



LETTER AGREEMENT

No. R1-94-32-PGE



Pacific Gas and Electric Company
Industrial Relations Department
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International Brotherhood of
Electrical Workers, AFL-CIO
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Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

June 21, 1994

Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, Rm. 1513A
San Francisco, CA 94105

Attention: Mr. Ronald Bailey, Manager of Industrial Relations

Gentlemen:

This cancels and supersedes our letter dated March 31, 1994 for the purpose of including additions made by Ms. Doris Spingola. In addition, Union proposes to rename 1089 Utility Leadman to "Utility Leadperson".

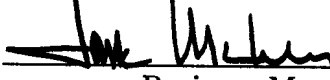
Attached is a proposed update of Job Definitions and Lines of Progression for Section 600.4, Exhibit VI-C, **Gas Transmission and Storage Department** (nee Pipe Line Operations Department). Changes are as a result of letter of agreement numbers 90-241, 91-145, 91-163, 92-6 and 92-110 and a result of the 1990 negotiation settlements.

LA 92-28 is added concerning California driving requirements to the Gas Transmission and Storage (nee Pipe Line Operations) organizations.

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

Yours very truly,

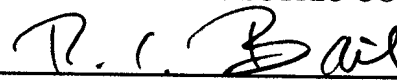
LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By 
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

6/29/94

By 
Manager of Industrial Relations

Attachment: a/s



**PACIFIC GAS AND ELECTRIC COMPANY
AND
IBEW, LOCAL UNION NO. 1245**

**GAS TRANSMISSION AND STORAGE
(nee Pipe Line Operations)**

JOB DEFINITIONS AND LINES OF PROGRESSION

Section 600.4, Exhibit VI-C

Revised June, 1994
Replaces Book Dated September 29, 1989
Changes made appear in Italics

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JOB DEFINITIONS AND LINES OF PROGRESSION

GAS TRANSMISSION AND STORAGE DEPARTMENT

PLANT OPERATING

All operating employees may be assigned to perform maintenance or other work during shutdowns or emergencies.

1577 SENIOR GAS TRANSMISSION OPERATOR

A shift employee who is responsible for the Compressor Station and other transmission facilities within the jurisdiction of the District, including the compressor units and auxiliary equipment. Shall have qualifications to direct and supervise the work of the Gas Transmission Operator. Shall present supervisory skills, and a thorough knowledge of operating principles, equipment operating procedures, safety rules, and general operating orders. In conjunction with *an employee's* operating duties, directs and assists in cleaning of equipment and the area around such equipment, assists in training and instructing other employees in proper operating techniques, and may be required to perform minor maintenance work for which he/*she* is qualified. A regular senior or upgraded senior will be on shift at all times.

Next Lower Classifications

1576 Gas Transmission Operator
1836 Gas Supply Coordinator

Same or Higher Classifications

1577 Senior Gas Transmission Operator

Relief Senior Gas Transmission Operator

A shift employee who stands shifts, as assigned, relieving any operating classification in the compressor plant and who is responsible for the performance of all of the duties of the classification he/*she* is relieving. In addition, may be required to perform maintenance work for which he/*she* is qualified; perform cleaning duties in and about the compressor station; assist in performing tests on operating equipment; assist in training and instructing other employees in proper operating techniques; and perform clerical work in the Supervisor's Office and to perform materials duties, including relieving the Materials Facility *person*.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1576 GAS TRANSMISSION OPERATOR

A shift employee who, under the direct or indirect supervision of a Senior Gas Transmission Operator, operates, monitors and services auxiliary equipment, operates

compressor units as assigned; reads and logs figures from various meters and gauges; performs minor maintenance work and is required to do necessary cleaning.

Beginners classification

- Note 1. A transfer application from Gas Transmission Operator will be given priority 1 status under the Job Bidding System. Under other circumstances, the Gas Transmission Operator classification will be considered a beginner's classification and will not be posted for bid.
2. **Testing** - The following tests are required to enter this classification by new hires and transfer applicants:
- A. EEI Clerical Preemployment Test
 - B. Typing - 25 w.p.m.
 - C. Arithmetic Computation Test (ACT*)
- * Employees hired into the classification will be required to take the ACT at the end of their second month. Should the employee fail, retests will be given not less than 30 days following failure. A maximum of two retests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.
3. Wage rates will be applied in accordance with Title 204, except that no employee may be initially assigned a wage step beyond the 24-month step, unless by written agreement between Company and Union. Transferees, regardless of initial wage step, will receive PWIs as they successfully complete sections of the training program, provided they have been in that training phase a minimum of three months.
4. Transferees to the classification of Gas Transmission Operator will be required to complete the training program.

Hours of Work

Relief Operator

Pursuant to the provisions of Section 202.16 of the Agreement, Company and Union are in accord that a Relief Operator may be required to assume the hours of work of a non-shift employee provided that (1) he/*she* is notified of the change from shift to non-shift hours by 5:00 p.m., or his/*her* quitting time, whichever is later, on the day before such change is made, and (2) he/*she* is assigned to work with a maintenance crew, or (3) he/*she* is assigned to work with a non-shift employee at a location other than his/*her* headquarters.

The Gas Transmission Operator Training Program

The Gas Transmission Operator training program has four training phases, each of which is intended to be in six-month increments. The training is documented through the successful completion of four proficiency tests. Each test should be administered prior to the completion of the six-month mark of the particular training phase. Tests will be identified as the 6-month test, the 12-month test, the 18-month test, and the 24-month test. Tests will be scheduled and administered by local supervision. Upon receipt of a written request from the employee, with an endorsement by the employee's immediate supervisor, the Human Resources Representative responsible for technical training coordination will schedule the examination for administration by local supervision.

Progressive Wage Increase (PWI) will be granted upon successful test completion and at the end of each six-month segment. However, an employee may work through the program at an accelerated pace, provided a minimum of three months on-the-job satisfactory work performance and the successful completion of a test in each segment have been achieved.

