

PACIFIC GAS AND ELECTRIC COMPANY

PGE +

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

August 14, 1986

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Attached is our understanding of the agreement reached by Company and Union over the past several months amending and updating Section 600.12, Job Definitions and Lines of Progression, Division Electric Operating Departments to incorporate changes resulting from various letters of agreement and other interim negotiations.

If you are in accord with the foregoing and attachments 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 *J. W. Conbright*
 Manager of Industrial Relations

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

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

Oct 9, 1986

By *Jack McNally*
 Business Manager

JOB DEFINITIONS
AND
LINES OF PROGRESSION
DIVISION ELECTRIC OPERATING DEPARTMENTS

Rev. May 19, 1986

DIVISION ELECTRIC OPERATING DEPARTMENTS

1610 DIVISION OPERATOR - SAN FRANCISCO

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.

1805 SYSTEM OPERATOR NO. 1

1806 SYSTEM OPERATOR NO. 2

1819 *SYSTEM OPERATOR NO. 2 - Helms (See LA 84-69, page 26)

1807 SYSTEM OPERATOR NO. 3

1808 SYSTEM OPERATOR NO. 4

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.

*Note on Helms Classifications:

Helms classifications will be required to reside at Company residences adjacent to Helms, and for the first two years in the job, pay the established Company-housing rent. Furthermore, Helms classifications may be required to travel in a helicopter. Company will maintain the conditions of employment regarding Company-owned housing, emergency transportation and educational facilities, as has been previously discussed and agreed upon in Union's letter of August 10, 1981, and

Company's response thereto dated August 14, 1981. Company will continue to advise the successful bidders to Helms of the remoteness of the plant location. It was further agreed that the Labor Agreement Clarification of Titles 202, 205 and 208, Utilization of Relief Shift Employees, will be utilized as it relates to the System Operators. However, Company will continue to utilize the existing Helms classifications in the same manner that was provided for in Letter Agreement 80-72-PGE. (See also LA 84-69, page 26)

1805 SYSTEM OPERATOR NO. 1

Next Lower Classifications

Same or Higher Classifications

*1552 Assistant Operator
 *1740 Roving Operator
 *1745 Utility Roving Operator
 1806(1813) System Operator
 No. 2 & (Un.)
 1807(1815) System Operator
 No. 3 & (Un.)
 1808 System Operator No. 4
 1819 System Operator 2 - Helms
 *1880 Utility Operator

**1610(1611) Division Operator & (Un.)
 1805(1811) System Operator No. 1 &
 (Un.)

1806 SYSTEM OPERATOR NO. 2

Next Lower Classifications

Same or Higher Classifications

*1552 Assistant Operator
 *1740 Roving Operator
 *1745 Utility Roving Operator
 1807(1815) System Operator
 No. 3 & (Un.)
 *1808 System Operator No. 4
 *1880 Utility Operator

**1610(1611) Division Operator & (Un.)
 1805(1811) System Operator No. 1 &
 (Un.)
 1806(1813) System Operator No. 2 &
 (Un.)
 1819 System Operator No. 2 - Helms

* Must have completed Operator Training Program.

** The classification of Division Operator - San Francisco will be continued until January 1, 1987. At that time, Company has the option to continue this rate or red circle existing personnel.

1807 SYSTEM OPERATOR NO. 3

Next Lower Classifications

**0070 Station Attendant
*1552 Assistant Operator
*1745 Utility Roving Operator
*1808 System Operator No. 4
*1880 Utility Operator

Same or Higher Classifications

***1610(1611) Division Operator & (Un.)
1805(1811) System Operator No. 1 &
(Un.)
1806(1813) System Operator No. 2 &
(Un.)
1807(1815) System Operator No. 3 &
(Un.)
1819 System Operator No. 2 - Helms

- * 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.
- *** The classification of Division Operator - San Francisco will be continued until January 1, 1987. At that time, Company has the option to continue this rate or red circle existing personnel.

