



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. R1-13-77-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
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STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
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(707) 452-2700
TOM DALZELL
BUSINESS MANAGER

March 13, 2014

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

Attached is the updated Job Definitions and Lines of Progression (JDLOP) for General Construction Fleet Department Line of Progression, Exhibit VI-K, Section 600.11.

The update integrates changes from General Negotiations and the results of various Letters of Agreement and precedent setting grievance decisions. It is not the intent of the parties to add or interpret any of integrated changes noted above and made a part of this agreement. In addition, any omission of relevant agreements is not intentional and shall be corrected.


Changes appear in italics. The documents prompting the changes are listed on the last page of the JDLOP.

While the parties have completed a comprehensive review, due to the length of time since the last update there may have been minor changes that were not noted in this current update. If either party becomes aware of a change that should be incorporated, the parties will review it and if so agreed, make the appropriate correction.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Stephen A. Rayburn
Director and Chief Negotiator

The Union is in agreement.

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

By: 
Tom Dalzell
Business Manager

May 23, 2014

PACIFIC GAS AND ELECTRIC COMPANY

AND

I.B.E.W. LOCAL UNION 1245

**JOB DEFINITIONS AND
LINES OF PROGRESSIONS**

for

GENERAL CONSTRUCTION

**FLEET MANAGEMENT DEPARTMENT
SERVICE CENTER AND FIELD**

**Exhibit VI-K, Section 600.11
Of the Agreement**

REVISED *March 2014*

REPLACES BOOK DATED *September 1991*

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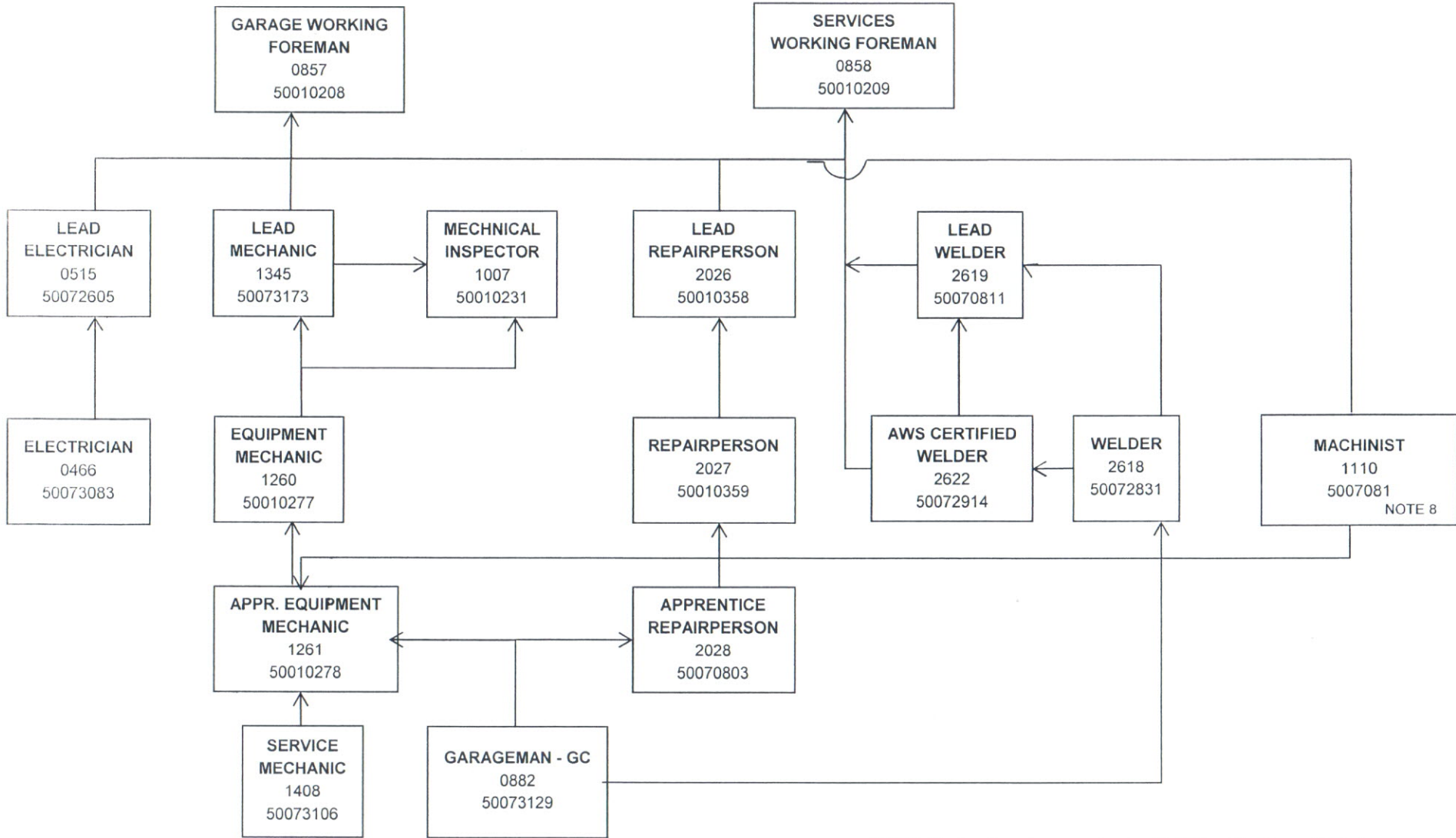
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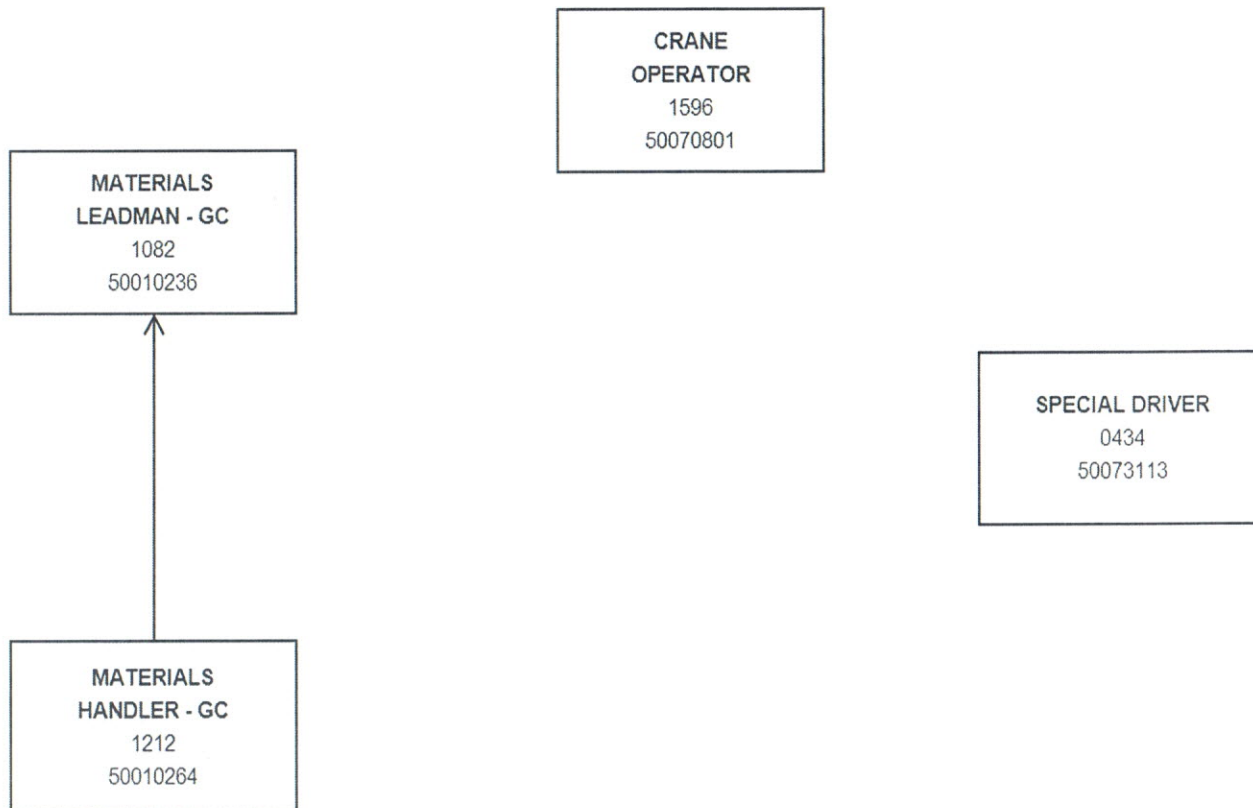
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G.C. FLEET SERVICE CENTER (S/C CLASSIFICATIONS ONLY)

