

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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October 28, 1987

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter dated September 22, 1987 to make your proposed corrections to pages 1, 5, 10, 13 and 17 of the attached revisions to Section 600.4, Exhibit VI-C, Pipe Line Operations Job Definitions and Lines of Progression.

The overall revision is as a result of several meetings held between the Parties and includes updates of the job definitions and lines of progression; the provisions of Letter Agreement 86-82, which established the Gas Supply Coordinator in place of the Terminal Operator and Senior Terminal Operator classifications; the Corrosion Mechanic Training Program; the provisions of Letter Agreement 87-91; and includes the Pipe Line Mechanic classification as next lower to the Apprentice Gas Control Mechanic per the recommendation of the Joint Grievance Committee.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. R. Bright*
Manager of Industrial Relations

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

Nov 23, 1987

By *Jack McNally*
Business Manager

JOB DEFINITIONS

and

LINES OF PROGRESSION

PIPE LINE OPERATIONS DEPARTMENTS

EXHIBIT VI-C OF THE AGREEMENT

Revised October 28, 1987

JOB DEFINITIONS AND LINES OF PROGRESSION
PIPE LINE OPERATIONS DEPARTMENT

PLANT OPERATING

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

1566 SENIOR COMPRESSOR PLANT OPERATOR

A shift employee who is responsible for the Compressor Plant including the compressor units and auxiliary equipment, to insure correct operating conditions. He shall have the qualifications of a Compressor Plant Operator and direct and supervise the work of the Compressor Plant Operator and the Assistant Compressor Plant Operator. He shall have the personal qualifications of leadership and supervisory ability and a thorough knowledge of operating principles, equipment operating procedure, safety rules and general operating orders. In conjunction with his operating duties, he directs and assists in cleaning of equipment and the area around such equipment, and may be required to perform minor maintenance work for which he is qualified.

Next Lower Classification

Same or Higher Classifications

1567 Compressor Plant Operator

0825 Transmission Subforeman

1112 Machinist

1147 Traveling Machinist

1566 Senior Compressor Plant Operator

1566 RELIEF SENIOR COMPRESSOR PLANT 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 is relieving. In addition, he may be required to perform maintenance work for which he 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 Superintendent's or Foreman's Office and to perform materials duties, including relieving the Materials Facilityman.

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

1567 COMPRESSOR PLANT OPERATOR

A shift employee who, under the direct or indirect supervision of a Senior Compressor Plant 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.

1567 COMPRESSOR PLANT OPERATOR (cont'd)

Next Lower Classification

Same or Higher Classifications

1569 Asst. Compressor Plant Oper.

0825 Transmission Subforeman
1112 Machinist
1147 Traveling Machinist
1406 Transmission Mechanic
1566 Sr. Compressor Plant Operator
1567 Compressor Plant Operator

1569 ASSISTANT COMPRESSOR PLANT OPERATOR

A shift employee who performs necessary cleaning and housekeeping functions in a compressor station; makes and records various routine observations; lubricates and assists in the operation of equipment in a compressor station, as assigned, and performs minor maintenance work.

Beginner's classification.

1569 RELIEF ASSISTANT COMPRESSOR PLANT OPERATOR

A shift employee who stands shifts, as assigned, relieving other Assistant Compressor Plant Operators and performs all of the duties of the operating position which he is relieving. In addition, he may be assigned the duties, and hours of work, of the Helper to perform other clerical work in the Superintendent's or Foreman's Office; and to assist the employee in charge in the performance of duties in the materials facility.

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

1575 TEMPORARY COMPRESSOR OPERATOR

A shift employee located at a compressor station which is normally unattended, who operates control equipment, valves, etc., in accordance with instructions. Reads, posts, and reports gas volumes, gas pressures, and other readings. In addition, he may be required to perform minor maintenance work on station equipment and maintain station grounds and buildings.

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 is notified of the change from shift to non-shift hours by 5:00 p.m., or his quitting time, whichever is later, on the day before such change is made, and (2) he is assigned to work with a maintenance crew, or (3) he is assigned to work with a non-shift employee at a location other than his headquarters.

Compressor Plant Operator - Topock
Assistant Compressor Plant Operator

May be assigned to same work hours and days as maintenance employees at the headquarters, and assigned to perform the duties of a Helper (0935) when not required for shift operations due to irregular gas rates that may arise. However, the reassignment to work hours and days of maintenance schedules will be in increments of one week or more and will start at the beginning of the workweek. Such assignment shall be in accordance with the provisions of Section 208.18 of the Agreement.