1808 SYSTEM OPERATOR NO. 4

Next Lower Classifications

**0070 Station Attendant
*1552 Assistant Operator

Same or Higher Classifications

***1610(1611) Division Operator & (Un.)
1740 Roving Operator
1745 Utility Roving Operator
1805(1811) System Operator No. 1 &
(Un.)
1806(1813) System Operator No. 2 &
(Un.)
1807(1815) System Operator No. 3 &
(Un.)
1808 System Operator No. 4
1819 System Operator No. 2 - Helms
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.
- *** The classification of Division Operator - San Francisco will be continued until January 1, 1987. At that time, Company has the option to continue this rate or red circle existing personnel.

1880 UTILITY OPERATOR (Substations)

An employee who performs the duties of a System Operator at unattended substations and hydro 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

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

Same or Higher Classifications

0070 Station Attendant (See Note 1)	*1610(1611) Division Operator & (Un.)
1552 Assistant Operator	1740 Roving Operator
	1745 Utility Roving Operator
	1805(1811) System Operator No. 1 & (Un.)
	1806(1813) System Operator No. 2 & (Un.)
	1807(1815) System Operator No. 3 & (Un.)
	1808(1817) System Operator No. 4 & (Un.)
	1819 System Operator No. 2 - Helms
	1880(1878) Utility Operator & (Un.)

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.

* The classification of Division Operator - San Francisco will be continued until January 1, 1987. At that time, Company has the option to continue this rate or red circle existing personnel.

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.

1740 ROVING OPERATOR (Hydro Plants) (cont'd)

HOURS OF WORK

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.

<u>Next Lower Classifications</u>	<u>Same or Higher Classifications</u>
0070 Station Attendant (See Note 1)	*1610(1611) Division Operator & (Un.)
1552 Assistant Operator	1740 Roving Operator
	1745 Utility Roving Operator
	1805 System Operator No. 1
	1806(1813) System Operator No. 2 & (Un.)
	1807(1815) System Operator No. 3 & (Un.)
	1808(1817) System Operator No. 4 & (Un.)
	1819 System Operator No. 2 - Helms
	1880(1878) Utility Operator & (Un.)

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.

* The classification of Division Operator - San Francisco will be continued until January 1, 1987. At that time, Company has the option to continue this rate or red circle existing personnel.

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.

<u>Next Lower Classification</u>	<u>Same or Higher Classifications</u>
1552 Assistant Operator	0070 Station Attendant
	1610(1611) Division Operator & (Un.)
	1740 Roving Operator
	1745 Utility Roving Operator
	1805(1811) System Operator No. 1 & (Un.)



0070 STATION ATTENDANT (cont'd)

Next Lower Classification

Same or Higher Classifications

1806(1813) System Operator No. 2 &
(Un.)
1807(1815) System Operator No. 3 &
(Un.)
1808 System Operator No. 4
1819 System Operator No. 2 - Helms
1880 Utility Operator

PROGRESSION OF STATION ATTENDANTS
TO JOURNEYMAN ELECTRIC OPERATOR CLASSIFICATIONS

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 March 25, 1975 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.

0922 HELPER - Helms. (See LA 84-69, page 26)
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 1: A transfer application from an (0922 or 0926) Helper or an employee in the Operator-in-Training Program to the Operator-in-Training classification will be given priority 1 status under the job bidding system. Under other circumstances, the Operator-in-Training classification will be considered a beginner's classification and filled pursuant to Subsections 205.5(c) and (d) of the Physical Agreement.

Classifications to be Given Priority 1 Consideration

0922 Helper-Helms
0926 Helper
1552 Assistant Operator
1554 Operator-in-Training

Note 2: Only one lateral move allowed while in OIT program.

HEADQUARTERS

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 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

1554 OPERATOR-IN-TRAINING (cont'd)

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

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.

1552 ASSISTANT OPERATOR (cont'd)

HEADQUARTERS

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

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.

0263 SENIOR HYDRO CLERK (cont'd)

Next Lower Classifications

0247 Field Clerk - Water
 0264 First Hydro Clerk
 0266 First Hydro Clerk - Helms
 2645 Senior Operating Clerk -
 Steno II - Elec. & Comb.
 2646 Senior Operating Clerk -
 Typist II - Elec. & Comb.
 2723 Senior Operating Clerk II
 2726 Sr. Operating Clerk II

Same or Higher Classifications

0243 Senior Field Clerk (G.C.)
 0263 Senior Hydro Clerk
 0310 Senior Shop Clerk (G.C.)

0264 FIRST HYDRO CLERK

0266 FIRST HYDRO CLERK - Helms (See LA 84-69, page 26)

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
 2662 Operating Clerk -
 Elec. & Comb.
 2664 Operating Clerk - Steno -
 Elec. & Comb.
 2667 Operating Clerk - Typist -
 Elec. & Comb.

