

1245

LOCAL UNION

P.O. Box 4790  
Walnut Creek  
CA 94596  
3063 Citrus Circle  
415 933.6060  
FAX 415 933.0115

R3-88-110-PGE

**IBEW**

January 19, 1989

Pacific Gas and Electric Company  
215 Market Street, Room #916  
San Francisco, CA 94106

Attention: Mr. Richard Bradford

Gentlemen:

This letter supersedes Union's letter of January 3, 1989 on the same subject.

Attached is a clarification of Title 206, Demotion and Layoff Procedure of the Physical Agreement. The document represents Union's understanding of the agreement reached during several meetings between representatives of Local 1245 and the Industrial Relations staff of PG&E.

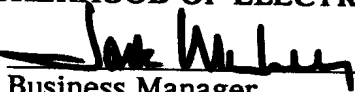
Attached and made a part of the clarification are a number of updated reverse Lines of Progression.

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

Very truly yours,

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

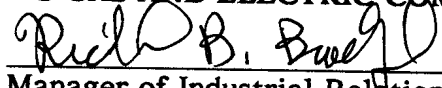
By

  
Business Manager

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

**PACIFIC GAS AND ELECTRIC COMPANY**

By

  
Manager of Industrial Relations

2/6/89, 1989

DM:ml

Attachment

International  
Brotherhood of  
Electrical  
Workers, AFL-CIO

Jack McNally  
Business Manager

Howard Stiefer  
President

## CLARIFICATION OF TITLE 206 – DEMOTION AND LAYOFF PROCEDURE

### A. SECTION 206.1 – GENERAL RULES

1. Title 206 applies to regular employees only. Probationary employees are not covered under this Title but can be impacted by this Title. (See 205.2)
2. Part-time, intermittent, and full-time employees will be treated as separate groups for purposes of Title 206, i.e., part-time employees may only displace other part-time employees, intermittent employees may only displace intermittent employees, full-time employees may only displace full-time employees. (See LA 85-110).
3. Subsection 206.1(a) provides that employees have preferential transfer and bid rights pursuant to Sections 205.5(a) and 205.7(a) upon notice of impending demotion or displacement.

#### EXAMPLE #1:

A Gas Serviceman, who has been given notice, would have accelerated rights to any vacancy in a Gas Serviceman, Gas Service Operator (including Relief), Gas Chartman, or Reserve Gas Serviceman classification in the Company. In addition, the employee would have accelerated transfer rights to Gas Helper in the employee's current headquarters. In order to exercise these rights, the employee must submit transfers to prebids and check the appropriate box.

4. Subsection 206.1(b) provides that service is as defined in Section 106.3 of the Labor Agreement, unless otherwise defined by letter of agreement, Review Committee Decision or Arbitration Award.
5. The Supplement to Title 206—Demotion Units, 1 through 12, found on page 208 of the Physical Agreement defines the term "Region" and "Division" for the purposes of this Title.
6. Subsection 206.1(c) provides that for each succeeding Section of this Title, a vacancy(s), if one or more exists, is considered to be the junior employee for that classification. In no event will this be construed to supersede the employee's rights or options as provided in Sections 206.3, 206.4, 206.5, or 206.6.

#### EXAMPLE #1:

If a Fieldman elects to utilize Section 206.3 and a vacancy in a Gas Helper classification at that headquarters exists, the vacancy shall be considered the junior Helper.

#### EXAMPLE #2:

A T&D Driver is subject to Demotion/Displacement. There is a junior Groundman headquartered in that location for 206.3 purposes. There is a vacant Gas Helper position in that headquarters. The Gas Helper vacancy is not an appropriate substitute and shall not be substituted for the displacement of the junior Groundman at the headquarters.

**EXAMPLE #3:**

If a Fieldman located at Concord headquarters of Diablo Division elects to utilize Section 206.4(a)(1) to maintain his classification and a Fieldman position is vacant in Diablo Division, the vacancy shall be considered the junior Fieldman in that Division. If there is more than one headquarters in that Division with a Fieldman vacancy, the employee has the choice of headquarters. If there is no vacancy in the Division the junior Fieldman in Diablo Division would be displaced.

**EXAMPLE #4:**

If the Fieldman cannot exercise a 206.4(a)(1) election and elects to utilize 206.4(a)(2) to maintain his/her classification and a Fieldman position is vacant in East Bay Region (Demotion Unit #1 of Supplement to Title 206), the vacancy shall be considered the junior Fieldman in the Region. If there is no vacancy in the Region, the junior Fieldman in East Bay Region would be displaced.

7. For the purpose of this Title, a vacancy is any position the company intends to fill on a regular basis. At the employee's option, the employee may elect to fill a temporary additional vacancy. (Note: Filling a temporary additional vacancy may lead to further displacement in the future.)
8. If the displacing employee elects not to fill a temporary/additional vacancy, or to displace an employee in a temporary/additional position, such employee shall then be allowed to displace the junior employee in the classification without a temporary/additional designation, consistent with item A.6. of this Clarification and Title 206.1(d) of this Title.
9. Subsection 206.1(d) provides that all beginning level jobs, and other classifications specifically agreed to by both parties, are considered to be at an equal wage rate (see Exhibit VII – List of Beginning Classifications).
10. Subsection 206.1(e) provides that employees who are temporarily assigned to another classification (in or out of bargaining unit) have options based on their regular classifications, headquarters and lines or progression.
11. Positions held by employees not on the active payroll shall be affected by demotion, displacement or layoff, but such employees shall effect their options as they exist upon their return to the active payroll.
12. Under subsection 206.1(f) an employee will have the opportunity to become qualified during the period of notice or until demotion or layoff occurs, in accordance with the provisions of LA 82-29. Employees must be qualified for the position by the end of the notice period or when demotion or layoff occurs, except in those situations where Company and Union have agreed to specific prerequisites, in which event demotion/displacement will be held pending the determination of qualifications.

13. When more than one employee is subject to demotion or displacement all of the potential options will be identified and each of the affected employees are to prioritize their choices with the most senior employee's choice given first consideration.

