



LETTER AGREEMENT

No. 93-26-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

August 16, 1993

Pacific Gas & Electric Co.
201 Mission Street, Fifteenth Floor
San Francisco, CA 94105

Attention: Mr. David Bergman
Director & Chief Negotiator

Gentlemen:

Pursuant to the provisions of Titles 305 and 306 and the understandings reached at the conclusion of negotiations for the Labor Agreement dated January 1, 1991, and the Union and Company Subcommittees' subsequent discussions, we are submitting the following proposal relative to the Lines of Progression in the General Construction Gas Department as they pertain to Titles 305 and 306.

The proposed Lines of Progression are set forth on the attached Exhibit 1 - General Construction Gas Lines of Progression chart. Other letter agreements, Labor Agreement Clarifications and grievance settlements clarifying the Lines of Progression are also attached. Certain of these letter agreements and clarifications have been modified to reflect other changes that have taken place subsequent to the signing of the original document. Such changes are identified in each document by bracketing [] deletions and boldfacing additions. Each document is incorporated herein as though set forth in full. These Lines of Progression were recently updated and agreed to in Letter Agreement R5-92-96-PGE, which was signed August 11, 1993.

Mr. Bergman
August 16, 1993

93-26-PGE
Page 2

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 Union.

Yours truly,

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

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto as of the date hereof.

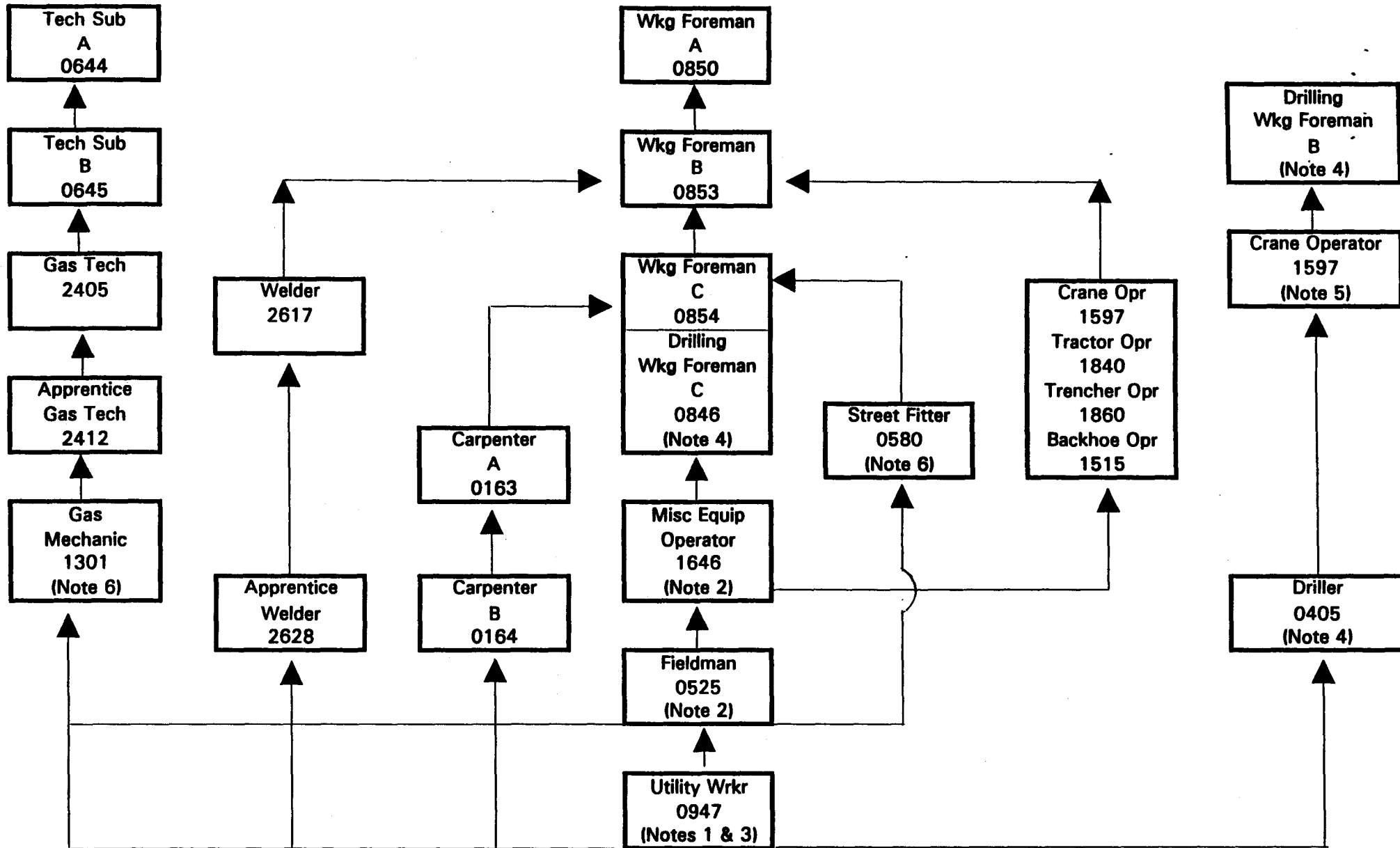
PACIFIC GAS AND ELECTRIC COMPANY

8-19-93, 1993 By: 
David Bergman
Director & Chief Negotiator

Attachment: a/s

RS:lm

GAS CONSTRUCTION



Notes:

1. Entry Level - must pass Physical Test Battery.
2. Requires Class A Operator's License.
3. May go directly to Apprenticeship provided employee completes entry requirements to Apprenticeship and provided employer need for apprentice exists.
4. See L/A R4-91-154 for 306 Rights.
5. See L/A 91-155.
6. See L/A R5-92-96.

