LETTER AGREEMENT
No. 93-69-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

October 8, 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 Line Department as they pertain to Titles 305 and 306.

The proposed Lines of Progression are set forth on the attached General Construction Line Department 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 took 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 will be effective on execution of this letter agreement.

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

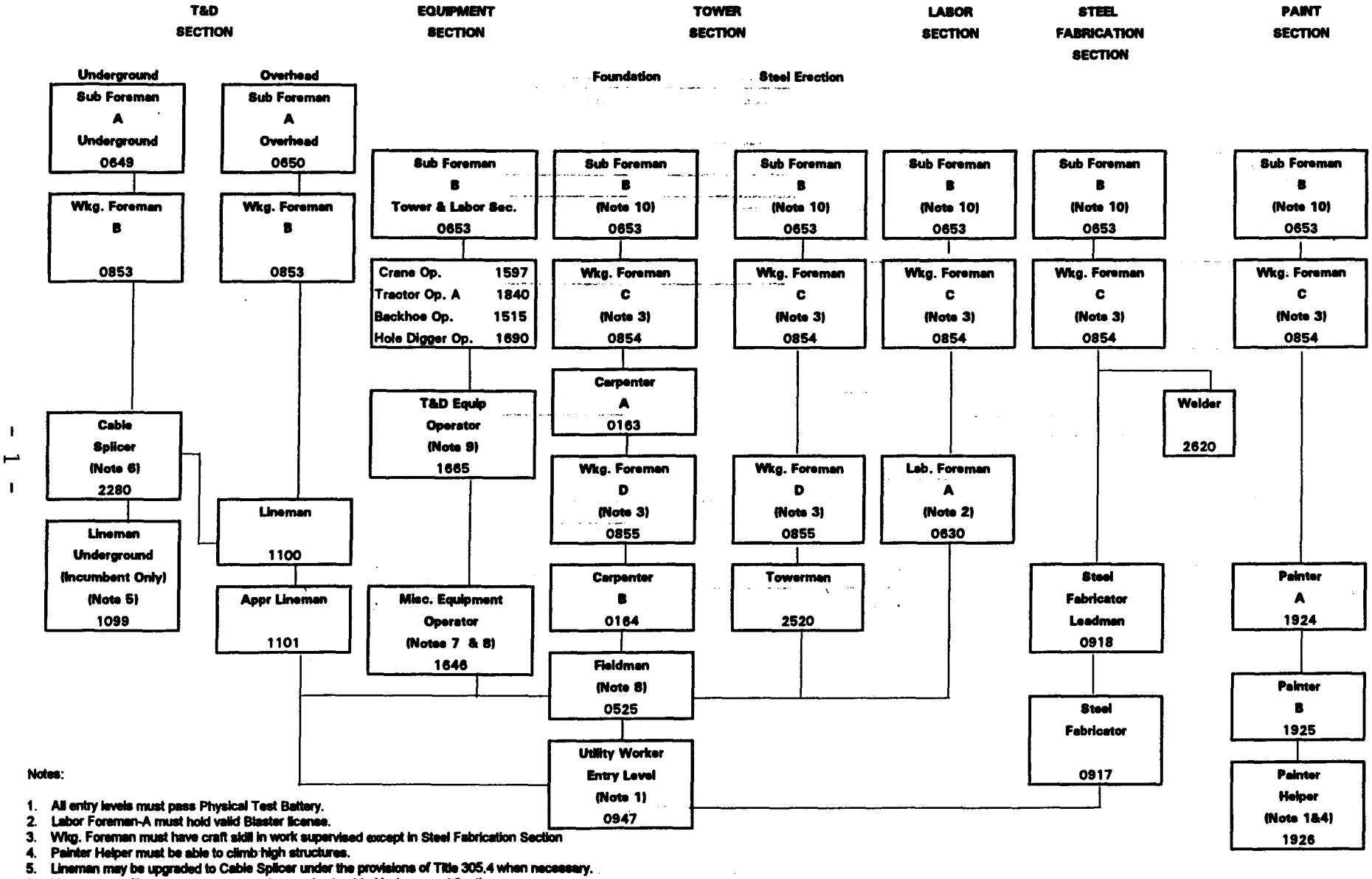
The Company is in accord with the foregoing and agrees thereto as of the date hereof.

PACIFIC GAS AND ELECTRIC COMPANY

10-15, 1993 By: _____
David Bergman
Director & Chief Negotiator

Attachment: a/s

RS:lm



Notes:

1. All entry levels must pass Physical Test Battery.
2. Labor Foreman-A must hold valid Blaster license.
3. Wkg. Foreman must have craft skill in work supervised except in Steel Fabrication Section
4. Painter Helper must be able to climb high structures.
5. Lineman may be upgraded to Cable Splicer under the provisions of Title 305.4 when necessary.
6. Lineman may file temporary/permanent upgrade sheet to Underground Section.
7. Must have a minimum of 6 months' experience in overhead line work before operating equipment in proximity to energized conductor/equipment.
8. Requires Class A Operators License.
9. Classification to be used when operating the Condor (L/A 91-68).
10. Must maintain 4% differential if supervising Working Foreman C (PRC 1623).

LINE CONSTRUCTION

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 **Utility Worker** [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 **Utility Worker** [Helper] shall be considered comparable to the Region (0930) **Utility Worker** [Helper]; the new classification of G. C. Field**person**[man] shall be considered comparable to the Region (0524) Field**person**[man]; 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 [HELPER]

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 [Helper]: An employee whose principal duties consist of semi-skilled work while assisting a higher classified employee. **Utility Workers** [Helpers] 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** [Helper] 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.

0947 - **Utility Worker** [Helper]	(as of 1/1/90)	Wage Rate (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.FIELDPERSON [MAN]

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 Field**person**[man] classification, on a voluntary basis, may perform the duties of the former Powderman classification, upon obtaining the appropriate license.

GC Field**person**[man] 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 FIELD**PERSON**[MAN] - 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. Field**person**[man] 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 Field**person**[man] who are subsequently affected by Title 306 will not be adversely impacted as a result of the Field**person**[man] licensing requirements.

Employees who enter the Field**person**[man] 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 Field**person**[man] on a regular basis, he/she will be accommodated as follows:

One unlicensed Field**person**[man] per 20 licensed Field**person**[man]. In computing this ratio, all Field**person**[man] will be included (both those classified at the time of implementation and Field**person**[man] 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;

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* See Line Department Lines of Progression Chart, Note 7

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

- 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;
- 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 - **Utility Worker** [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

COPY

LETTER AGREEMENT
R2-81-12-PGE

November 9, 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:

This letter cancels and supersedes our previous letter dated January 27, 1981 on the same subject.

Company proposes to establish a General Construction Three Day Climbing School which will serve the same purpose as that of the Division Three Day Climbing School.

The attached training and testing program will be administered as follows:

1. General Construction employees shall attend and successfully complete the Three Day Climbing School prior to attending the Basic Climbing course at [Kettleman]**Livermore**.

2. Successful completion of this course will meet the entry requirements of a Division for entry to climbing classifications.

3. Employees will be granted two opportunities to complete the requirements of the General Construction Climbing School. If unsuccessful on the first attempt, another attempt may be made within 30 days of the date of failure. Company will hold classes as necessary. The final test will be evaluated by the General Foreman and the Instructor.

4. An employee who has successfully completed the school but who has not been placed in a Climbing Apprenticeship within 12 months of such completion must be rescheduled to the school, and again successfully complete it, prior to being sent to [Kettleman]**Livermore** for attendance at the Basic Climbing School.

5. General Construction Line Department will schedule employees by areas (as defined in Title 305 and Exhibit II) to attend the school on the basis of need, availability and Service.

6. Grievances will be handled as provided in paragraph F of the General Construction Master Apprenticeship Agreement.

7. Prior to attending the Basic Climbing School at [Kettleman]**Livermore** an employee shall pass the Arithmetic Computation Test.

If you are in accord with the foregoing and the attachment and agree thereto, 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

Nov. 18, 1981

By /s/ Jack McNally
Business Manager

COPY

P G and E
FOR INTRA-COMPANY USES

From Division or Department: [LINE] **CONSTRUCTION AND TECHNICAL SERVICES** DEPARTMENT

File No.: 762.3

Re Letter of SUBJECT: Three Day Climbing School

_____
Date

MR. _____ Payroll No. _____
(Foreman)

MR. _____ (SS No. _____) of your crew has been selected to attend the G.C. Three Day Climbing School from Tuesday, _____, to Thursday, _____.

The School Location will be:

He is to report [to Mr. R.V. Thrope], ready to attend the start of the class at 0800 a.m. Tuesday, _____. All travel time to and from this school will be paid at the straight time rate of pay.