Same or Higher Classification

0243 Senior Field Clerk (G.C.)
 0246 First Field Clerk (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.)
 2645 Sr. Operating Clerk-Steno II
 - Elec. Dept. and Comb.
 2646 Sr. Operating Clerk-Typist II
 - Elec. Dept. and Comb.
 2654 Sr. Operating Clerk-Steno I -
 Elec. Dept. and Combination
 2655 Sr. Operating Clerk-Typist I -
 Elec. Dept. and Combination
 2723 Sr. Operating Clerk II - Elec.
 Dept.
 2726 Sr. Operating Clerk II - Comb.
 2789 Sr. Operating Clerk I - Elec.
 Dept.
 2793 Sr. Operating Clerk I - Comb.

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.

- 0355 COOK (average less than 5 people)
- 0356 COOK (5-10 people)
- 0357 COOK (10-15 people)
- 0360 COOK (average more than 15 people)

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

- 0964 COOK'S HELPER (less than 10 people)
- 0965 COOK'S HELPER (10-15 people)
- 0966 COOK'S HELPER (more than 15 people)

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 (less than 10 people)
- 0983 HOUSEKEEPER (10-15 people)
- 0984 HOUSEKEEPER (more than 15 people)

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.

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.

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

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 journeyman.

TEMPORARY UPGRADE TO POSITION OF ABSENT RELIEF SYSTEM OPERATOR

Therefore, the Rerate Committee agrees that "in selected cases where a valid need exists, the Company may temporarily upgrade a qualified employee to fill the position of an absent Relief System Operator which will be otherwise vacant for an extended period of time.

- A. For the purpose of this Agreement, absent Relief System Operators may be temporarily replaced if their absence was created by one of the following circumstances.
1. Temporarily assigned outside of the bargaining unit, e.g., to Line or Staff Supervisor, Assistant System Dispatcher, or System Operator School Instructor (not less than one (1) month).
 2. Long term illness, short of being placed on Long Term Disability (1 - 6 months).
 3. Industrial Injury (not less than one (1) month).
 4. Leave of Absence Union Business (not to exceed six (6) months). Leave of absence for urgent and substantial reasons other than Union business (not to exceed one (1) year).
- B. 1. A temporary assignment to Relief System Operator will not be made where it would result in a reduction of the established nonrelief System Operator complement at the headquarters or require a change in the established schedule; or for periods of less than a complete watch rotation cycle but in no event for less than 28 days.

Any such assignment shall be made in accordance with the applicable provisions of the current Physical Labor Agreement, the clarifications titled "Utilization of Relief Shift Employees, Titles 202, 205 and 208"; "Titles 202 and 208, Hours of Relief Shift Employees"; and Exhibit VI-L, Section 600.12 "Job Definitions and Lines of Progression, Division Electric Operating Substation and Hydro."

Agreements to implement temporary replacement of a Relief System Operator may be executed at the Division level between the Union Business Representative and the Division Personnel Manager. A fully executed copy of such Local Agreement shall

be forwarded to the Manager of Industrial Relations and the Business Manager of Local Union No. 1245, IBEW. In the event there is disagreement locally, the disagreeing party must show cause, in writing, as to why the proposal was rejected. The proposal, including the reason for rejection, will then be submitted to Industrial Relations Department to be executed only upon agreement between the Manager of Industrial Relations and the Business Manager of Local Union No. 1245, International Brotherhood of Electrical Workers."

The following list of training locations where operators may be assigned and/or trained should be used to ascertain the locations where an Operator-in-Training or an Assistant Operator may be required to train. This list is also to be used in assigning unassigned journeymen to job vacancies under Paragraph E4 of the operator training agreement.

Neither the operation of the training program nor the use of this list requires the existence of operator positions, including training positions, in each location shown.