**EXAMPLE:**

Three Concord Fieldmen are subject to demotion and/or displacement. Their 206.3 options include the three junior Helpers at that Headquarters. Their 206.4 options include the two Fieldman in Antioch whose dates of employment are 3/15/84 and 4/6/84 and one Fieldman in Walnut Creek whose employment date is 2/10/84. All three Fieldmen are concurrently given the complete list of all of the potential options. The following is an example of how each the Fieldman's lists would appear after each has returned it listing their priorities:

<u>Fieldman A</u>	<u>Fieldman B</u>	<u>Fieldman C</u>
(DOE = 6/12/82)	(DOE = 9/15/83)	(DOE = 2/9/84)
{3}Helper, Concord(3)	{1}Helper, Concord(3)	{3}Helper, Concord(3)
{2}Fieldman, Antioch(2)	{2}Fieldman, Antioch(2)	{2}Fieldman, Antioch(2)
{1}Fieldman, W.C.(1)	{3}Fieldman, W.C.(1)	{1}Fieldman, W.C.(1)

{The numbers in brackets to the left represent the employee's choice of priority ranking of potential options. The numbers in parantheses to the right represent the number of positions potentially available.}

Note: As a result of Fieldman B's election to demote to Helper, the Fieldman in Walnut Creek is no longer an option. Based on the elimination of that option, Fieldman A, B, and C will demote/displace as follows:

Fieldman A = Fieldman, Antioch  
Fieldman B = Helper, Concord  
Fieldman C = Fieldman, Antioch B

**B. SECTION 206.2 – NOTICES**

1. Under 206.2(a), company will give affected employee(s) as much notice as possible, but not less than five workdays, regardless of when the actual demotion or displacements shall take place.
2. For the purposes of administering Section 206.2, when the implementation is to take place the time period provided for in (b) and (c) must be combined and would allow an employee a total of five workdays to respond after receipt of the list.
3. For the purposes of administering Subsections 206.2(a), (b), and (c), time periods can be combined without reducing the total number of workdays allowed for in each Subsection, i.e., (a) – five days; (b) – two days; (c) – three days.
4. A combination of (a) and (b) would allow an employee a total of seven workdays to respond. A combination of (a), (b), and (c) would allow an employee a total of 10 workdays to respond.

- Any notice to an employee required by this Section must be given to the employee personally.

**C. SECTION 206.3 – DEMOTION IN LINE OF PROGRESSION**

- Options under Section 206.3 will be offered at the same time as those options that are available under Section 206.4(a) or (b), as appropriate.
- The reverse order of the normal line of progression is defined as the successively lower classifications in the department and headquarters affected by the lack of work situation.

Note: The most recent agreed to reverse lines of progression must be utilized, some of which are attached. If the affected classification has more than one classification listed as next lower than such employee's 206.3 options would be limited to the classifications at the headquarters.

- When the affected employee cannot demote to a next lower classification because of lack of seniority there is no 206.3 option.
- If there are not any next lower classifications in the department at the headquarters to which the employee can affect a demotion, the employee will still be considered as demoted on a step-by-step basis to the next lower classification(s) on paper and concurrently offered all of the corresponding rights as appropriate under 206.4.

**EXAMPLE #1:**

Classification to be eliminated is a Heavy Truck Driver-Electric at Woodland in Vaca-Valley Division of Sacramento Vally Region. Employee in the classification has more than three year's service. The "next lower" classification of Truck Driver does not exist at that headquarters. There is a Light Truck Driver classification at the headquarters. Following is a list of the employee's three concurrent options:

Demotion in HQ  
206.3



Truck Driver classification  
not available in HQ->



Light Truck Driver

Displacement  
206.4



Hvy. Truck Driver  
Elec. Vacaville



Truck Driver - Elec.  
Vacaville

**D. SECTION 206.4 – ELECTIONS TO CHANGE HEADQUARTERS OR DEPARTMENT**

- 206.4 options are to be available at the same time as options under Section 206.3.
- The options available under the provisions of 206.4(a) are limited to employees with three years or more of company service.

3. The options available under the provisions of 206.4(b) are for employees with less than three years of company.
4. Subsection 206.4(c) assures that an employee's options under 206.4(a) and (b) shall be based upon his classification prior to being given notice of demotion or displacement under Section 206.2.

**E. SECTION 206.5 – ELECTION TO RETURN TO PREVIOUS LINE OF PROGRESSION**

1. This election is available only to those employees who have no election available under 206.3 and have no election under 206.4 or opts not to make an election under 206.4.
2. This Section could include a return to a line of progression covered by the clerical bargaining unit, or the same or another classification in another line of progression in the physical bargaining unit.
3. The determination of six months is an accumulation of time in the specific classification only.

**EXAMPLE #1:**

A T&D Driver in the Electric T&D Department who has previously been in the Steam Maintenance line of progression and worked for five months as a Helper-Electric Maintenance and two months as a Helper-Technical Maintenance does have the required six months in the classification.

**EXAMPLE #2**

A T&D Driver in the Electric T&D Department who has previously been in the Customer Services line of progression worked five months as Utility Clerk and three months as a Meter Reader is not eligible to return to either a Utility Clerk or Meter Reader classification.

4. Previous line of progression is defined to include a classification not listed in the agreed to reverse line of progression.

**EXAMPLE:**

A Gas Serviceman could return to any classification not listed in the agreed to reverse line of progression for the Gas Service Department.

**F. SECTION 206.6 – BUMPING EMPLOYEE IN BEGINNER'S JOB**

1. This election is only available to those employees who have no elections under 206.3.

2. All beginning level classifications listed in the physical bargaining unit regardless of the line of progression or department of the identified classification shall be considered as a single group when determining the most junior employee.

#### **G. SECTION 206.7 – LAYOFF**

1. An employee can elect layoff in lieu of exercising options under 206.4, 206.5 or 206.6.
2. An employee who is not affected by this Title may elect to take a layoff under this Title, without employing applications of Sections 206.1 through 206.6, thereby reducing the number of employees affected. Such employee shall have rights listed under Section 206.13.

#### **H. SECTION 206.8 – MOVING ALLOWANCE**

1. There is no time limit on when the move should occur, but employee must file a notice of intent within 90 days of transfer (see pages 211–212 of Physical Agreement).
2. An employee is not required to move within a commutable distance (45 minutes or 30 miles), but must move closer to new headquarters to qualify for the moving allowance.

#### **I. SECTION 206.9 – ACCELERATED PROMOTION**

1. Employees will be given consideration under Subsections 205.5(a) and 205.7(a) in order of seniority regardless of whether their 206.9 rights are 206.9(a) or 206.9(b).
2. Subsection 206.9(a) provides that employees who do not exercise their rights under this Subsection to return to their former status (classification, headquarters, and department) forfeit their rights under 206.9(a). In order to exercise these rights, employees must have prebids and/or transfers on file to their former classification and headquarters at all times.
3. Subsection 206.9(b) allows demoted employees accelerated rights to return to their former classification without regard to location. Once the employee has successfully returned to the classification held prior to demotion, only the provisions of 206.9(a) will be applicable, i.e., return to headquarters.
4. Subsection 206.9(b) also provides that a demoted employee has accelerated rights to any vacancy in any intermediate classification of the reverse line of progression of the employee's former classification (see Fact Finding Committee Case No. 567-77-164).