GENERAL CONSTRUCTION
CLASSIFICATION CONSOLIDATION
AND LINES OF PROGRESSION

Duties of Consolidated Classifications

Adoption of this agreement will result in the elimination of several existing classifications and the consolidation of the duties of these classifications into a few newly established classifications. The parties understand and agree that the duties to be performed by the new classifications established by this agreement are limited to those duties formerly assigned to the classifications being eliminated/consolidated into a single classification and any new or additional duties specifically provided for in this agreement. For example, the consolidated Helper classification may perform the duties formerly appropriately assigned to the Engineers Aid (field duties), Second Faller, Groundman, Steel Assembly Groundman, Jackhammerman, Laborer, Material Man, Pipewrapper Hand Small, and Hand Large.

Wage Consideration

On the effective date of this agreement, incumbent employees shall be reclassified in accordance with the attached exhibits. If an incumbent is receiving a wage rate which is more than the top of the new consolidated classification, such employee shall not have his wage rate reduced but shall continue to receive his current wage rate and future general wage increases until such time as the employee permanently leaves the classification to which he has been reclassified.

Incumbent employees who are below the top step of their current classification shall continue to receive progressive wage increases and general wage increases in accordance with the wage schedule of their current or new classification, whichever is higher until they permanently vacate the classification to which they have been reclassified.

New hires or incumbent employees promoted to or demoted to the consolidated classifications on or after the effective date of the agreement shall be paid in accordance with the new wage schedules established by this agreement.

Bidding Rights to Region Classifications

A task force will be established to revise Title 600, Exhibit VI to incorporate, as appropriate, the classifications being established in this agreement, in such a way as to not reduce the current bidding rights of incumbent or future General Construction employees. If such revisions are incomplete as of the effective date of this agreement,

the parties shall agree to an interim procedure which does not reduce the current bidding rights of incumbent or future General Construction employees.

Wage Differentials G.C.-Regions

On January 1, 1991 and each year thereafter for the term of the Agreement, classifications that are comparable between General Construction and the Regions shall be adjusted to maintain a minimum 5% differential between such classifications.

Company and Union shall prepare a list of classifications that are considered to be comparable between General Construction and the Regions. Where necessary other non-comparable General Construction classifications shall also be adjusted annually to maintain historical relationship/separation between comparable and non-comparable GC classifications. The Helper shall be considered comparable to the Region (0930) Helper; the new classification of G. C. Fieldman shall be considered comparable to the Region (0524) Fieldman; and the new classification of Miscellaneous Equipment Operator shall be considered comparable to a combination of the Region (0465) Heavy Truck Driver and the Region (1645) Equipment Operator.

Working Foreman B and Subforeman A **- Station/Substation/Hydro Department**

In the Station/Substation/Hydro Department, the parties agree to add Subforeman A and Working Foreman B classifications in the welding line of progression and Hydro line of progression, subject to the restrictions and limitations noted on the Station/Substation/Hydro Line of Progression Chart.

Technology

Attached is a list of new classifications, equipment, and job definitions. This list is intended to be inclusive of current duties appropriately assigned to the new, consolidated classification. The parties recognize that technological advances may raise questions about appropriate duties to assign to a classification in the future.

Therefore, Company and Union agree to establish a standing committee consisting of two representatives from Company and two representatives from Union to review new equipment and duties to determine the proper classification. Should such committee be unable to reach agreement on the appropriate classification to assign new equipment or duties to, the issue will be addressed pursuant to the provisions of Title 102. During the time such committee continues to discuss such issues, however, the time limits in Title 102 shall be suspended.

0947 - UTILITY WORKER

Will replace the following classifications:

- 0050 Engineer's Aid
- 0523 Second Faller
- 0910 Groundman
- 0915 Steel Assembly Groundman
- 1040 Jackhammerman
- 1080 Laborer
- 1205 Material Man
- 1970 Pipewrapper, Hand Large
- 1975 Pipewrapper, Hand Small

Utility Worker: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. Utility Workers assist in construction and maintenance and other miscellaneous semi-skilled work. With adequate training and under direction, may be required to: use hand tools, portable power tools, pavement breakers, spaders, tampers or compactors for work not requiring precision; perform pipe wrapping duties. A Utility Worker in Line Department may be permitted to learn to climb on the job in training for advancement, but shall not do line work.

Pursuant to Section 306.10, Company agrees not to demote incumbent Pipewrappers, Art Atondo and Donald Cook, for reasons other than lack of work.

Office duties formerly assigned to the Engineer's Aid classification shall be reassigned to the appropriate field clerical classification.