The PWI would be effective on the date of the successful completion of the test, or the first day following three full months of satisfactory work performance in that particular segment, whichever is later. If an employee's test results are delayed as a result of the Company's administration of the test, the employee will be awarded the PWI retroactively to the first day following the end of a six-month segment or meeting the requirements for progression. If an employee is not able to pass any test within the allotted six-month time-frame, a retest must be successfully completed within three months. If an incumbent employee fails the test, he/she will be subject to removal from the classification. A Company/Union joint review will be made to determine appropriate action prior to implementing the provisions of Title 206. Non-incumbent employees will be removed from the classification pursuant to Title 206.

TRANSMISSION MAINTENANCE

0825 TRANSMISSION CREW LEADER

An employee who is a working foreman in charge of a crew engaged in the installation, maintenance, repair and operation of gas transmission facilities. Shall have the personal qualifications of leadership and supervisory ability, the necessary craft qualifications and be familiar with construction standards, safety rules and other applicable rules and procedures.

Next Lower Classifications

1112 Machinist
1380 Pipe Line Mechanic
1406 (1414) Transmission Mechanic &
(Un.)
1415 (1416) Transmisison Mechanic -
Cogen & (Un.)
1440 (1441) Mechanic-Welder &
(Cogen)

Same or Higher Classifications

0825 Transmission Crew Leader

1112 MACHINIST

A journeyman engaged in precision work with all types of machine tools. In addition, performs any of the work of a Transmission Mechanic for which *an employee* has been trained. Background of apprenticeship and experience will be such that *an employee* performs these duties with skill and efficiency.

Next Lower Classification

1131 Apprentice Machinist

Same or Higher Classifications

0825 Transmission Crew Leader
1110 Machinist - G.C. (Service Center)
1111 (1126) Machinist & (Un.) - Steam
1112 (1127) Machinist & (Un.) - Other
1113 (1128) Machinist & (Un.) - DCP
1146 (1129) Traveling Machinist
& (Un.) - DCP
1147 (1124) Traveling Machinist
& (Un.) - Steam

1246 LEAD TECHNICAL COMPRESSOR MECHANIC

An employee who may perform the duties of a Technical Compressor Mechanic and who, under general guidance, provides technical, operational, supervisor or other assistance as directed, for two or more other employees within the compressor group.

Next Lower Classification

Same or Higher Classification

1249 (1250) Technical Compressor
Mechanic & (Un.)

1246 Lead Technical Compressor
Mechanic

1241 Technical Compressor Mechanic -
M&C

Note: Required to successfully complete the training requirements such as Basic Electricity, Basic Electronics, Climbing School, Primary Gas, Secondary Gas and Tertiary Gas Schools.

1249 (1250) TECHNICAL COMPRESSOR MECHANIC & (Un.)

1241 TECHNICAL COMPRESSOR MECHANIC - M & C

An employee who, without direct supervision installs, operates, tests, adjusts, repairs and maintains natural gas compressors and appurtenant station facilities including, but not limited to, servicing, calibrating and testing of pneumatic, electronic, hydraulic and electrical control systems and devices. Performs overhauls on engines and compressors and station auxiliary equipment. Is skilled in the use of bench and hand tools and common machine shop tools such as valve facers, drill presses and grinders. Will also be proficient in the use of precision measurement tools such as micrometers, dial indicators, deflection gauges and timers. In addition, has the qualifications of, and may be required to perform the duties of a Gas Control Mechanic. May be required to work as a leadman directing the work of one other employee.

Next Lower Classification

Same or Higher Classification

1251 Appr. Tech. Compressor Mechanic

1249 (1250) Tech. Compressor Mechanic
& (Un.)

1241 Technical Compressor Mechanic -
M&C

1246 Lead Tech. Compressor Mechanic

Note: Required to successfully complete the training requirements such as: Basic Electricity, Basic Electronics, Climbing School, Primary Gas, Secondary Gas and Tertiary Gas Schools.

1251 APPRENTICE TECHNICAL COMPRESSOR MECHANIC

An employee who is engaged in performing the duties of a Technical Compressor Mechanic as an assistant to, or under the direction of a journeyman. In order to gain experience for advancement to a Technical Compressor Mechanic, the employee may be required to work alone or under indirect supervision on jobs for which employee has been trained and instructed. Maintains files, records and schedules.

Next Lower Classification

1406 (1414) Transmission Mechanic & (Un.)
1415 (1416) Transmission Mechanic - Cogen & (Un.)

Same or Higher Classifications

1249 (1250) Tech. Compressor Mechanic & (Un.)
1241 Technical Compressor Mechanic - M&C
1251 Appr. Tech. Compressor Mechanic

1440 MECHANIC-WELDER

1441 MECHANIC-WELDER - Cogen*

A journeyman engaged in oxy-acetylene and arc welding who is capable of performing any welding operation required by the *Gas Transmission and Storage* Department. In addition, performs the work of a Pipe Line Mechanic and may perform any of the duties of a Transmission Mechanic for which he/she has been trained. May be required to act as a leadman directing the work of up to three other employees in classifications engaged in this work. Background training and experience shall be such that *an employee* performs these duties with skill and efficiency.

Next Lower Classifications

1380 Pipe Line Mechanic
1406 (1414) Transmission Mechanic & (Un.)
1415 (1416) Transmission Mechanic - Cogen & (Un.)

Same or Higher Classifications

0825 Transmission Crew Leader
1440 (1441) Mechanic-Welder & (Cogen)

* *The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electric generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.*

1406 (1414) TRANSMISSION MECHANIC & (Un.)

1415 (1416) TRANSMISSION MECHANIC - Cogen* & (Un.)

A journeyman engaged in the installation, maintenance, repair and operation of compressor stations and gas transmission facilities and, in addition, performs the work of a Pipe Line Mechanic. Is capable of using machine shop tools and doing shop and routine welding. Background of apprenticeship and experience shall be such that *an employee* performs these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classifications

1401 (1402) Apprentice Transmission Mechanic & (Cogen)

1406 (1414) Transmission Mechanic & (Un.)
1415 (1416) Transmission Mechanic - Cogen (Un.)