#### **EXAMPLE:**

An Electrician – Steam at Pittsburg Power Plant who has been demoted to Helper at Contra Costa Power Plant has the following rights under the provisions of 206.9:

- a) Under the provisions of 206.9(b), 205.7(a) prebid rights to Apprentice Electrician at any headquarters in the Company on a one-time basis only; and
- b) Under the provisions of 206.9(b) 205.7(a) prebid rights to Electrician at any headquarters in the Company on a one-time basis only. Once the employee regains the classification held prior to demotion, the employee continues to have 205.7(a) rights under the provisions of 206.9(a) back to the headquarters held prior to demotion, i.e., Electrician-Steam Pittsburg Power Plant.

**J. SECTION 206.10 – DEMOTION TO UNIT FROM OUTSIDE**

The provisions of this section do not apply to employees in any other unit, e.g., ESC, IUSO, or Clerical bargaining unit.

For application of Section 206.10 see Item #3 of Letter Agreement 88-104.

**K. SECTION 206.11 – NOTICE OF LAYOFF**

1. An employee will be given no less than 10 calendar days notice of layoff.
2. These provisions do not apply to an employee who does not have regular status.

**L. SECTION 206.12 – ENABLER**

1. This section permits modification of any provision of Title 206 by written agreement between Company's Manager of Industrial Relations and Union's Business Manager.

**M. SECTION 206.13 – RE-EMPLOYMENT PROVISIONS**

1. Applies to any regular full-time employee who has been laid off for lack of work for a period not in excess of one year.
2. Company shall notify such employee when a vacancy exists in a beginner's job in the Region from which such employee was laid off.
3. Company shall send a notice by certified mail and return receipt requested to the last mailing address furnished by the laid off employee.
4. Priority shall be given to the most senior employee on layoff status. (See LA 87-80.)
5. Such employee must respond within seven working days from the date notice is mailed and advise Company of acceptance of re-employment. If employee fails to respond, employee will be considered terminated.



6. A decline from an employee shall not jeopardize continued rights under the provisions of this Section.
7. If employee declines or fails to respond within given time, Company will send notice to the next employee on the laid off list.
8. Employees recalled shall report to work within seven calendar days after advising Company of acceptance.
9. An employee who fails to report within such time will be considered terminated with no further employment rights under this Section.
10. An employee returning to a beginner's job under provisions of this Section must possess the necessary skills, ability and physical qualifications to perform the duties of the position to which the employee is returned.
11. Such rehired employee has 206.9 rights.

**The Normal Line of Progression in the Application of Title 206.3  
for the Division Gas Measurement and Control Group**

<u>Classification Affected</u>	<u>*May demote to</u>
2410 Gas Control Technician	0640 Lt. Crew Foreman (SF or EB only) 1365 M&C Mechanic (Incl. Un.)
1365 Measurement & Control Mechanic 1366 Unassigned M&C Mechanic	1368 Apprentice M&C Mechanic 0524 Fieldman 0560 Fitter (Incl. Un.) 0930 Helper (Steam Heat or Gas T&D) 0934 Helper (Gas Plant Maintenance) 0937 Plant Helper (East Bay) 0950 Shift Helper (Gas) 1470 Orifice Meterman 1483 Field Meterman 0503 Compressor Engineer 1245 Corrosion Mechanic 1720 Pressure Operator 1723 Pressure Operator 1724 Pressure Operator
1368 Appr. M&C Mechanic	0240 Field Clerk 0524 Fieldman 0930 Helper (Steam Heat or Gas T&D) 0934 Helper (Gas Plant Maintenance) 0937 Plant Helper (East Bay) 0950 Shift Helper (Gas) 1470 Orifice Meterman (3) 1483 Field Meterman
1245 Corrosion Mechanic	0524 Fieldman 0930 Helper (Steam Heat or Gas T&D) 0934 Helper (Gas Plant Maintenance) 0937 Plant Helper (East Bay) 0950 Shift Helper (Gas) 1483 Field Meterman
1470 Orifice Meterman	0524 Fieldman 0930 Helper (Steam Heat or Gas T&D) 0934 Helper (Gas Plant Maintenance) 0937 Plant Helper (East Bay) 0950 Shift Helper (Gas) 1483 Field Meterman
1483 Field Meterman	0524 Fieldman 0930 Helper (Steam Heat or Gas T&D) 0934 Helper (Gas Plant Maintenance) 0937 Plant Helper (East Bay) 0950 Shift Helper (Gas)

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

Update: 1-3-89 : By: 88-110

**The Normal Line of Progression in the Application of Title 206.3  
for the Substation and Hydro Operating Departments**

<u>Classification Affected</u>	<u>*May demote to</u>
1610 Division Operator – SF	1805 System Oper 1 1811 System Oper 1 (Un) 1812 System Oper 1 (Prov) 1806 System Oper 2 1813 System Oper 2 (Un) 1814 System Oper 2 (Prov) 1819 System Oper 2–Helms 1807 System Oper 3 1815 System Oper 3 (Un) 1816 System Oper 3 (Prov) 1808 System Oper 4 1552/1554 Assistant Operator/OIT 1880 Utility Operator (2) 1878 Utility Operator (Un) (2) 1879 Utility Operator (Prov) (2)
1805 System Oper 1 1811 System Oper 1 (Un) 1812 System Oper 1 (Prov)	1552/1554 Assistant Operator/OIT 1740 Roving Operator (1) 1745 Utility Roving Operator (1) 1739 Roving Operator (Prov) (1) 1741 Roving Operator (Un) (1) 1880 Utility Operator (2) 1878 Utility Operator (Un) (2) 1879 Utility Operator (Prov) (2) 0070 Station Attendant (1) 0922 Helper – Helms (1) 0926 Helper – Elec Opns (1)
1806 System Oper 2 1813 System Oper 2 (Un) 1814 System Oper 2 (Prov) 1819 System Oper 2 – Helms	1552/1554 Assistant Operator/OIT 1740 Roving Operator (1) 1745 Utility Roving Operator (1) 1739 Roving Operator(Prov) (1) 1741 Roving Operator (Un) (1) 1880 Utility Operator (2) 1878 Utility Operator (Un) (2) 1879 Utility Operator (Prov) (2) 0070 Station Attendant (1) 0922 Helper – Helms (1) 0926 Helper – Elec Opns (1)

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

- (1) Hydro Only
- (2) Substation Only

**The Normal Line of Progression in the Application of Title 206.3  
for the Substation and Hydro Operating Departments**