Division	A job vacancy which occurs in the operating center shown below:	May be filled under Paragraph E4 of the Operator Training Agreement from the training locations below:
Coast Valleys	Morro Bay	Morro Bay Diablo Canyon Switching
	Diablo Canyon Switching	Diablo Canyon Switching Morro Bay
	Salinas	Salinas Moss Landing Switching
	Moss Landing Switching	Moss Landing Switching Salinas
Colgate	Marysville	Marysville Table Mountain
	Table Mountain	Marysville Table Mountain
De Sabla	Chico	Chico
	Caribou PH	Caribou PH Rock Creek
	Rock Creek	Rock Creek Caribou PH

Division	A job vacancy which occurs in the operating center shown below:	May be filled under Paragraph E4 of the Operator Training Agreement from the training locations below:
Drum	Drum Wise	Drum Wise
Stockton	Stockton SC Bellota Tesla Angels Tiger Creek	Tesla Stockton SC Bellota Stockton SC Bellota Tesla Stockton SC Angels Tiger Creek
East Bay	Oakland Station "C" El Cerrito "G" Moraga Pittsburg Switching Contra Costa Switch. Diablo SC Mission SC Newark	Moraga, Oakland "C", Newark Sub, El Cerrito "G" Mission SC Moraga, Oakland "C", El Cerrito "G" Moraga, Pittsburg Switching, Contra Costa Switching Diablo SC Pittsburg Switching, Contra Costa Switching, Diablo SC, and Moraga. Mission SC, Newark, Oakland "C"
Humboldt	Humboldt Substation	Humboldt Substation
San Francisco	Potrero Mission Martin San Francisco D.O.	Mission Potrero & Martin Mission San Francisco D.O. Martin

Division	A job vacancy which occurs in the operating center shown below:	May be filled under Paragraph E4 of the Operator Training Agreement from the training locations below:
San Joaquin	Midway Bakersfield SC	Midway Bakersfield SC
	Fresno SC	Fresno SC
	Merced SC	Merced SC
	Los Banos	Los Banos
	Helms	Helms
North Bay	Ignacio	Ignacio Fulton Tulucay
	Fulton	Ignacio Fulton
	Tulucay	Ignacio Tulucay
	Mendocino	Mendocino
Sacramento	Vaca Dixon	Vaca Dixon
San Jose	Metcalf	Metcalf, Edenvale SC, and Cupertino SC
	San Mateo Penninsula SC	San Mateo Penninsula SC
	Santa Cruz SC	Santa Cruz SC
	Cupertino SC Edenvale SC	Cupertino SC Metcalf, and Edenvale SC
Shasta	Cottonwood	Round Mountain
	Round Mountain	Cottonwood
	Pit #3	Pit #3
	Pit #5	Pit #5

SYSTEM OPERATOR TRAINING PROGRAM AGREEMENT

A. Placement Into the Operator-in-Training Classification

An employee appointed to the Operator-in-Training classification shall start at the beginning step of the classification and progress through the Assistant Operator classification to journeyman status upon successfully meeting the standards outlined in this program. Based on the employee's current knowledge, skill, efficiency, adaptability and physical ability which relate directly to prior performance of journeyman operator duties and which supplant need for training in the Operator Training Program, the employee may be placed in a wage step above the beginning rate. Since such a placement will alter the negotiated length of the training period, Company and Union agreement is required.

B. Training/Testing of Employees in the System Operator Training Program

All employees in the Operator Training Program shall be required to successfully complete the three-week Basic Electricity School for Operators, the Basic and Advanced Operating School, and to successfully demonstrate acceptable performance in the on-the-job aspects of the program by successfully passing the appropriate established wage progression test prior to advancing to the next wage step in the program.

The intent of the Operator Training Guidelines is to allow each employee the full amount of time provided in order to qualify both academically and through actual work experience. As the 30-month test is both a review of academic accomplishment and, through the use of the simulator, a test of job experience, it is mandatory that each employee be given the fullest opportunity under the Guidelines to succeed. The immediate supervisor or training coordinator has the obligation to notify employees of this upcoming wage progression test and then the employees who are prepared and who request in writing to take a wage progression test will be allowed to take them as follows:

1. 6-month and 12-month - during the 6th and 12th month of training
2. 18-month and 30-month - during the 17th and 23rd month of training

Upon successful completion of the 18-month and 30-month academic portion of the examination, the employee will be scheduled for testing on the simulator, if possible, during the 18th or 24th month of training.