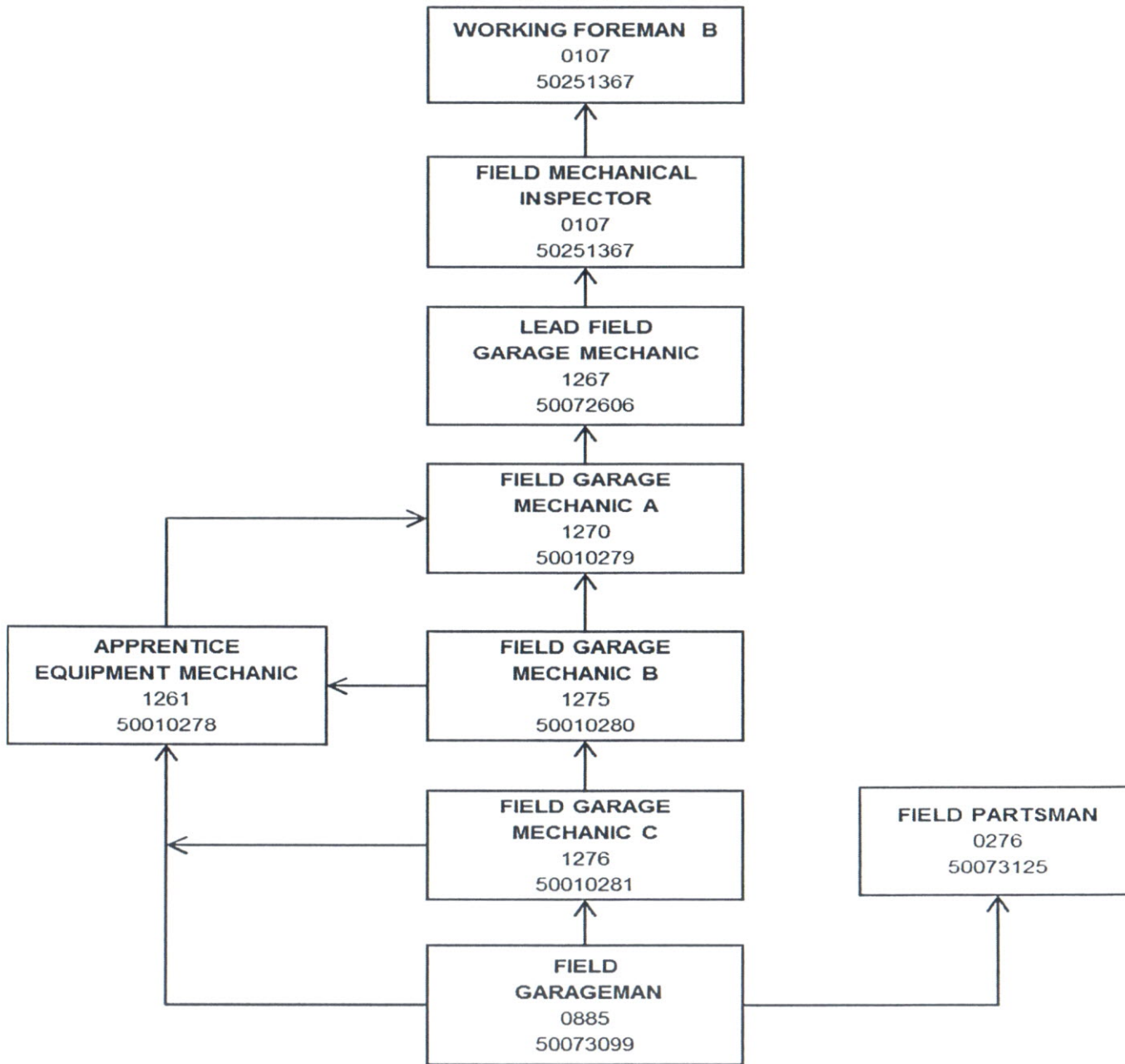


NOTE: Review line of progression for Field Classifications eligible to move Into Service Center (SC) classifications.

G. C. MATERIALS FACILITY SERVICE CENTER



G. C. FLEET FIELD



**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET - SERVICE CENTER**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
50010208	0857	Garage Working Foreman				note 3b, 3c, 3d
			50251367	0107	Working Foreman B	) equal – rof(request on file)
			50010208	0857	Garage Working Foreman	) equal – rof(request on file)
			50010230	1006	Field Mechanical Inspector	) equal
			50010231	1007	Mechanical Inspector	) equal
			50072606	1267	Lead Field Garage Mechanic	) equal
			50073173	1345	Lead Mechanic	) equal
			50072811	2619	Lead Welder	) equal
			50010279	1270	Field Garage Mechanic A	) equal
			50010277	1260	Equipment Mechanic	) equal
			50072914	2622	Welder, AWS Certified	) equal note 3
			50070781	1110	Machinist	) equal note 3
			50072605	0515	Lead Electrician	) equal note 3
			50073083	0466	Electrician, S.C.	) equal note 3
			50010359	2027	Repairperson	) equal note 3
			50010358	2026	Lead Repairperson	) equal note 3

50010231	1007	Mechanical Inspector				
			50010230	1006	Field Mechanical Inspector	) equal – rof(request on file)
			50010231	1007	Mechanical Inspector	) equal – rof(request on file)
			50072606	1267	Lead Field Garage Mechanic	) equal
			50073173	1345	Lead Mechanic	) equal

**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET - SERVICE CENTER**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
			50072811	2619	Lead Welder	) equal note 3
			50010279	1270	Field Garage Mechanic A	) equal
			50010277	1260	Equipment Mechanic	) equal
			50072914	2622	Welder, AWS Certified	) equal note 3
			50070781	1110	Machinist	) equal note 3

50010209	0858	Services Working Foremen				
			50010209	0858	Services Working Foreman	) equal rof (request on file)
			50010238	1084	Parts Leadman	) equal , LA 07-10
			50072605	0515	Lead Electrician	) equal

50073173	1345	Lead Mechanic				
			50010277	1260	Equipment Mechanic	

50010277	1260	Equipment Mechanic				
			50070781	1110	Machinist	) equal note 3
			50010230	1006	Field Mechanical Inspector	) equal – rof(request on file)
			50010231	1007	Mechanical Inspector	) equal – rof(request on file)
			50010277	1260	Equipment Mechanic	) equal – rof(request on file)
			50010279	1270	Field Garage Mechanic A	) equal – rof(request on file)
			50010278	1261	Apprentice Equipment Mechanic	note 4 and 8

**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET - SERVICE CENTER**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
50010278	1261	Apprentice Equipment Mechanic				
			50073129	0882	Garageman	) equal
			50073099	0885	Field Garageman	) equal
			50073106	1408	Service Mechanic	) equal, note 5 & 6
			50010280	1275	Field Garage Mechanic B	) equal, note 6
			50010281	1276	Field Garage Mechanic C	) equal, note 6
			50070781	1110	Machinist	) equal, note 8

50070781	1110	Machinist				
			50010277	1260	Equipment Mechanic	

50073106	1408	Service Mechanic				
			50010278	1261	Apprentice Equipment Mechanic	18 mos. Step
			50010277	1260	Equipment Mechanic	) equal - Limited duty
			50010279	1270	Field Garage Mechanic A	) equal - Limited duty
			50010280	1275	Field Garage Mechanic B	) equal - Limited duty
			50010280	1275	Field Garage Mechanic B	Request on file (rof)
			50010281	1276	Field Garage Mechanic C	) equal
			50073129	0882	Garageman	) equal
			50073099	0885	Field Garageman	) equal

**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET - SERVICE CENTER**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
50070811	2619	Lead Welder				
			50072914	2622	Welder AWS Certified	
50072914	2622	Welder, AWS Certified				
			50072831	2618	Welder (S.C.)	
50072831	2618	Welder (S.C.)				
			50073129	0882	Garageman	) equal
			50073106	1408	Service Mechanic	) equal
			50010278	1261	Apprentice Equipment Mechanic	) equal less than 18 mos.
50010358	2026	Lead Repairperson				
			50010359	2027	Repairperson	LA 93-72, note 3b,c,d
50010359	2027	Repairperson				
			50070803	2028	Apprentice Repairperson	
50070803	2028	Apprentice Repairperson				
			50073129	0882	Garageman	
50010238	1084	Parts Leadman				
			50010125	0275	Partsman	LA 07-10

**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET - SERVICE CENTER**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
50010125	0275	Partsman				
			50073125	0276	Field Partsman	Rof (request on file), LA 07-10
			50073129	0882	Garageman	
50072605	0515	Lead Electrician				
			50073083	0466	Electrician, S.C.	
50073083	0466	Electrician, S.C.				
			50010152	0474	Electrician	
50073129	0882	Garageman	Beginning Classification			

**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET FIELD**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
50251367	0107	Working Foreman B				
			50010230	1006	Field Mechanical Inspector	) equal
			50010231	1007	Mechanical Inspector	) equal
			50010208	0857	Garage Working Foreman	) equal
			50010280	1270	Field Garage Mechanic A	) equal
			50010277	1260	Equipment Mechanic	) equal
			50072606	1267	Lead Field Garage Mechanic	) equal
			50073173	1345	Lead Mechanic	) equal

50010230	1006	Field Mechanical Inspector	50010208	0857	Garage Working Foreman	) equal
			50010231	1007	Mechanical Inspector	) equal
			50072606	1267	Lead Field Garage Mechanic	) equal
			50010280	1270	Field Garage Mechanic A	) equal
			50073173	1345	Lead Mechanic	) equal
			50010277	1260	Equipment Mechanic	) equal

50072606	1267	Lead Field Garage Mechanic				
			50010280	1270	Field Garage Mechanic A	

50010279	1270	Field Garage Mechanic A				
			50010230	1006	Field Mechanical Inspector	) equal rof
			50010231	1007	Mechanical Inspector	) equal rof
			50072606	1267	Lead Field Garage Mechanic	) equal rof

**LINES OF PROGRESSION
GENERAL CONSTRUCTION
FLEET FIELD**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
			50073173	1345	Lead Mechanic	) equal rof (request on file)
			50010277	1260	Equipment Mechanic	) equal rof (request on file)
			50010278	1261	Apprentice Equipment Mechanic	note 4
			50010280	1275	Field Garage Mechanic B	

50010280	1275	Field Garage Mechanic B				
			50010281	1276	Field Garage Mechanic C	

50010281	1276	Field Garage Mechanic C				
			50073099	0885	Field Garageman	

50073125	0276	Field Partsman				
			50010125	0275	Partsman	Rof (request on file)
			50073099	0885	Field Garageman	

50073099	0885	Field Garageman			Beginning Classification	
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**LINES OF PROGRESSION
GENERAL CONSTRUCTION
MATERIALS FACILITY CLASSIFICATIONS – SERVICE CENTER**