Employees will be on "Special Assignment" while attending this school and provisions under Section 301.9 will apply. Employees on per diem may elect to receive per diem allowance equal to the amount allowable under Subsection 301.4 of the agreement by writing the entry of their Daily Time Report. Expenses claimed under 301.9 will be claimed on the "Expense Account", form #62-4556.

The time and expense in connection with this school is to be charged to Division 03, Account 9261, Activity Item 130, using RC #03-302.

The present classification of the trainee will be retained during his assignment. Lineman's tools, belts, and climbers will be furnished by the School for classifications other than Apprentice Lineman. Employees who are already in the Apprentice Lineman classification should bring their own climbing gear. The employees must bring his own work clothes, Lineman's boots, safety hat, gloves, safety glasses, and Accident Prevention Rules Book.

Please notify this office immediately if for any reason the employee is unable to attend.

[W. M. STUBBLEFIELD]
BILL McLOUGHLIN

THREE DAY CLIMBING

COURSE

[Manual for Instructor and Student]

General Construction Pole Climbing School

Welcome to the G.C. Climbing School. The purpose of this course is to determine if you can acquire the skills necessary to qualify you for climbing in line construction. While at the Climbing School you will be given concentrated instruction on pole climbing techniques and an opportunity to apply this training on a basic climbing project.

During the next three days you will be observed and graded on your performance and improvement in the following areas:

Safety Habits
Climbing Ability
Working Ability
Mechanical Dexterity
Comprehension and Initiative

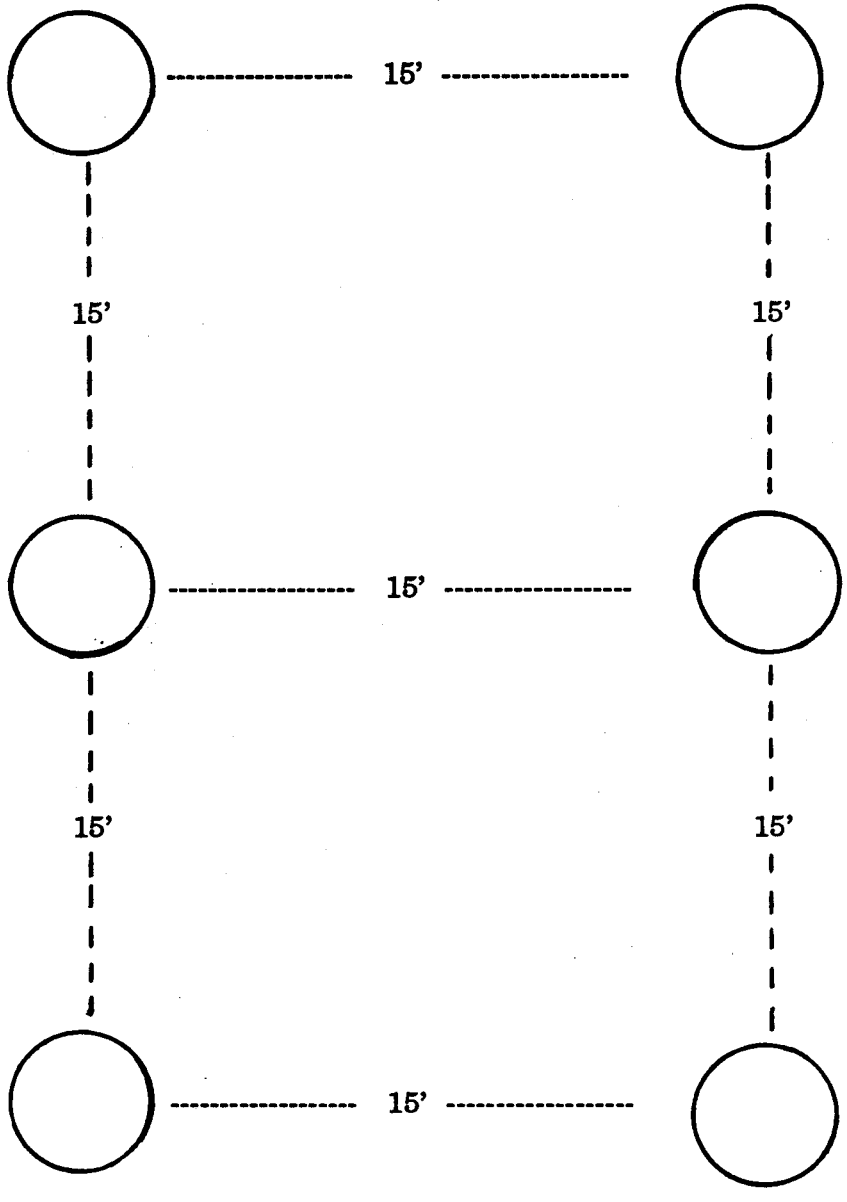
After the first day of training your instructor will discuss your performance and indicate those areas you should work towards improving. Upon completion of this course your final evaluation will be discussed with you. This grade will become part of your personnel record and a copy will be directed to your supervisor.

It will be important during the next three days for you to ask questions, discuss your problems and work to improve yourself. It is your responsibility to gain the maximum available benefit while attending this training session.

PRACTICE POLE AREA
G.C. Climbing School

Materials Required:

6 - 40' Poles
6 - 8' LW crossarms with wood pins and braces
3 - Insulators



(May vary at different locations)

Place wood chips, shavings, sawdust, etc, around the base of practice poles to a depth of approximately 24". Tree trimming crews using "Chippers" should be able to provide this material.

Poles should be separated a minimum of 15' in all directions.

SAFE WORKING PRACTICE RULES

Objective: To determine if employees are qualified to perform overhead line construction.

First Day:

8:00 a.m.	→	A. Welcome the students to the school.
	→	B. Cover pertinent Accident Prevention Rules & S.W.P. Rules.
10:30 a.m.	→	C. Issue climbing tools and check for proper fit, gauge check gaffs.
12:30 - 12:30 p.m.		LUNCH (Each Day)
12:30 p.m.	→	D. Instructor will demonstrate proper climbing methods.
1:30 to 4:30 p.m.	→	E. The Instructor will check each student's climbing ability individually before allowing the student to practice without direct supervision. Students should not be allowed to climb above 15 feet on the first day. Eight foot crossarms to be mounted 10 feet above ground level for student familiarization.

Second Day:

8:00 a.m.	→	A. Students practice climbing for one hour, then (if the Instructor feels they are qualified) climb over a crossarm six feet down from the top of a 40 foot pole. CAUTION - For student protection, remove eight foot crossarms mounted ten feet above ground level prior to students climbing to pole top.
10:30 a.m.	→	B. Instructor will demonstrate the installation of line equipment that will be used by the students, then he will tailboard them on the particulars of the required project. Students then to start projects.
12:30 to 4:30 p.m.	→	C. Instructor will rotate students that need additional help from the project poles to the practice poles.

Third Day:

8:00 a.m.	→	A. Students practice climbing for one-half hour, then students to climb over the crossarm in practice area without the use of their safety strap.
10:30 a.m. to 3:30 p.m.	→	B. All students to complete projects.
3:30 to 4:30 p.m.	→	C. Instructor will check in all tools issued and counsel students on their grades.

NOTE: In order to successfully complete the training course, each student will demonstrate the ability to do the following:

1. Climb over a crossarm mounted 6' below the top of a 40' pole.

2. Working unassisted on a pole, the student will:

   a. Climb to the 25' level carrying the hand line.
   b. Mount the hand line tool holder at the 25' level.
   c. Using a brace and bit, hand bore an 11/16" hole through the pole.
   d. Install an 8' LW crossarm, level arm and lag braces.
   e. Using the outside pin position, install and remove insulator.
   f. Remove arm from pole and lower to the ground using the hand line.
   g. Remove hand line tool holder and lower to ground using the hand line.
   h. Lower the hand line and descend pole.

G.C. CLIMBING SCHOOL REPORT

NAME: _____

HEADQUARTERS: _____

CLASSIFICATION: _____

DATES ATTENDED: _____

PERFORMANCE RATING:	Satisfactory	Unsatisfactory
Safety Habits	_____	_____
Climbing Ability	_____	_____
Working Ability	_____	_____
Comprehension and Initiative	_____	_____
Mechanic Dexterity	_____	_____
	Pass	Fail
REQUIRED PROJECT COMPLETION:	_____	_____

SUMMARY:

_____

_____

_____

_____

_____
Instructor

The Body Belt

1. The body belt is consists of a cushion section, a belt section with tongue and buckle ends, a tool saddle and D rings which are attached solidly to the cushion or on shifting D ring belts attached solidly to a D ring saddle. The body belt usually has provisions made for a holster which will carry one or more tools in addition to the tools which are carried in the tool loops.

