>PRESENT (APPO)</u>		<u>PROPOSED (APPO)</u>	
Start	\$433.30 per week	Start	\$397.35 per week
6 months	446.70 "	6 months	406.65 "
12 months	461.40 "	12 months	433.30 "
18 months	491.75 "	18 months	446.70 "
24 months	518.35 "	24 months	461.40 "
30 months	532.50 "	30 months	491.75 "
		36 months	518.35 "
		42 months	532.50 "

Following is the present and proposed wage step placement of all incumbent Auxiliary Operators and Assistant Power Plant Operators affected by this proposal:

<u>PRESENT</u>	<u>PROPOSED</u>
R. McArthur 6 months (AO) \$406.65	6 months (APPO) \$406.65
E. Castillo 12 months (AO) \$423.55	12 months (APPO) \$433.30
J. Janzen 12 months (AO) \$423.55	12 months (APPO) \$433.30
G. White 12 months (AO) \$423.55	12 months (APPO) \$433.30
T. Veon 18 months (AO) \$439.40	18 months (APPO) \$446.70
D. Virrey 18 months (AO) \$439.40	18 months (APPO) \$446.70
R. Glover Start (APPO) \$433.30	12 months (APPO) \$433.30
C. Jackson 30 months (APPO) \$532.50	42 months (APPO) \$532.50
M. Sagaser 30 months (APPO) \$532.50	42 months (APPO) \$532.50

Company also proposes that the Assistant Power Plant Operator classification at Kern be considered a beginning level job, and proposes addition of the following footnote to the APPO (Kern) job definition:

"A transfer application from Auxiliary Operator or a higher classification in the Line of Progression will be given Priority 1 status under the Job Bidding System. Priority 1

transfer applications receive preference over all other transfers and are treated as a bid under the provisions of Subsection 205.7(a), (b), or (c) as appropriate."

Finally, Company proposes to eliminate the 24-month qualifying examination, which is now required at Kern Power Plant but is not required at any of the other steam plants.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *JWBright*
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

May 17, 1982

By *Jack McKinley*
Business Manager