A grade of 70 percent shall be considered as qualifying for all tests in the program. An employee in the program who has spent six months at the current wage step and who meets or exceeds the established standards of achievement, including passing the wage progressive test for such wage step, shall be advanced to the next higher wage step of the progressive wage rate.

An employee who is due to progress to his next higher wage step in the wage progression who fails to meet the established standards of achievement or established wage progression test shall:

1. be notified of his inadequate performance in writing prior to the date he is scheduled to receive the next higher wage step.
2. be held in his present wage step, and
3. be allowed a maximum of three months, including one retest to meet the established standards for the wage step for which the employee is being held. Such a three-month period shall commence the day the original progression test failure occurs.

The 18 and 30-month wage progression tests are two-part consisting of a written test plus a series of operating problems that must be satisfactorily completed on the power system simulator. Both parts of these tests must be satisfactorily completed within this three-month time period.

4. An employee in the Operator Training Program [who fails to successfully pass the tests established for the three-week Basic Electricity School, the Basic Operator School or the Advanced Operator School] shall have three opportunities in a three-month period to pass the tests. Such three-month period will commence on the date the school, which the employee failed, ended.
5. A copy of the written notification shall be furnished to the Union's Business Representative.
6. If, during such three-month period, the employee meets the established standards, he shall receive the next higher step wage rate effective the date such standards are met. He will not be eligible for further progression in the wage rate until six months have elapsed since the date he received such wage increase and until the standards for such wage step have been met. If such employee has successfully met the standards to progress to the Assistant Operator classification, including the established 6, 12, and 18-month progressive tests, he shall, effective on the date he has met such standards, be progressed to the Assistant Operator classification at his present headquarters.
7. If an employee who is attempting to meet the standards established to progress in the allotted time fails, he shall be removed from the classification and demoted to a Groundman or Helper classification in the Electric Department in his Division provided such employee possesses the necessary qualifications to progress in the line of progression to which he is transferring and is able to perform the duties of the Groundman or Helper classification. As a Helper or Groundman, he shall either fill a vacancy if one exists or displace the junior employee in the classification provided such junior employee does not have service greater than his own. If such an employee cannot exercise one of the above options, he shall be terminated.

8. An employee within one year of demotion from the Operator Training Program under the provisions of Paragraph 7 above, upon presentation of acceptable evidence that he has remedied the deficiencies which caused his demotion or, if demotion was due to academic failure, that he has pursued an outside study program and by completing the required tests meets the established standards for the wage step that he left, shall have his application for transfer to a vacancy in the appropriate Operator Training Program classification considered under the provisions of Title 205. If he is transferred, he shall be restored to the training program at the wage step he left, and he will progress as outlined in B above to the next higher wage step six months after he re-enters the program.
9. An employee who has voluntarily removed himself from the Operator Training Program, or a journeyman operator classification, or an employee who was demoted for reasons other than failure to meet the standards and who is a successful transferee to return to a vacancy in the operating line of progression shall be placed by Company in the wage step of the training classification or as an unassigned journeyman operator commensurate with his current knowledge, skill, efficiency, adaptability and physical ability. Company shall notify Union's Business Representative of any such placement.
10. An employee is entitled to two opportunities to participate in the Operator Training Program. His subsequent application for transfer to fill a job vacancy in the Operator Training classification will not receive consideration under the provisions of Title 205.