2. The body belt should be worn snugly, but not too tightly. The end of the strap should always be passed through the keeper when the belt is being worn. Manufacturers have standardized on a relationship between "D" sizes and waist sizes; body belts should be ordered by "D" size, as the waist size is adjustable.

3. Employees purchasing new belts:

    a. When you are purchasing a new body belt, make sure the body belt has no tool loops for two inches on either side of the center in the back; this is a Federal requirement.

    b. The absence of tool loops in this area prevents the carrying of tools in a manner that could increase the possibility of damage to the spine in case of an accidental fall.

Lineman's Safety Strap

The Lineman's safety strap is probably the most important part of his tools. This is where he is putting his complete confidence and therefore, it must be absolutely dependable. The companies who manufacture safety straps are governed as to the quality of the strap by standards set forth by the Accident Prevention Committee of the Edison Electric Institute of which most major utilities in the United States are subscribing members including PG^{and}E.

Safety straps, often called a pole safety strap, are made from either leather, rope or fabric. PG^{and}E purchases only the fabric type for pole safeties as experience has shown these to be preferred over leather and rope due to their ability to withstand greater abuse in the field.

The safety strap has a breaking strength of not less than 2500 pounds per inch of width for a section free from buckle holes, and not less than 1800 pounds per inch of belt width for a section containing buckle holes for the specified buckle.

Inspection of your safety strap shall be made at least once each day or whenever there is any doubt as to its condition. Carefully inspect all parts of the strap making sure both snap keepers have strong spring tension, the buckles and rivets are in good condition and most important that there are no cuts, tears or abrasions on the belt itself that expose the inner plies of fabric.

When using a safety strap on a pole, the following steps are advisable. When stowing the safety on the body belt, the safety strap should be hung on the "Dee" ring opposite your dominant hand, e.g., if you are right-handed, the strap should be stowed on the left "Dee" ring. Place the snap stirrups facing opposite each other so that the snap stirrup supporting the double part of the strap is on the inside closest to the body.

Before climbing a pole, always determine the diameter of the pole at the level that you are going to work. Adjust the safety strap accordingly by sliding the adjusting buckle up or down and affixing the tongue in the desired hole. Slide the leather keeper to the end of the strap to keep the snap stirrup stationary. Ascend the pole with the safety strap in the stowed position.

When reaching the desired level on the pole make sure your hooks are in solid, then reach down and grasp the back of the single strap snap with the thumb, placing the four fingers on the front. Depress the snap keeper with the index finger, detaching the snap stirrup from the "Dee" ring.

Place the safety strap half way around the pole, transferring it to the opposite hand. Attach the snap to the outer "Dee" ring with the snap keeper facing away from your body.

Visually check both snaps in place. CAUTION: DO NOT rely on hearing the "click" of the snap keeper to determine that the snap is in place because it is possible to snap around a tool in your pouch rather than the "Dee" ring. After determining that both snaps are correctly placed, hold the strap at the desired position on the pole with one hand while slowly letting your body weight into it with the other hand.

Climbers

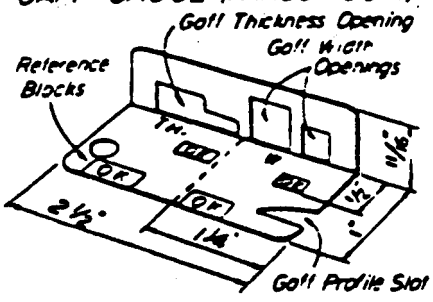
Climbers, hooks or leg irons as they are often called by PG^{and}E Linemen, are made of an aluminum alloy or high grade steel. They are made in adjustable or fixed lengths. Gaffs attached to the climbers may be either fixed or replaceable depending on the preference of the individual.

It is most important when acquiring climbers for your use that they be of the proper length, with reference to your knee to instep measurement. To select the proper length of climber, measure from the instep of your climbing boot to 1/2" below the inside low point of the knee joint.

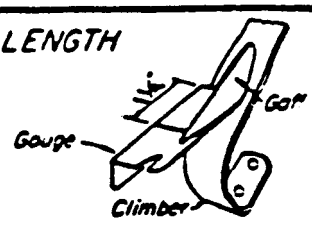
Your climbers are carefully engineered and made to exacting standards. They should (with proper prior measurement) fit your legs comfortably and securely. Care should be taken not to bend the body of the climber either purposely or accidentally. Bending will affect the gaff angle, effective pole penetration, mechanical strength and could contribute to the gaffs cutting out, leading to possible injury.

The correct methods of measuring, sizing and adjusting will be explained and demonstrated by your instructors before you begin the actual practice climbing. A guide to the proper procedure for "Gauging and Sharpening Gaffs on Lineman's Climbers" can be found in the Line Construction Standards, Drawing #030884. This drawing is a PG^{and}E Company Standard and must be strictly adhered to. A copy of this drawing is attached and the information on it will be discussed with you by your instructor.

GAFF GAUGE (FARGO - GG-1)



LENGTH



Place back of gauge against inner surface of gaff and hold end of gauge lightly against leg iron. Point of gaff shall extend to or beyond 1 1/4" line.

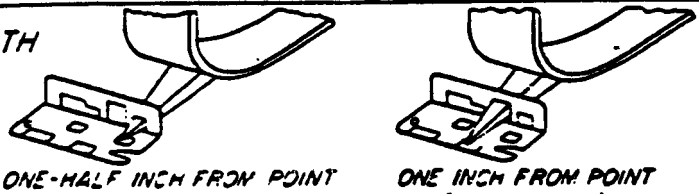
THICKNESS

ONE-HALF INCH FROM POINT (Small Opening)

ONE INCH FROM POINT (Large Opening)

Insert gaff through openings marked "TH" as far as it will go with outer edge of gaff resting against face of gauge. If point of gaff falls on or within confines of reference blocks, thickness of gaff 1/2" or 1" from point is O.K.

WIDTH

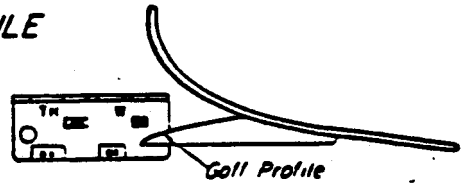


ONE-HALF INCH FROM POINT (Small Opening)

ONE INCH FROM POINT (Large Opening)

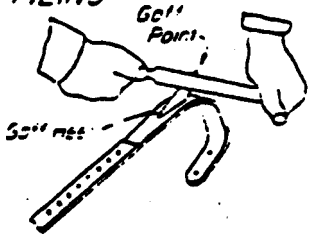
Insert gaff through openings "W" as far as it will go with outer edge of gaff resting against face of gauge. If point of gaff falls on or within confines of reference blocks, width of gaff 1/2" or 1" from point is O.K.

PROFILE

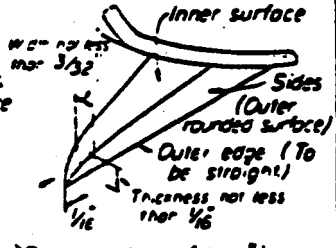


Tip of gaff is placed with curved line of profile on gauge. If inner surface of gaff conforms with curve of gauge, gaff profile is O.K. (Opening is of maximum so if contour is near and straight side does not fill opening it is satisfactory as long as all previous checks are correct).

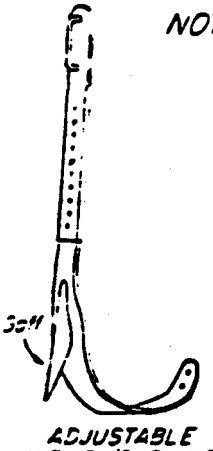
FILING



If gaff thickness, width, or profile is incorrect, it shall be filed to proper dimensions. Filing of linemen's climbers requires precise filing and should be assigned to experienced men. A fine cut, smooth hand file, with handle should be used when filing climbers. An emery wheel shall not be used, because it may draw the temper from the gaff. To obtain proper width, sides of gaff shall be filed working from heel to point as shown. Climbers shall never be sharpened to a needlepoint. Inner surface of gaff shall be kept flat and filed only to remove burrs, make non-conform with profile of gaff gauge or to obtain proper thickness. Filing should be done carefully, so sides are symmetrical and original shape of gaff is not changed. The gaffs of a pair of climbers shall not differ in length by more than 1/8". Should filing operation necessitate filing either gaff of climbers until it is less than allowable minimum length (1 1/4"), climber shall be re-gaffed or replaced.



The two edges of the "inner surface" for the first 1/2" are to have sharp finish.



ADJUSTABLE LINEMEN'S CLIMBERS

NOTES.

