

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

February 9, 1989



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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes, pursuant to Section 204.4(b) of the Agreement, to establish the classifications of Senior Gas Transmission Operator (1577), Relief Senior Gas Transmission Operator (1577), and Gas Transmission Operator (1576). The following classifications will be eliminated: Senior Compressor Plant Operator (1566), Relief Senior Compressor Plant Operator (1566), Compressor Plant Operator (1567), Assistant Compressor Plant Operator (1569), and Relief Assistant Compressor Plant Operator (1569). Company also proposes the attached job descriptions, wages, and training program.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By *Richard B. Bradley*
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 13, 1989

By *Jack McNally*
Business Manager

Pipe Line Operations
Plant Operating Proposal

SENIOR GAS TRANSMISSION OPERATOR
GAS TRANSMISSION OPERATOR

COMPANY PROPOSAL - PLANT OPERATING

<u>1. Eliminate</u>	<u>Establish</u>
Sr. Compressor Plant Operator (1566) (Rel) Sr. Compr. Plant Operator (1566)	Sr. Gas Transmission Operator (1577) (Rel) Sr. Gas Trans. Operator (1577)
Compressor Plant Operator (1567) Asst. Compr. Plant Operator (1569)	Gas Transmission Operator (1576) Gas Transmission Operator (1576)
(Rel) Asst. Compr. Plant Operator (1569)	

Job descriptions and Lines of Progression are shown as Exhibit I.

2. Training Program

The training program will be implemented, subject to the following provisions:

- o All Compressor Plant Operators and Assistant Compressor Plant Operators, at the time of conversion, will be required to complete the training program; training pay progression, where appropriate, will be in accordance with Exhibit II, which is patterned after the Gas Supply Coordinator (1836) training program. There will be on-the-job training and supervisory assistance where necessary.

3. Wages

Classification

Senior Gas Transmission Operator	Start	\$748.95
	End 1 Year	783.65
Gas Transmission Operator	Start	532.25
	End 6 Months	566.80
	End 1 Year	601.35
	End 18 Months	635.90
	End 2 Years	670.45
	End 30 Months	705.00

3. Wages (cont.)

Wage rates will be applied in accordance with Title 204, except that no employee may be initially assigned a wage step beyond the 24-month step, unless by written agreement between Company and Union. Transferees, regardless of initial wage step, will receive PWIs as they successfully complete sections of the training program, provided they have been in that training phase a minimum of three months, or until they have reached the top step.

Incumbents will be converted as follows: all Senior Compressor Plant Operators will advance to the top step of Senior Gas Transmission Operator, provided they have completed one year in the classification; Seniors with less than one year will convert to the first step Senior Gas Transmission Operator. Seniors will not be required to complete the training program. Compressor Plant Operators and Assistant Compressor Plant Operators will convert in accordance with 204.5 to the appropriate step of the Gas Transmission Operator classification. All Compressor Plant Operators and Assistant Compressor Plant Operators will be required to complete the training program, regardless of their wage step.

4. Effective Date

Training program and wage schedules to be effective retroactive to January 1, 1989.

5. Other

Eliminate the Physical Preemployment and Verbal Comprehension test requirements for entering the Gas Supply Coordinator classification.

JAM/SKW
1/16/89

EXHIBIT I

JOB DEFINITIONS AND LINES OF PROGRESSION
PIPE LINE OPERATIONS DEPARTMENT
PLANT OPERATING

All operating employees may be assigned to perform maintenance or other work during shutdowns or emergencies.

1577 SENIOR GAS TRANSMISSION OPERATOR

A shift employee who is responsible for the Compressor Station and other transmission facilities within the jurisdiction of the District, including the compressor units and auxiliary equipment. He shall have the qualifications to direct and supervise the work of the Gas Transmission Operator. He shall present supervisory skills, and a thorough knowledge of operating principles, equipment operating procedures, safety rules, and general operating orders. In conjunction with his operating duties, he directs and assists in cleaning of equipment and the area around such equipment, assists in training and instructing other employees in proper operating techniques, and may be required to perform minor maintenance work for which he is qualified. A regular senior or upgraded senior will be on shift at all times.

Next Lower Classification

Same or Higher Classifications

1576 Gas Transmission Operator

1577 Senior Gas Transmission Operator
1836 Gas Supply Coordinator

1577 RELIEF SENIOR GAS TRANSMISSION OPERATOR

A shift employee who stands shifts, as assigned, relieving any operating classification in the compressor plant, and who is responsible for the performance of all of the duties of the classification he is relieving. In addition, he may be required to perform maintenance work for which he is qualified; perform cleaning duties in and about the compressor station; assist in performing tests on operating equipment; assist in training and instructing other employees in proper operating techniques; and perform clerical work in the supervisor's office and to perform materials duties, including relieving the Materials Facilityman.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

JOB DEFINITIONS AND LINES OF PROGRESSION
PIPE LINE OPERATIONS
PLANT OPERATING
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1576 GAS TRANSMISSION OPERATOR

A shift employee who, under the direct or indirect supervision of a Senior Gas Transmission Operator, operates, monitors, and services auxiliary equipment; operates compressor units as assigned; reads and logs figures from various meters and gauges; performs minor maintenance work; and is required to do necessary cleaning.

Beginners classification

Note 1. A transfer application from Gas Transmission Operator will be given priority 1 status under the Job Bidding System. Under other circumstances, the Gas Transmission Operator classification will be considered a beginner's classification and will not be posted for bid.

2. Testing - The following tests are required to enter this classification by new hires and transfer applicants:

- A. EEI Clerical Preemployment Test
- B. Typing - 25 w.p.m.
- C. Arithmetic Computation Test (ACT)*

* Employees hired into the classification will be required to take the ACT at the end of their second month. Should the employee fail, retests will be given not less than 30 days following failure. A maximum of two retests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.

3. Wage rates will be applied in accordance with Title 204, except that no employee may be initially assigned a wage step beyond the 24-month step, unless by written agreement between Company and Union. Transferees, regardless of initial wage step, will receive PWIs as they successfully complete sections of the training program, provided they have been in that training phase a minimum of three months.

4. Transferees to the classification of Gas Transmission Operator will be required to complete the training program.

EXHIBIT II

1576 GAS TRANSMISSION OPERATOR

Training Program - The Gas Transmission Operator training program has four training phases, each of which is intended to be in six-month increments. The training is documented through the successful completion of four proficiency tests. Each test should be administered prior to the completion of the six-month mark of the particular training phase. Tests will be identified as the 6-month test, the 12-month test, the 18-month test, and the 24-month test. Tests will be scheduled and administered by local supervision. Upon receipt of a written request from the employee, with an endorsement by the employee's immediate supervisor, the Human Resources Representative responsible for technical training coordination will schedule the examination for administration by local supervision.

Progressive Wage Increases (PWI) will be granted upon successful test completion and at the end of each six-month segment. However, an employee may work through the program at an accelerated pace, provided a minimum of three months on-the-job satisfactory work performance and the successful completion of a test in each segment have been achieved.

The PWI would be effective on the date of the successful completion of the test, or the first day following three full months of satisfactory work performance in that particular segment, whichever is later. If an employee's test results are delayed as a result of the Company's administration of the test, the employee will be awarded the PWI retroactively to the first day following the end of a six-month segment or meeting the requirements for progression. If an employee is not able to pass any test within the allotted six-month time-frame, a retest must be successfully completed within three months. If an incumbent employee fails the test, he/she will be subject to removal from the classification. A Company/Union joint review will be made to determine appropriate action prior to implementing the provisions of Title 206. Non-incumbent employees will be removed from the classification pursuant to Title 206.