<u>Classification Affected</u>	<u>*May demote to</u>
1807 System Oper 3 1815 System Oper 3 (Un) 1816 System Oper 3 (Prov)	1552/1554 Assistant Operator/OIT  1740 Roving Operator (1) 1745 Utility Roving Operator (1) 1739 Roving Operator (Prov) (1) 1741 Roving Operator (Un) (1) 1880 Utility Operator (2) 1878 Utility Operator (Un) (2) 1879 Utility Operator (Prov) (2) 0070 Station Attendant (1) 0922 Helper – Helms (1) 0926 Helper – Elec Opns (1)
1808 System Oper 4	1552/1554 Assistant Operator/OIT 0070 Station Attendant 0922 Helper – Helms (1) 0926 Helper – Elec Opns (1)
1740 Roving Operator 1745 Utility Roving Operator 1739 Roving Operator (Prov) 1880 Utility Operator 1878 Utility Operator (Un) 1879 Utility Operator (Prov)	1552/1554 Assistant Operator/OIT 0070 Station Attendant 1741 Roving Operator (Un) 0922 Helper – Helms (1) 0926 Helper – Elec Opns (1)
0070 Station Attendant	1552/1554 Assistant Operator/OIT
1552 Assistant Operator 1554 Operator in Training	0922 Helper – Helms (1) 0926 Helper – Elec Opns. (1)
0922 Helper – Helms 0926 Helper – Elec Opns.	
0263 Sr. Hydro Clerk	0247 Field Clerk – Water 0264 First Hydro Clerk 0266 First Hydro Clerk – Helms

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

- (1) Hydro Only
- (2) Substation Only

**The Normal Line of Progression in the Application of Title 206.3  
for the Substation and Hydro Operating Departments**

**Classification Affected**

**\*May demote to**

0264 First Hydro Clerk  
0266 First Hydro Clerk – Helms

0265 Routine Hydro Clerk

0265 Routine Hydro Clerk

0355 Cook (avg. less than 5 people)  
0356 Cook (5–10 people)  
0357 Cook (10–15 people)

0964 Cook's Helper (less than 10 people)  
0965 Cook's Helper (10–15 people)  
0966 Cook's Helper (more than 10)

0360 Cook (avg. more than 10 people)

0964 Cook's Helper  
(less than 10 people)  
0965 Cook's Helper (10–15 people)  
0966 Cook's Helper  
(more than 10 people)

0980 Housekeeper  
0983 Housekeeper  
0984 Housekeeper

**\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.**

- (1) Hydro Only
- (2) Substation Only

Update: 1-3-89 : By: 88-110

**The Normal Line of Progression in the Application of Title 206.3  
for the Foreman's Clerk and Assistant Foreman's Clerk**

**Classification Affected**

**\*May demote to**

0250 Foreman's Clerk

0252 Assistant Foreman Clerk  
2662 Operating Clk in Elec. Dept.  
2664 Oper. Clk-Steno in Elec. Dept.  
2667 Oper. Clk-Typist in Elec. Dept.  
0458 Field Clerk-Electric T&D

0252 Assistant Foreman's Clerk

2676 Utility Clk. - Electric Dept.  
or Combination Dept. (Includes  
Utility Clerk-Typist/Steno)  
0456 T&D Driver

**\*Employee to be demoted has choice of classifications; then displaces  
the employee with the least service in that classification who is  
junior to him/her.**

Update: 1-3-89 : By: 88-110

**The Normal Line of Progression in the Application of Title 206.3  
for the Gas T&D Department**

<u>Classification Affected</u>		<u>*May demote to</u>
0640 Gas Crew Foreman 0643 Gas Crew Foreman (Manhole & Duct)		1300 Gas Mechanic 0562 Fitter – Arc 2087 Gas Repairman 0560 Fitter (incl. Un.)
1300 Gas Mechanic		0562 Fitter – Arc 2087 Gas Repairman 0560 Fitter ((incl. Un.)
0562 Fitter – Arc 2087 Gas Repairman		0560 Fitter (incl. Un.)
0560 Fitter 0563 Un. Fitter	1st 2nd	0561 Appr. Fitter, if cannot then to 1645 Equipment Operator 0465 Heavy Truck Driver 0524 Fieldman 2089 Assistant Gas Repairman 0930 Helper
0561 Apprentice Fitter		0524 Fieldman 2089 Assistant Gas Repairman 0930 Helper
1650 Heavy Equipment Operator		1645 Equipment Operator
1645 Equipment Operator		0524 Fieldman
0524 Fieldman		2089 Assistant Gas Repairman 0930 Helper
2087 Gas Repairman (S.F.)		2089 Assistant Gas Repairman
2089 Assistant Gas Repairman (S.F.)		0930 Helper
0465 Heavy Truck Driver		0524 Fieldman

**\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.**

Update: 1-3-89 : By: 88-110

**The Normal Line of Progression in the Application of Title 206.3  
for the Gas Service Department**

<u>Classification Affected</u>	<u>*May demote to</u>
1405 Service Mechanic	2210 (2220) Serviceman (incl. Utility) 1755 Service Operator (incl. Relief)
2210 Serviceman 2220 Utility Serviceman	1755 Service Operator (incl. Relief) 0190 Chartman 2230 Reserve Gas Serviceman
1755 Service Operator (incl. Relief)	** 2210 (2220) Serviceman (incl. Utility) 0190 Chartman ** 2230 Reserve Gas Serviceman
0190 Chartman	2230 Reserve Gas Serviceman
2230 Reserve Gas Serviceman	0930 Helper (T&D) 0937 Plant Helper (East Bay) 0950 Shift Helper (Gas Plant) + 2785 Meter Reader

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

\*\*Provided Service Operator has been a Serviceman or Reserve Gas Serviceman and is physically qualified to perform the work.

+Providing the employee previously held the classification of Meter Reader (LA 87-213). Note: Employee has option to both Meter Reader and Helper even if never a Helper.

Update: 1-3-89 : By: 88-110

**ADDENDUM TO GAS T&D AND GAS SERVICE DEPARTMENT  
NORMAL LINES OF PROGRESSION IN THE  
APPLICATION OF TITLE 206**

When in the application of Title 206, it becomes necessary to displace employees in the Gas T&D Department, Reserve Gas Servicemen assigned in the T&D line of progression. It is the intent of the Company and Union that the foregoing shall apply to Reserve Gas Servicemen who have been assigned to crews for an indefinite period of time and not intermittently and who have been so assigned due to diminishing workload in the Gas Service Department.