* *The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electric generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.*

1401 APPRENTICE TRANSMISSION MECHANIC

1402 APPRENTICE TRANSMISSION MECHANIC - Cogen*

An employee who is engaged in performing Transmission Mechanic's work as an assistant to, or under the general direction of a journeyman. In order to gain experience for advancement to Transmission Mechanic, may be required to 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 he/she is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classifications

0057 (0058) Maintenance Assistant & (Cogen)
1380 Pipe Line Mechanic**
0931 Utility Worker (Incumbents Only)
0935 Utility Worker
1160 Maintenance Worker
1482 Field Meterperson

1245 Corrosion Mechanic
1576 Gas Transmission Operator
1577 Sr. Gas Transmission Operator
1705 Operator-Mechanic
1401 (1402) Apprentice Transmission Mechanic & (Cogen)

* *The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electric generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.*

** A Pipe Line Mechanic at the top rate of the classification or a Line Mechanic who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed at the 18-month wage step and will be credited with 18 months of

classification seniority.

A Pipe Line Mechanic at less than the top rate who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy will be placed in the apprentice rate at the wage step that *an employee* had attained in the Pipe Line Mechanic classification and be credited with equivalent apprentice classification seniority.

1380 PIPE LINE MECHANIC

An employee who without direct supervision is engaged in the maintenance, repair and operation of gas transmission lines and appurtenant facilities and operating heavy mechanical equipment, such as tractors, bulldozers, backhoes, road graders and trucks. Will be required to service and perform minor repairs on the equipment *an employee* operates. Is qualified to do shop and routine welding. Background of experience must be such that he/*she* performs these duties with skill and efficiency.

Next Lower Classifications

0057 (0058) Maintenance Assistant & (Cogen)
0931 Utility Worker (Incumbents Only)
0935 Utility Worker
1160 Maintenance Worker
1482 Field Meterperson

Same or Higher Classifications

0825 Transmission Crew Leader
1380 Pipe Line Mechanic
1406 (1414) Transmission Mechanic & (Un.)
1415 (1416) Transmission Mechanic - Cogen & (Un.)
1440 (1441) Mechanic-Welder & (Cogen)
1705 Operator-Mechanic

1482 FIELD METERPERSON

An employee who, without direct supervision, is engaged in the routine inspection and operation of gas collection, transmission and storage facilities involving gas measurement and treating equipment. Performs duties such as chart changing, inking pens, changing pens, checking static pressures, single point check of temperature charts, operating checks of odorizers, dehydrators and collection systems compressors, lubricating valves, blowing drips, patrolling pipelines, hauling condensate, and assisting with pressure control operations by operating valves. May be required to assist an employee in a higher classification. Shall drive a truck as required.

Next Lower Classifications

0057 (0058) Maintenance Assistant & (Cogen)
0931 Utility Worker (Incumbents Only)
0935 Utility Worker

Same or Higher Classifications

1245 Corrosion Mechanic
1307 (1404) Gas Control Mechanic & (Un.)
1309 Gas Control Mechanic - Cogen

Continued...

Next Lower Classifications

Same or Higher Classifications

1380 Pipe Line Mechanic
1406 (1414) Transmission Mechanic & (Un.)
1415 (1416) Transmission Mechanic - Cogen & (Un.)
1440 (1441) Mechanic-Welder & (Cogen)
1482 Field Meterperson
1483 Field Meterperson - Gas M&C
1578 Gas Operator In-Training
1579 Regl. Gas Control Operator
1705 Operator-Mechanic

1350 LINE MECHANIC (INCUMBENTS ONLY)

An employee who, without direct supervision, is engaged in the maintenance, repair, and operation of gas transmission lines and appurtenant facilities and operating heavy mechanical equipment. May be required to maintain and make minor repairs to the auxiliary equipment and service all equipment in unattended compressor stations. Background of experience must be such as to qualify *an employee* to perform these duties with skill and efficiency. May do welding in order to gain experience for advancement to Mechanic-Welder.

Note: For purposes of Titles 205 and Title 206, the Line Mechanic (P.I.O.) shall be considered as a Pipe Line Mechanic.

0057 MAINTENANCE ASSISTANT

0058 MAINTENANCE ASSISTANT - Cogen*

An employee who, without direct supervision, performs clerical and routine materials-related duties in a Foreman's or District Superintendent's Office, transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a (0935) *Utility Worker*, Technical Maintenance or Transmission Maintenance as described in Exhibit VI-C.

Beginner's Classification.

* *The employees will be awarded the new classifications on a provisional basis. Once the training is offered, if the employee does not successfully complete the training the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electric generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should*

the pilot demonstrate the need to modify.

0935 UTILITY WORKER

An employee whose main duties consist of semi-skilled work, such as *Utility Worker* for a Journeyman, Pipe Line Mechanic or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction or other work not requiring precision.

Beginner's Classification.

0931 UTILITY WORKER (Incumbents Only)

An employee who performs certain duties of a helper, warehouse and yardperson, of which some of the items to be covered but not limited to this agreement are:

Warehousing:

Limited shipping, receiving, disbursing and salvaging of materials, as directed by Materials Personnel and other supervisors within the warehouse. Completing requisitions and assisting Leadman as required, housekeeping and cleaning. No operation of Company forklifts required.

Yardwork:

Vehicle washing and cleaning. Check pressures and condition of fire extinguishers. Check conditions and resupply as necessary for First Aid Kits. Cutting weeds, pick up trash, etc., in the yard.

Utility Worker.

Assist Maintenance *Worker* with minor repairs. Complete mail/materials runs as needed. Housekeeping chores within selected Company facilities.

Beginner's classification.

1160 MAINTENANCE WORKER

An employee who is engaged in performing miscellaneous skilled and semi-skilled work, such as rough or finished carpentry, installation or maintenance of plumbing facilities, repairs and finish to office furniture and general maintenance to housing facilities, such as painting and electrical wiring.

