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PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

June 15, 1982

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

Attention: Mr. Jack K. McNally, Business Manager

Gentlemen:

As a result of numerous General Construction grievances referred to the Review Committee concerning demotions of Working Foremen, the Company's members of the Review Committee are of the opinion that a negotiated guideline is necessary before the pending grievances can be resolved. Therefore, pursuant to Section 306.10 of the Physical Labor Agreement, Company proposes the following:

Guidelines for Promotion, Demotion, or Retention in the Working Foreman B Classification in the Gas Construction Department

These guidelines are intended to supplement and clarify Titles 305 and 306 of the Physical Labor Agreement between the Company and IBEW, Local 1245, insofar as such Titles affect, or are applied to, the Working Foreman B classification in the Gas Construction Department. The guidelines are divided into two general job groups.

Group I contains categories of jobs on which the Working Foreman B is required to possess the craft background necessary to enable him to perform and supervise the work in progress. Group II contains categories of jobs on which the Working Foreman B is not required to possess a specific craft background.

JOB GROUP I

- A. Electric generating power plants
- B. Gas "Projects"*

- C. Gas wells
- D. Gas compressor, regulating, metering, dehydrator stations

An employee will be considered qualified for Working Foreman B positions on crews working on such jobs when such employee possesses the craft background necessary, at the time the promotion or demotion is made or at the time there is a major shift in the work in progress, to enable him to properly perform and supervise the work assigned. If the Working Foreman B position will require the employee to perform only supervisory functions, his craft background will not have to be considered. Once the employee's qualifications, or lack of qualifications, for such Working Foreman B position have been determined in accordance with the foregoing, he will be promoted in accordance with Title 305, retained in his current classification to continue on the job, or demoted in accordance with Title 306, whichever is applicable.

In the application of the above, the following guide is intended as a general reference:

If the critical function of the job is related to a specific craft skill, (e.g., welding, carpentry, equipment operation), and the Working Foreman is regularly required to perform that craft skill, the Working Foreman with the craft skill qualifications shall be utilized; otherwise, skill qualifications will not be considered.

Where it is practicable to do so when there are several Working Foreman B's with different craft backgrounds assigned to a headquarters, such employees shall be given the work and training necessary to prepare them to direct the activities of all skill crafts.

JOB GROUP II

- A. Joint trench jobs
- B. "Rule 20" jobs
- C. Cathodic protection jobs

The language of Title 305 or Title 306, as appropriate, will be unconditionally applicable to Working Foreman B positions on such jobs.

*Each calendar quarter, Company will notify the Union in writing of the locations of the "Projects" (for these purposes) which are planned or in progress. It is understood that if the Union does not agree a particular job should carry the "Project" designation, the Union will pursue its objection through the grievance procedure or at a Labor-Management Meeting. "Projects" for these purposes are not necessarily also "Projects" for the purposes of Titles 301 and 302.

The following cases and any others currently at other levels of the grievance procedure, will be returned to the Joint Grievance Committee for settlement in accordance with the above Guideline.

Review Committee

Pre-Review Committee

No. 1494
No. 1500
No. 1505

No. 552
No. 660
No. 672
No. 732
No. 742
No. 743
No. 752
No. 760

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 *J.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

July 6, 1982 By *Jack Wehner*
Business Manager