<u>0947 - Utility Worker</u>	<u>Wage Rate</u>
(as of 1/1/90)	(as of 1/1/91)
Start:	\$475.70 493.55
6 Mo:	520.75 540.30
1 Yr.:	565.70 586.95
18 Mo:	610.65 633.55
2 Yr:	636.85 660.75

0525 - G.C.FIELDMAN

Will replace the following classifications:

- 0165 Carpenter C
- 0415 Truck Driver
- 0520 Faller
- 1450 Metalman
- 1573 Compressor Operator B
- 1643 Miscellaneous Equipment Operator B
- 1644 Miscellaneous Equipment Operator C
- 1980 Powderman

Employees in the Fieldman classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

GC Fieldman wage rate (Classification Code 0525)

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$643.80	667.95
6 Mo.:	650.60	675.00
1 Yr.:	669.55	694.70
18 Mo.:	690.30	716.20
2 Yr.:	699.80	726.05

GC FIELDMAN - Operates the following equipment:

- Earthworm;
- Gas/electric hoist up to 15 HP;
- Concrete Mixers 1/2 cu. yd. and under
- Concrete saws;
- Tractor, Pneumatic Tired Loader, less than 1 1/2 cu. yds. with or without scrapper;
- Compactors, self-propelled, riding such as: Arrow Hydra-Hammer/compactor, Champion Stroke Hammer, Ohawa Hydra-Hammer/tamper, R&O Hydra-Hammer/compactor, Superhammer/compactor, or equivalent;
- Tugger Air Hoist;
- Air compressor up to 1000 C.F.M.;
- Riding roller, self-propelled;
- Street Sweeper, self-propelled, small;
- Small Snow Cat, such as Bombadier;
- Two-axle truck of 12,000 lb. GVW or over;
- Small tiller type tractor or similar hauling unit, 30 HP and under;
- Industrial material handling truck or tractor including lift and towing;
- Pump tender;
- Small trencher and other equipment 30 HP and under

Other equipment may be added to the above list by agreement between Company and Union.

G. C. Fieldman may be required to perform the following duties:

- Performs metalman duties
- When working as a part of a crew, performs carpenter work such as simple form work, scaffolds, and other simple sawing and nailing of lumber;
- When working as a part of a crew, performs plastic fusion such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter. (Street Fitter classification shall be used when butt fusing or working alone.)

- When working as a part of a crew, performs miscellaneous pipe fitting on service connections/alterations. Such work is limited to threaded pipe under two-inch diameter, length of pipe and fittings not to exceed five feet in length including fitting(s) where the installation is a single domestic meter set without a manifold. (Where the installation requires pipe size of two-inch or larger, length including fitting(s) exceeds five feet, number of meters exceeds one, or a manifold is required, the Street Fitter classification shall be used.)

Class A California drivers license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California drivers license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California Drivers License, such employee shall not be assigned to equipment requiring said licenses.

Current employees as of January 1, 1991, in classifications higher than the Fieldman who are subsequently affected by Title 306 will not be adversely impacted as a result of the Fieldman licensing requirements.

Employees who enter the Fieldman classification after the implementation date of January 1, 1991 will be required to possess the Class A California Drivers License and/or other appropriate licenses and endorsements as required. If after entering the classification, the employee can no longer meet the physical requirements for the Class A California Drivers License and/or other appropriate licenses and endorsements as required, but is otherwise qualified to perform the duties required of a Fieldman on a regular basis, he/she will be accommodated as follows:

One unlicensed Fieldman per 20 licensed Fieldman. In computing this ratio, all Fieldman will be included (both those classified at the time of implementation and Fieldman entering the classification after implementation).

1646 - MISCELLANEOUS EQUIPMENT OPERATOR

Will replace the following classifications:

- 0435 Special Driver
- 0457 Line Truck Driver
- 0461 Heavy Truck Driver
- 1640 Miscellaneous Equipment Operator A
- 1844 Tractor Operator C
- 1570 Compressor Operator A

Class A California driver's license and/or other appropriate licenses and endorsements as required. Company shall pay all costs associated with obtaining and maintaining the appropriate drivers license and/or endorsements.

Incumbent employees who do not currently possess a Class A California driver's license shall not be required to obtain such license, but may do so voluntarily, at Company expense. Should such employee not possess a Class A California driver's license, such employee shall not be assigned the duties of the former Heavy Truck Driver, Line Driver or Special Driver classification.

Current employees as of January 1, 1991, in classifications higher than the Miscellaneous Equipment Operator who are subsequently affected by Title 306 will not be adversely impacted as a result of the MEO licensing requirements. Employees in classifications higher in the Line of Progression to the MEO may voluntarily elect to maintain a Class A driver's license, in which case all costs for obtaining and maintaining shall be paid by Company. An employee who progresses to a classification higher than MEO, in the event of a demotion pursuant to Title 306, shall be allowed up to 60 calendar days to obtain a Class A driver's license if such employee does not already possess such license.

Miscellaneous Equipment Operator - Wage Rate

	(Effective 1/1/90)	(Effective 1/1/91)
Start:	\$723.80	750.95
6 Mo.:	742.35	770.20

MISCELLANEOUS EQUIPMENT OPERATOR (Classification Code 1646)

Operates the following equipment:

- Dozer, smaller than D-4 or equivalent, with or without a side boom or equipment;
- Rough terrain crane, Grove, Drott, Pettibone, up to and including 5 ton;
- Loader, P.T., 1 1/2 thru 3 cu. yds., without sideboom;
- Crane, swing, self-propelled, up to and including 5 ton;
- Transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout a geographic area or the company system;
- Truck tractor operator coupled with one or more trailers;
- Three-axle truck;
- Truck with derrick and special body complete with tools and equipment to perform all phases of electric line work;*
- Boom truck without a personnel bucket under 10 tons;**
- Hydrauger;
- Gas/electric hoist over 15 HP;
- Motor Patrol, less than 115 HP, when not grading to stake or grade;
- Trencher, Boom Type, such as Ditch Witch, or equivalent;
- Concrete Pump;

* See Line Department Lines of Progression Chart, Note 7

** See Station/Hydro Department Lines of Progression Chart, Note 8

- Tensioners and Pullers (see separate listing of pulling and tensioning equipment);
- Large Snow Cats;
- Drill, Liner, self-propelled air trac or equivalent;
- Cross Country vehicles such as Dragon Wagon or equivalent;
- Flume washer.