Next Lower Classifications

0057 (0058) Maintenance Assistant &
(Cogen)
0931 Utility Worker (Incumbents Only)
0935 Utility Worker

Same or Higher Classifications

0825 Transmission Crew Leader
1089 Utility Leadperson - Topock
1111 (1126) Machinist - Steam & (Un.)
1112 (1127) Machinist & (Un.)
1124 Trv. Machinist (Un.)
1147 Traveling Machinist
1160 Maintenance Worker
1406 (1414) Transmission Mechanic &
(Un.)
1415 (1416) Transmission Mechanic -
Cogen & (Un.)
1577 Sr. Gas Transmission Operator

1053 JANITOR

An employee who performs required janitorial and housekeeping duties.

Beginner's Classification.

1089 UTILITY LEADPERSON - Topock (Incumbent Only)

A employee, subordinate to a non-bargaining unit supervisor, who is in charge of office procedures, shipping, receiving, dispersing, and salvaging of materials. An employee who is headquartered at a materials service point which is physically removed from the Materials Distribution Center. In the above situation, shall be able to use a typewriter or data terminal and may be required to operate materials handling equipment (other than a traveling, gantry, or mobile crane) and any Company vehicle other than a heavy truck, for which the employee has a valid license, to transport material between facilities or to a job site. Further, this classification will be assigned duties normally associated with both *Utility Worker* and clerical work. Shall be able to transport supplies, materials or equipment in a pick-up truck or a passenger car and, in addition, function as a Maintenance Assistance/Materials *Handler*. Must meet the entry requirements of Materials *Handler*.

TRANSMISSION OPERATIONS

1836 GAS SUPPLY COORDINATOR

A shift employee at a major gas control station who is responsible for the control and delivery of high pressure gas at large volumes to regional load centers, power plants, major industries, gas storage fields and other such facilities located within the jurisdiction of that station. In accordance with established practices, the employee insures safety, security and continuity of service by monitoring gas supplies, equipment performance, and pipeline/facility conditions and by making appropriate adjustments or recommending such to supervision or system gas control. Coordinates and effectuates station routing changes using both manual and automatic valves in conjunction with pneumatic, electric and electronic control equipment. Reads, calculates, interprets and posts data as required. Generates reports using Personal Computer equipment and software. Updates various logs as required by CPUC and coordinates maintenance activities involving gas routing via "job clearance." Takes appropriate action in routine and emergency situations. Manages all base radio communications, air patrol reports, phone, and teletype activities.

Is required to operate compressors and remote valves, relay and verify gas production, orders and implements operational procedures associated with the injection or withdrawal process of gas storage fields. Is required to direct the activities and assist in the training of new personnel. May be assigned to work with maintenance personnel when not required for shift operations.

Beginner's classification.

- Note 1. A transfer application from Gas Supply Coordinator will be given priority 1 status under the Job Bidding System. Under other circumstances, the Gas Supply Coordinator classification will be considered a beginner's classification and will not be posted for bid.
2. Testing - The following tests are required to enter this classification by new hires and transfer applicants:
1. Clerical Pre-employment Test
 2. Typing - 25 w.p.m.
 3. Arithmetic Computation Test*

*Employees hired into the classification will be required to take the ACT at the end of their second month. Should the employee fail, retests will be given not less than 30 days following failure. A maximum of two retests will be given upon request. Failure to pass the ACT will result in removal from the classification within the first six months of employment.

3. Wage rates will be applied in accordance with Title 204, except that no employee may be initially assigned a wage step beyond the 24-month step, unless by written agreement between Company and Union. Transferees, regardless of initial wage step, will receive PWI's as they successfully

complete sections of the training program, provided they have been in that training phase a minimum of three months.

4. Transferees to the classification of Gas Supply Coordinator will be required to complete the training program.
5. **Training Program** - The Gas Supply Coordinator training program has four training phases, each of which is intended to be in six-month increments. The training is documented through the successful completion of four proficiency tests. Each test should be administered prior to the completion of the six-month mark of the particular training phase. Tests will be identified as the 6-month test, the 12-month test, the 18-month test, and the 24-month test. Tests will be scheduled and administered by local supervision. Upon receipt of a written request from the employee with an endorsement by employee's immediate supervisor, the Human Resources Representative responsible for technical training coordination will schedule the examination for administration by local supervision.

Progressive Wage Increases (PWI) will be granted upon successful test completion and at the end of each six-month segment. However, employee may work through the program at an accelerated pace, provided a minimum of three months on-the-job satisfactory work performance and the successful completion of a test in each segment have been achieved.

The PWI would be effective on the date of the successful completion of the test, or the first day following three full months of satisfactory work performance in that particular segment, whichever is later. If an employee's test results are delayed as a result of the Company's administration of the test, the employee will be awarded the PWI retroactively to the first day following the end of a six-month segment or meeting the requirements for progression. If an employee is not able to pass any test within the allotted six-month time frame, a retest must be successfully completed within three months, or the employee will be removed from the classification pursuant to Title 206.

Relief Gas Supply Coordinator

A shift employee who stands shifts, as assigned, relieving other Gas Supply Coordinators, and performs all of the duties of the operating position *an employee* is relieving. In addition, may be required to operate and to assist in the maintenance of measurement and control equipment in the operating area of the terminal to which he/she is assigned; to perform cleaning and minor maintenance duties in and about the terminal or compressor station; and to prepare reports and perform other clerical work related to the terminal operation and to assist the employee in charge in performing warehouse work.

See Labor Agreement Clarification "Relief Shift Employees" for method of filling vacancies in this classification.

1705 OPERATOR-MECHANIC

A shift employee at an underground storage facility who performs operating and maintenance duties *with or* without supervision. Operating duties include monitoring storage field operation while on automatic mode, operation of storage field facilities as necessary when in manual or semi-automatic mode. Maintenance duties including routine repair and maintenance of storage field equipment, such as greasing valves, cleaning separators and changing filters, servicing vehicles, assisting journeymen, etc. In addition, may be required to perform necessary cleaning, painting and housekeeping duties, take readings and change charts, assist with material handling and routine paper work and providing station security.