C. Progression to Unassigned Journeyman Status

An Assistant Operator who has successfully met all requirements in the Operator Training Program shall, effective on the day he meets such standards in accordance with Section B of this agreement, be progressed at Company's option in the following manner:

1. To Unassigned Journeyman Operator at the System Operator No. 3 rate until they become assigned. Such an unassigned journeyman operator may be rotated on a predetermined schedule through the four standard operating shifts. Assignment to any rotation shall be for a minimum of 28 consecutive days.
2. To Unassigned Journeyman Relief Operator at the location head-quartered. At that location the Operator shall assume the duties of a Relief Operator until such time as he is appointed to a permanent position under application of Paragraph E below. Assignment of an Unassigned Journeyman to relief status under this option shall only be made after existing assigned non-Relief Operators at the location are given an opportunity in Service order to assume relief status pursuant to the provisions of Section G of the Utilization of Relief Shift Employees, Titles 202, 205 and 208, dated November 1, 1967. If an Assigned Operator assumes relief status under this option, the Unassigned Operator shall assume the schedule and rate of pay of the

Assigned Operator who assumes relief status. Such assignments shall continue until the Unassigned Journeyman Operator is assigned a permanent position.

D. Transfer Status of Employees in Operator Training Program

1. A transfer application from an employee in the Operator-in-Training Program to the Operator-in-training classification will be given priority I status under the job bidding system. Under other circumstances, the Operator-in-Training classification will be considered a beginner's classification and will not be posted for bidding. However, such an employee shall be limited to one change in headquarters while in the Operator-in-Training Program.

E. Filling Journeyman Vacancies

1. A regular job vacancy which is to be filled in a Journeyman Operator classification shall be filled by prebid in the normal application of Subsection 205.7(a) or (b).
2. If the job vacancy is not filled under the above paragraph, Company shall assign the Unassigned Journeyman with the greatest Service at the headquarters where the vacancy exists to the job vacancy.
3. If the job vacancy is not filled under the above Paragraph 1 or 2, Company shall post the job vacancy and fill it in accordance with Subsections 205.7(a) or (c). (See Apprenticeship Committee Interpretation, page 28.)
4. If the job vacancy is not filled under the above paragraphs, the Unassigned Journeyman Operator who has received training at the location and who has the least service shall be assigned to the job vacancy.
5. If the job vacancy is not filled under the above Paragraphs 1, 2, 3 or 4, Company shall fill the job vacancy with the Unassigned Journeyman Operator with the least Service in the Division. In applying this paragraph, if the Unassigned Journeyman Operator is required to move beyond commutable distance as defined in Section 206.8 of the Agreement, he shall be entitled to moving expense payments as provided for in Section 206.8 and the Labor Agreement Interpretation relating to moving expenses.
6. When a System Operator transfers to another Operating Center and is not capable of assuming shift after a reasonable time period, prior to the application of Section 206.15 of the Physical Agreement, his status shall be referred to a subcommittee consisting of one Company and one Union member of the Rerate Committee. Action of this subcommittee shall be limited to the determination of an extension of time which is to be allowed to complete the orientation."

F. Temporary Assignments

An Unassigned Journeyman Operator may be temporarily assigned to any attended location within his Division under the provisions of Titles 201, 202, 205, 208 and the Labor Agreement, "Clarification of Utilization of Relief Shift Employees." The temporary assignment applies only to vacancies that will extend for 28 days or more and no Unassigned Operators are available at that location.

G. Training of Employees Presently in Journeyman Operator Classifications

Journeyman Operators have the responsibility to direct and train new operators assigned to work with them. Guidelines and tests for each training period have been established to insure the orderly progression of the new operator through his training.

In order to assist existing Journeyman Operators in carrying out this responsibility and to improve their present operating skills, all existing Journeyman Operators will be required to attend a refresher session at the System Operator School. The training responsibility and instructions on the record keeping responsibility of the Journeyman Operator for on-the-job training aspects of the Operator Training Program will be an item in the curriculum of the refresher session.
(Refer to Section II(F) of the "Hours" clarification.)

H. Journeyman Bids and Transfer Requests

A transfer request made by a journeyman to fill a job vacancy in an Operator-in-Training or an Assistant Operator classification shall not receive consideration under the provisions of Subsections 205.5(b)(1) or (2).

I. Operator Wage Placement

Company's intent has not changed in establishing the two-step rate of the various System Operator classifications which allow an employee assigned a particular station ample time (six months) to learn and become familiar with a new jurisdiction and prepare himself to stand watch efficiently and safely.

Therefore, the following guidelines are to be used for all System Operator placements.

