



LETTER AGREEMENT No. 93-52-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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San Francisco, California 94105
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International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

2 July 1993

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

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

Gentlemen:

This letter supersedes LA 88-93, dated December 1, 1989, on the same subject.

Attached is an update of Exhibit VI, Section 600.1, Division Gas Transmission and Distribution, revised to reflect changes made as a result of General Negotiations and letter agreements. The changes include:

1. Per 1990 Negotiations:
 - a. Addition of 0738 Underground Construction Crew Foreman (Gas) and 1078 Underground Construction Journeyman (Gas), plus job descriptions and LOPs. Addition of these said classifications and some LOP classifications affected.
 - b. Addition of "Notes on Underground Construction Crews"; elimination of LA 84-157.
 - c. 0525 G.C. Fieldman to replace the following classifications:
 - 1573 Compressor Operator B (G.C. Gas)
 - 1643 Miscellaneous Equipment Operator B (G.C. Gas)
 - 1644 Miscellaneous Equipment Operator C (G.C. Gas)
 - d. 1646 Miscellaneous Equipment Operator to replace:
 - 0461 Heavy Truck Driver
 - 1570 Compressor Operator A (G.C. Gas)
 - 1640 Miscellaneous Equipment Operator A (G.C. Gas)

2 July 1993

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- e. Rename "Helper" to "Utility Worker".
- 2. Modified Note #2 of the 0561 Apprentice Fitter.
- 3. Addition of 0241 Utility Field Clerk (Modesto) per LA 91-189 and LA 92-67.
- 4. Modified "Training and Qualifying Program for Backhoe Operator" by adding a third paragraph to "Training Overview".
- 5. Addition of LA 89-173, training program for 1645 Equipment Operator required to pull cable in conduit.
- 6. Addition of LA 92-82, training requirements for Underground Construction Crews.

Please note that all revisions made appear in italics.

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 Union.

Very truly yours,

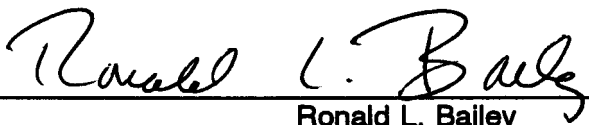
LOCAL UNION 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

July 29, 1993

By: 
Ronald L. Bailey
Manager of Industrial Relations

PACIFIC GAS AND ELECTRIC COMPANY

AND

LB.E.W., LOCAL UNION 1245, AFL-CIO

JOB DEFINITIONS AND LINES OF PROGRESSION

DIVISION GAS TRANSMISSION AND DISTRIBUTION

EXHIBIT VI AND SECTION 600.1

OF THE AGREEMENT

REVISED *July, 1993*

REPLACES BOOK DATED December 16, 1988

New language appears in *Italics*

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JOB DEFINITIONS AND LINES OF PROGRESSION

GAS TRANSMISSION AND DISTRIBUTION DEPARTMENT

0640 GAS CREW FOREMAN (Welding)

An employee who is a working foreman in charge of a crew of two to five *people* exclusive of himself/*herself*, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Fitter and must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. A Gas Crew Foreman (Welding) may, as a working foreman, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below.

Next Lower Classifications

0560 (0563) Fitter & (Un.)
0562 Fitter Arc
0641 Gas Crew Foreman
1078 *UG Construction Journeyman (Gas)*
1245 Corrosion Mechanic (On 6/30/66)
1300 Gas Mechanic
1365 Measurement & Control Mechanic*

Same or Higher Classifications

0640 Gas Crew Foreman (Welding)
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 *UG Construction Crew Foreman (Gas)*
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced *Utility Worker* who has six months in the Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the *Utility Worker* has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Foreman (Welding).
- B. In all types of work, two-man units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools or equipment available.

Examples of work that shall not be assigned to two-man units:

- (1) Installation of mains or services in excess of 2 inches or inserts in excess of 1¼ inches. Handling of steel pipe shall be limited to lengths approximately 21 feet (two or more lengths of steel pipe welded together shall be considered a single length).
- (2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.
- (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.

0641 GAS CREW FOREMAN (Non-Welding)

An employee who is a working foreman in charge of a crew of two to five *people* exclusive of himself/herself, engaged in construction or maintenance work. Shall have the personal qualifications of leadership and supervisory ability, and must be familiar with G.O. 112, Company's construction and safety standards, accounting procedures and other applicable rules and procedures. A Gas Crew Foreman may, as a working foreman, perform certain assignments with the assistance of a qualified employee; specific exceptions are indicated in the notes below:

Next Lower Classifications

- 0560 (0563) Fitter & (Un.)*
- 0562 Fitter-Arc*
- 0524 Fieldperson**
- 1078 UG Construction Journeyman (Gas)
- 1645 Equipment Operator**
- 1360 Manhole Mechanic - S.F.
(Incumbents Only)

Same or Higher Classifications

- 0640 Gas Crew Foreman (Welding)
- 0641 Gas Crew Foreman (Non-Welding)
- 0650 Subforeman A (G.C. Gas)
- 0653 Subforeman B (G.C. Gas)
- 0738 UG Construction Crew Foreman
(Gas)
- 0850 Working Foreman A (G.C. Gas)
- 0853 Working Foreman B (G.C. Gas)
- 0854 Working Foreman C (G.C. Gas)

*Applicable only to employees who were classified as Fitter or Apprentice Fitter on January 1, 1980.

**Applicable to those employees who have completed the Fieldperson/Equipment Operator training program.

NOTES:

- A. For purposes of the above, the term "qualified employee" may include an experienced *Utility Worker* who has six months in the Gas T&D Department, or sufficient training and experience either with Company or in related work elsewhere so that the *Utility Worker* has sufficient ability to perform the assigned work to the satisfaction of the Gas Crew Foreman.
- B. In all types of work, two-man units will not be required to perform any function that would create a hazard to life or property or exceed the capability of manpower, tools, or equipment available.

Examples of work that shall not be assigned to two-man units are:

- (1) Installation of any steel service or mains; plastic mains or services in excess of 2 inches or inserts in excess of 1¼ inches.
 - (2) Assignments which involve the excavation of a street where the normal directional flow of traffic cannot be maintained or provisions made to accomplish the work through the use of barricades.
 - (3) Installation of meter and splice boxes in excess of 200 pounds unless lift equipment is provided.
- C. The work assignments of this classification will basically be the same as the Gas Crew Foreman (Welding) except that *an employee* shall not install any steel services or mains and shall not be required to weld metal pipe. However, may install leak clamps on metal pipe.