1. PRECAUTIONS The following precautions shall be observed when storing and using linemen's climbers.
   - (a) In general, climbers should not be placed in same container with body belts and safety straps. However should this be necessary, care shall be taken to avoid the gaffs cutting or puncturing them.
   - (b) Climbers shall not be worn on work where they are not required, such as on ladders or vehicles, when walking between long spans, over wet, brushy, rocky or snow covered terrain, crossing fences, climbing up or down embankments, trees or steel structures.
   - (c) Exercise caution not to gaff self or fellow worker and avoid gaffing other employee's safety strap.
   - (d) Any variation from the three (3) dimensions shown above and reduction in the leg angle to the pole will lead to cutouts. (The leg angle to the pole should be not less than 30°).
2. These instructions apply to all makes of gaffs that can be measured properly with the Forge Gauge.
3. In lieu of compliance with these instructions, other gauges may be used if designed particularly for the gaff to be measured. However, gauges other than the Forge will not be supplied by Company.
4. TREE CLIMBERS shall be kept in good shape The gauge as shown here is not applicable to tree climbers. However, the original shape shall be maintained as nearly as practicable and the principal indicated hereon shall be used.

2	5-21-69	Revised notes 2 and 3		4	3-16-73	Removed "Eng Std" from Title Block.	
1	7-27-61	Added notes 2 and 3		3	4-26-73	For filing data.	
ENG	DATE	DESCRIPTION	APPD	ENG	DATE	DESCRIPTION	APPD

APPROVED

BY S P		SUPERSEDES 025857	
DR PGT TR		SUPERSEDED BY	
CH H V W		SHEET NO	SHEETS
O K J C L		DRAWING NUMBER	ORDER
DATE 2-9-54	SCALE	030884	4

GAUGING AND SHARPENING GAFFS ON LINEMEN'S CLIMBERS

ELECTRIC OPERATIONS

PACIFIC GAS AND ELECTRIC COMPANY

SAN FRANCISCO CAL

MAJOR CAUSES OF CLIMBING CUTOUTS AND FALLS

A. Condition of Poles

Prevention: The prevention of climbing accidents due to the condition of the poles can be aided in several ways. For example, give the pole a good thorough inspection, before ascending or descending the pole. Check and test the pole in accordance with Accident Prevention Rule 417 A and B and S.W.P. Make sure the pole is adequately guyed or braced to withstand any change in strain. As a lineman, you should be alert to the hazards mentioned above, and be continually on the lookout for these hazards so you will not cutout or fall.

B. Condition on Poles

Prevention: Cutouts and falls resulting from conditions on poles can be eliminated by planning the proper method of construction and building all poles in accordance with the Line Standards and G.O. 95. However, when a Lineman finds an unsafe condition on a pole, it should be properly reported and extra precautions taken if the pole must be climbed. Always be alert and use precaution at all times when climbing.

C. Clothing

Prevention: The elimination of cutouts and other accidents due to the unsafe conditions of clothing is the responsibility of the Lineman himself. However, supervisors and foremen are alert to recognize such hazards and will insist that all employees wear suitable and safe clothing in accordance with the Accident Prevention Rule Book.

D. Bad Climbing Practices:

1. Specific Causes:

   a. Climbing or descending too fast.
   b. Climbing the low side of the pole.
   c. Not driving gaffs hard enough in pole.
   d. Climbing when fatigued.
   e. Hugging too close to the pole.
   f. Climbing thru unprotected conductors without caution.
   g. Climbing without observing the condition of the pole and the placements of the gaffs.
   h. Aiming gaffs at the pole at an improper angle.
   i. Body belt too loose.
   j. Taking too long of steps in climbing or descending poles.
   k. Not inspecting or checking poles before and while climbing.
   l. Inattention or watching something else when ascending or descending poles.
   m. Improper balance of the body weight on gaffs.
   n. Belting off to a pole in the wrong position.
   o. Horseplaying around while climbing or showing off.
   p. Climbing too close to block lines and handline ropes hanging from the pole.
   q. Catching material thrown from the ground (while working on a pole).
   r. Placing climber gaffs on exposed ground wires and receiving electrical shocks.

s. Failure to get a good handhold before shifting weight from one hand to the other.
t. Climbing by grabbing hold of quarter braces and hardware.
u. Climbing in a stiff or mechanical manner.
v. Sliding climber gaffs when climbing or sneak climbing.

Prevention: Experienced linemen, as well as new apprentices, need to constantly remind themselves about the pitfalls involved in the above unsafe climbing practices. A Lineman should watch other linemen and if he notices any bad climbing practices, help him to correct them before accident occur. Remember, a good climber is one that is well trained in the safe methods of climbing and working on poles.

E. Climbers

The importance of the climbers themselves in the prevention of cutout accidents cannot be emphasized too strongly. This is the major cause of all climbing cutouts and falls in the PG^and^E system.

Prevention: As linemen for PG^and^E, we often wonder what we can do to prevent those types of accidents that are caused by defective gaffs. Here are two simple rules to follow:

1. Have a rigid and frequent inspection of climbers, leg straps, leg irons, etc., with special attention being given to the gaffs, the shape and sharpness of the gaff points, the proper angle of the gaff with the leg iron.

2. Use the Fargo gaff gauge, because it is simple and easy to use. Minimum lengths of gaffs shall be strictly enforced. Gaff shape and size shall meet the requirements of the Accident Prevention Rule Book on Data Sheet No. 15.

When working as a lineman for PG^and^E, you should always be aware of the pitfalls that we have mentioned. Remember, only you can prevent these types of climbing accidents. Therefore, it is you who will generally suffer the aches and pains that result in the failure to observe the few simple rules mentioned above. Remember the old slogan "The Life You Save May Be Your Own;" no truer words can be spoken for a Lineman.

SAFE CLIMBING TECHNIQUES

1. Inspect the pole for defects before climbing it.

2. Watch where your gaffs enter the pole and make sure they strike the pole at the proper angle.

3. Take short steps - this provides better balance.

4. Climb and descend the pole slowly and carefully.

5. Secure a proper handhold.

6. Avoid holding your body too straight while climbing or descending.

7. Before changing your position on a pole, give some thought first to what you are going to do.

8. Avoid climbing the underside of the pole, even if it is only slightly tilted.

9. Do not attempt to catch material thrown from the ground while you are working on a pole.

10. Never smoke while climbing.

11. Keep in mind that experienced climbers are more likely to develop unsafe climbing habits than those with less experience.

12. Safety hats.

13. Eye protection - safety glasses or goggles.

14. Gloves - with gauntlets.

15. Body and safety belts.

16. Climbers (properly sharpened and straps).

NOTE: Shirts and jackets worn should be of sufficient weight to resist splinters and creosote. Sleeves shall be rolled down at all times. A good Lineman's boot should be worn. Due to the high percentage of working time spent aloft, proper support of the feet and ankles is a must.

PROPER GLOVES AND LONG SLEEVE SHIRTS

1. Linemen will always work and climb with long leather gauntlet gloves for the protection of their wrists and hands. This will protect them from wood slivers and sharp objects projecting from poles and crossarms.

   When a Lineman wears damaged gloves with holes or torn stitching, the change of obtaining a puncture wound is greatly increased.

   Wearing short gauntlet gloves will result in exposed skin which could result in cuts or puncture wounds. This type of glove being worn by a Lineman could also result in an electrical shock in the area of exposed skin.

2. Linemen should not wear synthetics or polyester shirts as these are easily ignited in an electrical flash or arc from secondary or primary voltages.

   Wearing shirts outside of pants and over a Lineman belt can be very dangerous when snapping your safety into a "Dee" ring or could cause you to miss a tool loop when storing hand tools in your belt loops.

   Shirts shall be buttoned in the front and shirt sleeves shall be rolled down and buttoned. This will keep the shirt from being entangled in ropes or blocks when working on a pole.

PROPER METHODS OF CLIMBING WOOD POLES

Methods to use in Ascending a Pole

When ascending the pole, keep the arms and body relaxed with the hips and shoulders. The climber should be at a 30° angle from the pole or the top of the climber should be approximately 8 inches from the pole; in most cases this will put the knee at a comfortable distance from the pole.

Take it easy; favor short steps (step length should be natural for each Lineman), use the hands and arms for balance only.

Climb with the legs (do not be tempted to "pull up" with the hands or arms). Let the legs take the initiative over the hands (the legs "push" the hands).

It is necessary that the gaffs be directed toward the center (or heart) of the pole in a natural manner. The size of the pole and the length of leg between hip and knee will determine automatically the amount of gaff separation on the pole.

Beginning climbers tend to climb with their body too far away from the pole causing undue strain on their arms and hands.

Some climbers will have a tendency to hug a pole; this will cause them to not have an effective leg stroke and, therefore, their hooks will not penetrate the pole deep enough or at the correct angle.

Methods to be used in Descending

In descending, the hands are lowered first. Each leg is straightened before lowering. When the straightened leg is "lined up" with the center of the pole and the body weight has been shifted above the gaffs, drop the gaff into the pole.