**The Normal Line of Progression in the Application of Title 206.3  
for the Electric T&D Department**

**(Overhead Section)**

<u>Classification Affected</u>	<u>*May demote to</u>
0740 Electric Crew Foreman	1100 Lineman (incl. Un.) 2535 Transmission Troublemán 2540 Troublemán
2535 Transmission Troublemán 2540 Troublemán	1100 Lineman (incl. Un.)
1100 Lineman 1102 Unassigned Lineman	First 1101 Appr. Lineman, if cannot then to Second 0845 Working Foreman 0623 Labor Foreman 0990 Inspector 2500 Voltage Tester
0623 Labor Foreman	0456 T&D Driver 0458 Field Clerk 0910 Groundman 0913 Night Groundman 1190 Street Light Mainténanceman 1660 T&D Equipment Operator 1943 Patrolman 0960 Cableman's Helper 2010 Manhole Pumpman 2013 Night Manhole Pumpman
0845 Working Foreman	0456 T&D Driver 0458 Field Clerk 0623 Labor Foreman 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 0990 Inspector 1190 Street Light Mainténanceman 1660 T&D Equipment Operator 1943 Patrolman 2010 Manhole Pumpman 2013 Night Manhole Pumpman
0990 Inspector	0456 T&D Driver 0458 Field Clerk 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1101 Appr. Lineman 1190 Street Light Mainténanceman 1943 Patrolman 2010 Manhole Pumpman 2013 Night Manhole Pumpman

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

Update: 1-3-89 : By: 88-110  
1 of 3

**The Normal Line of Progression in the Application of Title 206.3  
for the Electric T&D Department**

<u>Classification Affected</u>	<u>*May demote to</u>
2500 Voltage Tester	0456 T&D Driver 0458 Field Clerk–Electric T&D 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1101 Appr. Lineman 1190 Street Light Maintenanceman 1943 Patrolman 2010 Manhole Pumpman 2013 Night Manhole Pumpman
1101 Appr. Lineman	0456 T&D Driver 0458 Field Clerk–Electric T&D 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1190 Street Light Maintenanceman 1943 Patrolman 2010 Manhole Pumpman 2013 Night Manhole Pumpman
0458 Field Clerk – Electric T&D	0252 Asst. Foreman's Clerk 0456 T&D Driver 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1190 Street Light Maintenanceman 1943 Patrolman 2010 Manhole Pumpman 2013 Night Manhole Pumpman
1660 T&D Equipment Operator	0456 T&D Driver 0458 Field Clerk–Electric T&D
0456 T&D Driver	0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1190 Street Light Maintenanceman 1943 Patrolman 2010 Manhole Pumpman 2013 Night Manhole Pumpman
1190 Street Light Maintenanceman	2010 Manhole Pumpman 0910 Groundman 0913 Night Groundman 2013 Night Manhole Pumpman
1943 Patrolman	2010 Manhole Pumpman 0910 Groundman 0913 Night Groundman 2013 Night Manhole Pumpman

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

**The Normal Line of Progression in the Application of Title 206.3  
for the Electric T&D Department**

**Classification Affected**

**\*May demote to**

**(Underground Section)**

0820 Cable Subforeman		0140 Cableman 2280 Cable Splicer (incl. Un.) 2283 Night Cable Splicer
0140 Cableman (S.F.)		** 2280 Cable Splicer ** 2283 Night Cable Splicer ** 2286 Un. Cable Splicer
**2283 Night Cable Splicer (S.F.) **2280 Cable Splicer **2286 Un. Cable Splicer	First Second	2281 Appr. Cable Splicer, if cannot then to 1660 T&D Equipment Operator 0456 T&D Driver 0458 Field Clerk 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1190 Street Light Maintenceman 2010 Manhole Pumpman 2013 Night Manhole Pumpman
2281 Appr. Cable Splicer		0456 T&D Driver 0458 Field Clerk 0910 Groundman 0913 Night Groundman 0960 Cableman's Helper 1190 Street Light Maintenceman 1660 T&D Equipment Operator 2010 Manhole Pumpman 2013 Night Manhole Pumpman
0960 Cableman's Helper (S.F.)		0910 Groundman 0913 Night Groundman
2010 Manhole Pumpman (S.F. & E.B.)		0910 Groundman 0913 Night Groundman

\* Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him.

\*\* Considered as same classification.

Update: 1-3-89 : By: 88-110

The Normal Line of Progression in the Application of Title 206.3  
for the Division Gas Measurement and Control Operating

<u>Classification Affected</u>	<u>*May demote to</u>
1724 Pressure Operator (Marysville, etc.)	0503 Compressor Engineer 1755 Service Operator (1) 1836 Gas Supply Coordinator (1) 2210 Serviceman (1) 2220 Serviceman-Jackson (1)
1720 Pressure Operator (Fresno, etc.)	1368 Appr. M&C Mechanic (1) 1470 Orifice Meterman 1483 Field Meterman 1723 Pressure Operator 1755 Service Operator (1) 1836 Gas Supply Coordinator (1) 2210 Serviceman (1) 2220 Serviceman-Jackson (1)
1723 Pressure Operator (Eureka, etc.)	1368 Appr. M&C Mechanic 1470 Orifice Meterman (1) 1483 Field Meterman 1755 Service Operator (1) 1836 Gas Supply Coordinator (1) 2210 Serviceman (1) 2220 Serviceman-Jackson (1)
0503 Compressor Engineer	0937 Plant Helper (East Bay) 0950 Shift Helper 1368 Appr. M&C Mechanic (1)

(1.) Only if employee had previously held the classification.

\* Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him.

Update: 1-3-89 : By: 88-110

**DEMOTION AND LAYOFF PROCEDURE APPLICABLE TO OPERATORS**

In order to provide for the uniform application of the Demotion and Layoff Procedure of the Agreement within the Steam Generation and Nuclear Plant Operations Departments and at the same time to provide a full staff of trained Operators in each plant, the following definitions and procedure shall apply when operating employees in the Departments are to be demoted due to lack of work.

**I. DEFINITIONS**

A. The terms "same classification" and "next lower classification in the reverse order of the normal line of progression" as used in Title 206 of this Agreement shall be determined by the following table:

B. Table:        Same Classifications – read across  
                       Next Lower Classification – read down

Step	Division					
	East Bay	San Francisco	Coast Valleys*	Humboldt	North Bay	San Joaquin
4.	Sr. Cont. Oper.	Sr. Cont. Oper.	Sr. Cont. Oper.	Sr. Cont. Oper.	Sr. Pwr. Plt. Oper.	Watch Engr.
3.	Cont. Oper. Pwr. Plt. Oper.	Cont. Oper.	Cont. Oper.	Cont. Oper.	Pwr. Plt. Oper.	Pwr. Plt. Oper.
2.	Asst. Cont. Oper.	Asst. Cont. Oper.	Asst. Cont. Oper.	Asst. Cont. Oper.		Asst. Pwr. Plt. Oper.
1.	Aux. Oper.	Aux. Oper.**	Aux. Oper.	Aux. Oper.	Asst. Pwr. Plt. Oper.	