Next Lower Classifications

Same or Higher Classifications

- 0057 (0058) Maintenance Assistant & (Cogen)
- 0931 Utility Worker (Incumbents Only)
- 0935 Utility Worker
- 1482 Field Meterperson

- 1704 Sr. Operator-Mechanic
- 1705 Operator-Mechanic

Hours of Work

May be assigned the same work hours and workdays as maintenance employees, at the headquarters, when not required for shift operations due to irregular storage field conditions that may arise.

Relief Operator-Mechanic

A shift employee who stands shifts as assigned, relieving other Operator- Mechanics and performs all the duties of the Operator-Mechanic position.

1704 SENIOR OPERATOR-MECHANIC

A shift employee who, without direct supervision, is responsible for the underground storage facility. Shall have the qualifications of an Operator-Mechanic and direct and supervise the work of the Operator-Mechanics. Shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating and maintenance duties, assists in training and instructing other employees in proper operating techniques. A regular Senior or upgraded Senior will be on shift at all times at the underground storage facilities where normal operation requires more than one Operator-Mechanic per shift.

Next Lower Classification

Same or Higher Classification

1705 Operator-Mechanic

1704 Sr. Operator-Mechanic

Relief Senior Operator-Mechanic

A shift employee who stands shifts, as assigned, relieving other Senior Operator-Mechanics or Operator-Mechanics and performs all of the duties of the Senior Operator-Mechanic and Operator-Mechanic positions.

TECHNICAL MAINTENANCE

2415 GAS TRANSMISSION TECHNICIAN

2416 GAS TRANSMISSION TECHNICIAN - Temporary*

2423 GAS TRANSMISSION TECHNICIAN - Cogen**

2424 GAS TRANSMISSION TECHNICIAN - Temporary***

An employee who possesses the qualifications and performs the duties of a Gas Control Mechanic and in addition installs, tests, adjusts, operates, and maintains gas supervisory, remote control, and communication systems, including but not limited to electronic controllers, computers, and their related components, carrier, microwave, and radio equipment. May be required to act as a leadman supervising the work of other employees in lower classifications engaged in this work. Must have a second-class Radio Telephone Operator's License or a Company-approved certification. Background of training, education, and experience must be such as to qualify *an employee* to perform these duties with skill and efficiency.

Next Lower Classification

1307 (1404) Gas Control Mechanic
& (Un.)

1309 Gas Control Mechanic - Cogen

Same or Higher Classifications

2415 (2423) Gas Transmission
Technician & (Cogen)

* *When assigned to supervise the work of a crew consisting of 3 or more employees, including himself.*

** *The employees will be awarded the new classifications on a provisional basis. Once the Training is offered, if the employee does not successfully complete the training the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electrical generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.*

*** *Will be utilized when the 2423 Gas Transmission Technician - Cogen is upgraded to supervise a crew of 3 or more.*

1307 (1404) GAS CONTROL MECHANIC & (Un.)
1309 GAS CONTROL MECHANIC - Cogen**
1306 (1304) GAS CONTROL MECHANIC - M&C & (Un.)

An employee who is a journeyman and without direct supervision is engaged in the installation, operation and maintenance of gas measurement and control equipment, communication and electrical equipment, or other facilities appurtenant to the operation of gas transmission lines, compressor station, terminal stations, collection and storage fields. This work includes, but is not limited to regulators, controllers, compressor controls, meters, telemeters, analyzers, recorders, dehydrators, filters, calorimeters, gravimeters, telephone lines and communication terminal equipment. May be required to install, test, adjust, operate and repair pneumatic and electrical facilities as well as test, adjust and operate electronic equipment. Must be able to climb poles, towers and masts. May be assigned to install and repair electronic equipment in order to gain experience for advancement to Gas Transmission Technician. Background of apprenticeship and experience shall be such as to qualify *an employee* to perform these duties with skill and efficiency.

Next Lower Classification

1308 Appr. Gas Control Mechanic
 1305 *Appr. Gas Control Mechanic - M&C*

Same or Higher Classifications

1307 (1404) Gas Control Mechanic & (Un.)
 1306 (1304) *Gas Control Mechanic - M&C & (Un.)*
 1309 *Gas Control Mechanic - Cogen*
 *1403 Routine Gas Control Mechanic (Incumbents Only)
 2415 (2423) Gas Transmission Technician & (Cogen)

* An employee who is in the classification of Routine Gas Control Mechanic may bid under Subsection 205.7(b) on vacancies which occur in the Gas Control Mechanic classification; however, after one opportunity to change headquarters as a result of being the successful bidder under Subsection 205.7(b) such bidding status will no longer be available to the employee. If *an employee* is the successful bidder to fill a Gas Control Mechanic vacancy at another location, shall be continued as a Routine Gas Control Mechanic until the requirements are met for promotion to regular Gas Control Mechanic.

** *The employees will be awarded the new classifications on a provisional basis. Once the Training is offered, if the employee does not successfully complete the training the employee will be reclassified to the employee's prior classification and the premium will be immediately removed. The training will address the safe operation and maintenance of the water treatment facilities, feedwater systems, boiler systems, steam systems, and electrical generation. This training is anticipated to require approximately three weeks, however, the Company reserves the right to expand or shorten the time necessary should the pilot demonstrate the need to modify.*

1308 APPRENTICE GAS CONTROL MECHANIC

1305 APPRENTICE GAS CONTROL MECHANIC - M&C

An employee who is engaged in performing a Gas Control Mechanic's work as an assistant to, or under the direction of, a journeyman. In order to gain experience for advancement to Gas Control Mechanic, may be required to 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 he/she is considered capable of attaining journeyman status.