In descending, the leg is not stroked; it is merely lowered into position with the body weight behind it. The hands and arms take the initiative over the feet. The hands "push" the feet, which is opposite from ascending the pole when the feet "push" the hands. Keep shoulders and knees away from the pole. Do not take long steps or try to coast or slide when descending.

In descending, the climber gaffs should naturally break out with the outward and lowering movement of the knee.,

Removal of the climber when the last step to ground is taken is accomplished by a slight twisting and prying action as in ascending.

GRADING OF STUDENTS

Each student will be graded on an individual basis with respect to ability and daily improvement. As can be imagined, the intent of the training period is not to produce "Linemen", but merely to give each applicant an opportunity to realize what the work aspects of a Lineman are.

During the three day session you will gain some additional experience which will help you to decide whether or not you wish to work towards a Lineman's position.

The required project (listed on the daily schedule) is a means by which your instructor can ascertain your potential climbing ability.

COPY

LETTER AGREEMENT
R1-81-122-PGE

December 14, 1981

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, pursuant to Section 304.4 of the Physical Agreement to:

1. Eliminate the present Painter classification.
2. Establish the following three new classifications:

Painter Helper

An employee with no experience or knowledge of the trade, who assists in the duties of Painters "A" and "B".

1. Cleaning and preparation for coating using hand tools and power tools.

2. Assists in the application and removal of insulation on turbines, boilers, steam lines, fuel oil tanks, etc.

3. Working on high structure up to 450 feet, such as gas holders, transmission towers and smoke stacks.

4. Working below ground in vaults, penstocks and in confined vessels.

5. Use of hand and power suspended staging. Carry, assemble and use tubular rolling scaffolding.

Wage Rate: Start $364.85 per week
End 6 Mos. $379.50 per week

Painter B

An employee who, working as a member of a crew, uses cleaning tools (hand and mechanical) for surface preparation and who, prior to his completion of six months at this classification's top rate of pay, will be capable of applying the most commonly used protective and decorative coatings and performing acceptable removal and installation of insulation material. The employee will be given training in all of the following procedures so that he can achieve the forementioned capabilities:

A. Surface Preparation
B. Coating Application
C. Insulation
D. Planning and Basic Rigging
E. Tools and Equipment
F. Waste and Salvage Disposal Techniques

The employee will give given an opportunity to demonstrate his ability to perform the above Painter B duties on at least six of the following facilities:

1. Towers
2. Substation Structures
3. Substation Equipment
4. Electric Generation Plants
5. Gas Holders
6. Stacks
7. Automotive Equipment
8. Control Boards
9. Buildings

A Painter B may be assigned to work under the direction of a Painter A. A Painter B may be assigned to work alone, or with other Painter B's or Painter [Helpers] **Utility Workers** only, only after such Painter B has been instructed and trained in the duties or work procedures required, has performed such work under direct supervision, and is capable of performing such work safely.

Wage Rate:	Start	$394.40 per week
	End 6 Mos.	$410.55 per week
	End 12 Mos.	$434.00 per week
	End 18 Mos.	$454.35 per week
	End 24 Mos.	$465.75 per week

Painter A

An employee who is proficient in Painter B duties. May direct the work of not more than 3 Painter B's and/or Painter [Helpers] **Utility Workers.**

Wage Rate: $477.40 per week

Promotion from Painter B to Painter A will be automatic after six months at the top rate of Painter B, contingent on the employee passing the agreed-to written tests, as outlined in the attachment. Progression to Painter A should not be delayed in the event Company is unable to provide the employee with all training in a timely manner.

Company further proposes to adopt the attached Painter Training Program for Painter B's wishing to progress to the Painter A classification.

If you are in accord with the foregoing and the attachment and agree thereto, 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 14, 1981

By /s/ Jack McNally
Business Manager

PAINTER TRAINING PROGRAM

LINE CONSTRUCTION DEPARTMENT
GENERAL CONSTRUCTION

Purpose:

To allow employees in Painter B classifications to acquire the knowledge, skills and ability to progress to Painter A.

Academic Preparation:

A. Each employee will be expected to successfully complete six lessons selected from the following textbook:

- Painting and Decorating Craftsman's Manual and Textbook, Fifth Edition. Prepared and published by Painting and Decorating Contractors of America
  7223 Lee Highway
  Falls Church, VA 22046

This textbook is to be purchased by the employee.

B. Lessons based on the textbook cover the following topics:

1. Paint coatings
2. Natural vehicle binders
3. Synthetic resins and latexes
4. Basic coatings and finishes
5. Tools and equipment
6. Practical painting procedures

A seventh lesson, based on material prepared by the Company on the subject of insulation also will be required. An Asbestos Workers Handbook, which is optional, may also be purchased by the employee.

C. An open book examination on each lesson must be successfully completed by the employee. Both textbook study time and examination time will be on the employee's own time.

D. The employee may study and take examinations at his own pace and convenience at any time while he is a Painter B.

E. Lesson examinations will be sent by the employee to the General Foreman for scoring. Scored examinations will not be returned to the employee; however, the employee will be advised of lesson results and areas, if any, in which further preparation is needed, and shall be allowed to examine his/her graded exam upon request. Scored examinations will be retained [in Line Construction headquarters in San Francisco] **by the Department** until an employee completes all lesson requirements.

F. An employee failing the agreed-upon exam shall be allowed one retest. This retest shall be offered within 30 days of such employee's request to be retested.

Experience:

A. Each employee in the Painter B classification will be provided field experience in the following areas:

1. Surface Preparation
2. Coating Application
3. Insulation
4. Planning and Basic Rigging
5. Tools and Equipment
6. Waste and Salvage Disposal Techniques

The employee will be given an opportunity to demonstrate his ability to perform the above Painter B duties on at least six of the following facilities:

1. Towers
2. Substation Structures
3. Substation Equipment
4. Electric Generation Plants
5. Gas Holders
6. Stacks
7. Automotive Equipment
8. Control Boards
9. Buildings

B. An experience "check off" form will be maintained at Line Construction headquarters in San Francisco to assure that all employees receive exposure to at least 9 of the 11 experience areas prior to his completion of six months at the top of the Painter B classification.

SERVICES PERFORMED

FACILITIES	PAINTING	COATING	INSULATION	BLAST CLEANING (Sand & Water)
BUSINESS AND COMMERCIAL	Office buildings, Offices, Warehouses, Garages and Street Lights	Roof membranes, floors and walls including concrete sealers	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting or coating
ELECTRICAL: Distribution and Transmission	Control buildings, Control boards, Substation structure, Tanks, Transformers, Towers and Poles	Roof membranes, Bushings, Radiators, Floor and Wall sealers, Pits Manholes and Fences	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting and coating
GAS: Distribution and Transmission	Control buildings, Holders, Compressor buildings, Control boards, Platforms, Pipelines and Tanks	Well head trees, Pipelines, Manholes, Pits, Tanks, Holders and Roof membranes	Roofs (foam), Pipelines, Tanks, Valves, and Flanges - inc. Sheet metal jacket work	Where necessary to prepare substrate for painting and coating
GENERATION: Hydro Nuclear Steam Thermal	Buildings, Highrise structures, Stacks, Control boards, Offices, Pipelines, Dam gates, Log booms, Penstocks, Valve chambers, Turbine housings, Tanks, Gate valves and Signs	Flumes, Canals, Dams, Water screens, Water boxes, Holding basins, Pipelines, Penstocks, Tanks, Tunnels, Log booms and Roof Membranes	Pipelines, Tanks, Roofs (foam), Turbine housings, and Log booms including Sheet metal jacket work	Flumes, Turbine rotors, Tunnels and Dams - also - Where necessary to prepare substrate for painting and coating
RESIDENTIAL	Cottages, Storage sheds, Garages, Swimming pools and Street lights	Roof membranes, Floors Decks and Swimming pools	Roofs (foam)	Where necessary to prepare substrate for painting and coating
ROLLING STOCK	Pickups, Trucks, Trailers, Cranes & Misc. Equipt. Incl. - Minor bodywork	Frames, Roofs, Floors and Fiberglass repairs	Repairs only incl. Sheet metal work	Where necessary to prepare substrate for painting and coating

COPY

October 1, 1983

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

Dear Mr. Bonbright:

Enclosed please find one copy of the fully executed Letter Agreement No. R1-83-29-PGE for your files. We have kept a copy for our records.

This Letter Agreement is being signed with the understanding that if a (1099) Underground Lineman reclassified to an (1100) Lineman on the effective date of this Agreement (in accordance with page 2, paragraph 3) cannot for any reason meet the requirements of an (1100) Lineman, such person will be reclassified to a (1099) Underground Lineman.

Thank you for your cooperation.

Very truly yours,

/s/ Jack McNally
Business Manager

COPY

LETTER AGREEMENT
R1-83-29-PGE

July 14, 1983

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:

This letter cancels and supersedes our letter of May 26, 1983.