\*Coast Valleys Division includes Diablo Canyon Power Plant for purposes of Title 206.

\*\*Auxiliary Operator is the next lower classification to Steam Heat Engineer. Employees in Steps 2 through 4 may not displace Steam Heat Engineers unless they have previously held this classification.

**II. PROCEDURE**

A. When an employee is to be demoted due to lack of work, other than by a reason of the shutdown of a plant or the discontinuance of one or more shifts in a plant, the procedure outlined in Title 206 of this Agreement shall be followed and the foregoing definitions shall apply. Demotions made under Section 206.3 will be at the plant where the job has been eliminated. Elections to displace an employee with less Company seniority in the same classification under Section 206.4 will be to classifications in the same step as his own classification as shown in the above table.

Exception: Placement at Diablo Canyon Power Plant in classifications above Auxiliary Operator require an active NRC nuclear license.

- B. The following procedure shall apply when operating employees are to be displaced due to the shutdown of a plant or the discontinuance of one or more shifts in a plant.
1. Before one or more shifts is discontinued or a plant is shutdown, Company, following discussion with Union, shall decide how many employees in each operating classification and in each plant in the Division may be displaced. A list shall then be prepared showing such information and it shall be posted in the plants to be affected.
  2. An employee who, instead of being demoted in his own plant under Section 206.3 or instead of being laid off, elects under Section 206.4 to displace an employee in another plant shall from such list indicate in the order of his preference the plants in which he elects to displace another employee. Company will endeavor to effect transfers in accordance with the employee's selections on the basis of the classification he holds and his Company seniority, using the above Table to determine his same classification.
  3. After an employee has displaced an employee in another plant, Company will assign him to duties at such plant which it considers him qualified to perform, and pay him the wage rate of the classification to which he has been transferred. Company will then provide instruction and training in an endeavor to qualify him to perform the duties of such classification. When he is qualified, Company shall assign him to the job duties for which he has been trained, but in no case shall his total training period exceed six months from the date his first transfer was effected.
  4. If, at the end of such six-month period, Company considers that he is not qualified to perform the duties of the classification to which he was transferred he shall be demoted in the same plant to a lower classification which he is qualified to fill and shall be paid the wage rate of such classification. Should a question arise with respect to his qualifications, the matter shall be referred to the grievance procedure within ten days of the date on which he was demoted to such lower classification.
  5. The placement of an employee who is displaced by the application of paragraphs 2 and 3 shall be governed by paragraphs 2 through 4, inclusive. The placement of an employee who is displaced by the application of paragraph 4 shall be governed by Section A.

Exception: Placement at Diablo Canyon Power Plant in classifications above Auxiliary Operator require an active NRC nuclear license.

Exhibit VI-B

Updated November 19, 1986

- C. In the administration of the procedure outlined in Section B.
  - 1. San Francisco and East Bay Divisions shall be considered as one Division.
  - 2. Avon, Martinez, and Oleum shall be considered as one plant for purposes of the placement of employees who have been displaced in such plants.

### III. ACCELERATED PROMOTIONS, WAGE RATES, AND SENIORITY

- A. As provided for in Section 206.9(b) of this Agreement, the accelerated promotion rights of an employee who has been demoted and transferred to another plant under the procedure of paragraph II above shall be as follows:
  - 1. In the plant to which an employee has been demoted and transferred, his accelerated promotion rights shall be to the same step as the classification he held before he was demoted; if there is no classification in the same step, to a classification in the next lower step where there is a classification. Such accelerated rights may not be exercised unless he is qualified to perform all the duties of the classification to which he was transferred, after receiving the training provided for in paragraph II-B-3 above.
  - 2. In the plants other than the one to which he was transferred under the procedure of paragraph II above, his accelerated promotion rights shall be so that classification to which he had bidding rights under Section 205.7(b) or (c) before he was demoted.
- B. An employee who is demoted into a classification which he has not previously held, or who is promoted to such classification under the provisions of Section 206.9(b), shall be given the top wage rate for such classification.

Exhibit VI-B

Updated November 19, 1986

**The Normal Line of Progression in the Application of Title 206.3  
for the Garage Department**

<u>Classification Affected</u>	<u>*May demote to</u>
0730 Garage Subforeman	1252 Ut. Equip. Mech. (Balch) 1253 Ut. Equip. Mech. (Helms) 1254 Ut. Equip. Mech. (DER) 1255 Equipment Mechanic 1256 Un. Equipment Mechanic
1252 Ut. Equip. Mech. (Balch) 1253 Ut. Equip. Mech. (Helms) 1254 Ut. Equip. Mech. (DER) 1255 Equipment Mechanic 1256 Un. Equipment Mechanic	1258 Appr. Equip. Mechanic
1258 Appr. Equip. Mechanic	0060 Garage Attendant 0880 Garageman
0277 Parts Clerk	0880 Garageman + 1210 Materialsman

**\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.**

**Providing the employee previously held the classification of Materialsman. Note: Employee has option to both Materialsman and Garageman even if never a Garageman.**

Update: 1-3-89 : By: 88-110



The Normal Line of Progression in the Application of Title 206.3  
for the Steam Generation Department

Classification Affected

\*May demote to

MECHANICAL MAINTENANCE

0753 Maintenance Subforeman

1111 Machinist  
1113 Machinist (DCPP)  
1124 Trv. Machinist (Un.)  
1126 Machinist (Un.)  
1128 Machinist (Un.) (DCPP)  
1129 Trv. Machinist (Un.) (DCPP)  
1146 Trv. Machinist (DCPP)  
1147 Trv. Machinist

1111 Machinist  
1113 Machinist (DCPP)  
1124 Trv. Machinist (Un.)  
1126 Machinist (Un.)  
1128 Machinist (Un.) (DCPP)  
1129 Trv. Machinist (Un.) (DCPP)  
1146 Trv. Machinist (DCPP)  
1147 Trv. Machinist

1131 Appr. Machinist

1131 Appr. Machinist

0330 Tool Clerk  
0336 Tool Maint. Clerk Mech. (DCPP)  
0426 Light Truck Driver  
0940 Helper  
0963 Trv. Helper

2158 Trv. Rigger (Un.) (DCPP)  
2159 Rigger (DCPP)  
2162 Rigger (Un.) (DCPP)  
2164 Trv. Rigger (Un.)  
2165 Rigger  
2166 Rigger (Un.)  
2167 Trv. Rigger  
2169 Trv. Rigger (DCPP)  
2170 Trv. Mechanic-Rigger  
2172 Trv. Mechanic-Rigger (Un.)  
2173 Mechanic-Rigger  
2174 Trv. Mechanic-Rigger (DCPP)  
2175 Mechanic-Rigger (Un.)  
2176 Trv. Mech.-Rigger (Un.) (DCPP)