Next Lower Classifications

0057 (0058) Maintenance Assistant &
Cogen
0931 Utility Worker (Incumbents Only)
0935 Utility Worker
1160 Maintenance Worker
1245 Corrosion Mechanic
1380 Pipe Line Mechanic
1482 Field Meterperson

Same or Higher Classifications

1308 Apprentice Gas Control
Mechanic
1305 Apprentice Gas Control Mechanic -
M&C
1576 Gas Transmission Operator
1577 Senior Gas Transmission Operator
1705 Operator-Mechanic
1836 Gas Supply Coordinator

- Notes:** (1) All Apprentice Meter Inspectors and Apprentice Communication Technicians (who were not at the top of the rate) were reclassified to Apprentice Gas Control Mechanic at their present wage rates and with credit for time spent at such rates. Their progression to journeyman shall be in accordance with the 1966 Settlement or the Master Apprenticeship Agreement.
- (2) An employee classified as Apprentice Communication Technician at or above the 30-month step May 8, 1968, will be considered as Apprentice Communication Technician for bidding to vacancies in this classification in a Division.
- (3) Requirement of Basic Climbing School with a three-day school for Apprentice Gas Control Mechanics is comprised of:
- (a) one day of academic classroom training that covers climbing techniques and safety procedures.
 - (b) one day in the field where climbing a steel tower is demonstrated followed by each participant actually climbing the videotape would be made of each participant and critiqued the following day, and
 - (c) one day where each participant would perform a task from a bucket truck to again demonstrate the ability to work in elevated position.

1245 CORROSION MECHANIC

An employee who, without direct supervision, performs such duties as installing, checking, adjusting, operating and maintaining all types of corrosion control equipment and instrumentation, such as, but not limited to, rectifiers, anodes, insulated fittings, volt-ohm-ammeters, potentiometers, recorders, and inhibitor injection system. This work includes performing tests verifying isolation of metallic underground structures, determining cathodic protection current requirements, determining the existence of cathodic protection interference, restoring and maintaining cathodic protection systems, and selecting cathodic protection anode locations. The employee may be required to maintain files and records, to outline work schedules, and to provide functional guidance on all of the above activities. May work alone or with the assistance of another employee. May also work with a third employee when a third employee is required for guarding manhole or vault openings or for flagging traffic.

Qualifications

Shall have successfully completed the Corrosion Mechanic Training School. See pages 20 through 23.

Next Lower Classifications

0055 Plant Assistant
0057 (0058) Maintenance Assistant & (Cogen)
0931 Utility Worker (Incumbents Only)
0934 Utility Worker (Gas Plant Maintenance)
0935 Utility Worker (GTS)
1380 Pipeline Mechanic
1470 Orifice Meterperson
1482 Field Meterperson
1576 Gas Transmission Operator
1705 Operator-Mechanic

Same or Higher Classifications

0644 Technical Crew Leader A (G.C. Gas)
0645 Technical Crew Leader B (G.C. Gas)
1245 Corrosion Mechanic
1307 (1404) Gas Control Mechanic & (Un.)
1306 (1304) Gas Control Mechanic - M&C & (Un.)
1309 Gas Control Mechanic - Cogen
1365 (1366) Measurement & Control Mechanic & (Un.)
1406 (1414) Transmission Mechanic & (Un.)
1415 (1416) Transmission Mechanic - Cogen & (Un.)
1577 Sr. Gas Transmission Operator
1704 Sr. Operator Mechanic
1836 Gas Supply Coordinator
2405 Gas Technician (G.C.)
2410 Gas Control Technician
2415 (2423) Gas Transmission Technician & (Cogen)

Note: For bidding purposes, the Corrosion Mechanic classification shall be considered as next lower to Apprentice Gas Control Mechanic and Apprentice Transmission Mechanic.

0057 MAINTENANCE ASSISTANT

0058 MAINTENANCE ASSISTANT - COGEN

An employee who, without direct supervision, performs clerical and routine materials-related duties in a Foreman's or District Superintendent's Office, transports supplies, materials or equipment in a pickup or passenger car and in addition, functions as a (0935) *Utility Worker*, Technical Maintenance or Transmission Maintenance as described in Exhibit VI-C.

Beginner's Classification.

0935 UTILITY WORKER (Technical Maintenance)

An employee whose main duties consist of semi-skilled work, such as *Utility Worker* for journeyman, Pipe Line Mechanic or apprentice. The work includes the use of hand tools or portable power tools for cleaning purposes under direction, or other work not requiring precision.

Beginner's Classification.

THE CORROSION MECHANIC TRAINING PROGRAM*

A. TESTS

1. Before entering the Corrosion Mechanic classification or receiving temporary upgrades to such classification, eligible employees will receive comprehensive formalized training at the Corrosion Mechanic Training School. To insure that all appointees to the School possess the necessary capabilities to progress through the training program, employees shall not be entitled to consideration for appointment to the Corrosion Mechanic Training School unless they have first received passing scores on the following tests:

a. Arithmetic Computation Test (ACT)

i. The Arithmetic Computation Test has been prepared in four forms for test purposes and one additional form for refresher purposes. When a prospective Corrosion Mechanic notifies his/*her* Human Resources Department that he/*she* desires to be tested, will be furnished a copy of the refresher test and a copy of the same test with the correct procedures and answers indicated. This will enable *an employee* to determine what review will be necessary to attain a passing score on the formal test.

ii. Shall be allowed a reasonable length of time for such review, and, on the employee's request, the examination date shall be established by his/*her* Human Resources Department.

iii. The minimum passing grade on this test is 75% (30 correct out of 40 problems). Credits will be given only for those problems that are answered completely correct.

iv. An employee who has failed, on his/*her* first attempt, to receive at least the minimum passing score on the ACT will be eligible to be retested on such test in the following manner:

2nd Testing - Three (3) months, or thereafter, following the date of the first testing.

3rd Testing - Six (6) months, or thereafter, following the date of the second testing.