1. Journeyman Operator's six-month orientation time may be accumulated at any time during a System Operator's career and applies to the System Operator's pay rate for any transfer.
2. All placements in Journeyman Operator classifications 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 or Operator-in-Training who bids a station and had formally worked at the particular station for six months or more would go to the top rate of pay of that station. This applies without regard to the rating of the stations involved.
- c. Transfers within Divisions to the same level of responsibility or lower, i.e., a 1 to a 1 or a 1 to a 2 may be placed at the top rate of pay if the operating jurisdiction is of a similar nature. General Office approval is required for such a placement.

J. General

- 1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Subsections 102.3(a)(2) and 102.6(3)(b) of the Agreement; however,
- 2. If the grievance pertains to:
 - a. the fairness of administration or correction of a test required in the program, or
 - b. the attainment of a standard or proficiency which does not require a test as such, the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Apprenticeship Training Committee for its recommendations, pursuant to Section 109.2.
- 3. This Operator Training Agreement shall be in effect for the current term of the Agreement and may be amended during such term by written agreement between Company and Union.

The following Letters of Agreement apply to this Section and have been incorporated into the job descriptions, Lines of Progression and notes:

- 1. L.A. 908, Dated 1/22/73, Signed 3/8/73
- 2. L.A. 2050, Dated 2/24/75, Signed 3/25/75
- 3. L.A. 2081, Dated 3/25/75, Signed 3/26/75
- 4. L.A. 2124, Dated 8/19/75, Signed 9/8/75
- 5. L.A. 2130, Dated 9/19/75, Signed 10/15/75
- 6. L.A. 2187, Dated 2/9/77, Signed 7/8/77
- 7. L.A. 78-3, Dated 1/12/78, Signed 1/19/78
- 8. L.A. 79-52, Dated 5/24/79, Signed 7/18/79

9. L.A. 79-80, Dated 7/16/79, Signed 7/17/79
10. L.A. 86-94, Dated 12/17/80, Signed 12/24/80
11. L.A. 81-119, Dated 4/5/82, Signed 5/6/82
12. L.A. 82-73, Dated 9/27/82, Signed 10/26/82
13. L.A. 84-13, Dated 3/5/85, Signed 4/10/85
14. L.A. 85-38, Dated 4/3/85, Signed 5/14/85
15. L.A. 84-69, Dated 8/22/84, Signed 9/20/84
16. L.A. 83-103, Dated 1/27/84, Signed 2/8/84

OPERATOR TRAINING COMMITTEE DECISION

Subject: Referral of E.B. LIC

The Operator Training Committee has met to review East Bay Grievance No. 1-29-76-29 concerning the request of Mr. H. V. Gordon, Provisional First Operator, Station G, Bay District, to take the 30-month test in the Operator Training Program prior to the attainment of the 24-month wage step and commensurate on-the-job experience.

The intent of the Operator Training Guidelines is to allow each employee the full amount of time provided in order to qualify both academically and through actual work experience. As the 30-month test is both a review of academic accomplishment and, through the use of the simulator, a test of job experience, it is mandatory that each employee be given the fullest opportunity under the Guidelines to succeed. All other agreed-to training programs have established, standardized procedures which are not deviated from except by agreement.

The Operator Training Committee recommends that in this case and all such cases in the future that employees who are prepared and who request in writing to take a wage progression test be allowed to take them as follows:

- A - 6-month and 12-month - during the 6th and 12th month of training
- B - 18-month and 30-month - during the 17th and 23rd month of training

Upon successful completion of the 18-month and 30-month academic portion of the examination, the employee will be scheduled for testing on the simulator, if possible, during the 18th and 24th month of training.

/s/ Patrick N. Long
Company Member
Operator Training Committee

/s/ John J. Wilder
Union Member
Operator Training Committee

2/15/78
Date

2/15/78
Date

August 22, 1984

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

Attention: Jack K. McNally, Business Manager

Gentlemen:

This is a revision of our Letter Agreement dated June 1, 1984 to incorporate additional information.

In an effort to meet current manpower needs at Helms Pumped Storage Facility, and in an attempt to uniformly apply the provisions to currently existing resident employees at the Helms Powerhouse, Company proposes to establish the following general conditions of employment for all employees working at the Helms Project.