Other equipment may be added to the above list by agreement between Company and Union.

[Tractor Operator B]

[Tractor Operator A]

1840 - TRACTOR OPERATOR

Eliminate the present Tractor Operator B and Tractor Operator A classification title, establish a new Tractor Operator classification title utilizing existing Tractor Operator A classification code of (1840)

All employees currently classified as Tractor Operator B and Tractor Operator A shall be assigned to the Tractor Operator classification and wage rate.

Tractor Operator - operates the following equipment:

- Cat, D-4, D-5, D-6, D-7 and D-8;
- Case, 850, 1150;
- IH, TD-9, TD-15, TD-20, TD-25;;
- A.C., HD-6, HD-11, HD-16, HD-21;
- Drott over 5 ton to 18 ton;
- Crane, swing, self-propelled 5 to 10 ton P/M Model 25-20;
- Loader, crawler mounted, 1-1/2 cubic yard and over;
- Whirley, swing crane;
- Motor patrol over 115 HP or when grading to stakes or grade;
- Tractor, crawler side boom, 10 ton and over.

Other equipment may be added to the above list by agreement between Company and Union.

EXHIBIT I

Delete the following classifications due to obsolescence:

Service Center	0856 - Working Foreman "C"
Field Classifications	0050 - Engineer's Aid
	0165 - Carpenter C
	0415 - Truck Driver
	0435 - Special Truck Driver
	0457 - Line Truck Driver
	0461 - Heavy Truck Driver
	0520 - Faller
	0523 - Second Faller
	0910 - Groundman
	0915 - Steel Assembly Groundman
	0947 - Helper
	1040 - Jackhammerman
	1080 - Laborer
	1205 - Material Man
	1450 - Metalman
	1570 - Compressor Operator A
	1573 - Compressor Operator B
	1640 - MEOA
	1643 - MEOB
	1644 - MEOC
	1843 - Tractor Operator B
	1844 - Tractor Operator C
	1970 - Pipe Wrapper, Hand Large
	1975 - Pipe Wrapper, Hand Small
	1980 - Powderman

GAS CONSTRUCTION DEPARTMENT - NOTES ON LINES OF PROGRESSION

NOTES:

1. Entry level - must pass Physical Test Battery.
2. Requires Class "A" operator's license.
3. May go directly to Apprenticeship provided employee completes entry requirements to Apprenticeship and provided employer need for apprentice exists.

CLARIFICATION OF SECTION 306.9
PHYSICAL LABOR AGREEMENT

During the course of the Company and Union discussions of **Letter Agreement 78-68-PGE and its attachments in November, 1978**, the lines of progression relative to Titles 305 and 306 of the Physical Labor Agreement concerning General Construction employees, the parties discussed a further clarification of Section 306.9 relative to the number of opportunities which a demoted employee would be given preferential consideration to exercise his rights for appointment to a classification in his line of progression.

It is understood that General Construction informs employees who have been demoted for lack of work of future opportunities for advancement as they occur in his line of progression to regain his previous employment status. It is further understood that in the past the employee has been given one opportunity following such notification to avail himself of the opportunity, on a preferential basis, to return to his higher classification in his geographic area.

The Union and Company have examined this practice and find that it is fair and consistent with the intent of the parties in negotiating Section 306.9. therefore, the Union and Company have agreed that in the application of Section 306.9 that if the employee declines such a promotion in his line of progression to return to the classification held when he was demoted for lack of work, such employee shall have no further claim to preferential consideration afforded by Section 306.9 as to further promotional opportunities.

As is further provided for in Letter Agreement 78-68-PGE, an employee will be entitled to preferential consideration for promotion, pursuant to Title 305, only to classifications that are shown as higher to his present classification in his [numbered] line of progression [(Attachment A)]. The same will hold true to appointments made pursuant to Section 306.9. When a lack of work situation occurs as provided for in Title 306, the employee to be demoted will be entitled to preferential consideration to displace an employee having less service in each successively lower classification in the appropriate [numbered] line of progression. The employee must be fully qualified to perform the duties of the classification to which such employee is to be demoted or transferred. When an employee in a Working Foreman classification is to be demoted pursuant to Title 306, such employee shall have the choice to select demotion to the next lower Working Foreman classification or to return to the classification in the [numbered] line of progression he held prior to becoming a Working Foreman; provided he does not displace an employee with greater service.

The foregoing is not intended to change the present provisions of Title 306 of the Agreement. However, pursuant to the provisions of Section 306.10, if the Company is unable to place the demoted employee in such next lower or successively lower classification in the appropriate [numbered] line of progression the employee may, notwithstanding any provisions in Title 306 to the contrary, elect to displace an employee

who has less service in another line of progression in the Gas Department, in his area, provided (i) the demoted employee previously held such classification for six consecutive months or longer and (ii) the classification has a lower wage rate than the one from which the employee is being demoted.