(Cont'd)

0641 GAS CREW FOREMAN (Non-Welding) (Cont'n..)

- D. For the purposes of Title 212 of the Physical Agreement, the Gas Crew Foreman (Welding) and Gas Crew Foreman classifications will be considered the same classification and call-outs will be made on the basis of Title 212. When it is known in advance that an emergency call-out will involve welding or the installation of steel pipe, a GCF (Welding) shall be used even if the GCF is on the top of the Title 212 call-out list.
- E. The establishment of the non-welding Gas Crew Foreman classification shall be limited to 10% of the existing Gas Crew Foreman classifications on Company's system. However, if it is necessary to demote existing Gas Crew Foreman (Welding) to Gas Crew Foreman for failure to meet the welding requirements, an additional 5% Gas Crew Foremen are permitted. Not more than every other Gas Crew Foreman vacancy in a headquarters may be filled as a new Gas Crew Foreman.
- F. Temporary upgrades to Gas Crew Foreman (0641) shall be limited to filling temporary vacancies in established positions, except that temporary upgrades may be made to such classification in a headquarters where there are no employees eligible to prebid to Gas Crew Foreman (Welding) (0640).
- G. Successful completion of EAS #5 Space Visualization Test and the Number Series Completion Test is required to become a valid prebidder to 0641 Gas Crew Foreman. 0640 Gas Crew Foreman who is reclassified to 0641 Gas Crew Foreman is exempt from taking the tests. A test will not be given to an employee who has already taken it as part of a pre-employment examination. (Added by L.A. 81-84, 8/17/81).

0738 UNDERGROUND CONSTRUCTION CREW FOREMAN (GAS) (1)

An employee who is a Working Foreman in charge of a crew engaged in the installation, repair and replacement of underground electric and gas facilities. Shall have the personal qualifications of leadership and supervisory ability and the craft qualifications of a combination journeyman. Must be familiar with G.O. 112 and 128, company construction and safety standards, accounting procedures and other appropriate rules and procedures. Shall be required to perform all duties of classifications previously held.

Next Lower Classifications

0140 Cableman
0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
0650 Subforeman A (GC-Line)
0653 Subforeman B (GC-Line)
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC-Line)
0853 Working Foreman B (GC-Line)
1077 UG Const Journeyman (Elec)
1078 UG Const Journeyman (Gas)

Same or Higher Classifications

0683 Night Cable Crew Foreman
0737 Un Const Crew Foreman (Elec.)
0738 Un Const Crew Foreman (Gas)

(1) 1990 Negotiations

(Cont'd)

0738 UNDERGROUND CONSTRUCTION CREW FOREMAN (GAS) (Cont'n.)

Next Lower Classifications

Same or Higher Classifications

1100 (1103) Lineman & (Un.)
1300 Gas Mechanic
2280 (2286) Cable Splicer & (Un.)
2290 Transmission Cableman
2535 Transmission Troublemán
2540 Troublemán

1078 UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS) (1)

An employee who, as part of a crew, is engaged in the installation, repair, and replacement of underground electric and gas facilities. Prior to being awarded a bid to Underground Construction Journeyman, an employee must have held a journeyman classification in the lineman or fitter line of progression. Shall be required to perform all duties of either a journeyman lineman or fitter, depending on which line of progression the employee previously held.

Next Lower Classifications

Same or Higher Classifications

0560 (0563) Fitter & (Un)
0562 Fitter-Arc
0640 Gas Crew Foreman
1100 (1103) Lineman & (Un)
2280 (2286) Cable Splicer & (Un)
2535 Transmission Troublemán
2540 Troublemán

0140 Cableman
0650 Subforeman A (GC-Line)
0653 Subforeman B (GC-Line)
0683 Night Cable Crew Foreman
0737 UG Const Crew Foreman (Elec)
0738 UG Const Crew Foreman (Gas)
0740 Electric Crew Foreman
0820 Cable Crew Foreman
0850 Working Foreman A (GC-Line)
0853 Working Foreman B (GC-Line)
1077 UG Const Journeyman (Elec)
1078 UG Const Journeyman (Gas)
1300 Gas Mechanic
2290 Transmission Cableman

(1) 1990 Negotiations

Notes on Underground Construction Crews:

1. *Each underground construction crew is to be comprised of one journeyman from the gas line of progression and one from the electric line of progression.*
2. *For the purposes of short-term relief, temporary vacancies shall be filled in accordance with 205.3 and such employees shall receive \$10.00 per day above their regular rate and will be limited to their regular job description.*
3. *A qualified gas and/or electric worker (as defined by present standards) is to be used when required.*
4. *When it is necessary to perform switching, holding of clearance and related operations, the provisions of Letter Agreement 87-12 will apply.*
5. *The parties shall adopt a twelve-month training utilizing Company's original twelve-month program as a basis.*

(Cont'd)

1078 UNDERGROUND CONSTRUCTION JOURNEYMAN (GAS) (Cont'n.)

6. *Electric journeyman shall continue to be eligible for rubber glove training and the associated pay.*
7. *Letter Agreement 84-157 is rescinded.*
8. *Underground Construction Crew Foreman and Journeyman shall retain Title 208 and 212 rights for their equivalent classifications in the Electric and Gas T&D Departments and will be credited for all hours worked or charged regardless of the assignment.*
9. *An Underground Construction Journeyman may supervise a crew performing the following:*
 1. *Engaged in digging excavations or trenches,*
 2. *Stubbing poles, clearing right-of-way, and clearing debris,*
 3. *Loading, delivering and unloading materials and supplies,*
 4. *Installing and hotting up new underground electric systems (600 volts or less) and plastic gas services,*
 5. *Installing non-lead cables*
10. *An Underground Construction Journeyman may work alone to perform the following when qualified:*
 1. *Switching to de-energize or energize underground distribution circuits,*
 2. *Installation of stub completion services (gas and electric) in customer-dug trenches,*
 3. *Splicing and making terminations on non-lead primary and secondary cable to be energized at less than 25 kv.*
11. *In addition, two Electric Journeyman and a qualified observer may work on and energize a rise pole in association with an underground construction crew with the Underground Construction Crew Foreman in charge of the job. However, if the Underground Construction Crew Foreman was from the gas line of progression the responsibility for the overhead part of the job would be given to a qualified electric department employee.*

1300 GAS MECHANIC

An employee with the qualifications of a Fitter who performs specialized work in connection with the installation, maintenance and operation on pipelines and other facilities without immediate supervision. Performs both arc and oxyacetylene welding. Performs other duties such as making complex layouts, hot tie-ins on larger diameter pipelines, operating main line valves, and operating the larger pressure control equipment. May work alone or with the assistance of one other employee in a lower classification. Where a three-man operation is required, a Gas Crew Foreman shall be used, or a mechanic upgraded to the classification, except when the third man is used only for non-production (flagging and/or guarding a manhole).

(Cont'd)

1300 GAS MECHANIC (Cont'n.)

Next Lower Classifications

0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
1078 *UG Construction Journeyman (Gas)*
1245 Corrosion Mechanic (On 6/30/66)

Same or Higher Classifications

0640 Gas Crew Foreman (Welding)
0643 Manhole & Duct Crew Foreman
0647 Steam Heat Crew Foreman
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 *UG Construction Crew Foreman (Gas)*
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1300 Gas Mechanic
1365 (1366) Measurement and Control Mechanic & (Un.)*
2617 Welder (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

Notes on Gas Mechanic Classification:

The main distinction between the Fitter and Gas Mechanic is the requirement of arc welding for the Gas Mechanic classification and that he is a more highly skilled Fitter working, in general, on all kinds of pipeline work.