SAP CODE	LEGACY CODE	CLASSIFICATION	SAP CODE	LEGACY CODE	CLASSIFICATION	NOTES
50073113	0434	Special Driver SC				
50010236	1082	Materials Leadman - GC				
			50010264	1212	Materials Handler-GC	
50010264	1212	Materials Handler-GC				
50070801	1596	Crane Operator				

**GARAGE GROUPS
GENERAL CONSTRUCTION – TITLE 300
FLEET SERVICE CENTER**

- 1) a) Each Service Center shall be considered a Promotion-Demotion Geographic Area (as provided in Exhibit II) of the Collective Bargaining Agreement (CBA) except as shown on these Lines of Progression.
 - b) Classification shown in the next lower line of progression shall be given consideration in the order listed unless specifically marked as equal.
- 2) For consideration for transfer between Service Centers or between Field and a Service Center where no provision is made in the Lines of Progression, an employee must have on file with the Fleet Management Department a written request for transfer.
- 3) a) Employee must have held one or any combination of the classification(s) of Lead Equipment Mechanic: Equipment Mechanic; and/or Field Garage Mechanic A for at least 12 months. (This note does not apply to candidates for a Garage Working Foreman position where the primary function is welding, sheet metal, or electrician operation.)
 - b) All classifications listed in the line of progression to 0857 Garage Working Foreman shall be considered equal when the primary function is welding, sheet metal or electrical operation except 2027 Repairperson.
 - c) Repairperson shall only be considered in the line of progression to 0857 Garage Working Foreman in the Repair Shop or as provided in 3(d).
 - d) In filling 0857 Garage Working Foreman positions in the Repairshop requires three months experience in each of the five training areas if not already experienced and qualified.
- 4) Upon completion of the Apprentice Equipment Mechanic program at a Service Center, the employee will be placed in the next Equipment Mechanic or Field Garage Mechanic A opening that occurs, regardless of the location of such opening. If more than one employee is eligible to be so placed, the employee who first completed the Apprentice program will be the first to be placed. (This note does not apply to employees who held the Garageman or Apprentice Equipment Mechanic classification as of October 30, 1979, and have remained in the Garageman-Apprentice Equipment Mechanic line of progression since that date.)
- 5) Reference: Master Apprenticeship Agreement.
- 6) A Field Garage Mechanic C who is at the top step of that classification, or a Field Garage Mechanic B or Service Mechanic who has less than six months in such classification who is selected into the Apprentice Equipment Mechanic program will be placed in such program at the six-month step. A Field Garage Mechanic B or Service Mechanic who has completed more than six months in either classification will be placed in the 12-month step in the Apprentice Equipment Mechanic program. All others will be placed in the program at the first step. Despite the foregoing, a Field Garage Mechanic C or Field Garage Mechanic B who enters the Apprentice Equipment Mechanic program will retain his field wage rate until his progression in the Apprentice Program places him at a higher wage step. Such employee's retained field wage rate shall not be affected by any General Wage Increase.
- 7) Employees may, at their option, be demoted through the Lines of Progression and classifications from which they were promoted, demoted or transferred.

- 8) An employee in the Machinist classification may enter the Apprentice Equipment Mechanic program upon successfully pass the Industrial Skills Test. Training shall begin at the second step of the apprenticeship, and the employee will retain the Machinist classification until he completes the Apprentice Equipment Mechanic program.
- 9) Placement on Night Shift and Day Shift:

NIGHT SHIFT

Selection of personnel to be assigned to a night shift (swing or graveyard) at a General Construction Service Center shall be made according to the following considerations:

Consideration #1 – To Accomplish the Assigned Work in An Expedient Manner

- a) Company will determine positions needed for night shift work.
- b) When an opening on a night shift is to be filled, the following employees will be given equal consideration:
 - 1) All employees currently in the classification to be filled who are working at the Service Center where the vacancy exists.
 - 2) All employees who would be upgraded into the classification to be filled at the Service center where the vacancy exists as a result of the night shift opening.
 - 3) All employees who would be transferred or hired into the Service Center where the vacancy exists and placed in the classification to be filled as a result of the night shift opening.

Eliminated from this group will be those whose services, at the time the night shift opening is to be filled, are required for day shift work and those who are not qualified to meet the specific night shift needs.

- c) Selection for the night shift position will be made in the following order:
 - 1) Employees who have written requests on file for night shift work. The employee with the most Company seniority will be given the assignment.
 - 2) Employees with less than ten years of service who have less than two years accumulated service on a night shift at the Service Center where the opening exists. The employee with the least Company seniority will be given the assignment.
 - 3) Employees with less than ten years of service with two years or more of accumulated service on a night shift at the Service Center where the vacancy exists. The employee with the least Company seniority will be given the assignment.
 - 4) Employees with ten or more years of service. The employee with the least Company seniority will be given the assignment.

Consideration #2 – For the Purposes of Training and Experience

For the purposes of training and experience, an employee may be assigned to night or day shift as deemed needed by the Company. However, no apprentice will be required to work on the night shift at a particular Service Center for more than two years (accumulated) unless all apprentices at the particular Service Center on the day shift have worked for more than two years on the night shift. Any other employee will not be required to work on the night shift for these purposes for longer than six

months. (Time worked on the night shift for these purposes will be included in the accumulated time under consideration #1 above.)

DAY SHIFT

If an opening occurs on the day shift, all employees in the same classification on the night shift at the Service Center where the day shift vacancy exists will be considered.

Selection will be made from employees in the needed classification in the following order:

- 1) Employees who have written requests in file for day shift work. Such employees will be considered as follows:
 - a) Those with ten years or more of service who have served on the night shift for an accumulated total of more than two years. The employee with the most Company seniority will be given the assignment.
 - b) Those with less than ten years of service who have served on the night shift for an accumulated total of more than two years. The employee with the most Company seniority will be given the assignment.
 - c) Balance in order of Company seniority.
- 2) Employees who do not have written requests on file for day shift work.

If Company cannot otherwise fill the day shift opening and it is felt that the "day" work is more essential than the "night" work, the employee with the least Company seniority will be given the assignment.

Exception: In those cases where the employee to be selected for day shift is required to remain on a night shift, Company may fill the day shift vacancy on a temporary basis for up to four months until the employee retained on night shift can be released.

Accumulation of time on night shift, for the purpose of this procedure, will commence on January 1, 1980.

No changes, except in cases of apprentices, will be made until an actual opening occurs.

**JOB DEFINITIONS
GENERAL CONSTRUCTION TITLE 300
FLEET SERVICE CENTER**

SAP CODE **LEGACY**
 CODE

GARAGE WORKING FOREMAN

50010208 0857

An employee who is a Working Foreman. S/he may be in charge of one or more specialty functions, or a shift where the number of employees, including her/himself, exceeds the number provided for in an application lead classification definition(s) and where such employees are engaged in tool, equipment, and automotive maintenance repair and fabrication; or s/he may be designated to act as an assistant to a foreman in charge of a garage. S/he shall have the personal qualifications of leadership and functions for which s/he is responsible, and be familiar with Company's safety standards, and other rules and regulations.

SERVICES WORKING FOREMAN

50010209 0858

An employee who is a Working Foreman. S/he may be in charge of one or more specialty functions, such as parts, carpentering, painting where the number of employees and/or varieties of functions requires supervisory and lead duties which are beyond the scope of "lead" classifications. S/he shall have the personnel qualifications of leadership and supervisory ability, the craft qualifications necessary to supervise the functions involved and be familiar with Company's safety standards, and other rules and regulations.

SERVICE MECHANIC

50073106 1408

An employee who performs work involving tool repair; simple, routine engine tune-ups; body repair and body mounting and other related work of a similar skill level. Completes job tags and performs other paper work in connection with this job.

PARTS LEADMAN

50010238 1084

(See LA 07-10)

A Partsman on a shift, where three to seven Partsmen (including her/himself) are employed, who is subordinate to the Working Foreman or Subforeman in charge, and who acts as a Leadman and performs Partsman work

PARTSMAN

50010125 0275

(See LA 07-10)

An employee who performs, under the general direction of the employee in charge, duties relating to the purchasing, storing, restocking, issuing and requisitioning of automotive parts, tools, and related supplies. S/he must have legible handwriting and clerical aptitude. Must be allowed an opportunity to take and must pass the Clerical Test Battery prior to entry into this classification.

LEAD REPAIRPERSON

50010358 2026

A qualified Repairperson on a shift where three to seven employees (including her/himself) are employed, who is subordinate to the Working Foreman or Service Foreman in charge, and who acts as a leadman and performs Repairperson work.

REPAIRPERSON

50010359 2027

A Service Center employee who has qualified through the Repairperson Training Program to perform the following work:

- Cargo container and trailer refinishing including carpentry and painting.
- Fiberglass repair and painting.
- Painting vehicles, equipment, tools and components.
- Building, staining and varnishing wood products including desks, cabinets, etc.
- Miscellaneous maintenance repair work in the Davis Service Center.

Also, in addition to the above, will perform non-structural welding, electrical and air-conditioning/heat pump repair and installation as related to the above work.

APPRENTICE REPAIRPERSON

50070803 2028

A Service Center employee who performs the Repairperson work as an assistant or under the general direction of a journeyman. In order to gain experience for advancement to Repairperson, may work alone or under indirect supervision on jobs which s/he has been trained and instructed. The employee's education and general qualification must be such that s/he is capable of attaining journeyman status.

Requirements: Physical Test Battery and Industrial Skills Test

LEAD WELDER (S.C.)

50072811 2619

A qualified AWS Certified Welder (SMAW and GMAW) on a shift, where three to seven Welders (including her/himself) are employed, who is subordinate to the Working Foreman in charge and who acts as a leadman and performs Welder duties.