*Introduced in Letter Agreement 830, signed 7/5/72. Amended by Letter of Agreement 2182, signed 7/8/77.

a. Arithmetic Computation Test (ACT) (Continued)

4th Testing - Six (6) months, or thereafter, following the date of the third testing provided that he/*she* is able to show satisfactory evidence that *an employee* has prepared himself to pass the test.

- v. An employee who fails will be advised when he/*she* will be eligible for retest. When again eligible, such employee shall request his/*her* *Human Resources* Department to be retested, and his/*her* retest shall be scheduled within 14 days of *an employee's* request.
- vi. Company will not be required to give further consideration to an employee when he/*she* has failed for the fourth time to meet the ACT requirement.
- vii. The above qualification tests may be revised or additional requirements may be established by written agreement between Company and Union. Additional requirements previously established under the provisions of Section 205.11 of the Agreement shall continue to be applicable.

B. CORROSION MECHANIC TRAINING SCHOOL

1. Appointment

Employees who have successfully met the entrance requirements set forth above will be eligible for appointment to the Corrosion Mechanic Training School. Enrollments in the School will be made by Company from among those eligible candidates who are most likely to receive appointment to the next following Corrosion Mechanic vacancy.

In addition to the foregoing, Company will select candidates to attend the Corrosion Mechanic Training School on the basis of ability and personal qualifications in accordance with the principles outlined in Section 205.11 of the Agreement.

Training materials consisting of a Corrosion Control Manual and a text "Basic Mathematics," will be issued to each trainee prior to attending class. Each trainee will be required to complete the nine problems in the training material before the first day of attendance at the classroom.

2. Training

The purpose of the School is to provide training in the duties performed by Corrosion Mechanics. Thus, to determine that the prospective Corrosion Mechanic will be qualified to advance into the classification of Corrosion

Mechanic, the candidate must complete the Corrosion Mechanic Training School and receive a passing grade as outlined in Paragraph B.3.

3. Requirements for Completion of Training School

Upon completion of the training program, a final examination will be given covering the training the appointee received while attending the School.

3. Requirements for Completion of Training School (Continued)

A test score of 70% or more will constitute successful completion of the School.

An appointee to the School who attains a final score of less than 70% shall, upon request, be re-examined at the School. Such re-examination will be scheduled as soon as possible following three months after the initial failure, but at Company's convenience. An employee will be allowed one such examination.

An employee who has not successfully completed the School need not be given consideration for reattendance at the Corrosion Mechanic School.

4. Administration

If a dispute should arise concerning an employee's appointment to the School, or failure to successfully complete the program or eligibility to be retested, such dispute may be referred to the Local Investigating Committee as provided for in Section 102.8, provided that the time limits referred to in Section 102.6 are observed.

C. APPOINTMENTS TO VACANCIES OR TEMPORARY UPGRADES

1. In addition to the requirements referred to above, Company will make appointments to vacancies or temporary upgrades in accordance with the principles outlined in Section 205.11 of the Agreement.
2. An employee who was formerly classified as a Corrosion Mechanic or was in a classification higher thereto in the line of progression of the Gas Measurement and Control Group and who was demoted therefrom for any reason other than incompetency will not be required to satisfy the entrance requirements or attend the School in order to be reappointed to his/her former classification.
3. An employee who has attempted but failed to pass the test as covered in Paragraph A above or who attended but failed to complete the Corrosion Mechanic Training School will not be considered for appointments, under the provisions of Title 205 of the Agreement, to vacancies in the Corrosion Mechanic classification.

4. If an employee who has not been given the test mentioned in Paragraph A is the probable successful bidder on a Corrosion Mechanic vacancy, shall be given such test before the job is awarded.
5. If the successful bidder to fill a vacancy in the Corrosion Mechanic classification is an employee who has passed the test mentioned in paragraph A, but who has not had the opportunity to attend the Corrosion Mechanic Training School, the award shall be held pending until such employee has had such opportunity.
6. If a dispute should arise concerning Company's application of Section 205.11 of the Agreement in making an appointment to a vacancy or upgrade in the subject classification, it may be referred by Union to the Local Investigating Committee, and the provisions contained in Section 102.8 of the Agreement will be applicable. Such referral shall be made as soon as practicable after an employee has been notified in writing of his/*her* disqualification, but in no event later than the time provided for in Section 102.6.

D. DATE EFFECTIVE

The provisions of this Agreement shall be effective June 25, 1972 or such earlier date as Company and Union agree to.

SCHEDULE AND HOURS OF WORK - OAKLAND GAS HOLDER STATION

Letter of Agreement written April 13, 1979, and signed May 14, 1979, applies to East Bay Division 1724 Pressure Operators, 0510 Watch Engineers, 0503 Compressor Engineers, 0550 Fireperson, 0950 Shift *Utility Workers* and 0937 Plant *Utility Workers*.

As the result of the Oakland Gas Holder Station being placed on a standby status, certain changes in shift schedules, work assignments, and job classifications are required. The new operating conditions will no longer require temporary Watch Engineers and Firepersons to supplant the normal manpower complement during winter operations. The reduction of regular Watch Engineer positions is being accomplished by normal attrition and the resulting vacancies have been reclassified. The remaining Relief Watch Engineer classification will be reclassified to a Relief Pressure Operator upon the retirement of the incumbent.

The Relief employee at Oakland will provide normal relief in addition to 21st shift relief for the Pressure Operator classification at that facility. Additionally, in an effort to provide for a better utilization of manpower, a newly established Relief Compressor Engineer position at the Point Richmond facility will provide normal relief assignments at that station.