- A. A Gas Mechanic may, without direct supervision, perform all work which a Fitter would do plus work of a more complicated nature. Pressure control fitting operation requirements include those not a part of the Fitter's work as defined in later discussions on the Fitter definition. Shall also perform work on transmission lines or systems with greater than 60 pounds pressure.
- B. Installation of telemetering and remote control equipment shall be limited to mechanical devices (e.g., meters and gauges) and no electrical work is required other than attachment of leads, replacement of tubes or parts, or cleaning of contacts. Work on the electrical circuits is not intended.
- C. Work in cathodic protection is included although where this is the primary work being performed, *the employee* shall be a Corrosion Mechanic.
- D. A Gas Mechanic may install meters larger than 300 cubic feet per hour capacity; however, unless *the employee* is qualified by schooling or by experience in the work of M&C classification or that of Serviceman or Service Mechanic, *the employee* is to set the meter only and shall not place it in service. The Gas Mechanic can turn on the meter set for the purpose of soap testing welds or joints and for gauging the outlet pressure. When a qualified Gas Mechanic is used to place the meter in service, the Gas Mechanic shall be upgraded to the appropriate classification for all the time worked at the higher classification. (R.C. #1525-81-9)
- E. A Gas Mechanic, working with one other employee may install gas meter manifolds regardless of size or complexity except that all manifold work which exceeds the capabilities of a two-man work unit shall be the work of a crew. (R.C. #1526-81-10)

0562 FITTER-ARC

An employee with the qualifications of a Fitter who shall be a qualified arc and oxyacetylene welder. Such employee's arc welding duties shall be limited to welding on piping systems designed to operate at less than 20% specified minimum yield strength. In addition to performing all the duties of a Fitter, the Fitter-Arc may be required to move from crew to crew only to perform welding assignments within the herein stated limitations.

The Fitter-Arc will not be required to operate main line valves or larger pressure control equipment (Mueller) or to fabricate the complex layouts involved in larger diameter piping or perform hot tie-ins by the "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic. It is not the intent of this classification to replace the Gas Mechanic classification.

Next Lower Classifications

0560 (0563) Fitter & (Un.)
1078 UG Construction Journeyman (Gas)

Same or Higher Classifications

0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
0643 Manhole & Duct Crew Foreman
0647 Steam Heat Crew Foreman
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Foreman (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1300 Gas Mechanic
1365 (1366) Measurement and Control Mechanic & (Un.)*
2617 Welder (G.C. Gas)
2625 Arc Welder (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

NOTE: Vacancies in the Fitter-Arc classification will be filled through the bidding procedure on or after January 1, 1981. Company will not establish the Fitter-Arc classification in any Division until, and unless, it has offered a training course in arc welding, including practice sessions, to those employees in the Fitter classification who might be candidates for promotion to Fitter-Arc. Such training course shall be conducted outside of working hours and shall be on the employee's time. No charge will be made for participation in this course.

0560 FITTER

An employee who, as part of a crew, installs and maintains mains, services, meter and regulator sets, ducts, manholes, vaults, pull boxes, pipe, conduit and other accessories. Performs oxyacetylene welding. May work alone or with an assistant on routine operations such as leak investigations or repairs, minor alterations to service, remodeling domestic type meter and regulator sets, and patrolling transmission and distribution mains. May be required to operate mechanical equipment normally operated by the Equipment Operator and the Fieldman.

(Cont'd)

0560 FITTER (Cont'n)

Next Lower Classifications

0561 Apprentice Fitter

Same or Higher Classifications

0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
0643 Manhole & Duct Crew Foreman
0647 Steam Heat Crew Foreman
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 *UG Construction Crew Foreman (Gas)*
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 *UG Construction Journeyman (Gas)*
1245 Corrosion Mechanic (On 6/30/66)
1300 Gas Mechanic
1365 (1366) Measurement and Control Mechanic & (Un.)*
2250 Steam Serviceman
2617 Welder (G.C. Gas)
2625 Arc Welder (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

Notes on Fitter Definition:

- A. In outlining the work to be performed by a Fitter apart from a crew, the work is agreed to be limited to minor repairs and other work which is simple or routine in nature. Work which is simple or routine in nature includes but is not necessarily limited to the following examples:
- (1) Working alone shall be generally limited to patrolling of pipelines, making minor alterations to domestic type meter and regulator sets, or working with a contractor or others who are performing operations which could create a hazard to PGandE gas pipelines. In working in such assignments, *the employee's* work could involve inspection of work being performed, locating and marking locations of pipes and preventing damage to pipelines by others performing such work.
 - (2) The Fitter classification is to be used when it is necessary to have an employee stand by on a construction job to give advice, instructions, or action to help assure that the Company underground facilities are not damaged.
 - (3) A Fitter and one other employee, who shall be either a *Fieldperson* or Apprentice Fitter, working apart from a crew could involve:
 - a. Investigation of leaks.
 - b. Repair of minor leaks by means of a leak clamp, fusion or welding. Large leaks, patching of pipes or emergency conditions shall be handled by crews.

(Cont'd)

0562 FITTER (Cont'n)

- c. Minor alterations to services including abandonments (does not include installation).
 - d. Remodeling of domestic type meters and regulator sets including the installation of meter manifolds having connectors for four meters or less. (R.C. #1526-81-10)
 - e. Repacking of glands in valves.
- (4) Domestic type meter and regulator sets were agreed to be those where meters did not exceed 300 cubic feet per hour.
- (5) In using Fitters apart from a crew, it was agreed Fitters would not be used as "floaters" from crew to crew. However, a Fitter may be assigned to more than one crew during a day. In such cases *an employee* will be working with the crew to which *the employee* is assigned and not independently of it. It is not the intent to schedule a Fitter to move from crew to crew to perform welding assignments heretofore performed by a Gas Mechanic and falling within the Gas Mechanic's job definition.
- B. The Fitter's duties as a member of a crew include but are not necessarily limited to:
- (1) Welding
The Fitter's duties include oxyacetylene welding of all sizes of piping and related fittings on systems operating at 60 psi or less. On piping operating between 60 and 400 psi, the welding shall be confined to 2 inch or smaller pipe sizes.
 - (2) Pressure Control Fittings
 - a. The Fitter may be required to weld all sizes of pressure control fittings on piping operating at 60 psi or less and sizes 2 inches and smaller on piping operating at pressures between 60 psi and 400 psi.
 - b. The Fitter may be required to tap pressure control fittings in sizes 2 inches and smaller on lines operating at less than 400 psi.
 - c. The Fitter may be required to plug off all sizes of pressure control fittings on piping operating at 60 psi or less.
- C. A Fitter shall not perform:
- (1) production arc welding on a job, but a Fitter may perform practice non-production arc welding for advancement to Fitter-Arc or Gas Mechanic. Inasmuch as arc welding by a Fitter is to provide training and development of skill and competency to progress to Fitter-Arc or Gas Mechanic and the Apprentice is not required to gain this skill to attain journeyman status, the Apprentice as such shall not be used in arc welding processes. Failure to qualify or lack of arc welding ability would not be a basis for denial of progression to, or demotion from such classifications;
 - (2) fabrication of complex layouts involved in larger diameter piping or perform hot tie-ins by "controlled fire" procedure. This work will continue to be performed by the Gas Mechanic.

0561 APPRENTICE FITTER

An employee engaged in performing Fitter's work as an assistant to or under the supervision of a Fitter or higher journeyman and in addition drives light trucks, operates equipment such as compressors and earth boring machines and when receiving the top wage rate for the classification may conduct leak surveys. May be assigned to drive the crew truck and assist the Light Crew or Heavy Crew Foreman in the performance of the clerical work of the crew.