COPY

**LETTER AGREEMENT
R2-81-89-PGE**

December 8, 1981

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:

Over the past several years, the Gas Construction Department has researched and developed many specialized machines for vertical and horizontal earth drilling. The demonstrated success and cost effectiveness of such drilling machines have resulted in part from the assignment of personnel who were trained and motivated for this type of specialty work. The drilling operations which utilize such machines require specialized job procedures, such as performing standard penetration tests, soil sampling, diamond core drilling and the familiarization and use of various drilling accessories. Employees in the Working Foreman B and C and Miscellaneous Equipment Operator A and B classifications currently are assigned to such work.

The current Gas Construction Lines of Progression do not provide for the recognition of such specialized operations. This particularly is a problem when the demotion procedure is in effect since untrained and, at best, partially qualified employees may displace employees in the drilling crews who have developed skills unique to such operations. Additionally, we have found that when the Gas Construction Department needs to replace someone, or increase the size of the drilling operations, many employees resist such assignments, even though promotions may be involved because of the extensive travel inherent in such operations.

Therefore, Company proposes, pursuant to Section 304.4 of the Physical Agreement, that new job classifications and a new Line of Progression be established in the Gas Construction Department to provide for and recognize employees who have received, or who wish to receive, training unique to the drilling operations. The proposed job classifications are as follows:

Drilling Working Foreman

Start	\$ 554.60
End 6 mos.	\$ 565.45

Supervises and works with a crew consisting of one or more employees in the Driller classification, which performs all sizes of drilling operations and/or boring operations. These operations include, but are not limited to, standard penetration test, soil sampling, core drilling, and wet and dry pipe boring.

Driller

Start	\$407.40
End 6 mos.	424.90
End 1 yr.	442.40
End 18 mos.	459.90
End 2 yrs.	477.40
End 30 mos.	494.90
End 3 yrs.	512.40

Under the direction of a Drilling Working Foreman, operates drilling and boring equipment to perform standard penetration tests, soil sampling, core drilling, and pipe boring. Welds casing pipe, as required. Note: The operation of machines used for augering under sidewalks and driveways will not require a Driller.

If you are in accord with the foregoing and the attachments, please so indicate in the space provided below and return one executed copy of letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By /s/ I. W. Bonbright
Manager of Industrial Relations

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

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

December 11, 1981

By /s/ Jack McNally
Business Manager

COPY

**LETTER AGREEMENT
R4-91-154-PGE**

October 13, 1992

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

ENCON Gas T&D has obtained several small directional boring units and may purchase additional units in the future. These units will be assigned to various General Foremen rather than the Drilling and Boring Group. Within a General Foreman's area, these directional boring units will be operated by a two- or three-member crew that will "float" from job location to job location as needed.

The Drilling and Boring Group currently operates a broad variety of equipment in accomplishing the work described in the following job descriptions including the operation of directional boring units. It is recognized by the parties that the skill level required for the operation of the small directional boring units is somewhat less than that required of other equipment currently utilized by the Drilling and Boring Group.

In Letter Agreement R2-81-89-PGE signed on December 11, 1981, the parties agreed to establish the classifications of (0844) Drilling Working Foreman and (0405) Driller. Company proposes to modify the job title of the (0844) Drilling Working Foreman to Drilling Working Foreman B. The job definitions of those classifications are as follows:

0844 DRILLING WORKING FOREMAN B

Supervises and works with a crew, consisting of one or more employees in the Driller classification, which performs all sizes of drilling operations and/or boring operations. These operations include, but are not limited to, standard penetration test, soil sampling, core drilling, and wet and dry pipe boring.

0405 DRILLER

Under the direction of a Drilling Working Foreman B, operates drilling and boring equipment to perform standard penetration tests, soil sampling, core drilling, and pipe boring. Welds casing pipe, as required.

Note: The operation of machines used for augering under sidewalks and driveways will not require a Driller.

Company also proposes to establish a Drilling Foreman C position with the following definition, line of progression (attached) and wage rate:

0846 <u>Drilling Working Foreman C</u>	Start	843.60
	End 6 mos.	919.05

Supervises and works with a crew, consisting of one to three employees (including himself) in the Miscellaneous Equipment Operator and Fieldman classifications, which performs boring up to 4" using small directional boring units. At a job site, the Drilling Working Foreman C shall be under the direction of the Working Foreman who has overall responsibility for the job, but shall exercise independent supervisory and work duties as related to the operation of the directional boring equipment and supervision of the boring crew.

The (0846) Drilling Working Foreman C classification shall be next lower in the line of progression to the (0853) Working Foreman B; shall be the equal of the (0854) Working Foreman C; and shall be next higher to the (1646) Miscellaneous Equipment Operator. The (0846) Drilling Working Foreman C shall not be considered next lower to the (0844) Drilling Working Foreman B, but a (0846) Drilling Working Foreman C who has a request on file shall be entitled to consideration pursuant to Section 305.5 for appointment to the (0405) Driller classification. When such appointment occurs, such employee shall be placed in the (0405) Driller classification at the 2-year wage step.

Further, Company proposes, pursuant to 304.4, to include the operation of these small boring units as part of the list of equipment a (1646) Miscellaneous Equipment Operator uses. Company further proposes that (1646) Miscellaneous Equipment Operator be next lower in the line of progression to the (0405) Driller.

Incumbent employees classified as (0844) Drilling Working Foreman B or (0405) Driller shall not have their current or future wage rate reduced as a result of this agreement. Such employees who are currently assigned or are in the future assigned the operation of small directional boring units shall continue to be compensated as (0844) Drilling Working Foreman B or (0405) Driller.