TRANSMISSION MAINTENANCE

0825 TRANSMISSION SUBFOREMAN

An employee who is working foreman in charge of a crew engaged in the installation, maintenance, repair and operation of gas transmission facilities. He 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 Transmission Mechanic
1440 Mechanic-Welder

Same or Higher Classification

0825 Transmission Subforeman

1112 MACHINIST

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

Next Lower Classification

1131 Apprentice Machinist

Same or Higher Classifications

0825 Transmission Subforeman
1110 Machinist - G.C. (Service Ctr.)
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

1440 MECHANIC-WELDER

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

Next Lower Classifications

1380 Pipe Line Mechanic
1406 Transmission Mechanic

Same or Higher Classifications

0825 Transmission Subforeman
1440 Mechanic-Welder

1406 TRANSMISSION MECHANIC

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. He is capable of using machine shop tools and doing shop and routine welding. His background of apprenticeship and experience shall be such that he performs these duties with skill and efficiency.

Next Lower Classification

1401 Appr. Transmission Mechanic

Same or Higher Classifications

1406(1414) Transmission Mech. & (Un.)

1401 APPRENTICE TRANSMISSION MECHANIC

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, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

0057 Maintenance Assistant
0931 Utility Helper (Inc. Only)
0935 Helper
1160 Maintenceman
1245 Corrosion Mechanic
1482 Field Meterman
1569 Asst. Compressor Plant Oper.
1705 Operator-Mechanic

Same or Higher Classifications

*1380 Pipe Line Mechanic
1401 Apprentice Transmission Mechanic

*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.

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1401 APPRENTICE TRANSMISSION MECHANIC (cont'd)

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 he 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. He will be required to service and perform minor repairs on the equipment he operates. He is qualified to do shop and routine welding. His background of experience must be such that he performs these duties with skill and efficiency.

Next Lower Classifications

0057 Maintenance Assistant
0931 Utility Helper (Inc. Only)
0935 Helper
1160 Maintenceman
1482 Field Meterman

Same or Higher Classifications

0825 Transmission Subforeman
1380 Pipe Line Mechanic
1406 Transmission Mechanic
1440 Mechanic-Welder
1705 Operator-Mechanic

1482 FIELD METERMAN

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. He 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. He shall drive a truck as required.

Next Lower Classifications

0057 Maintenance Assistant
0931 Utility Helper (Inc. Only)
0935 Helper

Same or Higher Classifications

1245 Corrosion Mechanic
1308(1404) Gas Control Mechanic &
(Un.)
1380 Pipe Line Mechanic
1406(1414) Transmission Mechanic
(Un.)
1440 Mechanic-Welder
1482 Field Meterman
1483 Field Meterman - Gas M&C
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. His background of experience must be such as to qualify him 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 206, the Line Mechanic (P.I.O.) shall be considered as a Pipe Line Mechanic.

0057 MAINTENANCE ASSISTANT

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) Helper, Technical Maintenance or Transmission Maintenance as described in Exhibit VI-C.

Beginner's Classification

0935 HELPER

An employee whose main duties consist of semi-skilled work, such as Helper 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 HELPER (Inc. 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.

0931 UTILITY HELPER (Inc. Only) (cont'd)

Helper:

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

Beginner's classification.

1160 MAINTENANCEMAN

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 Classification

0057 Maintenance Assistant
0931 Helper - Inc. Only
0935 Helper

Same or Higher Classifications

0825 Transmission Subforeman
1112 Machinist
1147 Traveling Machinist
1160 Maintenceman
1406 Transmission Mechanic
1566 Sr. Compressor Plant Operator

1053 JANITOR

An employee who performs required janitorial and housekeeping duties.

Beginner's classification.

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
(continued)

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. Physical Pre-employment Test
2. Clerical Pre-employment Test
3. Verbal Comprehension
4. Typing - 25 w.p.m.
5. 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 which he is relieving. In addition, he 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 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 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 journeyman, etc. In addition, may be required to haul material and waste water to the disposal site, 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

0057 Maintenance Assistant
0931 Utility Helper (Inc. Only)
0935 Helper
1482 Field Meterman

Same or Higher Classification

1705 Operator-Mechanic

(continued)

1705 OPERATOR - MECHANIC (cont'd)

Hours of Work

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

1705 RELIEF OPERATOR-MECHANIC

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

TECHNICAL MAINTENANCE

2415 GAS TRANSMISSION TECHNICIAN

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. He may be required to act as a leadman supervising the work of other employees in lower classifications engaged in this work. He must have a second-class Radio Telephone Operator's License or a Company-approved certification. His background of training, education, and experience must be such as to qualify him to perform these duties with skill and efficiency.