SCHEDULE AND HOURS OF WORK - OAKLAND GAS HOLDER STATION

The following shows the proposed organization at each station:

<u>Classification</u>	<u>Oakland</u>	<u>Richmond</u>	<u>50th Avenue</u>
Relief Pressure Operator (Upon retirement of incumbent Watch Engineer)	1	0	0
Pressure Operator	4	0	0
Relief Compressor Engineer	0	1	0
Compressor Engineer	1	2	1

It is proposed that the vacation practice established by the April 27, 1967, Letter Agreement will continue, i.e., shift employees' vacations will be scheduled during the summer season, which runs from approximately April 15th to October 15. These specific dates may vary from year-to-year depending upon weather but will correspond to a break in the workweek. In order to permit all shift personnel at the Oakland and 50th Avenue facilities to schedule their vacations during the summer season, Compressor Engineers will be upgraded and rescheduled to provide vacation relief for Pressure Operators. Normally, vacation relief will not be needed for Compressor Engineers with the exception of insuring that one shift per day must be manned at Richmond.

- COPY -

LA 92-28-PGE

March 3, 1992

Mr. Jack McNally
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

Pursuant to Letter of Agreement No. 90-113-PGE Paragraph K, the Company is exercising its option to apply identical provisions to the Pipe Line Operations organization.

In order to address the problems associated with the changes in California's driving requirements, the Company proposes pursuant to Section 204.4 to the Physical Agreement the following:

- A) Establish a generic Commercial Driver's License Addendum (CDLA) (attached Exhibit 1) that may be applied on a headquarters-by-headquarters basis to all Pipe Line Operations non-entry level physical job classifications represented by IBEW Local 1245. The CDLA will only be incorporated into those Job Definitions that currently do not require a commercial driver's license. Such positions are not considered as new classifications - they are existing classifications that have the additional CDLA requirement added.
- B) At each headquarters, Company shall designate a certain number of non-entry level positions which shall have the CDLA duties added to the regular duties of all eligible classifications in each department. At each headquarters, Company shall designate enough non-entry level positions to be able to drive/operate all available equipment requiring a commercial driver's license. This applies to both normal working hours and overtime situations. This will normally be 125% of the number of pieces of equipment requiring a commercial driver's license to operate, minus the number of classifications who are currently required to possess a commercial driver's license by Job Definition.

The above formula is to be used only to modify the number of commercial driver's licenses to be established at a headquarters. It is not intended that a CDLA designated employee can volunteer to or be assigned to operate equipment that he/she is not qualified to operate.

The maximum number and mix of positions to be established in a department at a headquarters shall be at the discretion of local management.

- C) In the implementation of this agreement, filling of positions that have the CDLA duties in addition to the regular duties will be open only to incumbent employees in the headquarters. Following such initial staffing, future vacancies at the headquarters shall be offered first to qualified employees at the headquarters. Should it become necessary to fill the vacancy under the provisions of Section 205.7 (i.e., no volunteer at headquarters), the Company will use the prebid list for the base classification.

Once the number of position requiring a commercial driver's license is determined at a headquarters, Company shall solicit "bids" from all non-beginning level employees in the department and normal line of progression who are qualified by possession of a Class "A" license or by interpretation of current California law, e.g., a valid Class 3 California Driver's License. Those employees who are the successful bidders and do not possess the appropriate valid license will be given 30 days from the date of notification that they are a successful bidder to obtain the driver's license. Awards to qualified bidders will be in order of those employees with the greatest Service, without regard to classification.

- D) Where the application of the CDLA and the work assignment is such that an employee is being required to perform work normally associated with a higher classification. Company will upgrade the employee to the higher classification in accordance with Title 205.
- E) If, in the future, an incumbent employee is in a position requiring the CDLA and that employee cannot, for any reason, obtain or renew the commercial driver's license, such employee shall be returned to the base classification at the headquarters. Such employee shall not thereafter be entitled to consideration for appointment to a position requiring the CDLA until such time as such employee reacquires a commercial driver's license and is the senior qualified employee seeking a position requiring the CDLA.
- F) Incumbent employees in classification presently requiring a commercial driver's license shall not be removed from their classification or location as a result of this Agreement.
- G) Those employees holding a classification with a CDLA will be paid in the following manner. Employees with a weekly base rate of \$715.00 or greater, a lump sum annual premium of \$600.00; employees with a weekly base rate of less than \$715.00, a lump sum annual premium of \$500.00. The lump sum premium shall be paid annually, during December of each year, not later than December 5, in a separate check. Employees who no longer qualify for the CDLA designation shall be paid a pro rata portion of the above amounts for that portion of the year spent in a CDLA designated classification; e.g., if an employee no longer qualifies for the CDLA designation on April 1, he/she will be paid 4/12 of the annual premium. If he/she no longer qualifies on March 31, 3/12 of the premium shall be paid. Such payment

shall be made within 30 days after the payroll department receives notification the employee has left the CDLA designated classification.

Employees upgraded to classifications requiring the CDLA pursuant to Section D above, or employees who possess a Class "A" license not required by Job Definition and who utilize such in conjunction with the performance of the duties of his or her regular classification shall be paid a daily premium. Payment will be made on the next following regular payday. If the base duties performed are a classification having a wage rate of \$715.00 or more per week, such employee shall be paid \$2.50 per day; if the base duties performed are of a classification having a wage rate of less than \$715.00 per week, such employee shall be paid \$2.00 per day.

- H) For those employees in positions requiring the CDLA, Company shall continue to pay all costs associated with obtaining and maintaining a Class "A" commercial license.
- I) Employees, including those in entry level classifications, that are not eligible for the CDLA may, at their sole discretion, obtain and maintain a Class "A" license. Company shall pay all costs associated with obtaining and maintaining such license. However, such employees shall not be compensated in accordance with this agreement unless the license is utilized in a position requiring the CDLA. When such employee is required to perform the duties of a CDLA designated classification, he/she shall be entitled to compensation as provided for in Section G above.
- J) Availability of a commercial driver's license shall be considered when making job assignments pursuant to Title 208 and/or 212 of the Agreement, but limited to those instances where such license is required and then only to the final employee being assigned overtime work, assuming no other employee previously assigned to the work unit possess a commercial driver's license.

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

Very truly yours,
PACIFIC GAS AND ELECTRIC COMPANY

By /s/ Ronald L. Bailey
Manager - Industrial Relations

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

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

June 1, 1992

By /s/ Jack McNally
Business Manager