In the event of a demotion for lack of work situation, pursuant to Title 306, within the boring work group, a (0844) Drilling Working Foreman B may displace either to the (0846) Drilling Working Foreman C or (0405) Driller classification. However, if such employee displaces a (0846) Drilling Working Foreman C, such employee shall retain the classification title and wage rate of (0844) Drilling Working Foreman B. Employees in the (0405) Driller classification may displace into the (1646) Miscellaneous Equipment Operator classification. However, so long as any employee classified as (1646) Miscellaneous Equipment Operator is operating small directional boring equipment, such displaced former (0405) Driller shall retain the classification title and wage rate of (0405) Driller.

Grievances that are currently pending will be returned to the Local Investigating Committee to be settled by the application of this letter agreement.

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: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Nov. 3, 1992

By: /s/ Jack McNally
Business Manager

COPY

**LETTER AGREEMENT
91-155-PGE**

September 27, 1991

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

ENCON's Gas T&D Department is using a crane in excess of 10-ton by the Drilling Group headquartered in Manteca. This crane will be used in conjunction with the large dry bore auger unit. In order to efficiently utilize the equipment, the Company proposes to establish a 1597 Crane Operator in the Drilling Line of Progression. For the purposes of 305 and 306, the next lower in line of progression will be 0405 Driller. The promotion/demotion areas will be the same as that of Driller.

The Company would place Terry Lambert, Driller, in the Crane Operator position who is the senior Driller at the present time.

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: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Oct. 18, 1991

By: /s/ Jack McNally
Business Manager

COPY

**LETTER AGREEMENT
82-69-PGE**

June 15, 1982

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack 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

*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.

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.

The following cases and any other 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

Local Union No. 1245, IBEW

- 3 -

June 15, 1982

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: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

July 6, 1982

By: /s/ Jack McNally
Business Manager

COPY

**LETTER AGREEMENT
R1-82-101-PGE**

September 27, 1982

Local Union 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager
Re: Revision of General Construction Gas Line of Progression

Gentlemen:

In settlement of Pre-Review Committee File No. 704, the Company proposes the following revisions of Footnote 1 to the General Construction Gas Line of Progression Letter Agreement, dated November 27, 1978, to be effective upon execution of this Agreement:

"For demotion purposes only provided in Title 306 of the Agreement, an employee in the Wrapping Machine Operator, Tractor Operator A, Trencher Operator, Crane Operator, or Backhoe Operator classification who previously has held one or more of the other such classifications shall, as an alternative to demotion for lack of work, be permitted to displace that employee with the least Service among those employees in 1) the other such classifications which the displacing employee previously held, or 2) the other such classifications whose actual duties were previously performed by the displacing employee as regular assignments for a cumulative total of at least 30 workdays, provided such regular assignments can be verified by supervision. (Note: An employee in a Backhoe Operator classification will be able to displace a Trencher Operator only if the Backhoe Operator held the Trencher Operator classification subsequent to October 15, 1975, or performed the duties of a Trencher Operator as regular assignments for 30 workdays or more, provided such regular assignments can be verified by supervision.) Similarly, an employee in the Miscellaneous Equipment Operator A classification who previously has held the Special Driver classification or performed the duties of a Special Driver as regular assignments for 30 workdays or more (verified by supervision) shall, as an alternative to demotion, be permitted to displace that employee with the least Service among those employees in the Special Driver classification and vice versa, and an employee in the Arc Welder classification who previously has held the Oxygen-Acetylene Welder as regular assignments for 30 workdays or more (verified by supervision) shall, as an alternative to demotion, be permitted to displace that employee with the least Service among those employees in the Oxygen-Acetylene Welder classification and vice versa.

"An employee will not be allowed to effect a displacement under these provisions if he is not qualified to hold the classification into which he elects to displace.

"Nothing in the foregoing is intended to imply that an employee may displace another employee who has more Service."

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: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Oct. 20, 1982

By: /s/ Jack McNally
Business Manager

COPY

**LETTER AGREEMENT
R2-89-55-PGE**

August 14, 1989

Pacific Gas and Electric Company
215 Market Street, Room 916
San Francisco, CA 94106

Attention: Richard B. Bradford, Manager of Industrial Relations

Gentlemen:

General Construction proposes to move the more complex plastic pipe fusion duties involving butt fusion and other plastic fusion work on plastic pipe over 4" in diameter from the Miscellaneous Equipment Operator "A:" (1640) classification into the Street Fitter (0580) classification.

Basic plastic pipe fusion duties such as socket joints, service tees and saddle connections on plastic pipe up to and including 4" in diameter will continue to be performed when working as part of a crew, by Miscellaneous Equipment Operators "B". The Street Fitter classification will continue to be used for all butt fusion work, all types of fusion work on plastic pipe over 4" in diameter, and in all instances where the plastic fusion work is performed by an employee working alone (apart from a crews).

As a result of this proposal, the five Miscellaneous Equipment Operators "A" listed below who are assigned plastic welding duties shall have the option of being reclassified to either Street Fitter or remaining in the Miscellaneous Equipment Operator "A" classification. If any such employee is not fully qualified to perform the duties of the selected classification, Company shall provide all necessary training so that such employee becomes fully qualified. An employee who elects to remain in the Miscellaneous Equipment Operator "A" classification shall not be required to obtain or possess a Class 1 California drivers license. Such employee shall, however, be reassigned to equipment operation duties appropriate to such classification.