Next Lower Classification

Same or Higher Classification

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

2415 Gas Transmission Technician

1307 GAS CONTROL MECHANIC

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. He may be required to install, test, adjust, operate and repair pneumatic and electrical facilities as well as test, adjust and operate electronic equipment. He must be able to climb poles, towers and masts. He may be assigned to install and repair electronic equipment in order to gain experience for advancement to Gas Transmission Technician. His background of apprenticeship and experience shall be such as to qualify him to perform these duties with skill and efficiency.

(continued)

1307 GAS CONTROL MECHANIC (cont'd)

Next Lower Classification

Same or Higher Classifications

1308 Appr. Gas Control Mechanic

1307(1404) Gas Control Mechanic &
(Un.)
*1403 Routine Gas Control Mechanic
(Inc. Only)
2415 Gas Transmission Technician

*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 he is the successful bidder to fill a Gas Control Mechanic vacancy at another location, he shall be continued as a Routine Gas Control Mechanic until the requirements are met for promotion to regular Gas Control Mechanic.

1308 APPRENTICE GAS CONTROL MECHANIC

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, he may be required to work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining journeyman status.

Next Lower Classifications

Same or Higher Classification

0057 Maintenance Assistant
0931 Utility Helper (Inc. Only)
0935 Helper
1160 Maintenceman
1245 Corrosion Mechanic
1482 Field Meterman
1569 Asst. Compressor Plant Oper.
1705 Operator-Mechanic
1836 Gas Supply Coordinator
1311 Pipe Line Mechanic

1308 Apprentice Gas Control Mechanic

Notes: All Apprentice Meter Inspectors and Apprentice Communications 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.

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.

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 14 thru 17.

Next Lower Classifications

0055 Plant Assistant
 0057 Maintenance Assistant (PLO)
 0240 Field Clerk
 0524 Fieldman
 0930 Helper (Steam Heat or Gas T&D)
 0931 Utility Helper (Inc. Only)
 0934 Helper (Gas Plant Maint.)
 0935 Helper (PLO)
 0937 Plant Helper (East Bay)
 0950 Shift Helper (Gas)
 1380 Pipeline Mechanic
 1470 Orifice Meterman
 1483 Field Meterman
 1569 Assistant Compressor Plant
 Operator
 1705 Operator Mechanic
 1836 Gas Supply Coordinator

Same or Higher Classifications

0644 Technical Subforeman A (G.C.
 Gas)
 0645 Technical Subforeman B (G.C.
 Gas)
 1245 Corrosion Mechanic
 1307(1404) Gas Control Mechanic &
 (Un.)
 1365(1366) Measurement & Control
 Mechanic & (Un.)
 1406(1414) Transmission Mechanic &
 (Un.)
 2405 Gas Technician (G.C.)
 2410 Gas Control Technician
 2415 Gas Transmission Technician

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

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) Helper, Technical Maintenance or Transmission Maintenance as described in Exhibit VI-C.

Beginner's Classification

0935 HELPER (Technical Maintenance)

An employee whose main duties consist of semi-skilled work, such as Helper 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

GENERAL

0355

0356

0357

0360 COOK

An employee who prepares, cooks, and serves meals in a boardinghouse, maintains supplies and keeps records of meals served.

0964

0965

0965 COOK'S HELPER

An employee who assists in the kitchen and dining room of a boardinghouse; also performs janitorial work.

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 Personnel Department that he desires to be tested, he 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 him to determine what review will be necessary to attain a passing score on the formal test.
- ii. He 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 Personnel 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 first attempt, to receive at least the minimum passing score on the ACT will be eligible to be retested on such test in 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.

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

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

- v. An employee who fails will be advised when he will be eligible for retest. When again eligible, such employee shall request his Personnel Department to be retested, and his retest shall be scheduled within 14 days of his request.
- vi. Company will not be required to give further consideration to an employee when he 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 ave 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.

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

3. Requirements for Completion of Training School (Continued)

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 has 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 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, he 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 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, an signed May 14, 1979, applies to East Bay Division 1724 Pressure Operators, 0510 Watch Engineers, 0503 Compressor Engineers, 0550 Firemen, 0950 Shift Helpers and 0937 Plant Helpers.

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 Firemen 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.

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.