

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



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March 3, 1987

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:

The attached chart is Company's proposal to revise the current General Construction, Line Department, lines of progression.

In addition, the following understanding was reached in our September 12, 1985 and May 14, 1986 meetings:

1. Subforeman A (0649) (Underground) to be reclassified to Cable Crew Foreman (0820). The rate of pay remains the same (\$816.70 per week - 1987 rate).
2. Lineman (1100), if qualified, may be temporarily upgraded under Section 305.4 to Cable Splicer (2280) and Working Foreman B (0853). Lineman (1100) may perform Underground Lineman (1099) work.
3. Heavy Truck Driver (0461) (Equipment Section) shall be given consideration, pursuant to Subsection 305.5(a), for appointment to Truck Driver (0415) which is next lower to Line Truck Driver (0457). After 90 days of experience, such employee shall be eligible for promotion to Line Truck Driver (0457) consistent with the provisions of Sections 305.4 and 305.5.
4. The Crane, Backhoe, Holedigger, and Tractor A Operators are to be considered as equal to Working Foreman C (Labor Section) for promotion to the Subforeman B (Labor Section).
5. Eliminate Working Foreman D (0855) from Labor and Paint Section's line of progression.

In addition to the above, Company proposes to establish a Steel Fabrication Section at Davis. This group is responsible for fabricating steel components for tower construction. This progression was discussed at the May 14, 1986 meeting.

Steel Fabricator: operates machines to punch holes, shear or saw angle iron or plates to make members for towers. In order for the Steel Fabricators to perform their duties, they must be able to read blueprints and make appropriate measurements and markings in order to fabricate members.

Steel Fabricator Leadman: is a qualified Steel Fabricator on a shift where three to seven Steel Fabricators (including himself) are employed, who is subordinate to the Working Foreman and/or Subforeman in charge and acts as a Leadman and performs steel fabricating work.

Steel Fabrication (Tower Section) establishes two new Service Center classifications:

	<u>Class.</u> <u>Code</u>	<u>1987</u> <u>Rate</u>
Steel Fabricator Leadman	(new)	\$645.60
Steel Fabricator	(new) Start	\$490.50
	End 6 Mo.	\$537.90
	End 1 Yr.	\$574.55
	End 18 Mo.	\$592.60
	End 2 Yr.	\$613.40

The Welder (2620) classification in this line of progression, as shown on attached, will be filled only on a temporary upgrade or transfer basis. The Welder classification is an existing Service Center classification. For the initial staffing of these positions, it is proposed that the individuals presently performing these duties be reclassified to these positions effective the date this agreement is signed.

<u>Individuals</u>	<u>S.S.N.</u>	<u>Present</u> <u>Classification</u>	<u>Proposed</u> <u>Classification</u>
P. A. Meadows	572-98-1190	Truck Driver	Steel Fabricator Leadman
M. E. Brocco	547-23-1049	Material Man	Steel Fabricator
J.J. Roman	548-41-7970	Material Man	Steel Fabricator

The above individuals will be placed at the corresponding or next higher wage step in their proposed classification closest to their present wage

rate. For filling future vacancies, the proposed designated line of progression will be field classifications. In addition, the Working Foreman is required to have tower erection craft skill in work supervised in this line of progression.

If you are in accord with the foregoing and attachment 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. Bonbought/CFR  
Manager of Industrial Relations