WELDER, AWS CERTIFIED

50072914 2622

An employee who performs Welder, S.C., duties and is at the top rate of pay of the Welder, S.C., classification and who, in addition, holds a valid State Welder Certification (SMAW and GMAW) for structural welding and performs as required a class of work requiring such certification.

WELDER (S.C.)

50072831 2618

An employee who performs both electric and acetylene welding on all types of materials and equipment. His/her background of experience must be such as to qualify him/her to perform those duties with skill and efficiency. S/he may also be required to layout work in accordance with the plans or sketches, to build, reinforce or repair company materials or

equipment, or to do blacksmithing and sheet metal work as the job requires.

LEAD MECHANIC

50073173 1345

A qualified Equipment Mechanic on a shift where three to five Equipment Mechanics and/or Apprentice Equipment Mechanics (including her/himself) are employed, who is subordinate to the Working Foreman in charge and who acts as a Leadman and performs Equipment Mechanic work.

MACHINIST

50070781 1110

An employee who is a journeyman, is qualified to perform precision work with all types of machine tools, and who performs such work in connection with the repair and maintenance of automotive and other equipment. His/her background of experience must be such that s/he can perform these duties with skill and efficiency.

MECHANICAL INSPECTOR

50010231 1007

An employee who makes complete inspections of all types of vehicles, construction equipment and appurtenances, including hydraulic and electric circuits and devices, and makes reports thereon; inspects vehicles or equipment being assembled, fabricated or repaired to make sure that they meet Company's and manufacturer's specifications; recommends payment of invoices, initiates claims and adjustments and is responsible for preparation of Estimate for Repairs or Replacements form (or other forms which may in future replace this form)

EQUIPMENT MECHANIC

50010277 1260

An employee who is a journeyman and who performs all types of tool, equipment and automotive maintenance and repair work including welding; completes job tags and performs other paper work in connection with his/her job.

In fulfilling this responsibility, must inspect for wear and condition, for extended periods of time, if required, and submit findings on Motor Vehicle Complaint forms, and/or Inspection and Maintenance forms (or other forms which in future replace these forms). While this work may be performed without direct supervision, the Equipment Mechanic shall submit his/her findings and recommendations for review and decision to the supervisor in charge. Shall not be expected to perform inspection work beyond his/her training.

The Employee's background of apprenticeship and experience must be such as to qualify him/her to perform these duties with skill and efficiency.

APPRENTICE EQUIPMENT MECHANIC

50010278 1261

An employee who performs Equipment Mechanic's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Equipment Mechanic, may work alone, or under indirect supervision, on jobs for which he/she has been trained and

instructed. The employee's educational and general qualifications must be such that an employee is considered capable of attaining journeyman status.

GARAGEMAN

50073129 0882

An employee who acts as a helper for a journeyman or, under indirect supervision, does all types of tool, equipment and automotive service work, including dispensing fuel, checking and dispensing oil, greasing, washing, cleaning, polishing, changing and repairing tires, preventive maintenance inspection which do not require adjustments or repairs, battery servicing and any necessary janitorial work.

LEAD ELECTRICIAN (S.C.)

50072605 0515

A qualified Electrician on a shift where three to seven employees (including her/himself) are employed, who is subordinate to the Working Foreman or Service Foreman in charge, and who acts as a lead and performs electrician's work.

ELECTRICIAN (S.C.)

50073083 0466

An employee who is a journeyman and is engaged in performing all classes of electrical work, particularly the installation, maintenance, testing and repair of electrical equipment in and around the yard and warehouse and the testing, repairing and servicing of hot line tools, pole and tower line grounding devices and other electrical tools and equipment. Her/his background or apprenticeship and experience must be such as to qualify her/him to perform duties with skill and efficiency.

**JOB DEFINITIONS
GENERAL CONSTRUCTION TITLE 300
FLEET FIELD**

FIELD MECHANICAL INSPECTOR

5000230 1006

An employee who without direct supervision makes complete inspections and repairs to all types of vehicles, construction equipment and appurtenances, including hydraulic, and electrical circuits and devices, and makes reports thereon; inspects vehicles or equipment being assembled, fabricated or repaired to make sure that they meet Company's and manufacturer's specifications; recommends payment of invoices, and initiates claims and adjustments and is responsible for preparation of Estimate for Repair or Replacement forms (or other form which may in future replace this form). S/he shall have the craft qualifications of an Equipment Mechanic. S/he must be able to operate properly all types of vehicles and construction equipment and to impart this knowledge to other employees.

LEAD FIELD GARAGE MECHANIC

50072606 1267

A qualified Field Garage Mechanic on a shift where three Garage Mechanics and/or Garagemen (including her/himself) are employed, who is subordinate to the Working Foreman in charge and who is assigned to act as lead and performs Field Garage Mechanic work.

FIELD GARAGE MECHANIC A

50010279 1270

An employee who is a journeyman, and who performs all types of tools, vehicle and construction equipment maintenance and repair work, including welding. Completes job tags, prepares repair costs estimates, and performs other paper work in connection with his/her job. Inspects for wear and condition. The employee's background and experience must be such as to qualify him/her to perform these duties with skill and efficiency.

FIELD GARAGE MECHANIC B

50010280 1275

An employee who without direct supervision performs maintenance and repairs on all types of tools, vehicles and construction equipment, including light welding, except for overhauling of major components. Completes job tags and performs other paperwork in connection with his/her job.

FIELD GARAGE MECHANIC C

50010281 1276

An employee who drives lubrication vehicles and performs lubrications, changes oil and filters, performs general services of vehicles and equipment, and dispenses fuel. Makes minor repairs and adjustments on all types of vehicles and equipment without direct supervision.

FIELD PARTSMAN

50073125 0276

An employee who performs under the general direction of the employee in charge, duties relating to the purchasing, storing, restocking, issuing and requisitioning of automotive parts, tools, and related supplies. S/he must have

legible handwriting and clerical aptitude. Must be allowed an opportunity to take and must pass the Clerical Test Batter prior to entry into this classification.

FIELD GARAGEMAN

50073099 0885

An employee who performs lubrication, changes oil and filters, performs general servicing of vehicles and equipment, washes and steam cleans vehicles and equipment, cleans shop, locates and picks up parts, dispenses fuel, repairs tires and assists the mechanics when necessary.

**JOB DEFINITIONS
GENERAL CONSTRUCTION TITLE 300
MATERIALS FACILITY CLASSIFICATIONS – SERVICE CENTERS**

SPECIAL DRIVER (S.C.)

50073113 0434

An employee who operates a transport truck and trailer engaged in loading, transporting and unloading heavy construction equipment and material throughout the company system. When not required to operate a transport truck s/he may be required to perform other, incidental, duties of a lower classification.

MATERIALS LEADMAN – GC

50010236 1082

An employee who, subordinate to a materials supervisory employee not in the bargaining unit, is qualified to perform without direct supervision and who both supervises and perform work relating to ordering, receiving, disbursing, and salvaging of materials.

MATERIALS HANDLER – GC

50010264 1212

An employee who is qualified to perform without direct supervision and who performs, subordinate to the employee in charge, duties relating to the ordering, receiving, disbursing, and salvaging of materials including the operation of material handling equipment. S/he shall be also able to type with moderate skill (25 words per minute, net).

CRANE OPERATOR

50070801 1596

An employee who operates and maintains a mobile crane for the purpose of moving materials, supplies, and equipment.

REPAIRPERSON TRAINING PROGRAM

Repairperson training is a 36-month program requiring an employee to be trained in the following:

- Cargo container and trailer refinishing including carpentry, painting, nonstructural welding, electrical and air-conditioning/heat pump installation.
- Remodeling and repairing offices and other structures. This may include carpentry, painting, electrical, plumbing and air-conditioning/heat pump work.
- Fiberglass repair and painting.
- Painting vehicles, equipment, tools and components.
- Building, staining and varnishing wood products including desks, book cabinets, etc.
- Miscellaneous maintenance repair work in the Davis Service Center

During the training program, the employee must have a minimum of six months of "on the job" training in each field to be eligible for the next pay increase. The following is a listing of field competencies, by field, for a Repairperson:

CARPENTRY

- Use and care of hand and stationary power tools.
- Measurements.
- Frame walls and ceilings.
- Sub-flooring.
- Window installation.
- Install interior doors (swing and pocket).
- Install metal doors.
- Construct room additions and building extensions.
- Install sheet rock or paneling.
- Patch holes in sheet rock.
- Build and install desks and cabinets.
- Build and install formica counter tops.
- Install base cove and complete trim work.
- Read and construct from blueprints.
- Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

PAINTING/FIBERGLASS

- Sanding and masking vehicles, equipment and tools
- Determine mixing ratios and mix primers, polyurethane paints and waterborne paints.
- Proper use and care of H.V.L.P. spray equipment
- Stencil and sign making.
- Knowledge of paint products and thinners as pertaining to hazardous waste management.
- Inspect baskets, booms, hot sticks, auxiliary boom arms, mast head booms and any other fiberglass components for structural cracks.
- Mix lay-up resins, epoxy resins and polyurethane elastomers.
- Lay and finish fiberglass.
- Prepare and pour molds for basket bottoms.
- Test all hot line equipment with A.B. Chance tester or equivalent.
- Fabricate molds for fiberglass components.
- Paint all fiberglass components with epoxy paints.
- Sanding, grinding and cutting fiberglass components.

- Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

WELDING/MECHANICAL

- Basic sheet metal including layout, bending, assembly and use of tools
- The ability to arc weld, wire weld and the use of a cutting torch.
- Troubleshoot and repair trailer electrical systems including lights and electrical brakes.
- Adjust, repack and replace trailer wheel bearings.
- Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

MAINTENANCE/AIR CONDITIONING/HEAT PUMP

- Basic plumbing skills including soldering copper tubing and joints.
- Clear stoppages.
- Repack valves, change washers.
- Replace water heaters, drinking fountains and toilet fixtures.
- Pipe threading.
- Construct traps and drains.
- Troubleshoot and repair minor air-conditioner problems.
- Service filters.
- Clean and lube fans and bearings.
- Clean condensers and evaporators.
- Replace or reposition thermostats.
- Install wall units.
- Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

ELECTRICAL

- 120/230 V.A.C. single phase de-energized.
- Wire color code.
- Wire sizes and amperages.
- Installation of light fixtures.
- Installation of light switches and receptacles.
- Installation of main power boxes and circuit breakers.
- Installation of service entrances.
- Installation of E.M.T. conduit and fittings.
- Wire pulling.
- Repair grounds.
- Utilize Title 8 Regulations, National Electrical Code, Building Codes, Plumbing and Mechanical Code and PG&E Standard Practices as applicable to the job.

Repairperson must master all competencies in a field to progress to another field. The order of the fields will be determined by the Garage Working Foreman in the specialty shop work area.

**LETTER AGREEMENT
R2-93-39-PGE**

January 14, 1994
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In 1992, Company and Union established Ad Hoc Negotiations 92-1 to review the current licensing requirements for physical and clerical positions not covered by the Commercial Driver's License Addendum (CDLA) Agreement.

Company and Union have jointly established the attached list of license requirements that will be used in filling positions through the job bidding and transfer system. Also attached are classifications filled under Title 305 where a license is required.

In addition to the attached licensing requirements, the following administrative guidelines are established:

1. Accommodation of Current Employees Without Licenses

Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is a significant change in local operating conditions which prevent the accommodation.

2. Future Accommodation of Employees With Suspended Licenses

Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.

3. Revoked Licenses

Employees who currently possess a license and are in a classification requiring a license may be removed from the classification if their license is revoked.

4. Apprentice Clarification

Those employees in apprentice classifications for which the journeyman is required to have a driver's license will have their status reviewed by the Apprenticeship Committee for possible removal from the apprenticeship if their license is revoked.

5. "A" License Requirements

If the "A" license requirement shown on the attachment is no longer required, the parties will meet to determine the requirements.

6. Geysers Power Plant

A license requirements for the Geysers Power Plant was discussed. No agreement was reached. If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

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

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

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

May 1 , 1995

*By /s/ Jack McNally
Business Manager*

TITLE 300 POSITIONS

January 14, 1994

<u>Class Code</u>	<u>Classification</u>	<u>Required License</u>
0163	Carpenter A	C
0164	Carpenter B	C
0243	Senior Field Clerk ⁽¹⁾	C
0245	Routine Field Clerk ⁽¹⁾	C
0246	First Field Clerk ⁽¹⁾	C
0275	Partsman ⁽¹⁾	C
0276	Field Partsman	C
0405	Driller ⁽¹⁾	A
0434	Special Driver (SC)	A
0466	Electrician ⁽¹⁾	C
0474	Electrician ⁽¹⁾	C
0525	G.C. Fieldman	A
0580	Street Fitter ⁽¹⁾	C
0630	Labor Foreman	C
0644	Tech. Subforeman A ⁽¹⁾	C
0645	Tech. Subforeman B ⁽¹⁾	C
0650	Subforeman A	C
0653	Subforeman B	C
0776	Field Partsman	C
0844	Working Drilling Foreman	A
0850	Working Foreman A	C
0853	Working Foreman B	C
0854	Working Foreman C ⁽¹⁾	C
0885	Garageman Field	C
1006	Field Mechanical Inspector ⁽¹⁾	A
1007	Mechanical Inspector ⁽¹⁾	A
1085	Materials Leadman ⁽¹⁾	C
1210	Materialsman	C
1255	Equipment Mechanic ⁽¹⁾	A/C
1267	Lead Field Garage Mechanic ⁽¹⁾	A/C
1270	Field Garage Mechanic A ⁽¹⁾	A/C
1275	Field Garage Mechanic B ⁽¹⁾	A/C
1276	Field Garage Mechanic C	A
1301	Gas Mechanic ⁽¹⁾	C
1310	Hydro/Station Mechanic ⁽¹⁾	C
1337	Station Mechanic ⁽¹⁾	C
1345	Mechanic Lead ⁽¹⁾	A
1510	Gunite Nozzleman	C
1515	Backhoe Operator	C
1597	Crane Operator ⁽¹⁾	A
1646	Misc. Equipment Operator	A
1690	Hole Digger Operator ⁽¹⁾	A
1840	Tractor Operator ⁽¹⁾	A
1924	Painter A ⁽¹⁾	C
1925	Painter B ⁽¹⁾	C
2390	Communication Technician ⁽¹⁾	C
2392	Telecommunication Installer ⁽¹⁾	C
2400	Electrical Technician	C
2413	Gas Technician	C
2418	Instrument Technician	C
2520	Towerman	C
2617	Welder - Station ⁽¹⁾	B/C
2617	Welder - Gas ⁽¹⁾	B

1. Depending upon local operating conditions.

**LETTER AGREEMENT
R4-93-111-PGE**

July 15, 1994

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes, pursuant to Section 304.4, the following in order to maximize efficiencies and minimize disruptions to employees in connection with the Central Repair and Recovery Services restructuring at the Davis Services Center:

1. *Partsman (0275) and Materialsman (1210) classifications may interchangeably perform the duties of both classifications. Incumbent employees will have a one time option to elect either classification as their base classification for all purposes including Titles 305 and 306. Incumbent employees electing to change classifications will not be required to meet the entrance requirements of their new Line of Progression. Future vacancies will be filled as Materialsman with employees who meet the full requirements of the classification.*
2. *Parts Leadmen (1084) and Materials Leadman (1085) classifications may interchangeably perform the duties of both classifications. Incumbent Parts Leadmen will have a one time option to elect to retain their Parts Line of Progression and classification for purposes of Titles 305 and 306 or elect the Materials Line of Progression and classification for purposes of Titles 305 and 306.*
3. *As the term "permanent downsizing" is used in Letter Agreement No. 93-42-PGE, it is recognized that Company intends to permanently downsize in the General Construction Davis Service Center classifications of Parts Leadman, Partsman, and Crane Operator. In addition, due to the consolidation, Company proposes to also include Services Working Foreman, Materials Man and Materials Leadman. Therefore, Company agrees to offer Voluntary Severance Application I to incumbent employees in the above classifications. In the event an insufficient number of employees elect Voluntary Severance, the following provisions shall then apply.*
4. *The Company will be reclassifying the two junior "leadmen" to Materials Leadman-PIO. The Company will provide "red circle" status as defined in number 7 to Carlos Casatanon; Materials Leadman, and John Savala; Parts Leadman. John Savala will not be required to meet the entrance requirement of the Materials Line of Progression.*
5. *The Company will be reclassifying one of the Service Working Foreman positions to Materials Leadman. The Company will provide "red circle" status as defined in number 7 to the senior volunteer. Absent a volunteer the "red circle" status will be provided to the junior of the two employees. This employee will not be required to meet the entrance requirements of the new classification and/or Line of Progression.*

6. *The Company will reclassify the Crane Operator, Walt Smith to Materials Leadman and provide him with "red circle" status as defined in number 7. This employee will not be required to meet the entrance requirements of any of the classifications in the Materials Line of Progression.*
7. *While the duties assigned to and positions occupied by "red circled" employees will change, red circled employees (Carlos Castanon, Materials Leadman; John Savala, Parts Leadman; Walt Smith, Crane Operator; and one of the two incumbent Services Working Foreman) will retain their current wages. Red circled employees will be expected to accept temporary and regular assignments to their "red circled" base classification at the Davis Service Center. Failure to do so will result in the removal of the red circle status, in instances where the assignment is on the same shift and schedule. However, such employee shall not be expected to accept temporary and/or regular assignments to their former base classification where such assignment would require a change in the employees regular schedule or shift. Once a "red circled" employee is regularly assigned to perform the duties of the base classification, the "red circle" designation shall be removed. Future vacancies in the Materials Leadman classification, following the assignment of "red circled" employees, shall be filled by the senior employee in the combination of the Materialsman and Partsman classification.*
8. *The parties recognize that there are currently three different schedules and multiple shifts in place for the incumbent employees impacted by this agreement. Although some modification to these schedules and shifts may be necessary, it is the intent of the Parties to continue to look at the option of non-standard schedules such a 4 day/10 hour and/or 9 day/80 hour schedules to the extent that such schedules meet the business needs.*
9. *No employee whose base classification is changed as a result of this agreement shall as a result lose any current entitlement pursuant to Title 205 of the Agreement. For example, a (1210) Materialsman who elects reclassification to (0275) Partsman shall retain transfer and/or bidding rights pursuant to Title 205 as if such employee remained in the Materialsman classification. Further, successful performance of duties assigned to a current incumbent employee shall be considered as having satisfied the entry requirements should such employee in the future seek to transfer or bid to the Materials Line of Progression pursuant to Title 205.*
10. *This agreement will result in the combining of classifications and duties from both the Warehouse Group and the Service Center Garage Group Lines of Progression. It is agreed that the combined duties, classifications, job definitions and Lines of Progression will be part of the Warehouse Group Lines of Progression.*
11. *This agreement will result in the elimination of Leadman in the Parts Group. However, by adoption of this agreement the Company agrees that at the General Construction Davis Service Center, it shall retain the position of (1085) Materials Leadman in each of the following Sections: 1) Shipping; 2) Receiving; 3) Investment Recovery/Salvage; and 4) Office for a minimum of one year from the date of this agreement.*
12. *The current Field Mechanical Group Lines of Progression state that a (0275) Partsman with a request on file is entitled to placement as a Field Partsman pursuant to Section 305.5 of the Agreement. Incumbent employees in the Materialsman and Partsman classifications impacted by this agreement shall retain such transfer opportunity.*
13. *In addition to combining the above work groups, Company intends to expand its Investment Recovery operation at the Davis Service Center. In conjunction with adoption of this agreement, Company agrees it will increase staff within this group so that not more than 120 days from the signing of this agreement, the staff level will equal the Proposed Parts and materials Organization Option 1 document which calls for one (1) Services Working Foreman, four (4) Materials Leadmen and eleven (11) Materialsmen.*

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/David J. Bergman
Chief Negotiator

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

August 10, 1994

By: s/Jack McNally
Business Manager

**LETTER AGREEMENT
R1-97-30-PGE**

April 4, 1997

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Fleet 94-53 committee agreed to establish a number of new apprentice positions. Concerns raised were how to ensure quality training, how to ensure consistent training and how to minimize hardship on employees. The committee agreed to centralize the control of the training and to revise and update the current training program as well as to have the same program for both Title 200 and 300 employees. In order to minimize the impact on employees it was agreed to establish apprentice positions geographically and to have the instructors travel to the various job sites. These geographical locations had garages large enough to provide a wide variety of work and a complement of journeyman to support the apprentice's training. Special assignment will be used to move apprentices to perform work assignments that unique to a specific garage.