Company proposes to amend the Guidelines for the General Construction Apprentice Lineman Training Program as per the attached, and the Letter Agreement signed June 29, 1979 as follows:

Upon the effective date of this Agreement, the (1102) Apprentice Underground Lineman classification will be eliminated, and all employees presently in the 1102 classification will be reclassified to (1101) Apprentice Lineman. The employees presently in the top step of (1102) Apprentice Underground Lineman classification will be placed at the top step of the 1101 Apprentice Lineman classification.

As provided by the General Construction Master Apprenticeship Agreement, an employee will not be held at a wage progression step if the training is not timely or the employee could not be scheduled to a particular school, through no fault of the employee.

An Apprentice who has not passed the Arithmetic Computation Test but who has previously met all academic requirements for the apprenticeship will be exempted from passing the Arithmetic Computation Test for this apprenticeship only. An apprentice who has not passed the Arithmetic Computation Test and who has not passed Basic Electricity must pass the Arithmetic Computation Test before being enrolled in the school.

The current employees at the top rate of pay who have not met all available Standards of Achievement will be given a sufficient period of time in which to meet such requirements. If such an employee is unsuccessful in meeting such requirements, that employee's further continuance in the program will be determined by the Joint Apprenticeship Committee as provided in the General Construction Master Apprenticeship Agreement.

An employee who is hired directly into the Apprentice Lineman classification will be required to pass the Arithmetic Computation Test within the first twelve months of his employment. The employee will be allowed three opportunities to pass the examination. The first examination must be taken two months following the date of his employment. If the employee fails the first test, he must take the test again within three months following the date of the first testing; if he fails the test a second time he must take the test again within six months following the date of the second testing.

Those employees currently classified as (1099) Underground Lineman will be reclassified to (1100) Lineman on the effective date of this Agreement, except those employees who choose not to receive the training necessary to perform the overhead duties. Such employees will continue to be classified as (1099) Underground Lineman and to perform the duties of their classification.

If you are in accord with the foregoing and its attachment and agree thereto, 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

Oct. 5, 1983

By /s/ Jack McNally
Business Manager

COPY

LETTER AGREEMENT
91-77-PGE

May 28, 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 pursuant to Section 109.2 of the Agreement to revise the General Construction Apprentice Lineman Training Program.

The revised Guidelines are attached. This proposal was discussed with Mr. Ron Fitzsimmons of your staff.

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/ Ronald L. Bailey
Manager

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 15, 1991 By: /s/ Jack McNally
Business Manager

[July 1, 1983]
March 15, 1991

GUIDELINES FOR THE [GENERAL CONSTRUCTION] ENCON ELECTRIC T&D APPRENTICE LINEMAN TRAINING PROGRAM

I. Objective of the Apprentice Lineman Training Program

The need for trained and qualified employees to accomplish the duties of a journeyman Lineman in a manner consistent with Company's Construction, Safety and Performance Standards has resulted in this program which coordinates extensive on-the-job experience with related school and academic training. This systematic acquisition of knowledge and skills allows the employees in training to attain necessary self-confidence, and provides the employee with the correct and safe methods of performing Company's work.

II. General Guidelines

(a) During the 36 months of the apprenticeship, an apprentice will be offered job training divided into six time periods which coincide with the wage steps of the classification. It is essential that uniform and safe practices be followed during the apprenticeship; therefore, assignments of duties and work procedures shall conform to those provided for each wage step in these guidelines and the attached Schedule. The amounts of time or units of work shown in the guidelines and Schedule are considered sufficient to permit an apprentice to develop proficiency in the specified duties and work procedures; however, such time or work units should not be considered inflexible.

(b) These guidelines and the attached Schedule also specify those training periods in which an apprentice shall receive relate academic or class training.

(c) The amount of on-the-job training in the duties and work procedures specified in the Schedule shall apply to the extent that such duties and procedures are performed by a journeyman at an apprentice's headquarters, and therefore are not available for his training, such unavailability shall be noted in his work record. An apprentice's progression through the apprenticeship and to journeyman and higher classifications shall not be deterred for this reason. If such duties or procedures later become available, the employee shall receive the necessary on-the-job training required to afford him the opportunity to attain expected proficiency in such duties or procedures.

(d) An employee will not be eligible to enter the Apprentice Lineman classification unless he successfully completes the [General Construction] ENCON 3 day climbing course and the Basic Climbing Course at [Kettleman] Livermore.

(e) It is intended that an apprentice will be assigned the hours specified for on-the-job training as early as practicable in each period of the apprenticeship.

(f) Hours shown on the attached schedule exclude any travel time needed to reach the place where training is to be given. However, such hours include time needed to prepare tools and equipment.

II. General Guidelines (con't)

(g) Except where otherwise specified, apprentice shall be trained on the job by being assigned to work with a journeyman.

(h) The work assignments in each period of the apprenticeship shall afford an apprentice the necessary opportunity to obtain basic knowledge of the equipment and the proper procedures to be used. Work assignments also shall allow an apprentice the necessary opportunity to gain confidence in his ability to do the work. Such work assignments shall increase in complexity as the apprentice attains increased knowledge and capability.

(i) Assignments of duties and work procedures in any period of training shall be confined to those specified for that period or prior periods.

(j) An apprentice may be assigned to work without direct supervision as part of a crew only after such apprentice has been instructed and trained in the duties or work procedures required, has performed such work under direct supervision, and is capable of performing such work safely.

(k) Except in emergency circumstances, an apprentice shall not be temporarily assigned to the classification of Subforeman A. If assigned to such classification, an apprentice shall not be given the responsibility for duties or work assignments beyond his current step of training.

(l) An apprentice scheduled to attend any of the centralized training programs shall be given notice of such schedule as soon as practicable by supervision.

III. Guidelines for Training Periods

1. 0 - 6 Month Step (First Step)

An apprentice shall learn the use of climbing tools in the performance of line construction work. An apprentice shall gain the general knowledge of line crew work by participation in all work which is performed on the ground and by participation in work performed in elevated positions where such work can be performed safely on the following within the guidelines shown:

(a) On lines of any voltage not connected to existing circuits.

(b) On lines of any voltage which are de-energized and grounded. The apprentice may test and ground for installation of personal grounds after master grounds have been installed by others.

(c) On energized secondary circuits where an apprentice has direct journeyman guidance and where:

(i) The apprentice performs such work from below the secondary level on poles where energized primary is on the same pole. (Includes work from aerial lift equipment.)

III. Guidelines for Training Periods (con't)

(ii) Such work does not include picking up or dropping of load (other than the charging current of the conductors).

An apprentice shall gain a knowledge of non-lead cable underground work performed by line crews, but shall not work on cables or devices energized in excess of 600 volts, or work in areas where contact can be made with unprotected cable or devices energized in excess of 600 volts.

An apprentice shall become familiar with construction standards, general orders, and regulations applicable to the work he performs. An apprentice shall become capable of handling public contacts regarding clearances, become aware of Company's obligation to the general public regarding safety practices, and learn and practice proper respect for customer's property rights.

An apprentice shall be trained in the duties of a Lineman, to the extent indicated for the 0-6 months period on the attached Schedule. In conjunction with such work, such apprentice may utilize aerial lift equipment when properly trained and instructed in the use of such equipment and when accompanied by a journeyman. Such work will not be performed in positions which allow the apprentice, or the equipment being used, to encroach into the contact area or the safe working distance of primary voltage.

As early as possible in this training period, an apprentice shall be assigned to the Basic Electricity Course in [Emeryville]San Ramon. An agreed-upon test will be given at the end of the course. Should an apprentice fail to receive a passing score on such test, he shall be notified, in writing, of the course areas which caused his failure. Such apprentice may retake the test any time after one month from the date he took the initial test. Two additional retests shall be allowed spaced at least one month apart. An apprentice shall complete the course and pass the agreed-upon test not later than the end of his 9th month of training, regardless of the number of retests requested.

An apprentice will not be allowed to progress to the 7 to 12 Month Step until he has attained a passing score on the Basic Electricity Course test.

2. 7 to 12 Month Step (Second Step)

An apprentice shall continue to perform the functions of the prior step and, in addition, shall learn the duties outlined in the 7-12 Month Step on the attached Schedule. An apprentice shall continue to work on energized secondary circuits under the same conditions specified in the 0-6 Month Step. Additionally, an apprentice may be assigned to pick up or drop loads while being observed by a journeyman.

As early as possible in this training period, an apprentice shall be assigned to the Basic Lineman Course at [Kettleman] **Livermore**. Agreed-upon tests will be given at the conclusion of the course. If an apprentice fails to receive a passing score on one or more such tests, he shall be notified, in writing, of the reason or reasons for his failure. Such apprentice may retake the test(s). Two additional retests shall be allowed spaced at least one month apart.