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

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

March 18, 1987

By Jack McHenry  
Business Manager

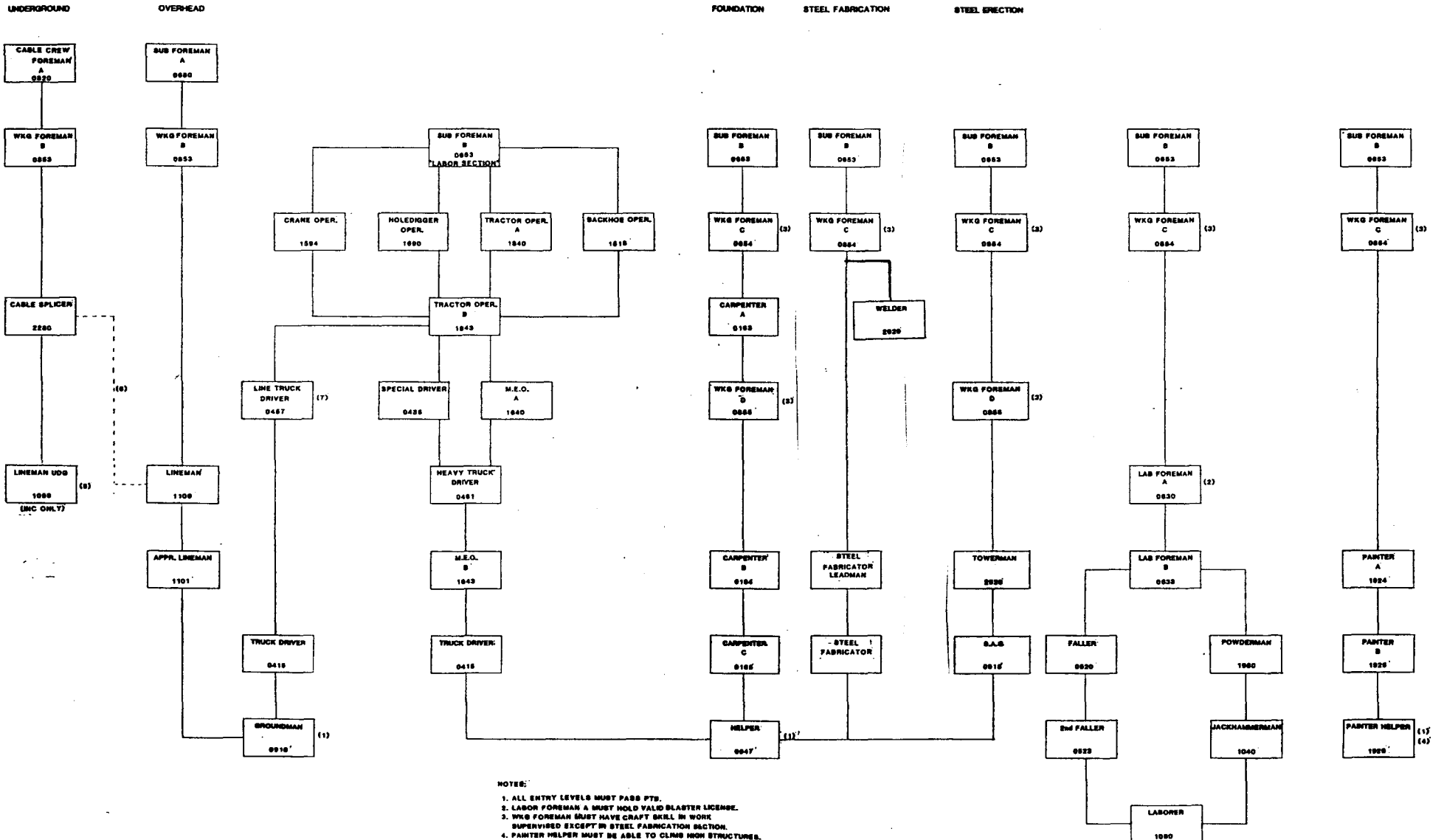
T & D SECTION

EQUIPMENT SECTION

TOWER SECTION

LABOR SECTION

PAINT SECTION



- NOTES:
1. ALL ENTRY LEVELS MUST PASS P.T.S.
  2. LABOR FOREMAN & MUST HOLD VALID BLASTER LICENSE.
  3. WKG FOREMAN MUST HAVE CRAFT SKILL IN WORK SUPERVISED EXCEPT IN STEEL FABRICATION SECTION.
  4. PAINTER HELPER MUST BE ABLE TO CLIMB HIGH STRUCTURES.
  5. LINEMAN MAY BE UPGRADED TO CABLE SPLICER UNDER THE PROVISIONS OF TITLE 098.4 WHEN NECESSARY.
  6. LINEMAN MAY PRE TEMPORARY/PERMANENT UPGRADE SHEET TO UNDERGROUND SECTION.
  7. PROMOTION TO LINE TRUCK DRIVER REQUIRES A MINIMUM OF 90 DAY T & D CREW EXPERIENCE.

DATES: \_\_\_\_\_  
 APPROVED: LA \_\_\_\_\_