Company proposes to minimize the hardship on the Title 300 apprentices, pursuant to Section 304.4 of the Agreement, to establish an Apprentice Equipment Mechanic in the Field for Title 300. This classification will be the same as the Apprentice Equipment Mechanic that currently exists for Service Centers including class code, line of progression and pay. This proposal eliminates the need to train the apprentices in Davis just to transfer them to the field upon completion of their program. This transfer in some cases results in household moves.

An employee placed into one of these positions will be treated the same as a Service Center employee and will not be subject to transfers. Any assignment away from the headquarters will be governed under the provisions of Section 301.14. Currently the headquarters identified are Oakland, Richmond and Madera (Gregg Sub), however, other headquarters may be added by Agreement between the parties.

The Company further proposes, pursuant to Section 206.12 of the Agreement, that assignments made under the provisions of Subsection J5 of the Master Apprenticeship Agreement be modified. The modification would allow for an assignment to be up to 55 road miles from an apprentice's training headquarters and the employee can cross divisional boundaries for placement. Employees required to move to a headquarters beyond 30 road miles from their current residence will be eligible for a one time moving allowance of \$ 2800. The \$ 2800 will be paid in accordance with the provisions of Section 206.8 of the Agreement. The effective date of this modification will be January 1, 1997. There is no proposal to change the normal application of Section 205.7 of the Agreement.

Either party may cancel this agreement by providing 30 day written notice. If this agreement is canceled, apprentices in the program at the time of cancellation will continue under the terms of this agreement until they complete their training.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

*By: s/David J. Bergman
Chief Negotiator*

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

April 16, 1997

*By: s/Jack McNally
Business Manager*



LETTER AGREEMENT NO. 06-19-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

April 25, 2006

Mr. Perry Zimmerman, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Zimmerman:

To become the nation's leading utility, PG&E implemented Business Transformation, an enterprise-wide effort to conduct a thorough examination of its operations to implement new tools, processes, and operational approaches. Some of the changes require modification to the way IBEW-represented employees perform their work, particularly in the clerical functions.

The IBEW and the Company met to discuss the Company's decision to consolidate and centralize clerical work into Resource Management Centers (RMCs) specific to work performed by Utility Clerks-Operating, Operating Clerks, Sr. Operating Clerks, Foreman's Clerks, Assistant Foremen's Clerks, Routine Field Clerks, First Field Clerks, Sr. Field Clerks, Maintenance Assistants, and Shop Clerks.

This letter will confirm the Company's understanding of the settlement reached on March 31, 2006 between the Company's Negotiating Committee and IBEW Local 1245. The agreement is summarized below.

1. Staffing and Scope of Work

- a) Existing Contract provisions allow for the establishment of Operating Clerical Line of Progression positions at the new Resource Management Centers. Clerical positions in the RMCs will be established in the Operating Clerical Line of Progression as Sr. Operating Clerk I-II, Operating Clerk and Utility Clerk utilizing the Position Evaluation Questionnaire process. The positions will perform dual commodity job duties including, but not limited to, damage claims, joint pole, material ordering, dispatching, time entry, job processing/closing, compliance support – EPCM/GPCM, c-card, etc. It is expected most Operating Clerical employees in the field will be directly impacted by the consolidation of work to the RMCs. The Sr. Operating Clerk I-II position is considered the same as a Sr. Operating Clerk I for bidding and displacement/demotion purposes.
- b) Company will initially fill between seven and ten clerical positions utilizing Title 18 at the Concord RMC in support of the initial staffing for the opening of the Center on or about June 5, 2006. No bargaining unit employees will be impacted by Title 19/206/306 as a result of this initial staffing. The parties are currently discussing the process for additional staffing of the RMCs and the Company agrees not to use Title 18 when Title 19 is appropriate.
- c) Incumbents in Title 200 and 300 clerical classifications remaining at the service centers will perform dual commodity functions in those locations including the full scope of duties of their classification

(Title 200 clerical employees may perform Title 300 clerical work and vice versa, as well as Operating clerical work, etc.). The remaining Title 200/300 incumbents may also be required to perform physical work historically performed by their classification.

- d) There will be no involuntary displacement from Title 200 and 300 clerical classifications for lack of work as a direct result of the staffing of the RMCs. This does not preclude displacements as a result of future headquarters closures and does not preclude utilization of Title 301 or future Title 206/306 displacements unrelated to RMC staffing.
 - e) As Physical Clerk jobs are vacated, the positions may be filled as Operating Clerical positions. Once these jobs are filled as Operating clerical, they will perform the same clerical duties as listed in C above (dual commodity, etc.).
 - f) The Company will establish separate bid codes if a 2nd or 3rd shift is established as defined in Title 11.
 - g) An Internal Bid Process will be developed within the RMCs to offer vacant shift/schedules to current RMC employees in the same classification, status and headquarters prior to filling jobs through the normal job bidding and transfer system.
 - h) Existing Contract provisions allow the Company to move CFM contract processing and money work to the Accounting Line of Progression in West Sacramento. The Company will fill new positions at West Sacramento in the Accounting Line of Progression. The Clerical Position Evaluation system will be used to grade the positions.
2. Posting of New Jobs at Headquarters
- a) On or before April 15, 2006 the Company will post jobs for the initial staffing of the Concord RMC.
 - b) Additional job posting for the RMCs and the West Sacramento Payment Processing Center may be posted and established during the 2nd Quarter of 2006.
3. Wages
- a) Employees voluntarily accepting and reporting to positions in an RMC will receive Section 13.9(d), 204.6(d) or 304.1(c) wage protection if awarded a job prior to December 31, 2006 or at the end of the initial staffing of the RMCs, whichever is later.
 - b) The senior clerk classification at the RMC will be established as Senior Operating Clerk I-II and will be paid the Senior Operating Clerk II wage. Operating Clerk and Utility Clerk wages remain the same.

Exhibit F			
New RMC Classifications	Class Code		2006 Hourly Wage Rate
Sr. Operating Clerk I-II	2801	Start	30.13
Sr. Operating Clerk - Typist I-II	2802	End 6 Mo	30.78
		End 1 Yr	31.44
		End 18 Mo	32.10

4. Special Allowance

An employee who voluntarily accepts and reports to a job at an RMC during the initial staffing of a center will be entitled to a special \$3,000 allowance whether or not s/he moves. Acceptance of the special allowance commits the employee to that headquarters for a period of 12 months. Employees will be paid the \$3,000 allowance within 30 days of reporting to an RMC. The special allowance will

apply to employees who voluntarily bid to a RMC before December 31, 2006 or at the end of the initial staffing of the RMCs, whichever is later.

5. *Joint Company-Union Communications*

The Company and Union will make joint presentations on Company time to impacted employees including time for Union to meet with members exclusively.

6. *Training*

- a) *Company will provide training in support of energizing our employees and meeting customer needs through job enrichment, rotational assignments, vacation relief, etc.*
- b) *No employee will be negatively impacted by Company's failure to provide training.*

7. *Vacation Allowance*

The parties also agreed that the Company will honor the vacation schedules of employees reporting to RMCs when it is operationally feasible.

8. *Performance Standards*

It is the intent of the parties to jointly agree to performance standards for RMC clerical classifications.

9. *Typist Classifications*

The Company will verify that Typist classifications are appropriately designated prior to any Title 19 activity.

10. *Contract Extension*

In conjunction with this agreement, the parties will extend the term of the Clerical Agreement two years through December 31, 2010. The general wage increase (GWI) negotiated for Physical Bargaining Unit employees in 2009 and 2010 will also apply to the Clerical Bargaining Unit. The contract extension is subject to ratification by the Clerical Bargaining Unit and this letter agreement will not go into effect until the ratification vote is completed. However, the parties have agreed to move ahead with the staffing of between seven and ten clerical positions at the Concord RMC as discussed in 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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

*By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator*

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

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

April 25, 2006

*By: s/Perry Zimmerman
Perry Zimmerman
Business Manager*



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 07-10-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

TOM DALZELL
BUSINESS MANAGER

February 12, 2007

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

During 2006, the Company began the consolidation and centralization of clerical work into the Resource Management Centers (RMCs). Operating Clerical classifications were filled at the RMCs through the provisions of Letter Agreement 06-26. In connection with this consolidation, the Company will be reducing Operating Clerical positions throughout the system during 2007 in a phased approach.

The IBEW and the Company met recently to discuss ways of capturing the reductions through voluntary methods. The Company proposes, pursuant to Section 19.12, the following voluntary process to address the needed reductions.