Next Lower Classifications

0930 *Utility Worker* (Steam Heat & Gas T&D)

Same or Higher Classifications

0241 *Utility Field Clerk - Modesto*
0465 *Heavy Truck Driver* (Gas)
0524 *Fieldperson*
0561 *Apprentice Fitter*
0580 *Street Fitter* (G.C. Gas)
0641 *Gas Crew Foreman* (Non-Welding)
0643 *Manhole & Duct Crew Foreman*
1150 *Steam Mainman*
1301 *Gas Mechanic* (G.C.)
1360 *Manhole Mechanic*
1645 *Equipment Operator*
1650 *Heavy Equipment Operator*
2628 *Apprentice Welder* (G.C. Gas)

NOTES:

1. Job awards to the Apprentice Fitter classification shall be made "pending" when a vacancy, which Company intends to fill, occurs. The job will be awarded by bid to the Senior qualified employee having a valid prebid on file. The employee will not report to the classification sooner than two weeks preceding the next available Primary class.
2. A *Fieldperson* or an *Equipment Operator* who formerly held the classification of *Fieldperson* who is the successful bidder on a vacancy in the Apprentice Fitter classification will be placed at the equivalent wage rate step and such employee will not have subsequent bids on Fitter vacancies considered under Section 205.7(b) until he has accrued 24 months as an Apprentice Fitter. In addition, will not be considered for automatic progression to Unassigned Fitter under the provisions of the Master Apprentice Agreement until *the employee* has accrued 30 months as an Apprentice Fitter. (Effective 8-1-83 as per L.A. 83-104.)

1650 HEAVY EQUIPMENT OPERATOR

An employee who operates cranes whose capacity is 10 tons or over, or trenching machines capable of digging a trench 7 feet deep or greater; makes minor repairs to such equipment; performs such other work in lower classifications as may become necessary.

Next Lower Classification

1645 *Equipment Operator*

Same or Higher Classifications

0640 *Gas Crew Foreman* (Welding)
0641 *Gas Crew Foreman* (Non-Welding)
0643 *Manhole & Duct Crew Foreman*
0647 *Steam Heat Crew Foreman*
0650 *Subforeman A* (G.C. Gas)
0653 *Subforeman B* (G.C. Gas)

(Cont'd)

1650 HEAVY EQUIPMENT OPERATOR (Cont'n)

Next Lower Classifications

Same or Higher Classifications

0738 UG Construction Crew Foreman (Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1300 Gas Mechanic
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator (G.C. Gas)
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)

1645 EQUIPMENT OPERATOR

An employee who operates cranes of capacities which are less than 10 tons, trenchers such as Jeep, 705B Runabout and Cleveland, loaders, backhoes, hydrammers and other equipment. When not operating equipment, may work alone or with an assistant performing such work as patrolling and locating pipelines, repairing pipe wrapping damage, repairing minor leaks found on routine leak surveys, and lubricating and repacking valves. May be required to drive a truck and possess a Class I Driver's License. Performs such other work in lower classifications as may become necessary.

May perform work under the direction of a qualified supervisor⁽¹⁾ in the installation of underground electric facilities, including pulling cable in conduit. May include setting poles and the associated trenching, provided special training has been provided; will not be required to operate a line truck. Cable pulling is limited to all secondary and primary 1/0 and smaller cables in runs of 500 feet or less and cable tension not to exceed 1000 pounds.

Must successfully complete two-week Backhoe Operator Training Program in order to be considered for upgrade or promotion. (See pg. 19 - Backhoe Operator Training Program.)

⁽¹⁾In reaching agreement to expand the duties of the Equipment Operator to perform cable pulling it was understood that until such time as an agreed-to training program has been implemented for the employees designated to perform such work, the qualified supervisor for such assignments *will* be an Electric Department employee.

Next Lower Classifications

Same or Higher Classifications

0465 Heavy Truck Driver (Gas)
0524 Fieldperson

0525 G.C. Fieldperson*
0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
0641 Gas Crew Foreman (Non-Welding)
0643 Manhole & Duct Crew Foreman
0647 Steam Heat Crew Foreman

* *Applicable only to employees who were classified as (1643) Misc. Equipment Operator B (GC Gas) on 12/31/90.*

(Cont'd)

1645 EQUIPMENT OPERATOR (Cont'n)

Next Lower Classifications

Same or Higher Classifications

0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 *UG Construction Crew Foreman (Gas)*
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 *UG Construction Journeyman (Gas)*
1245 Corrosion Mechanic (On 6/30/66)
1300 Gas Mechanic
1360 Manhole Mechanic
1365 (1366) Measurement and Control Mechanic & (Un.)*
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator (G.C. Gas)
Operator B (G.C. Gas)
1645 Equipment Operator
1646 *Misc. Equipment Operator (G.C.)***
1650 Heavy Equipment Operator
1860 Trencher Operator (G.C. Gas)
2250 Steam Serviceman

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

*Applicable only to employees who were classified as (1640) Misc. Equipment Operator A (GC Gas) on 12/31/90.

0524 FIELDPERSON

An employee who is engaged in the construction, maintenance and operation of gas transmission and distribution facilities and other underground systems. Under the direction of a Gas Crew Foreman, Fitter or Gas Mechanic, performs such duties as installing leak repair clamps, domestic meter sets, miscellaneous pipe fitting, lighting pilots, operating equipment such as earth-boring equipment, small pressure control equipment, leak detectors, pipe locators, small trenchers and other equipment of 30 hp or less. May work alone in performing such duties as truck driving, operating compressors, concrete saws, routine leak surveys, pipe locating, taking pipe to soil potentials. Performs clerical work associated with these duties. The duties which may be performed by a *Fieldperson* working alone may also be performed by a *Fieldperson* when assigned as a member of a crew. May be assigned to drive the crew truck and assist the Gas or Heavy Crew Foreman in the performance of the clerical work of the crew. May also be required to perform the duties of a Manhole Framer and assist an employee in a higher classification.

(Cont'd)

0524 FIELDPERSON (Cont'n)

Next Lower Classifications

0930 *Utility Worker (Steam Heat and Gas T&D)*

Same or Higher Classifications

0241 *Utility Field Clerk - Modesto*
0465 *Heavy Truck Driver (Gas)*
0524 *Fieldperson*
0525 *G.C. Fieldperson**
0560 (0563) *Fitter & (Un.)*
0561 *Apprentice Fitter*
0562 *Fitter-Arc*
0580 *Street Fitter (G.C. Gas)*
0640 *Gas Crew Foreman (Welding)*
0641 *Gas Crew Foreman (Non-Welding)*
0643 *Manhole & Duct Crew Foreman*
0647 *Steam Heat Crew Foreman*
0650 *Subforeman A (G.C. Gas)*
0653 *Subforeman B (G.C. Gas)*
0738 *UG Construction Crew Foreman (Gas)*
0850 *Working Foreman A (G.C. Gas)*
0853 *Working Foreman B (G.C. Gas)*
0854 *Working Foreman C (G.C. Gas)*
1078 *UG Construction Journeyman (Gas)*
1150 *Steam Mainman*
1245 *Corrosion Mechanic (On 6/30/66)*
1300 *Gas Mechanic*
1301 *Gas Mechanic (G.C.)*
1360 *Manhole Mechanic*
1365 (1366) *Measurement and Control Mechanic & (Un.)***
1368 *Apprentice Measurement and Control Mechanic*
1470 *Orifice Meterperson*
1483 *Field Meterperson*
1515 *Backhoe Operator (G.C. Gas)*
1594 *Crane Operator*
1645 *Equipment Operator*
1646 *Misc. Equipment Operator (G.C.)**
1650 *Heavy Equipment Operator*
1860 *Trencher Operator (G.C. Gas)*
2250 *Steam Serviceman*
2617 *Welder (G.C. Gas)*
2625 *Welder-Arc (G.C. Gas)*
2627 *Welder-Oxyacetylene (G.C. Gas)*
2628 *Apprentice Welder (G.C. Gas)*