<u>Name</u>	<u>Last 4 SS No.</u>	<u>Hire Date</u>	<u>TMTL</u>	<u>General Foreman</u>	<u>Point of Assembly</u>
Fernandez, Ronald	4278	10/24/68	709	Hoefler	Emeryville
Dejesus, Cecilio	2867	7/2/54	700	Harrison	Vasona Sub LG
Rego, Michael	0190	1/25/84	700	Harrison	Morg. Hill Sub
McCarten, Sean	6641	8/9/83	733	Whatley	Antioch
White, Charles	8673	7/28/83	732	Whatley	DER, San Ramon

Any employees currently in the Street Fitter classification that are unfamiliar with plastic pipe fusion will be so trained.

R2-89-55-PGE
August 14, 1989
Page Two

Further, any employee who formerly held the Miscellaneous Equipment Operator "A" classification, who was assigned to operate the plastic fusion van, and who was demoted from such classifications and duties due to lack of work, shall retain accelerated rights to return to either Miscellaneous Equipment Operator "A" and Street Fitter, pursuant to Section 306.9 of the Physical Agreement.

As a result of the potential reclassification of the aforementioned employees, the Company will not be considered in violation of Contract Section 305.5.

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,

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: /s/ Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

August 29, 1989 By: /s/ Richard B. Bradford
Manager of Industrial Relations

COPY

**LETTER AGREEMENT
91-12-PGE**

January 11, 1991

Local Union 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 to cancel and supersede Letter Agreement 90-194. Pursuant to Section 304.4, Company proposes that the duties of the position which is currently responsible for the operation of Power Screens be included in the Backhoe Operator and Crane Operator.

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: /s/ David J. Bergman
Director and Chief Negotiator

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

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

June 16, 1991

By: /s/ Jack McNally
Business Manager

COPY

**LETTER AGREEMENT
R5-92-96-PGE**

2 August 1993

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. Ronald L. Bailey
Manager of Industrial Relations

Gentlemen:

As a result of failure to reach agreement on Letter Agreement proposal 91-96, Union proposes the following:

In order to utilize the classification and reflect the change in work, Union proposes, pursuant to Subsection 304.4 of the Agreement, to modify the General Construction Gas Department Lines of Progression by moving the (1301) Gas Mechanic classification to the Line of Progression to Apprentice Gas Technician. Additionally, employees in the (0580) Street Fitter classification who have the appropriate request form on file shall be considered for appointment to Gas Mechanic.

The progressive wage steps and wage rate for the (1301) Gas Mechanic classification shall be the same as presently exists for the (1337) Station Mechanic classification in the Station, Substation and Hydro Departments; the duties of the (1301) Gas mechanic classification will be similar to those of a Station Mechanic. The Company will propose a training program for the Gas Mechanic classification within one year of the date of signature of this proposal. The training program will be patterned after and substantially similar to that of the Station Mechanic.

A Street Fitter appointed to the Gas Mechanic classification shall be compensated pursuant to the provisions of Subsection 304.1(b) of the Physical Agreement.

2 August 1993

- 2 -

R5-92-96

Attached is revised Line of Progression (Exhibit 1).

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 Union.

Yours very truly,

LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: /s/ Jack McNally
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

Aug. 11, 1993

By: /s/ Ronald L. Bailey
Manager of Industrial Relations

COPY

**General Construction Grievance 3-1627-86-135
P-RC 1195**

August 28, 1987

**PHIL G. DAMASK, Chairman
General Construction
Local Investigating Committee**

**BARRY J. HUMPHREY, Chairman
General Construction
Local Investigating Committee**

Grievance Issue

This case involves the alleged inappropriate assignment of the Line Truck Driver classification to operate a hydraulic straight boom truck mounted crane rated at 17 tons.

Facts of the Case

In April 1986, the Company rented a hydraulic straight boom truck mounted crane rated at 17 tons. However, the Company had the truck rigged with only a two-part cable with a 7.5 tons lifting capacity.

The truck was used to haul material to the job site and with an attached personnel bucket to lift men and material while working on 230 KV tower lines in the Stockton area.

Union filed a grievance on December 8, 1986 indicating that the Company should be assigning Crane Operators to operate this piece of equipment based on the Crane Operator's definition in Exhibit X.

Discussion

Company member opined that the truck was rigged to lift only 7.5 tons and that the complexity to operate the boom was comparable to the requirements and job duties of a Line Truck Driver or Special Driver.

Union members opined that the skill level to operate and job definitions were the governing factors in this case to determine the appropriate classification. Whether or not the equipment is used or rigged to lift 5, 7.5, or 17 tons at any given time, when a crane rated capacity is above 10 tons, the Crane Operator classification is appropriate. Further, the Union opined that this truck was similar to the Grove 12-ton crane.

Settlement

The Committee discussed the case at length and reviewed the job descriptions in Exhibit X in addition to the equipment specifications included in the Local Investigating Committee report.

Based on the facts of this case, the Committee agreed that the Company should have utilized the Crane Operator classification when assigning these duties to qualified employees.

Therefore, Committee agreed to settle this case on the basis that beginning 30 days prior to the date the grievance was filed until the present, that Company pay the Crane Operator rate to those employee(s) only on those days and for the period of time during which this equipment was operated consistent with the provisions of Section 304.2. The decision is referred back to the Local Investigating Committee to determine affected employee(s) and settlement. Based on the foregoing, this case is closed and such closure should be so noted on the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER STALCUP, Secretary
Review Committee

COPY

**General Construction Grievance 3-1772-88-09
P-RC 1294**

January 11, 1989

**PHIL G. DAMASK, Chairman
General Construction
Joint Grievance Committee**

**BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee**

Grievance Issue

Improper utilization of Special Truck Driver.