1225 Mechanic (PIO)  
1229 Mechanic (DCPP) (PIO)  
1232 Mechanic (Un.) (DCPP) (PIO)  
1234 Mechanic (Un.) (PIO)  
1409 Trv. Mechanic (DCPP) (PIO)  
1410 Trv. Mechanic (Un.) (DCPP) (PIO)  
1411 Trv. Mechanic (PIO) (Un.)  
1412 Trv. Mechanic (PIO)  
2171 App. Mechanic-Rigger

2171 App. Mechanic-Rigger

0330 Tool Clerk  
0336 Tool Maint. Clerk Mech. (DCPP)  
0426 Light Truck Driver  
0940 Helper  
0963 Trv. Helper

\*Employee to be demoted has choice of classifications; then displaces  
the employee with the least service in that classification who is  
junior to him/her.

Update: 1-3-89 : By: 88-110

**The Normal Line of Progression in the Application of Title 206.3  
for the Steam Generation Department**

<u>Classification Affected</u>	<u>*May demote to</u>
2623 Cert. Welder (Un.)	2629 Appr. Welder
2626 Cert. Welder	
2631 Cert. Welder (DCPP)	
2632 Cert. Welder (Un.) (DCPP)	
2634 Trv. Cert. Welder (DCPP)	
2635 Trv. Cert. Welder (Un.) (DCPP)	
2636 Trv. Cert. Welder (Un.)	
2637 Trv. Cert. Welder	
2629 Appr. Welder	0330 Tool Clerk
	0336 Tool Mtce. Clerk Mech. (DCPP)
	0426 Light Truck Driver
	0940 Helper
	0963 Trv. Helper
1225 Mechanic (PIO)	0330 Tool Clerk
1229 Mechanic (DCPP) (PIO)	0336 Tool Mtce. Clerk Mech. (DCPP)
1232 Mechanic (Un.) (DCPP) (PIO)	0426 Light Truck Driver
1234 Mechanic (Un.) (PIO)	0940 Helper
1409 Trv. Mechanic (DCPP) (PIO)	0963 Trv. Helper
1410 Trv. Mechanic (Un.) (DCPP) (PIO)	
1411 Trv. Mechanic (Un.) (PIO)	
1412 Trv. Mechanic (PIO)	
0426 Light Truck Driver	0330 Tool Clerk
	0940 Helper
	0963 Trv. Helper
0330 Tool Clerk	0426 Light Truck Driver
	0940 Helper
	0963 Trv. Helper
0336 Tool Mtce. Clerk Mech. (DCPP)	0330 Tool Clerk
	0426 Light Truck Driver
	0940 Helper (DCPP)
	0963 Trv. Helper (DCPP)

**\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.**

Update: 1-3-89 : By: 88-110

The Normal Line of Progression in the Application of Title 206.3  
for the Steam Generation Department

Classification Affected

\*May demote to

ELECTRICAL MAINTENANCE

0749 Electrical Maint. Subforeman	0468 Electrician
	0472 Electrician (DCPP)
	0476 Trv. Electrician (Un.)
	0477 Trv. Electrician
	0479 Trv. Electrician (DCPP)
	0485 Electrician (Un.)
	0489 Electrician (Un.) (DCPP)
	0491 Trv. Elec. (Un.) (DCPP)
	2365 Elect. Control Tech. (DCPP)
	2367 Elect. Control Tech. (Un.) (DCPP)
	2380 Control Tech. (DCPP)
	2381 Control Tech. (Un.) (DCPP)
	2382 Trv. Control Tech. (DCPP)
	2383 Control Tech. (Un.)
	2385 Shift Control Tech. (DCPP)
	2394 Trv. Control Tech. (Un.)
	2396 Trv. Control Tech.
	2397 Control Tech.
	2399 Trv. Control Tech. (Un.) (DCPP)
2365 Electrical Control Tech. (DCPP)	2366 Appr. Electrical Control Tech. (DCPP)
2367 Electrical Control Tech. (Un.) (DCPP)	2398 Appr. Control Technician
2366 Appr. Elec. Control Tech. (DCPP)	0482 Appr. Electrician
	2091 Appr. Instru. Repairman
0468 Electrician	0482 Appr. Electrician
0472 Electrician (DCPP)	
0476 Trv. Electrician (Un.)	
0477 Trv. Electrician	
0479 Trv. Electrician (DCPP)	
0485 Electrician (Un.)	
0489 Electrician (Un.) (DCPP)	
0491 Trv. Elec. (Un.) (DCPP)	
0482 Appr. Electrician	0332 Tool Maint. Clerk (DCPP)
	0942 Trv. Helper
	0943 Helper

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

Update: 1-3-89 : By: 88-110

**The Normal Line of Progression in the Application of Title 206.3  
for the Steam Generation Department**

<u>Classification Affected</u>	<u>*May demote to</u>
0332 Tool Maintenance Clerk (Electrical)-(DCPP)	0942 Trv. Helper (DCPP) 0943 Helper
<b><u>TECHNICAL MAINTENANCE</u></b>	
2380 Control Tech. (DCPP)	2398 Appr. Control Technician
2381 Control Tech. (Un.) (DCPP)	
2382 Trv. Control Tech. (DCPP)	
2383 Control Technician (Un.)	
2385 Shift Ctrl. Tech. (DCPP)	
2394 Trv. Control Tech. (Un.)	
2396 Trv. Control Technician	
2397 Control Technician	
2399 Trv. Control Technician (Un.) (DCPP)	
2398 Appr. Control Technician	** 0482 Appr. Electrician ** 2091 Appr. Instru. Repairman
1505 Radiation and Process Monitor (HBPP only)	1503 Environmental Protection Monitor (GPP)
1506 Trv. Radiation and Process Monitor (HBPP only)	
1503 Environmental Protection Monitor (Geysers Power Plant)	None
2357 Chemical and Radiation Protection Technician	2359 Appr. Chemical and Radiation Protection Tech.
2358 Trv. Chemical and Radiation Protection Tech.	
2359 Appr. Chemical and Radiation Protection Tech.	0938 Helper (Chemical and Radiation Protection)
2090 Instrument Repairman	2091 Appr. Instrument Repairman
2092 Trv. Instrument Repairman (Un.) (DCPP)	
2093 Instru. Repairman (Un.)	
2094 Trv. Instru. Repairman (Un.)	
2095 Instru. Repairman (DCPP)	
2096 Instru. Repairman (Un.) (DCPP)	
2097 Trv. Instru. Repairman	
2099 Trv. Instru. Repairman (DCPP)	

\*Employee to be demoted has choice of classifications; then displaces the employee with the least service in that classification who is junior to him/her.

\*\*To Apprenticeship depending upon where employee came from. If employee attained journeyman status in that apprenticeship, then will be given unassigned status.

Update: 1-3-89 : By: 88-110

The Normal Line of Progression in the Application of Title 206.3  
for the Steam Generation Department

<u>Classification Affected</u>	<u>*May demote to</u>
2091 Appr. Instru. Repairman	0334 Tool Clerk (Inst. Mtce.) (DCPP) 0944 Helper 0946 Trv. Helper
0334 Tool Maintenance Clerk (Instrument Maint.)	0944 Helper 0946 Traveling Helper

\*Employee to be demoted has choice of classifications; then displaces  
the employee with the least service in that classification who is junior to him/her.

Update: 1-3-89 : By: 88-110

July 2, 1971

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

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter supersedes and cancels Company's letter of June 7, 1971 to you on the same subject.

In order to provide essential services in the new General Office Building Complex, certain San Francisco Division physical classifications represented by Union will be transferred to the General Office Building Department.

Pursuant to the provisions of Sections 205.19 and 206.13 of the Physical Agreement, Company proposes to transfer those employees listed on the attached list to the General Office Building Department. Company further proposes that for purposes of job bidding under the provisions of Title 205 and for application of the demotion and layoff procedure under Title 206 of the Physical Agreement that the Warehouse and Building Maintenance Sections of the General Office Building Department and these same functions in San Francisco Division be considered as being within the same Division.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By s/L. W. Bonbright  
Manager of Industrial Relations

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

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

July 12, 1971

By s/L. L. Mitchell  
Business Manager

Classification

Present Incumbent

Building Maintenceman

G. J. Curtis

" "

W. C. Belaski

" "

J. C. Bardon

Building Service Subforeman

J. A. Laureano

Helper

T. H. Williams

" "

D. M. Spreckelsen

" "

E. McGee

Floorman

O. Garcia

" "

D. Pizarro

Janitor

R. Aaron

" "

J. W. Pickens, Jr.

" "

C. O'Conner

" "

P. N. Malinovsky

" "

L. Bell

" "

W. R. Griffin

" "

J. A. Sustarich

" "

M. O'Reilly

Sr. Storekeeper

F. J. Baumann

Warehouseman

C. M. Higginson

" "

R. C. Friman

" "

M. Killingham

Building Mechanic

L. J. Logan

" "

G. M. McDowell

**INDUSTRIAL RELATIONS  
732.21**

**Job Bidding**

**August 10, 1981**

**MESSRS. M. R. AMERIO  
W. J. FRAZIER  
J. KINDER  
G. D. LAWSON  
M. J. STONE**

In recent weeks, there has been much confusion and question as to which IBEW positions are considered to be located in San Francisco Division and which positions are considered to be located in the General Office (particularly the Building Department), for bidding and job award purposes, and what cross-bidding rights are involved, if any. This letter is intended to clarify the situation.

For purposes of job bidding under the provisions of Title 205 and for application of the demotion and layoff procedure under Title 206 of the Physical Agreement, the Warehouse and Building Maintenance Sections of the General Office Building Department and the same functions in San Francisco Division are considered as being within the same Division. Similarly, and for the same purposes, the Garage Section of General Office Building Department and the Garage Department of San Francisco Divisions are considered as being within the same Division.

Note this arrangement applies only to employees covered by the IBEW Physical Agreement. Clerical employees in San Francisco Division may not pre-bid to jobs in General Office departments.

From time to time, the computerized-bidding system does provide incorrect information. Incorrect job awards stir up grievances and result in unnecessary costs. Please review your job bid lists weekly and report any errors to Lisa Battles, Room 444, 245 Market Street, Extension 4938.

If you have any further questions, please call Fred H. Greenstein on Extension 4401.

**I. WAYLAND BONBRIGHT**

**PHC/lsc**

**cc: LDBattles  
DJBergman  
MKDuke  
PNLong**



November 19, 1971

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

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter supersedes and cancels our letter of July 7, 1971 to you on the same subject.

In order to provide essential services in the General Office Garage, certain San Francisco Division Garage classifications represented by Union will be transferred to the General Office Building Department.

Pursuant to the provisions of Sections 205.19 and 206.13 of the Physical Agreement, Company proposes to transfer the following employees to the General Office Building Department:

<u>Classification</u>	<u>Present Incumbent</u>
Lead Mechanic	E. J. Peterson
Equipment Mechanic	H. Cuevas
Garageman	W. A. Johnston

Company further proposes that for purposes of job bidding under the provisions of Title 205 of the Physical Agreement that the Garage section of the General Office Building Department and the Garage Department - San Francisco Division be considered as being within the same Division (San Francisco).

In order to provide apprenticeship training for General Office Garage personnel and to insure the maintenance of the necessary skill and qualification of all Mechanics (particularly in respect to trucks and hydraulic lift equipment not found in the General Office), Company proposes, in conjunction with the above merger of bidding and demotion rights, that employees assigned in these garages may be required to rotate between San Francisco and General Office garages at intervals of not less than six months.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By S/L. W. Bonbright  
Manager of Industrial Relations

- continued -

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

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

By s/L. L. Mitchell  
Business Manager

## PACIFIC GAS AND ELECTRIC COMPANY

PGE — 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 973-7000 • TWX 910-372-6587

September 28, 1988

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:

For purposes of Title 206, employees headquartered in the following locations shall be considered as being a part of the geographic division and geographic region in which their headquarters is located. Accordingly, employees of each of the respective geographic divisions and regions shall be considered for purposes of Title 206 to be a part of the applicable location:

<u>Headquarters/Location</u>	<u>Division/Region</u>
Department of Engineering Research (DER) San Ramon Diablo Canyon Power Plant	Diablo/East Bay Los Padres/Mission Trail
Gas and Electric Technical Services Kettleman	Fresno/San Joaquin
Electric Meter Repair Oakland	Central/East Bay
Gas Meter Repair Plant* Fremont	Mission/East Bay

\* As a result of the 1983 settlement, the employees of the Fremont Gas Meter Repair Facility were already considered as East Bay Division (now East Bay Region) employees for the purposes of Titles 205 and 206. As a result of this Agreement, employees of East Bay Region will have 206 rights into the Fremont Gas Meter Repair Facility.

Local Union No. 1245, IBEW  
88-120-PGE

-2-

September 22, 1988

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Buefle  
Manager of Industrial Relations

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

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

Oct 14, 1988

By Jack McHenry  
Business Manager

jt