III. Guidelines for Training Periods (con't)

After receipt of formal training, apprentice may be assigned by his supervisor to test and install master grounds on a de-energized circuit. Such activity shall be performed under close supervision of a journeyman.

An apprentice who has demonstrated adequate progress in climbing ability, has performed assigned work functions satisfactorily and has received formal training, may be assigned to work on energized primary conductors. Under the close supervision of, and accompanied by a journeyman, the apprentice shall learn the use of protective equipment and hot sticks. The apprentice working with such tools and equipment shall be assigned to perform only simple tying and untying, transfers, opening and closing jumpers and cutouts, and simple tasks in support of the journeyman on uncongested poles. Such work may be performed from an aerial lift provided the apprentice is accompanied by a journeyman who operates the lift equipment.

The "formal training" referred to in the preceding two paragraphs consists of a minimum of eight hours of training in a class with an approved curriculum. Such class(es) will thoroughly acquaint the apprentice with safe working procedures and the care and proper use of grounds, tools and equipment. Evidence of the satisfactory completion of such "formal training" shall be entered in the apprentice's record prior to working on energized facilities.

An apprentice will not be allowed to progress to the 13 to 18 Month Step until he has attained a passing score on the Basic Lineman's Course test.

3. 13 to 18 Month Step

An apprentice shall continue to perform the duties specified for prior steps and, in addition, shall learn the duties outlined on the Schedule for this period of the apprenticeship. An apprentice may work without direct supervision as part of a crew on energized secondaries and, as part of the crew, may perform minor switching, (such as opening or closing and refusing of transformer cutouts) by himself using approved live-line tools. Working with a journeyman, the apprentice shall continue to learn all skills connected with the use of protective equipment and hot sticks for work on energized primaries. The apprentice also will learn the use of rubber gloves while working with a journeyman.

As early as possible in this training period, an apprentice shall be assigned to the Advanced Lineman School at [Kettleman] Livermore. If an apprentice fails to achieve a satisfactory rating at this School, he shall be notified, in writing, of the reasons for such rating, and a copy of the notification shall be sent to the apprentice's training headquarters. Upon returning to his work headquarters, such apprentice will be given special training in those matters which caused his failure to attain a satisfactory rating at the School. This training may consist of special work of training assignments, as required for the apprentice to attain a satisfactory rating at the Advanced Lineman School. At the employee's request, but not more frequently than once a month, the apprentice may request a re-evaluation of his performance with respect to those matters which caused his failure at the School. An apprentice shall be allowed three such re-evaluations for this purpose.

III. Guidelines for Training Periods (con't)

An apprentice cannot perform Rubber Glove work above 5 kv until s/he has completed the centralized Rubber Gloving School. Therefore, as early as possible in this training period, after attending the Advanced Lineman School, the apprentice shall be assigned to the Rubber Gloving School for training in Rubber Glove Work Procedures.

Upon satisfactory completion of the Rubber Gloving School, the apprentice shall be issued a certificate. However, one hundred and sixty (160) hours of on-the-job training should be completed to reach full proficiency.

While being trained at the Rubber Glove School, a [fifth] third step apprentice will be required to participate in training exercises with other apprentices in the [fifth] third step or higher on energized conductors and apparatus energized up to and including 21,000 volts.

(a) If the apprentice fails to achieve a satisfactory rating in the field evaluation and/or a passing grade on the final exam, s/he shall be notified in writing as to the reasons for his/her failure.

(b) After failing the field evaluation, the apprentice must attend the course a second time within the next six months and complete it satisfactorily. The apprentice will be held at the [fifth] third step until satisfactory completion.

(c) After failing the written test, the apprentice shall be allowed to retake the test upon his/her request after one month from the failure. S/he shall be allowed a maximum of two (2) retests, spaced at least one month apart. S/he shall complete the course and pass the agreed-upon test not later than the end of six months from the initial course.

(d) Failure to meet this standard of achievement will be cause for removal from the classification in accordance with Paragraph [G6] D6b of the [Master Apprenticeship Agreement] ENCON Master Apprenticeship Agreement.

An apprentice will not be allowed to progress to the 19 to 24 Month Step until he has attained a satisfactory rating at the Advanced Lineman School and has successfully completed the Home Study Course "Rules for Overhead Line Construction (G.O. 94) E-11a and b."

4. 19 to 24 Month Step (Fourth Step)

An apprentice shall continue to perform the duties specified for prior steps and, in addition, will learn the duties outlined on the attached Schedule for this step. An apprentice shall gain proficiency in the use of hot-line tools and equipment and rubber protective equipment on all types of construction while accompanied by a journeyman.

III. Guidelines for Training Periods (con't)

5. 25 to 30 Month Step (Fifth Step)

An apprentice shall continue to work as outlined in the Guidelines for the previous steps, and will continue to learn live-line construction methods on all types of construction while working with a journeyman or Top Step Apprentice Lineman.

6. 31 to 36 Month Step (Sixth Step)

An apprentice will be allowed to perform any work normally performed by a journeyman, under the direction of a journeyman, as required by the job. In addition, an apprentice may serve as a pole partner for any hot work on energized primary voltages with an Apprentice Lineman who is in this or the prior (25 to 30 Month) Step of training.

IV. Records

1. It shall be the responsibility of each apprentice, in collaboration with his foreman, to maintain the "Apprentice Lineman Assignment Chart." Upon completion, such charts shall be submitted to the Foreman for grading and review. Such charts will then be sent to the General Foreman.

2. It shall be the responsibility of each General Foreman to maintain necessary files of records on each apprentice and to assure that each apprentice has the opportunity to meet the Standards of Achievement set forth in these guidelines.

3. Such records shall at all times be available during the apprenticeship for review by the General Foreman or higher level of supervision, the employee, and representatives of Union.

V. Master Apprenticeship Agreement

[The provisions of the Master Apprenticeship Agreement are applicable to and precedent to this Apprenticeship.]

In addition to and precedent to these guidelines, the provisions of the ENCON Master Apprenticeship Agreement are applicable.

APPRENTICE LINEMAN SCHEDULE

	Total Hours	PROGRESSIVE STEPS					
		1st	2nd	3rd	4th	5th	6th
OVERHEAD							
DISTRIBUTION							
Framing & Setting, New	400			400			
Conductor Stringing, New	500			500			
Reconstruction, Deenergized	400			400			
TRANSFORMER INSTALLATION & REMOVAL	180			180			
CAPACITOR INSTALLATION & REMOVAL	50			50			
SERVICES							
Deenergized	90			90			
Energized	75			75			
TRANSMISSION							
Framing & Setting, New	190			190			
Conductor Stringing on Poles, New	240			240			
Conductor Stringing on Towers, New	340			340			
Reconstruction, Deenergized	240			240			
RECONSTRUCTION ENERGIZED							
Secondary	100			100			
Under 5 kv	100			100			
Over 5 kv	300			300			
UNDERGROUND: (non-lead systems 25 kv & below)							
SERVICES							
Deenergized	90			90			
Energized	75			75			
CABLE PULLING	150			150			
TERMINATIONS	300			300			
SWITCHING	150			150			
TRANSFORMER INSTALLATION	150			150			
SAFETY, FIRST AID & POLE TOP RESUSCITATION	36	6	6	6	6	6	6
USE, CARE & OPERATIONS OF ASSOCIATED EQUIPMENT - (Vehicle, Equipment & Tools)	48	8	8	8	8	8	8
TEST EQUIPMENT - Instruction in Use of	24	4	4	4	4	4	4
P.S.E.A. COURSE (HOME STUDY) - Rules for Overhead Line Construction (G.O. #95) E11A & B	15		15				
SCHOOLS							
Basic Electricity	160	160					
Basic Lineman	160		160				
Advanced Lineman	160			160			
FORMAL TRAINING - Application of Grounds and Introduction to Hot Work Tools & Equipment	8	8					

RECONSTRUCTION - Any changes to, additions to, or removal of existing facilities.

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LETTER AGREEMENT
87-45-PGE

March 3, 1987

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:

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

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

1. Subforeman A (0649) (Underground) to be reclassified to Cable Crew Foreman (0820). The rate of pay remains the same ($816.70 per week - 1987 rate).

2. Lineman (1100), if qualified, may be temporarily upgraded under Section 305.4 to Cable Splicer (2280) and Working Foreman B (0853). Lineman (1100) may perform Underground Lineman (1099) work.

3. Heavy Truck Driver (0461) (Equipment Section) shall be given consideration, pursuant to Subsection 305.5(a), for appointment to Truck Driver (0415) which is next lower to Line Truck Driver (0457). After 90 days of experience, such employee shall be eligible for promotion to Line Truck Driver (0457) consistent with the provisions of Section 305.4 and 305.5.

4. The Crane, Backhoe, Holedigger, and Tractor A Operators are to be considered as equal to Working Foreman C (Labor Section) for promotion to the Subforeman B (Labor Section).

5. Eliminate Working Foreman D (0855) from Labor and Paint Section's line of progression.

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

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

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

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

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

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

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

The above individuals will be placed at the corresponding or next higher wage step in their proposed classification closest to their present wage rate. For filling future vacancies, the proposed designated line of progression will be field classifications. In addition, the Working Foreman is required to have tower erection craft skill in work supervised in this line of progression.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By: /s/ I. Wayland Bonbright
Manager of Industrial Relations

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

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

March 18, 1987

By: /s/ Jack McNally
Business Manager

COPY

LETTER AGREEMENT
92-68-PGE

April 30, 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:

Pursuant to Section 304.4, Company proposes to establish the classification of T & D Equipment Operator - G. C. (1661) to be used for temporary upgrade only in order to compensate certain G.C. employees who drive the "CONDOR". In accordance with the 1991 bargaining, the wage rates will be 5% over the comparable Division classification of T & D Equipment Operator (1660).

The G. C. rates will be:	Start	$760.85
	6 Months	$790.20

This agreement also settles PRC Case No. 1445.

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
Manager of Industrial Relations

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

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

May 29, 1991 By: /s/ Jack McNally
Business Manager

COPY

LETTER AGREEMENT
R2-92-107-PGE

November 17, 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 Electric T&D Department is experiencing a reduction in workload. In an effort to retain some employees impacted by the reduced workload, the Company proposes, pursuant to Section 304.4 and 109.2 of the Agreement, to allow Lineman (1100) to transfer to Electrician (0474). The Lineman transferring to Electrician will maintain their wage rate and classification until such time that they complete the necessary training required to become a fully qualified Electrician.

ENCON Electric T&D Department Linemen who participate shall do so in order of Service, on a voluntary basis. A participant who wishes to voluntarily remove himself/herself from this program shall be allowed to do so, without the necessity of providing justification.

The Joint Apprenticeship Committee shall develop guidelines to determine training requirements for participants to become fully qualified Electricians. Participant who fails to meet the Standard of Achievement established by the Joint Apprenticeship Committee shall be returned to ENCON Electric T&D Department as Lineman.

Those Linemen who elect to become Electricians will not have Section 306.9 rights to the Lineman classification in ENCON for five years from the date of entrance into their new department. The training to become Electricians will not count as an apprenticeship.

These employees will not be given consideration under Title 305 for promotion to position requiring supervisory duties for a period of three years starting with the completion of their training.

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

Dec. 21, 1992 By: /s/ Jack McNally
Business Manager

COPY

REVIEW COMMITTEE

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. 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 on the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee

COPY

REVIEW COMMITTEE

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

January 11, 1989

PHIL G. DAMASK, Chairman
General Construction
Local Investigating Committee

BARRY J. HUMPHREY, Chairman
General Construction
Local Investigating 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 lbs. (15 tons) or 25,000 lbs. (12.5 tons). The truck 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 definition 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, 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

REVIEW COMMITTEE

ENCON Grievance 3-1993-89-98
P-RC 1488

June 25, 1991

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 closed 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

REVIEW COMMITTEE

General Construction Grievance 3-1987-89-92
P-RC 1398

April 12, 1990

BYRON TOMLINSON, Company Member
General Construction
Joint Grievance Committee

BARRY J. HUMPHREY, Chairman
General Construction
Joint Grievance Committee

Subject of the Grievance

This case concerns whether Linemen should be upgraded to Cable Splicer when performing transition splices.

Facts of the Case and Decision

Committee examined lead-to-lead splices and transition splices (lead to plastic) and evaluated the complexity of skills required for each type. Committee also referenced the Apprentice Lineman Program guidelines, as well as past practice. Based on the Committee's review of the facts, it was determined that transition splicing has historically been performed by Cable Splicers, and it is appropriate for them to continue performing this work as it involves lead.

Decision

Employees who are performing transition splices for more than two hours at a time should be properly upgraded to Cable Splicer. Committee directs the case to be returned to Local Investigating Committee for settlement.

Based on the foregoing, this case is closed on this basis, and such closure should be noted in the Joint Grievance Committee minutes.

/s/ DAVID J. BERGMAN, Chairman
Review Committee

/s/ ROGER W. STALCUP, Secretary
Review Committee

EMPLOYEE PROVIDED TOOL LIST
GENERAL CONSTRUCTION[1]
LINE DEPARTMENT

Utility Worker*
Miscellaneous Equipment Operator*

1. 1 Knife, Pocket, 2 1/2" to 4" Blade
2. Pliers, Lineman's Side-Cutting

*Applicable to employees who held the classification of Line Truck Driver, Special Driver, Heavy Truck Driver, Steel Assembly Groundman, and Helper on 12/31/90.

Lineman
Apprentice Lineman

1. 1 Pliers, Lineman's Side-Cutting
2. 1 Belt, Safety Body, with attachments per HVSO 2940
3. 1 Pair Climbers, Lineman with pads and straps
4. 1 Knife, Skinning, Folding, Locking Blade
5. 1 Pliers, Arc joint 9" or Larger
6. 1 Rule, 6', Folding Non-Metal
7. 1 Strap, Safety, Adjust., per HVSO 2440 (1st Strap Only) (S/H/C Approved)

Painter A
Painter B
Painter Utility Worker*

1. 1 Knife, Pocket, 2 1/2" to 4" Blade
2. 1 Belt, Safety Body, with attachments per HVSO 2940
3. 1 Strap, Safety, Adjust., per HVSO 2440 (1st Strap Only) (S/H/C Approved)

*Applicable to employees who held the classification of Painter Helper on 12/31/90.

Cable Splicer

1. 1 Pliers, Lineman's Side-Cutting
2. 1 Knife, Skinning, Folding, Locking Blade
3. 1 Pliers, Arc joint 9" or Larger
4. 1 Rule, 6', Folding Non-Metal
5. 1 Pliers, Long Nose

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GENERAL CONSTRUCTION (Contn.)

Towerman

1. 1 Knife, Pocket, 2 1/2" to 4" Blade
2. 1 Belt, Safety Body, with attachments per HVSO 2940
3. 1 Strap, Safety, Adjust., per HVSO 2440 (1st Strap Only) (S/H/C Approved)
4. 2 Bags, Bolt

Carpenter A
Carpenter B

1. 1 Bar, Ripping, 14" - 18"
2. 1 Bar, Wrecking, One Gooseneck Claw, One Chisel Point
3. 1 Set Bits, Auger 1/4 - 1" in 1/16" Increments
4. 1 Box, Tool, with Lock
5. 1 Brace, Ratchet Bit
6. 1 Set Chisels, Wood
7. 1 Hammer, Claw
8. 1 Hammer, Straight, Claw
9. 1 Hatchet, Single Bevel
10. 1 Knife, Pocket, 2 1/2" to 4" Blade
11. 1 Knife, Putty, 1 1/4" Blade Width
12. 1 Level, Carpenter's, 24" Long, 2 Single Plumb, 1 Double Level
13. 1 Level, Torpedo, 8" to 10" Long
14. 1 Line, Chalk, 100' Long
15. 1 Nail Set, 1/16" Point
16. 1 Plane, Block, Adjustable
17. 1 Pliers, Lineman's Side-Cutting
18. 1 Plumb Bob, 5 Oz. Min.
19. 1 Rule, 6' Folding, Non-Metal
20. 1 Saw, Crosscut, Hand, 26" Long, 8 - 10 Pts. per Inch
21. 1 Saw, Rip, Hand, 26" Long, 5 1/2 Pts. per Inch
22. 1 Saw, Key Hole/Compass, Hand
23. 3 Screwdrivers, Regular Slot
24. 2 Screwdrivers, Phillips, #1 and #2 Point
25. 1 Square, Combination, 12"
26. 1 Square, Steel, 24" Body, 16" Tongue
27. 1 Stone, Sharpening
28. 2 Wrenchs, Adjustable, 8" & 10"

G.C. Fieldman*

1. 1 Bar, Ripping, 14" - 18"
2. 1 Bar, Wrecking, One Gooseneck Claw, One Chisel Point
3. 1 Box, Tool, with Lock
4. 1 Hammer, Straight, Claw
5. 1 Knife, Pocket, 2 1/2" to 4" Blade
6. 1 Pliers, Lineman's Side-Cutting
7. 1 Rule, 6' Folding, Non-Metal
8. 1 Saw, Crosscut, Hand, 26" Long, 8 - 10 Pts. per Inch

*Applicable to employees who held the classification of Truck Driver and Carpenter C on 12/31/90.

Working Foreman
Working Subforeman

1. Tools for Highest Classification through which employee has progressed.