*Applicable only to employees who were classified as (1570) Compressor Operator A (G.C. Gas), (1573) Compressor Operator B (G.C. Gas), (1640) Misc. Equipment Operator A (G.C. Gas), (1643) Misc. Equipment Operator B (G.C. Gas), and (1644) Misc. Equipment Operator C (G.C. Gas) on 12/31/90.

**Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

(Cont'd)

Notes on Fieldperson Definition

The classification of *Fieldperson* was developed to perform all duties of the Apprentice Fitter except that of welding. The *Fieldperson's* duties shall be performed as a part of a crew except for the following work under the conditions herein stated:

- A. Pipe location and leak surveys and investigations. This work shall normally be done alone, but, where necessary for protection of a *Fieldperson*, a *Utility Worker* may accompany *the employee* to act as Flagman while no mechanical work will be performed as part of these functions. When a *Utility Worker* is assigned to assist a *Fieldperson*, the *Utility Worker's* primary function will be to act as a Flagman for the protection of both *employees*, nevertheless, the *Utility Worker* will be expected to provide some assistance to the *Fieldperson* such as raising manhole covers, driving, painting the street after the *Fieldperson* has chalked it, or holding one end of the pipe locator.
- B. Use of concrete saws. Where this work is performed apart from a crew, the employee shall receive the top rate of pay of the *Fieldperson* classification.
- C. Use of truck mounted compressor. Where used on a roving basis from crew to crew, the employee shall receive the top rate of pay of the *Fieldperson* classification.
- D. Use of portable trenchers (such as "Ditch Witch," "Arps"). When used apart from a crew, the employee shall be paid the wage rate of Equipment Operator.
- E. Fitting work by a *Fieldperson* shall be limited to fabrication and alteration of meter sets using threaded fittings.
- F. With respect to the question of assigning *Fieldperson* or others to the operation of a dump truck with a loader on the front which is being used to load the truck itself, it is our understanding that the proper classification is Truck Driver; however, a *Fieldperson* may be assigned to perform such duties provided that *the employee's* wage rate is at least equivalent to the beginning rate of Truck Driver.
- G. It is also our understanding that the proper classification for operation of a truck with a front-end loader which is being used to load other trucks or which is being used to backfill a trench or other work other than loading itself, hauling or unloading, is Equipment Operator.
- H. A *Fieldperson* may be assigned to drive a truck (other than a heavy truck) transporting reels of underground cable from the warehouse to the job and assist the crew in laying the cable in an open trench, provided that *an employee* receives a wage rate that is at least equivalent to the 12-month *Fieldperson* rate.
- I. The *Fieldperson* classification is to be used on all marking and locating assignments where that activity is the principal assignment. May answer questions and give advice to others while on such assignments if that activity is incidental to primary involvement of marking and locating facilities. The Fitters who were assigned to this work as a principal duty prior to January 1, 1980 will continue to do so until such time as they vacate the classification or request a different work assignment.

(Cont'd)

- J. The *Fieldperson/Equipment Operator Training Program* was established effective on August 1, 1981. Those incumbents at the 24-month step on August 1, 1981, who do not indicate by August 15, 1981, a desire to take the training will be returned to the 18-month wage step. Those at the 24-month wage step who do not successfully complete the training will also be returned to the 18-month wage step effective the first workday following their retest. This retest will be given 30 days after completion of the academic training. Those *Fieldpersons* on the payroll as of July 31, 1981 will be allowed to progress to the 24-month wage step of the classification provided Company is unable to provide the training in a timely manner. However, when such training is available, such employees must take and successfully complete it in order to progress to or remain at the 24-month step. (Added by L.A. 81-70, 8/17/81.) The new Gas Crew Foreman classification will not be implemented until such time as the training program is completed, except in those cases where it is necessary to demote a Gas Crew Foreman (Welding) pursuant to Section 206.15 of the Physical Agreement.
- K. May perform field paperwork for transmission and distribution crews, including but not limited to, processing of time cards and job cost reports; ordering, receiving and delivering material. May correct and process work orders, service tags, sketches, accident reports, job permits, and may make field measurements.

0241 UTILITY FIELD CLERK (MODESTO) (1)

An employee whose background and experience are such that an employee has working knowledge of the Gas T&D Department and performs field and office clerical functions for the General Foreman and crews. May be required to order and keep inventory of Gas T&D materials and supplies. May be required to operate a fork lift, to perform construction job pre-checks, and investigate customer complaints. May be required to operate a computer for inputting payroll information and performs cost tracking.

Next Lower Classification

0930 Utility Worker (Gas T&D)
 0524 Fieldperson
 0561 Apprentice Fitter

Same or Higher Classifications

0241 Utility Field Clerk (Modesto)
 0465 Heavy Truck Driver
 0525 GC Fieldperson*
 0560 (0563) Fitter & (Un)
 0562 Fitter-Arc
 0580 Street Fitter (GC Gas)
 0640 Gas Crew Foreman (Welding)
 0641 Gas Crew Foreman (Non-Welding)
 0643 Manhole & Duck Crew Foreman
 0647 Steam Heat Crew Foreman
 0650 Subforeman A (GC Gas)
 0653 Subforeman B (GC Gas)
 0738 UG Const Crew Foreman (Gas)
 0850 Working Foreman A (GC Gas)
 0853 Working Foreman B (GC Gas)
 0854 Working Foreman C (GC Gas)

**Applicable only to employees who were classified as 1573 Compressor Operator B (GC Gas), 1643 Misc Equipment Operator (GC Gas) or 1570 Compressor Operator A (GC Gas) on 12/31/90.*

(1) LA 91-189 and LA 92-67

(Cont'd)

0241 UTILITY FIELD CLERK (MODESTO) (Cont'n.)

Next Lower Classifications

Same or Higher Classifications

1860 Trencher Operator (GC)
1078 UG Const Journeyman (Gas)
1150 Steam Mainman
1245 Corrosion Mechanic (on 6/30/66)*
1300 Gas Mechanic
1301 Gas Mechanic (G.C.)
1360 Manhole Mechanic
1365 (1366) Measurement & Control
Mechanic & (Un.)
1368 Appr. Measurement & Control
Mechanic
1470 Orofice Meterperson
1483 Field Meterperson
1515 Backhoe Operator (GC Gas)
1594 Crane Operator
1645 Equipment Operator
1646 Misc Equipment Operator (GC)**
1650 Heavy Equipment Operator
2250 Steam Serviceman
2617 Welder (GC Gas)
2625 Welder-Arc (GC Gas)
2627 Welder-Oxyacetylene (GC Gas)
2628 Appr Welder (GC Gas)

**Applicable only to employees who were classified as a Gas Mechanic on 6/30/66.*

***Applicable only to employees who were classified as 1573 Compressor Operator B (GC Gas), 1643 MEO or 1644 MEOC on 12/31/90.*

0465 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting *employees*, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment. Must possess a valid Class I Driver's License.