Under this proposal, such agreement would serve as a "generic" agreement whose general terms and conditions would apply to all physical bargaining unit employees employed at the Helms facility. Accordingly, the following will detail the requirements associated with employment at the Helms Project.

All employees assigned to the Helms Pumped Storage Project shall be paid the established Helms Powerhouse premium rate of 5 percent above each step of the respective classification's basic wage rate for the first year and 7.5 percent above the basic wage rate of such classification after one year in the classification at Helms. Accordingly, such individuals employed at the Helms facility shall be considered as resident employees. Such employees shall be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. Furthermore, such employees may be assigned to a shift schedule in accordance with the provisions of Section 202.17 of the Physical Agreement due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, such employees at the Helms Project may be required to work a schedule of ten consecutive workdays with four consecutive days off. Helms' classifications will also be required to reside at Company residences adjacent

to Helms for the first two years in the job and pay the established Company housing rent. They will also be required to ride in a helicopter. Furthermore, the terms and conditions set forth in Company's letter to Union dated August 14, 1981 shall be in effect for all individuals employed at the Helms Powerhouse Project as follows:

1. Company Owned Housing (Helms)

The established rent is currently \$50 per month and is subject to change by bargaining between the parties. The residences will be equipped with telephones, and the current plans are to provide PT&T restricted one plus dialing lines for each residence. The residence will be equipped to receive TV broadcasts.

2. Emergency Transportation

Company will make every effort to provide the employees and their families with emergency transportation via helicopter. If winter weather conditions prohibit the use of helicopters, alternate transportation will be provided which will include emergency transportation and medical supplies. Weather permitting, there will be regularly scheduled trips to Helms throughout the year.

3. Additional Classifications (Helms)

It is anticipated that intermittent employees will be needed in the classifications of Cook, Cook's Helper, and Housekeeper. It is intended that the members of employees' families will be considered for these classifications if they so desire and if they have the necessary qualifications.

4. Helms Project Rate

When it is necessary to utilize electric and hydro operating classifications at Helms, the appropriate rate of pay will be the highest System Operator rate established for the Hydro Generation Department.

During the course of further discussions on October 26, 1983, Company communicated that, due to the nature of this situation at the Helms Project, it was unable to specify the duration of the proposed operator positions. It was further discussed and agreed that at such time as the Helms Project may not require operating personnel due to the projected full functioning of the automated systems which were designed for this facility, the parties shall meet, prior to any displacements, to discuss the procedure through which such

displacements may be implemented. Company will continue to utilize the existing Helms classifications in the same manner that was provided for in Letter Agreement 80-72-PGE dated July 28, 1981.

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 S/I. Wayland 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

September 20, 1984

By S/Jack McNally
Business Manager

APPRENTICESHIP COMMITTEE INTERPRETATION

Apprenticeship Committee File No. 82-9
San Jose Division Grievance No. 8-565-81-48

At the request of the San Jose Division Fact Finding Committee, the Operator Training Committee offers the following interpretation of the Committee's August 10, 1981 letter:

This Committee intends that Provisional System Operators spend 17 months in the classification, irrespective of individual wage rates, before being allowed to take the 30-month qualifying test on the simulator. The Committee does not consider training requirements to be met or waived based solely upon an employee's placement in a particular wage step. Testing on the simulator is, of course, subject to availability. It may happen that a testing opportunity can occur before the employee has reached the 17th month of training, and to miss the opportunity would delay the employee's next opportunity an inordinate amount of time. If such is the case, the Division may schedule the employee to take the simulator test no earlier than two weeks before attaining the 17th month of training.

When a Provisional System Operator has successfully met all academic and on-the-job training requirements including the 30-month simulator test at Emeryville prescribed by the OIT Guidelines and has attained the 17th month or more of training in the "Provisional" position, such employee shall be considered a 205.7(b) prebidder or a 205.7(c) postbidder to other journeyman classifications in the Line of Progression. Following the completion of the above requirements, the employee's "Provisional" status should be removed. This interpretation in no way alters any of the provisions of the Operator-in-Training Guidelines.

For the Company:

For the Union:

S/Patrick N. Long

S/Ronald G. Fitzsimmons

Date December 29, 1982

Date January 5, 1983