Step One (Soliciting Volunteers) – Under the provisions of Letter Agreement 05-66 and Letter Agreement 06-18, the Company will expand the classifications of employees who may volunteer for severance in an effort to capture the needed reductions without implementing the displacement provisions of Title 19. Full-time employees in the classifications covered listed below will have the opportunity to express their interest for voluntary severance (with the option for transitional leave, educational leave, or Section 19.7/206.7/306.7). The parties may agree to include additional classifications.

A phased approach will be used in soliciting volunteers on a quarterly basis. Employees will have 14 calendar days to express their interest to volunteer and will be advised that their election is binding for that quarter. For purposes of this letter agreement, employees indicating a desire for severance will be referred to as volunteers. The first offering will cover the period ending July 1, 2007. Additional quarterly offerings will be made as needed. During each quarterly offering those employees who previously volunteered will be considered as volunteers for the next quarter unless they elect otherwise.

Operating Clerical: Sr. Operating Clerk II (2723), Sr. Operating Clerk-Typist II (2646), Sr. Operating Clerk I-II (2801), Sr. Operating Clerk-Typist I-II (2802), Sr. Operating Clerk I (2789), Sr. Operating Clerk-Typist I (2655), Sr. Operating Clerk-Steno I (PIO) (2654), Operating Clerk (2662), Operating Clerk-Typist (2667), Operating Clerk-Steno (PIO) (2664), Service Planning Clerk (2587), E&P Operating Clerk (PIO) (2703), Utility Clerk (2676), Utility Clerk-Typist (2684), and Utility Clerk-Steno (PIO) (2680).

Physical Clerical: Foreman's Clerk (0250), Foreman's Clerk with 2 AFC (0253), Assistant Foreman's Clerk (0252), Utility Foreman's Clerk (0254), Maintenance Assistant I (0057), Maintenance Assistant II (0049), Sr. Maintenance Assistant (0048), Senior Field Clerk (0243), First Field Clerk (0246), Routine Field Clerk (0245), Senior Shop Clerk (0310), First Shop Clerk (0313), Routine Shop Clerk (0314), Parts Clerk (0277), Partsman (0275), and Lead Partsman (1084).

Step Two (Accepting Volunteers) - The Company will use a phased approach, accepting a certain number of severance requests when reductions are warranted due to the implementation of new technology or procedures. Company will determine the number and location of volunteers to accept whenever reductions are warranted. If there are more volunteers than needed at a headquarters, selection will be made based on service from among the volunteers in Operating Clerical classifications followed by volunteers in Physical Clerical classifications listed above. Prior to the review and acceptance of volunteers, the Company will meet with the Union and provide updated lists of identified reduction needs, Operating Clerical vacancies, and hiring hall employees.

The Company will advise volunteers whether their request for voluntary severance has been accepted. Those who are not initially accepted will be considered throughout the quarter. Those volunteers who are accepted will be advised of the effective date as soon as it is determined.

The Workforce Transition Benefits included in Letter Agreement 05-66 are available to impacted Operating Clerical employees who are considering accepting voluntary severance. These benefits include a Transitional Leave of Absence (age 52/above), an Educational Leave of Absence, and a Financial Planning Seminar.

Operating Clerical employees who desire to maintain employment at PG&E also have several Workforce Transition Benefits available to them, including assistance with career planning, additional consideration for entry level bargaining unit and A&T vacancies, additional testing opportunities and test preparation workshops, increased relocation allowance, and an increased tuition refund allowance.

The parties recognize that by using a purely voluntary approach, the Company may not capture the needed reductions. At the very least, some headquarters will continue to be overstaffed while others become understaffed, as the Company may accept more volunteers than needed at a headquarters in order to capture the overall reductions. If the needed reductions are not met, the parties will meet and discuss other alternatives including exploring the use of volunteers at headquarters which are not overstaffed.

It is the Company's desire to avoid the use of Title 19 displacements or at least delay such action until later when voluntary options have been exhausted. In support of this, the Company will explore the use of existing contractual options (e.g., temporary headquarter assignments, hiring hall, re-assignment of work between headquarters, shifting resources between organizations, Title 301, etc.) to address staffing imbalances on a temporary basis.

If the Company determines that a Title 19 displacement action is needed, the parties will meet prior to any displacement activities to discuss ways of minimizing employee disruption and to ensure compliance with Letter Agreements 99-72 and 06-19. These discussions will include the consideration of voluntary bidding to reduce the number of impacted employees.

The Company proposes to add the Parts Clerk, Partsman, and Lead Partsman classifications to the list of classifications covered under Letter Agreement 06-19. Currently, some classifications supporting Fleet (Field Clerks and Shop Clerks) are covered under Letter Agreement 06-19. Under the terms of the letter agreement, Field Clerks, Shop Clerks, and Operating Clerks may perform clerical support of either Title 200 or Title 300 employees. Additionally, as Field Clerk and Shop Clerk positions are vacated, they may be filled as Operating Clerks.

By adding Parts Clerk, Partsman, and Lead Partsman to the list, these employees will be treated as the other Fleet classifications described above. These classifications may provide support of either Title 200 or Title 300 employees, and as vacated, may be filled as Operating Clerks. Company agrees to include employees in these classifications with those in Letter Agreement 06-19, in the voluntary layoff process provided for in this letter agreement.

Given that certain Physical classifications assigned to Fleet may be filled with Operating Clerical positions when vacated, those Operating Clerical positions assigned to Fleet will be included in the 35:1 ratio provided for in Letter Agreement 96-107.

This proposal has been discussed with Assistant Business Managers Ken Ball and Dorothy Fortier.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

February 13, 2007

By: s/Tom Dalzell
Tom Dalzell
Business Manager



**Pacific Gas and
Electric Company.**

LETTER AGREEMENT NO. 12-32-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT
MAIL CODE N2Z
PO Box 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-4310

STEPHEN RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 95696
(707) 452-2700

TOM DALZELL
BUSINESS MANAGER

January 11, 2013

Mr. Tom Dalzell, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 2547
Vacaville, CA 95696

Dear Mr. Dalzell:

This Letter Agreement reflects the agreement reached in general negotiations regarding the Commercial Driver's License Addendum (CDLA). The Company will convert the existing \$600 CDLA premium to an hourly rate for those employees covered by a CDLA letter agreement. In addition, the CDLA hourly wage rate will be extended to additional classifications covered by this agreement. This agreement cancels and supersedes Letter Agreement R1-12-08. Details of the agreement are as follows:

1. *For Electric T&D and Gas T&D Title 200 employees only, the parties agree to update Letter Agreement 90-113 (Commercial Driver's License Addendum—CDLA) to include (1) 150% ratio of employees with Commercial Driver's License (CDL) to vehicles at the headquarters and (2) employees on a daily upgrade currently paid at \$2.50/day shall now be upgraded to the CDLA designated classification.*
2. *Incumbent employees in the Gas and Electric T&D Departments or General Construction Line or Gas Departments who promote or bid/transfer into the Title 200 Gas and Electric T&D Departments or Title 300 Line or Gas Departments in the future will be eligible for the higher CDLA wage rate if the position requires a CDL by job definition or a CDL to meet the 150% ratio or the local headquarters desires an additional CDL for operating flexibility.*
3. *Incumbent employees in the Title 200 and 300 Fleet Department shall be treated the same as above. The Company and Union will address other departments, if needed, consistent with this agreement.*
4. *In addition to the employee groups identified above, all employees with a CDL currently in physical bargaining unit classifications that require a commercial driver's license as part of the job definition, eligible or required by letter of agreement, or based upon the Company and Union's current understanding that employees utilize a commercial driver's license for the convenience of the Company, will have the \$600 premium added to the base wage rate.*
5. *Attached is a list of the impacted classifications. The Company and Union will review each classification to determine the future need for a commercial driver's license. It is not the intent of either party to omit classifications that utilize a commercial driver's license for the convenience of the*

6. *Company, by letter of agreement or required by job definition, therefore, the parties agree to meet and discuss other classifications which may meet the criteria and were not included in the attachment.*
7. *There may be situations where the CDL is not required for all employees in a classification; however, due to operational need, a CDL may be required for individuals in that classification. The parties agree to handle these on a case-by-case basis via letter of agreement, where applicable.*
8. *Current and future Pre-apprentice Lineman will be required to maintain the CDL upon progression.*
9. *Effective July, 25, 2012, all new hires, bidders and transfers from outside the lines of progression to Gas and Electric T&D, General Construction Gas and Line Departments or other Departments as described herein will be required to have and maintain a CDL as part of their job duties and will not receive additional compensation. Employees must obtain a Class A permit by month 3 and a Class A driver's license within 12 months unless Company is unable to provide timely training.*
10. *For departments such as Fleet, new hires, bidders and transfers shall be treated the same as above. The Company and Union will address other departments if needed, consistent with this agreement.*
11. *Accommodation of Current Employees Without Licenses: Employees who are currently being accommodated in a position requiring a license will continue to be accommodated unless there is significant change in local operating conditions which prevent the accommodation or the employee's condition changes.*
12. *Future Accommodation of Employees with Suspended Licenses: Employees who currently possess a license, but have their license temporarily suspended or who are temporarily unable to drive for other reasons, will be considered for accommodation on a case by case basis taking into consideration local operating conditions and the length of the suspension or inability to drive. Accommodation decisions will be subject to the grievance procedure.*
13. *Employees unable to maintain CDL for a medical condition will be reviewed for accommodation on a case-by-case basis. Accommodation decisions will be subject to the grievance procedure.*
14. *Company shall pay all cost associated with obtaining and maintaining the CDL.*
15. *The Company is meeting with SAP/Payroll to determine how to include the CDL premium into the base wage rate. The Company will discuss alternatives with the Union and reach agreement on the process used. In addition to updating this agreement with additional classifications the Company and Union have reached agreement on the SAP/Payroll process to be used. The CDL pay will be included in the base wages by converting the \$600 annual amount to an hourly rate of \$0.29 effective November 1, 2012. This hourly CDL rate will be adjusted by the GWI each year and then added to an eligible employee's base wage rate. As described in the table of contents of Exhibit X, attached are CDL wage rates for 2012 - 2014. CDL pay will be included as base wages for eligible employees as identified in this agreement who properly update the Company with their Class A license information and participate in the Company's DOT Class A Random Drug testing.*
16. *The wage rate changes will be effective upon SAP implementation and retroactive to November 1, 2012. The parties agree to retroactively include the CDL base wage rate for retirement calculation purposes for covered employees who retire on or after July 1, 2012.*

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: s/Stephen A. Rayburn
Stephen A. Rayburn
Director and Chief Negotiator

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

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

January 17, 2013

By: s/Tom Dalzell
Tom Dalzell
Business Manager

Title 200 & 300 Classifications currently holding CDL required by Job Definition, LA (93-39) or
Title 200 Classifications eligible for CDLA Premium per LA 90-113, 92-28 (PLO) or 90-228 (Fleet).

Note: Bolded Lines reflect T200 Classifications currently receiving CDL per LA

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010376	Apprentice Cable Splicer	2281
Title 200	50010155	Apprentice Electrician-Electric & Hydro	0481
Title 200	50010168	Apprentice Fitter	0561
Title 200	50010245	Apprentice Lineman	1101
Title 200	50010260	Apprentice Lineman Transmission	1188
Title 200	50010375	Cable Splicer	2280
Title 200	50010317	Crane Operator	1594
Title 200	50010191	Electric Crew Foreman	0740
Title 200	50010193	Electric Crew Foreman - Transmission	0746
Title 200	50010194	Electric Maintenance Crew Leader	0750
Title 200	50010242	Electric Transm & Dsbn Assistant	1096
Title 200	50010149	Electrician - Electric & Hydro	0467
Title 200	50010273	Equipment Mechanic	1255
Title 200	50010276	Equipment Mechanic - DCPP	1259
Title 200	50010320	Equipment Operator - Gas	1645
Title 200	50010147	Field Clerk - Electric Transm & Dsbn	0458
Title 200	50010161	Fieldperson	0524
Title 200	50010167	Fitter	0560
Title 200	50010169	Fitter – Arc	0562
Title 200	50010186	Garage Subforeman	0730
Title 200	50010427	Gas Control Technician - CGT	2435
Title 200	50010175	Gas Crew Leader Non-Welding	0641
Title 200	50010174	Gas Crew Leader Welding	0640
Title 200	50010283	Gas Mechanic	1300
Title 200	50010322	Heavy Equipment Operator	1650
Title 200	50010144	Lead Driver	0433
Title 200	50010244	Lineman	1100
Title 200	50010241	Lineman - Transmission	1094
Title 200	50010298	Mechanic – Welder - CGT	1440
Title 200	50010378	Night Cable Splicer	2283
Title 200	50010243	Night Electric Transm & Dsbn Assistant	1098
Title 200	50010324	Transm & Dsbn Equipment Opr - Transm	1662
Title 200	50010323	Transmission & Distribution Equip Opr	1660
Title 200	50010294	Transmission Mechanic – CGT	1406
Title 200	50010148	Truck Driver Heavy - Gas	0465
Title 200	50010380	Unassigned Cable Splicer	2286
Title 200	50010156	Unassigned Electrician - Elec & Hydro	0484
Title 200	50010170	Unassigned Fitter	0563
Title 200	50010246	Unassigned Lineman	1103
Title 200	50072958	Unassigned Transmission Mechanic - CGT	1414
Title 200	50010361	Unassigned Water System Repairperson	2068
Title 200	50010188	Underground Constr Crew Frmn - Electric	0737
Title 200	50010189	Underground Constr Crew Frmn - Gas	0738

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010234	Underground Constr Journeyman - Elec	1077
Title 200	50010235	Underground Constr Journeyman - Gas	1078
Title 200	50010202	Working Foreman*	0845
Title 200	50010271	Utility Equipment Mechanic – Auberry	1252
Title 200	50010272	Utility Equipment Mechanic – Helms	1253
Title 200	50010347	Utility Operator - Hydro	1824
Title 200	50010362	Water System Repairperson	2070
Title 200	50368698	Pre-apprentice Lineman	1114
Title 300	50010305	Backhoe Operator – *Gas Req after 1/1/2009	1515
Title 300	50070801	Crane Operator - Davis	1596
Title 300	50010318	Crane Operator - GC Field - Gas	1597
Title 300	50253877	Crane Operator – GC Field – Not Gas	1613
Title 300	50010140	Driller	0405
Title 300	50010277	Equipment Mechanic - GC	1260
Title 300	50010279	Field Garage Mechanic A	1270
Title 300	50010281	Field Garage Mechanic C	1276
Title 300	50010230	Field Mechanical Inspector	1006
Title 300	50010162	Fieldperson - GC - Gas	0525
Title 300	50210150	Fieldperson - Tower	0525
Title 300	50010326	Hole Digger Operator	1690
Title 300	50010231	Mechanical Inspector	1007
Title 300	50010321	Miscellaneous Equipment Operator-Gas	1646
Title 300	50253878	Miscellaneous Equipment Operator-Not Gas	1616
Title 300	50368700	Pre-apprentice Lineman - GC	1115
Title 300	50258203	Tapping Technician	0261
Title 300	50010351	Tractor Operator - Gas	1840
Title 300	50253879	Tractor Operator-Not Gas	1617

*Per L/A 07-56 Working Foreman 0845 shall have a class A license

CDL List T200 & T300 Utilized for Company Convenience

	<u>SAP Job Code</u>	<u>Job Title</u>	<u>Legacy Code</u>
Title 200	50010360	Apprentice Water System Repairperson	2067
Title 200	50010227	Compliance Inspector	0998
Title 200	50010228	Compliance Inspector - Underground	0999
Title 200	50070742	Electrician - Switching	0494
Title 200	50202594	Engine Analyst - CGT	1422
Title 200	50010210	Garageman	0880
Title 200	50010413	Gas Control Technician – Division	2410
Title 200	50010427	Gas Control Technician – GSM	2435
Title 200	50315043	M&C Coordinator - Electric	1005
Title 200	50315042	M&C Coordinator - Gas	1004
Title 200	50315041	M&C Coordinator – Gas Transmission	1008
Title 200	50010197	Maintenance Subforeman - DCPD	0755
Title 200	50010232	Meteorological Instrumentperson	1036
Title 200	50010431	Transmission Troubleman	2535

Title 200	50010258	Traveling Machinist - Diablo Canyon	1146
Title 200	50010370	Traveling Mechanic-Rigger - DCPD	2174
Title 200	50010432	Troubleman	2540
Title 200	50010371	Unassigned Traveling Mech-Rigger - DCPD	2176
Title 200	50010112	Utility Field Clerk - Bakersfield	0242
Title 200	50010217	Utility Worker – Gas Transm & Dsbn	0930
Title 200	50010200	Water System Crew Leader	0830
Title 300	50010379	Apprentice Cable Splicer - GC	2285
Title 300	50010157	Apprentice Electrician - GC	0488
Title 300	50010248	Apprentice Lineman - GC	1107
Title 300	50010438	Apprentice Welder - GC - Gas	2628
Title 300	50253876	Backhoe Operator-Not Gas	1612
Title 300	50010377	Cable Splicer – GC	2282
Title 300	50010096	Carpenter A-Gas	0163
Title 300	50010097	Carpenter B-Gas	0164
Title 300	50253770	Carpenter A- Not Gas	1601
Title 300	50253771	Carpenter B- Not Gas	1604
Title 300	50010152	Electrician - GC	0474
Title 300	50073099	Field Garageman	0885
Title 300	50010208	Garage Working Foreman	0857
Title 300	50010173	Labor Foreman A	0630
Title 300	50010247	Lineman –GC	1106
Title 300	50010287	Station Mechanic	1337
Title 300	50010171	Street Fitter	0580
Title 300	50010179	Subforeman A - Overhead	0650
Title 300	50010180	Subforeman A - Station/Hydro	0651
Title 300	50010178	Subforeman A - Underground	0649
Title 300	50010181	Subforeman B	0653
Title 300	50010223	Utility Worker - GC	0947
Title 300	50010435	Welder - GC - Gas	2617
Title 300	50253880	Welder - GC-Not Gas	1618
Title 300	50251365	Working Foreman A - Non-Climbing	0105
Title 300	50010205	Working Foreman B - Climbing	0853
Title 300	50010206	Working Foreman C – Gas	0854
Title 300	50251368	Working Foreman B – Gas	0255
Title 300	50251366	Working Foreman A – Gas	0257
Title 300	50251367	Working Foreman B - Non-Climbing	0107
Title 300	50253775	Working Foreman C-Not Gas	1608

LIST OF DOCUMENTS/REASONS PROMPTING CHANGES

REFERENCE	Subject	Page(s)
LA R2-93-39 5/1/95	Added letter agreement regarding driver's license requirement.	20-22
LA 93-111 8/10/94	Added letter agreement regarding Partsman and Materials Handler clarification.	23-25
LA R1-97-30 4/16/97	Added letter agreement regarding Apprentice Mechanic Training Headquarters Agreement.	26-27
LA 06-19 4/25/06	Added letter agreement regarding Clerical Resource Management Centers.	28-30
LA 07-10 2/13/07	Added letter agreement regarding filling Partsman positions.	31-33
LA 12-32 1/17/13	Added letter agreement regarding Commercial Driver's License Addendum.	34-39