A heavy truck is defined as:

1. A truck-tractor coupled with one or more trailers; or
2. A 3-axle truck; or
3. Any combination of truck and trailers exceeding 50 feet in length.

Two-wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

(Cont'd)

0465 HEAVY TRUCK DRIVER (Cont'n.)

Next Lower Classifications

0524 Fieldperson (6 mo. step)

Same or Higher Classifications

0433 Leadman Driver
0435 Special Driver (G.C.)
0462 Heavy Truck Driver (Materials)
0463 Heavy Truck Driver (Electric)
0464 Heavy Truck Driver (Water)
0465 Heavy Truck Driver (Gas)
0560 (0563) Fitter & (Un.)
0562 Fitter-Arc
0640 Gas Crew Foreman (Welding)
0641 Gas Crew Foreman (Non-Welding)
0643 Manhole & Duct Crew Foreman
0647 Steam Heat Crew Foreman
0650 Subforeman A (G.C. Gas)
0653 Subforeman B (G.C. Gas)
0738 UG Construction Crew Foreman
(Gas)
0850 Working Foreman A (G.C. Gas)
0853 Working Foreman B (G.C. Gas)
0854 Working Foreman C (G.C. Gas)
1078 UG Construction Journeyman (Gas)
1245 Corrosion Mechanic (On 6/30/66)
1300 Gas Mechanic
1360 Manhole Mechanic
1365 (1366) Measurement and Control
Mechanic & (Un.)*
1515 Backhoe Operator (G.C. Gas)
1594 Crane Operator
1645 Equipment Operator
1646 Misc. Equipment Operator**
1860 Trencher Operator (G.C. Gas)
2250 Steam Serviceman
2617 Welder (G.C. Gas)
2625 Welder-Arc (G.C. Gas)

*Applicable only to employees who were classified as Gas Mechanic on June 30, 1966.

**Applicable to employees who held the classification (0461) Heavy Truck Driver (G.C.) on 12/31/90.

0643 MANHOLE AND DUCTCREW FOREMAN (Incumbents only)

An employee who is a working foreman in charge of a crew of two to five *employees*, exclusive of himself/*herself*, engaged in the construction and maintenance of manholes, handholes, vaults, duct lines, etc. Shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Manhole Mechanic and must be familiar with Company's construction and safety standards, accounting procedures and other applicable rules and procedures.

1360 MANHOLE MECHANIC - San Francisco (Incumbents Only)

An employee who performs all classes of work done by a Manhole Framer under indirect supervision. Is sufficiently skilled to read and interpret all construction drawings pertaining to this work, and performs necessary layout work. May do incidental burning with oxyacetylene torch. When not working on manhole and duct work, may be required to perform certain functions in connection with gas construction and maintenance such as installing leak clamps, pipe fabrication and alterations using threaded fittings, and the operation of mechanical equipment such as loaders and hydraulic tampers.

Next Lower Classification

0524 *Fieldperson*

0930 UTILITY WORKER

An employee who assists a journeyman or other higher rated employees. Performs semi-skilled duties such as tapping mains under pressure of 60 pounds or less, incidental truck driving, pipe wrapping, using paving breakers, and operates valves.

Beginner's Classification

TRAINING AND QUALIFYING PROGRAM FOR BACKHOE OPERATOR

Statement of Policy

In order to be considered for upgrade to Equipment Operator or be awarded a bid for the classification of equipment Operator, employee must complete and pass the Backhoe Training Program and where applicable possess a Class I Driver's License.

Training Overview

The Backhoe Training Program curriculum shall consist of approximately four hours of classroom instruction and 76 hours of hands-on instruction and practice operating a backhoe.

At the completion of the training and practice period, the employee will be required to pass two examinations, one written test and a timed proficiency test operating the backhoe. If employee fails one or both tests, an additional 20 hours of training will be provided and within 60 days a second opportunity will be given to pass the test. Failure to pass on the second attempt shall result in rejection of *employee's* bid or possibility of upgrade to operate a backhoe.

Further, if an employee does not wish to attend, or voluntarily withdraws from consideration for the additional 20 hours of the Backhoe Training Program, or if an employee takes the training but elects not to take the second test within 60 days of the first test, he/she will be considered as voluntarily removing himself/herself from the training program. Consequently, this will result in the rejection of his/her bid or possibility of upgrade to operate a backhoe. (LA 89-170)

Training Curriculum

- I. Classroom (4 hours)
 - A. Service and Maintenance of Equipment
 - 1. Films
 - B. General Safety
 - C. Loader Operation and Safety
 - D. Backhoe Operation and Safety
 - E. Operator's Manual
 - 1. Operating Data and Dimensions
 - 2. Demonstration Review of Equipment
 - F. Test Quiz (see attached test questions)
- II. Hands-on Training (76 hours)
 - A. Trenching Techniques
 - 1. Planning the Job
 - 2. Precision Set-Up
 - 3. Placement and Equipment
 - 4. Straddle and Jump Trench
 - 5. Digging Next to Walls and Buildings
 - 6. Digging Around Sub-Structures
 - 7. Placement of Spoil
 - 8. Backfilling
 - 9. Setting Steel Plates

- B. Bell-Hole Digging**
 - 1. Planning the Job
 - 2. Precision Set-Up
 - 3. Digging Around Sub-Structures
 - 4. Placement of Spoil
 - 5. Backfilling
 - 6. Setting Steel Plates
- C. Four in One Loader Operation**
- D. Extend-A-Hoe Operation**
- E. Practice Sessions (see attached trench configuration exercises *available*)**
 - 1. Butt Trench
 - 2. Bell Hole, Side Trench, Jump Trench
 - 3. Bell Hole, Obstacle, Jump Trench
 - 4. Cul-de-sac Bell Hole
 - 5. Branch Service
 - 6. Loading and Unloading Tractor on Trailer
 - 7. Towing and Backing Trailer

Testing

I. Written Test

The written test will consist of 20 questions taken from the 40 questions that employee has previously been quizzed on; a passing grade is 70 percent correct.

II. Proficiency Test - Operating Backhoe

This test will be performed trenching the branch service (exercise number 5). The employee will be graded in four areas during this test; Safe Equipment Operation, Proper Operating Procedures, Productivity, and Maintenance.

A. Safe Equipment Operation

- 1. Smoothly operated - no excessive jerking or false movements using more than one level at a time.
- 2. Tractor operated at proper speed - no tire spinning, over shooting trench - not lugged to stalling point.
- 3. Able to comply to hand and verbal instructions.

B. Proper Operating Procedures

- 1. Ability to maneuver backhoe into position for most effective trenching.
- 2. Perform jumping and straddling maneuvers properly and with smoothness of operation.
- 3. Demonstrate proper trench and bell-hole configurations.
- 4. Loader Operation - not digging in, positioned at proper height.
- 5. Backfill and wheel rolling (compaction) with minimal stress on machine and in a safe and effective manner.

C. Productivity

1. **Accomplish given task within allotted time.**

D. Maintenance

1. **Recommended daily maintenance performed - fluid levels checked and fitting lubricated.**
2. **Vehicle inspection - hoses, tires, lights, gauges and general structural check.**

E. Driving (Safety, Health and Claims Department)

1. **Loading backhoe Tractor**
2. **Loading and Unloading Trailer**
3. **Towing and Backing Trailer**
4. **Class I License**

DIVISION GAS DEPARTMENT

NOTES ON THE ASSIGNMENT OF ELECTRIC T&D WORK TO EMPLOYEES IN THE APPROPRIATE GAS DEPARTMENT CLASSIFICATIONS

The statement which follows supersedes those previous notes on the assignments of Electric T&D work which appeared on Page 19 of Exhibit VI-L, Electric Department Job Definitions, and as agreed to in the letter dated June 27, 1968, including the understanding with respect to pole risers and leaving of coiled cable:

Employees in the appropriate Gas Transmission and Distribution Department classifications may be required to trench, install ducts, cable in conduit (C.I.C.), direct burial cable, manholes, splice boxes, vaults, etc., and tamp and backfill. When C.I.C. is installed, the ends of the cable will be left in a predetermined position (not connected). When direct burial cable is installed, the ends of the cable will be left in a predetermined position (not connected), which includes inserting the cable through the service riser in a residence, leaving the cable extending from the meter socket or service termination enclosure and inserting the cable in a splice box. On pole installations, Gas Department employees will install the first section (eight feet) of the cable and plastic moulding and will leave the cable coiled at the top of such molding.

Gas Department employees will be instructed and kept current in the installation of Electric Department facilities and in the precautions necessary with joint trench construction before being required to perform this kind of work.

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5

As a result of the 1976/77 general negotiations, Subsection 202.4 (b), later re-numbered 202.5, of the Physical contract, was added to provide for the scheduling of employees in the Gas and the Electric T&D Departments during hours other than 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. The specific contractual language involved in this change is as follows:

202.4 This Section establishes the customary 8:00 a.m. to 4:30 p.m. or 8:00 a.m. to 5:00 p.m. hours.

202.5 In addition to the hours and conditions outlined in Section 202.4 above, employees in the Electric Transmission and Distribution Departments and the Gas Transmission and Distribution Departments may be regularly scheduled to work the hours of 7:00 a.m. to 11:30 a.m. and from 12:00 noon to 3:30 p.m. or the hours of 9:30 a.m. to 1:00 p.m. and from 1:30 p.m. to 6:00 p.m. The basic workweek of employees assigned either of the regular schedule of hours listed above shall be from Monday through Friday. Company shall notify the Union of any change in hours provided for by this Section thirty days prior to the institution of work hours which differ from those previously in effect at a headquarters.

In negotiating the above schedule of hours, it is the Company's intent to adopt the specific schedule of hours outlined above primarily where specific operational or continuity of service requirements dictate the need for such hours and secondarily where there are other apparent needs justifying such hours. The example given during bargaining was the difficulty in obtaining crews during peak commute hours in urban areas. Reasons for adoption of the revised schedule are not limited to this example. However, in any situation the intent surrounding the negotiation of Section 202.5 must be considered in relation to assessing the need for the revised schedule of hours.

Once implementation of one or both of the schedules is justified, other conditions relative to their use are as follows:

- 1) The number of employees assigned the revised schedule shall be in conformity with the following statement of intent:

"With respect to the capability of changing hours under new Section 202.5, the Company agrees that a substantial majority of the gas and electric transmission and distribution employees at any headquarters will continue to be scheduled from 8:00 a.m. to 4:30 p.m. or 5:00 p.m. in accordance with the provisions of Section 202.4 of this Section. The Company also agrees that where an employee who is scheduled to work other than 8:00 a.m. to 4:30 p.m. or 5:00 p.m. is absent, he will be replaced provided the normal crew complement is not greater than three employees."

A substantial majority referred to above means approximately two thirds of the T&D crews and work units in either the Electric or Gas T&D Departments. Note should also be made of the requirement to replace an absent employee where the crew size is not greater than three employees. This does not mean that a two or three-man crew cannot be regularly scheduled on the revised hours but rather that the Company will make every reasonable effort to replace an absent employee. It does not mean, furthermore, that the remaining members of a work unit must wait for a third member to be assigned prior to their dispatch to the field for work. (However, each unit must work in conformity to the notes and job definitions).

LETTER OUTLINING INTENT OF SECTION 202.4 & 202.5 (Continued)

- 2) Initial staffing of the crews will be accomplished in accord with the following:

"It was agreed that, in general, assignment to hours other than 8:00 a.m.-5:00 p.m. would be offered to employees in order of Service. If there are insufficient volunteers, assignments will be made on the basis of least Service".

- 3) Once the Section 202.5 schedules are implemented, they are to be considered regular hours and cannot be changed except on an annual or other regular basis. Also, once established, the assignment of employees to these schedules may be rotated among T&D employees at a location by prior local agreement between the Company and Union.
- 4) The provisions in Section 202.4 relative to the advancement or delay of the regular lunch period apply also to the Section 202.5 schedule of hours.

In order to assure a uniform approach to the implementation of Section 202.5, clearance for the change must be obtained from either the General Office Electric Transmission and Distribution Department or the General Office Gas Distribution Department and the General Office Industrial Relations Department.

s/ I. Wayland Bonbright

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89-173-PGE

PACIFIC GAS AND ELECTRIC COMPANY
215 Market Street, San Francisco, California

September 25, 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

Gentleman:

Pursuant to Section 205.11 of the Physical Agreement, Company proposes to establish a training program for Equipment Operators who may be required to pull cable in conduit. As outlined on our Job Definitions and Lines of Progression (#1645 Equipment Operator) and notes regarding the assignment of Electric T&D work to employees in the appropriate Gas Department classifications (Exhibit VI), we propose that a training program be implemented at our Santa Rita backhoe training center. The program will be a six-hour class comprised of two hours classroom and four hours "hands-on."

The cable pulling training for Equipment Operators will be as follows:

1. The classroom training will consist of reviewing Electric Operations' Transmission and Distribution Bulletins, 7-3 synthetic and manila ropes, 2-36 cable pulling in distribution conduits, standard signals for line work, and applicable APR safety rules concerning cable pulling. Handouts will also be provided to attendees.
2. The four hours of hands-on training will involve the pulling of primary and secondary cables through 4" conduits and into 3' x 5' concrete enclosures. The employees will be familiarized and trained in the use of the Apple Equipment Company backhoe mounted cable puller and tool circuit.

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/Richard B. Bradford
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

Oct 27, 1989

By /s/ Jack McNally
Business Manager
Exhibit VI

-COPY-

92-82-PGE

PACIFIC GAS AND ELECTRIC COMPANY
215 Market Street, San Francisco, California

June 9, 1992

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:

This letter cancels and supersedes Letter Agreement R1-91-11-PGE. It has come to the attention of the Underground Construction Journeyman Ad-Hoc Committee that there is a need to modify and in some cases change the underground construction crew training guidelines and requirements.

The Company proposes that the attached new training requirements for underground construction crews be adopted. Several of the Advanced Courses for Electric Department Employees have been removed and placed into the Intermediate Course (e.g., Advanced Accounting, Breathing Protection, and First Aid & Accident Prevention). The Advanced Course content has been replaced with: Grade Stake Reading, Joint Trench Installation, Back Hoe/Loader Safety, and Soil Compaction. The Gas Department Employees Intermediate Course content has one addition - Line Truck Overview.

In addition, the Committee recommends providing specialized or refresher training in place of a standardized one week review session. If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and developed based upon the needs and requests of the participants. Any additional training needed by the pilot participants will be provided on-the-job, or in formal classroom training.

As a result of these negotiations and input from the field that preceded this agreement, the Committee believes there is a need to reemphasize a strict adherence to the provisions of Letter Agreement 87-112; which involves appropriate rates of pay for employees engaged in switching assignments and/or holding clearances. Also, strong adherence should be given to CAL/OSHA safety regulations when it becomes necessary to perform switching, holding of clearances, and related operations.

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 & ELECTRIC COMPANY

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

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

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

June 21, 1992

By /s/ Jack McNally
Business Manager

UNDERGROUND CONSTRUCTION CREWS

This training is being provided for qualified Gas and Electric Journeymen who will be performing work that involves the installation, repair and replacement of underground electric and gas facilities.

TRAINING

- The centralized training will be conducted at the San Ramon Training Center, the Santa Rita Training Center, and the Livermore Apprentice Training Facility.
- The training program will be a 12 month program and will consist of a combination of centralized training and on-the-job training.
- Qualified gas department employees will receive six weeks of centralized training and qualified electric department employees will receive four weeks of centralized training. The remaining time will be on-the-job training.
- If the participants feel that they need additional training at the conclusion of the twelve month training program, specialized or refresher training will be provided. This specialized/refresher training will be driven and/or developed based upon the needs of the participants.
- A training card will be used for every employee for the purpose of assuring that on-the-job training covers all facets of the work and in the proper sequence.
- When possible employees will be trained as a team, electric and gas employees from the same headquarters at the same time.
- Employees that received training during the two year period are not required to repeat training. Additional centralized training will be provided to employees that were in the trial program if requested by the employee.
- If any employee has been out of the Underground Construction Crew program for 12 months, that employee may be assigned to attend selected training classes. The refresher training will not be on a pass or fail basis.
- Employees who do not maintain a satisfactory level of performance as provided herein will be removed from the classification. Employees who fail any final examination will be given one opportunity to retest within 30 days. Failure on the retest will result in removal from the program and classification.
- Employee will not have to pass the final examination in the classes pertaining to journeyman classification previously held.
- An employee demoted from the classification shall not be entitled to re-bid the classification until the Joint Apprenticeship Committee has determined that the employee is qualified and desires to progress. At that time the Joint Apprenticeship Committee may grant consideration to re-enter the classification.

TRAINING GUIDELINES FOR ELECTRIC DEPARTMENT EMPLOYEES

I. Gas Fundamentals Course

A. Description

The gas fundamentals course is a two week course located at the San Ramon Training Center. The classroom course curriculum covers the basic fundamentals of gas distribution systems and is designed to reinforce the basic gas fundamentals related to the installation, repair and replacement of gas facilities. A score of at least 70% is required to pass the final exam.

B. Content

History of Natural Gas
Industrial Safety Orders
Pneumatic Tools/Maintenance
Materials for Gas Construction
Equipment Training and Safety
Plastic Fusion Instruction
Fittings and Tools
Static Electricity
Leak Detection
Combustible Gas Indicators
Procedure for Repairing Leaks
Corrosion Control
Pipe Locating and USA Program
Job Planning and Layout
Meters and Regulators
Joint Trench Installation
Mueller Equipment
Gas Standards and Specifications
Mechanical Fittings
Layout and Installation of Sub-structures
Reading Grade Stakes

II. Intermediate Course

A. Description

The intermediate course will be a one week centralized training session located at the San Ramon Training Center. The training will be a balance of classroom and hands-on field exercises and will focus on the construction, mapping and accounting phase of the work. A score of at least 70% to pass the final exam.

B. Content

Plastic Systems Training
Mechanic Tools
Butt Fusion Equipment
Advanced Accounting
Interruption of Customer's Service
Relight of Customer's Equipment
Distribution Mapping
Blue Print Reading
Breathing Protection
First Aid and Accident Prevention

III. Advanced Course

A. Description

The advanced course will be a one week centralized training session located at the Santa Rita Training Center. It will focus on accounting, equipment training, safety and job coordination. A score of a least 70% is required to pass the final exam.

B. Content

Advanced training and review of all subjects covered to date

Shoring and Excavations

Grade Stake Reading

Joint Trench Installation

Back hoe/Loader Safety

Soil Compaction

TRAINING GUIDELINES FOR GAS DEPARTMENT EMPLOYEES

I. Electric Fundamentals Course

A. Description

The electrical fundamentals course is a two week course located at the Livermore Training Center. The classroom curriculum covers very basic AC and DC theory and is designed to reinforce basic electrical fundamentals related to the installation, repair and replacement of electric facilities. The course time will be divided equally between lecture and lab. A score of at least 70% is required to pass the final exam.

B. Content

**Polarity
Phase Relationship
Current and Voltage
Multimeters
Static Electricity
Nameplate
Potential Transformers
Capacitors
AC Meters
Magnetism
Basis AC and DC Ohms Law
Current Transformers
Auto-Transformers
Household Circuits
Fuses
Series DC Circuits
Parallel DC Circuits
Regulators
Distribution Transformers
Circuit Breakers
Transformer Operation
Basis AC and DC Theory
Sinewaves
Electrical Terms
Frequency
Turns Ratio**

II. Intermediate Course

A. Description

The intermediate course will be a two week centralized training session located at the Livermore Apprentice Training Facility. The training will be a balance of classroom and hands on field exercises and will focus on the construction phase of the work. A score of at least 70% is required to pass the final exam.

B. Content

**Generation
Transmission Circuit Design
Transmission Substation
Distribution Circuit Design
Distribution Substation
Circuit Protection and Sectionalizing
Circuit Voltage Regulation
Hazards of Electricity
Grounding
WO's and GM's
Job Planning and Layout
Accident Prevention
T&D Bulletins and Standards
Trenching and Trench Configuration
Cable Installation
Enclosures
Cable Training and Racking
Cable Identification and Marking
Cable Splicing Tools
Cable Splicing
Transformers
Switches
Interrupters
Fault Indicators
Services
Metering
Street Lights
600 AMP Overview
GO 128
Field Projects
Line Truck Overview**

III. Advanced Course

A. Description

The advanced course will be a two week centralized training session located at the Livermore Apprentice Training Facility and will focus primarily on operating work methods and procedures. A balance of classroom and field work is scheduled to provide technical and hands on training. A score of at least 70% is required to pass the final exam.

B. Content

**Hazards of Electricity
Clearances
Forms and Tags
Switching Procedures
Accident Prevention
T&D Bulletins and Standards
General Operating Procedures
Sectionalizing Dead Front and Live Front
Testing and Phasing
Grounding
Subsurface Switches
Pad Mounted Switches
Load Break Tool
Protective Equipment
Field Switching Projects
Troubleshooting and Fault Locating
Working Energized Underground Secondary**

