

PACIFIC GAS AND ELECTRIC COMPANY

PGE

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

December 14, 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:

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 structures 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.
6. Lift and carry 5 gallon pails of paints weighing from 50 to 100 pounds, and load sandpots with 100 pound sacks of sand.

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 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

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 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.

Wage Rate:	\$477.40 per week
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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 shall 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, 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 *Al 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

Dec 14, 1981

By *Jack Wickham*
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 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:

- 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 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 incl. con- crete sealers	Roofs - poly urethane foam only	Where necessary to prepare substrate for painting or coating
ELECTRICAL: DISTRIBUTION AND TRANSMISSION	Control buildings, Control boards, Sub- station structure, Tanks, Transformers, Towers and Poles	Roof membranes, Bush- ings, 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, Pipe- lines, Manholes, Pits, Tanks, Holders and Roof membranes	Roofs (foam), Pipe- lines, Tanks, Valves, and Flanges - incl. Sheet metal jacket work	Where necessary to prepare substrate for painting and coating
GENERATION: HYDRO NUCLEAR STEAM THERMAL	Buildings, Highrise structures, Stacks, Control boards, Of- fices, Pipelines, Dam gates, Log booms, Pen- stocks, 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 Mem- branes	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, Swim- ming 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