Facts of the Case

The Company acquired National and Pittman hydraulic cranes for use in the department's operations. This equipment is usually rated at 30,000 lb.s (15 tons) or 25,000 lbs. (12.5 tons). The trucks are used primarily as bucket trucks and to lift small equipment, tools or construction material. The Company, in this case, was utilizing Special Truck Driver to operate these pieces of equipment.

Exhibit X of the contract defines the following classifications:

1597 Crane Operator

- 40-70 ton capacity such as the Lima, 40 ton; the Link Belt, 45 ton; the American, 50 ton; the Lima, 70 ton
- 30-35 ton capacity, such as PMH 30 ton and 35 ton and the Calavar Lift
- All 10-25 ton capacity such as Grove 12 ton, Bucyrus Erie 15 ton, and the Lorain 20 ton.

Pile Driving Hammer - Such as Kobe Model K13, diesel powered when applicable.

0435 Special Driver

1. **The operator of a transport truck and trailer engaged in loading, transporting, and unloading heavy construction equipment throughout the company system; or**
2. **The operator of a boom truck with a basic boom tip height of over 45 feet, and with a personnel bucket. (Such as Tel-e-lect.)**

Discussion

The company opined that these hydraulic cranes cannot be considered cranes under the Crane Operator (1597) definition due to the considerable dissimilarities. For example, the cranes defined in Exhibit X in the aforementioned weight range are not load carrying cranes and do not have similar lifting radii. Furthermore, this equipment is used primarily for personnel buckets as defined in Special Driver (0435).

The Union pointed out that according to Exhibit X the equipment's load rating is the governing criteria in determining proper classifications. Also, the Union noted that previous Pre-Review Committee decision No. 1195 determined the Exhibit X definitions and skills would be used in determining the appropriate classifications.

Decision

The committee reviewed the facts of this case, the previous P-RC decision, and the Exhibit X definitions and agreed that the Crane Operator classification is the appropriate classification when operating the type of equipment with this load rating.

Therefore, the Committee agreed to settle this case on the basis that 30 days prior to the date the grievance was filed until the present, that Company pay the Crane Operator rate to those employees only on those days and for only the period of time during which this equipment was operated consistent with the provisions of Section 304.2. This decision is referred back to the Local Investigating Committee to determine affected employee(s) and settlement. Based on the foregoing, this case is closed and such closure should be so noted in the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee

COPY

**ENCON Grievance No. 3-1993-89-98
P-RC 1488**

Subject of the Grievance:

While operating a vehicle classified as a crane, grievant is being paid as a Crane Operator only when actually operating the boom. Company is not considering time spent in transit as operating crane.

Facts of the Case:

The primary issue in this case is whether or not windshield time should be included for purposes of upgrade to the Crane Operator classification.

Discussion and Decision:

The Committee reviewed and discussed PRC 1294.

Company agreed to pay upgrade to the Crane Operator classification for all time spent transporting the crane and operating the boom. The Committee noted, however, that often the Crane is parked and utilized in Substation yards. In those instances employees would be upgraded only for time when actually operating the Crane consistent with the provisions of Section 304.2.

This case is considered close and should be so noted in the minutes of the Joint Grievance Committee.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee

COPY

**General Construction Grievance No. 3-2036-89-141
P-RC 1430**

October 18, 1990

**BYRON TOMLINSON, Chairman
General Construction
Joint Grievance Committee**

**BARRY HUMPHREY
General Construction
Joint Grievance Committee**

Grievance Issue

Company allegedly failed to upgrade a Gas Construction Carpenter B to Carpenter A to sketch and build meter enclosures.

Facts of the Case

The grievant, Carpenter B, built meter enclosures, from scratch and engineering plans. The enclosures were simple to intricate. The grievant took measurements, made rough sketches, and build meter enclosures.

Pre-Review Committee Decision 1086 states that:

"With regard to determination of Carpenter A versus Carpenter B work, Committee further agreed that, consistent with the intent of the Carpenter A definition, work which requires the employee to utilize plans or drawings to construct building, cabinet work and intricate form work, also high trestle work shall be Carpenter A work. The Committee recommends that the meter enclosure work which was also in dispute be determined by the aforementioned definition. For example, if a carpenter constructs or designs such meter enclosures from scratch either using plans or drawings, it would most likely be Carpenter A work. Conversely, should a prefab meter enclosure be installed, the work would most likely be Carpenter B or C."

Discussion

The Company argued that the meter enclosures discussed in P-RC 1086 were more complex. Many enclosures were built outside the house requiring more finish work. The plans and drawings the grievant used in most cases were simple handwritten made up at the job site and did not require the skill or knowledge of a Carpenter A.

The Union argued meter enclosure work is intricate in nature and falls in the Carpenter A description in Exhibit X of the Agreement. Further, the Union argued that the settlement language in P-RC 1086 explicitly states meter enclosure built from scratch falls in the Carpenter A classification.

Disposition

The Company agrees in this case that the grievant should be upgraded to Carpenter A for the period of time he built meter enclosures from scratch. The Company, however, maintains the position that not all meter enclosure work warrants a Carpenter A rate.

This case is closed without further adjustment.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee