

PACIFIC GAS AND ELECTRIC COMPANY

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April 12, 1989

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter supersedes our letter on the same subject, dated March 20, 1989, with corrections per memo of March 30, 1989 from Darrel Mitchell.

Attached is an updated job definitions and lines of progression for Section 600.12, Exhibit VI-L, Electric Maintenance Department, which includes Hydro Maintenance.

The update incorporates the following:

1. Changes necessitated as a result of agreement in general negotiations relative to Telecommunication classifications;
2. LA 87-217 which clarifies the job definition and line of progression of the Helms Helper; and
3. LA 87-112 relative to Switching Assignment for Electricians.

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

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By *Richard B. Bradley*
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

April 24, 1989

By *Jack McNally*
Business Manager

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ELECTRIC MAINTENANCE DEPARTMENT
Includes Hydro Maintenance

0750 ELECTRIC MAINTENANCE CREW FOREMAN

An employee who is a working foreman in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

0459 Electrician - Helms
0467(0484) Electrician - Elec.
Mtce. & (Un.)
0469(0486) Electrician - Materials
& (Un.)
1139 Elec. Machinist - Helms
1140(1143) Elec. Machinist & (Un.)

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)
0645 Technical Subforeman B (G.C.)
0650 Subforeman A (G.C. Station)
0653 Subforeman B (G.C. Station)
0710 Elec. Shop Subforeman
0750 Elec. Maintenance Crew Foreman
0850 Working Foreman A (G.C. Station)
0853 Workman Foreman B (G.C. Station)

2407 TELECOMMUNICATIONS CREW FOREMAN

An employee who is a working foreman in charge of a crew engaged in telecommunications maintenance and/or installation without direct telecommunications supervision. The employee shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of a Telecommunications Technician, and be familiar with Company safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

2389 Telecommunications Tech.
(Helms)
2409(2393) Telecommunications
Tech. & (Un.)

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)
0645 Technical Subforeman B (G.C.)
2407 Telecommunications Crew Foreman

2409 TELECOMMUNICATIONS TECHNICIAN

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunications systems, such as but not limited to, intercommunication systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy

(cont'd)

2409 TELECOMMUNICATIONS TECHNICIAN (cont'd)

Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control, and telemetering equipment. In addition, the employee may be required to investigate, correct, or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency, and he must have a Radio Telephone Operator's License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

Next Lower Classification

Same or Higher Classifications

2408 Appr. Telecommunications
Tech.

*0644 Technical Subforeman A (G.C.)
*0645 Technical Subforeman B (G.C.)
*0750 Elec. Maintenance Crew Foreman
2389 Telecommunications Technician -
Helms
2390 Communication Technician (G.C.)
2407 Telecommunications Crew Foreman
2409(2393) Telecommunications Tech. &
(Un.)

* Must be qualified Telecommunication Technician.

2389 TELECOMMUNICATIONS TECHNICIAN (Helms) (See LA 84-69, page 22)

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of telecommunications systems, such as but not limited to, intercommunications systems, telephone switchboards, PBX, voice and data switching systems, major operations computers (examples: Electric Energy Management Systems, Gas Energy Management System, Supervisory Control and Data Acquisition systems), supervisory, power and telephone line carriers, microwave, fiber optics, multiplex, radio, remote signal and remote control equipment, load frequency control and telemetering equipment. In addition, the employee may be required to investigate, correct or make recommendations for the correction of user station equipment, personal computers and related equipment problems, and radio and television interference complaints. The employee's background of apprenticeship and experience must be such as to qualify the employee to perform these duties with skill and efficiency, and must have a Radio Telephone Operator's License or a Company-approved certification. Assignments may include duties normally performed by an Electrical Technician.

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2389 TELECOMMUNICATIONS TECHNICIAN (Helms) (cont'd)

In addition, he will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. He may also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, he will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classification

Same or Higher Classifications

2408 Appr. Telecommunications Technician

*0644 Technical Subforeman A (G.C.)
 *0645 Technical Subforeman B (G.C.)
 *0750 Elec. Maintenance Crew Foreman
 2389 Telecommunications Tech. - Helms
 2390 Communication Technician (G.C.)
 2407 Telecommunications Crew Foreman
 2409(2393) Telecommunications Tech. & (Un.)

* Must be qualified Telecommunications Technician.

2408 APPRENTICE TELECOMMUNICATIONS TECHNICIAN

An employee engaged in performing Telecommunications Technician's work as an assistant to, or under the general direction of a Technician. In order to gain experience for advancement to Telecommunications Technician, he may 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 Technician status and he must have a Radio Telephone Operator's License or a Company-approved certification.

Next Lower Classification

Same or Higher Classifications

*0481 Appr. Electrician - Elec. Mtce.
 *0482 Appr. Electrician - Steam
 *0483 Appr. Electrician - Materials
 2406 Telecommunications Installer
 2417 Telecommunications Operations Analyst (DCPP, Fairfield & G.O. Computer Centers)

0459 Electrician (Helms)
 0467(0484) Electrician - Electric Mtce. & (Un.)
 0468(0485) Electrician - Steam & (Un.)
 0469(0486) Electrician - Materials & (Un.)
 0472(0489) Electrician & (Un.) - DCPP
 0477(0476) Trv. Electrician & (Un.)
 0479(0491) Trv. Elec. & (Un.) - DCPP
 0750 Elec. Maintenance Crew Foreman
 **2391 Appr. Communication Technician (G.C.)

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2408 APPRENTICE TELECOMMUNICATIONS TECHNICIAN (cont'd)

Next Lower Classification

Same or Higher Classifications

2400(2403) Electrical Tech. & (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician (Helms)
2408 Appr. Telecommunications Tech.

*Must be at 2 yr. step or above.

**Must hold FCC License or Company approved certification.

An Electrician who is the successful bidder on a vacancy in the Apprentice Telecommunications Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Telecommunications Technician vacancies considered under Subsection 205.7 (b) until he has accrued 24 months' classification seniority as an Apprentice Telecommunications Technician. In addition, he will not be considered for automatic progression to Unassigned Telecommunications Technician under the provisions of the Master Apprenticeship Agreement until he has accrued 30 months' classification seniority as an Apprentice Telecommunications Technician.

Note: An additional test has been established by written agreement between Company and Union (LA 9-25-64) under provisions of Section 205.11. The successful bidder shall be given this test. A score of 70 points is necessary to meet this test requirement before an employee is appointed to a vacancy. A

2417 TELECOMMUNICATIONS OPERATIONS ANALYST (DCPP, Fairfield, and General Office Computer Centers only)

A shift employee who is engaged in the operation of the Telecommunications Network. The employee shall have the ability to communicate oral and written English satisfactorily; answer trouble reporting telephones; provide operational assistance to users via computer terminals; using maintenance terminal to identify problem hardware, software, and application, and notify responsible corrective party; maintain trouble log, and provide corrective and user follow-up; analyze alarm/diagnostic messages and initiate corrective action; implement service reconfiguring transmission facilities i.e.; establish dial back-up.

Beginner's classification.

2406 TELECOMMUNICATIONS INSTALLER

An employee who is engaged in installing telecommunications equipment. The employee shall have the ability to install and terminate telecommunications wire and cable; install equipment racks, shelves, and earthquake bracing; install single and multi-line telephones and key telephone equipment; install radio and microwave antennas and transmission lines; assist Telecommunications Technician in equipment/systems testing; perform housekeeping in telecommunications areas; communicate oral and written English satisfactorily; use hand and power tools safely.

Beginner's classification.

2400 ELECTRICAL TECHNICIAN

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. His assignments may include duties normally performed by a Telecommunication Technician.

Next Lower Classification

2401 Apprentice Electrical
Technician

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)
0645 Technical Subforeman B (G.C.)
0750 Elec. Maintenance Crew Foreman
2400(2403) Electrical Tech. & (Un.)
2402 Electrical Technician (Helms)

2402 ELECTRICAL TECHNICIAN (Helms) (See LA 84-69, page 22)

A resident employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing, and maintenance of protective relay equipment, relay carriers, supervisory equipment, station apparatus, instruments, remote and local control devices and associated wiring. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency. His assignments may include duties normally performed by a Telecommunications Technician.

In addition, he will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. He may also be assigned to a shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Physical Agreement, he will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

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2402 ELECTRICAL TECHNICIAN (Helms) (cont'd)

Next Lower Classification

2401 Apprentice Electrical Technician

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)
 0645 Technical Subforeman B (G.C.)
 0750 Elec. Maintenance Crew Foreman
 2380(2381) Control Technician & (Un.) (DCPP)
 2382(2399) Trv. Control Tech. & (Un.) (DCPP)
 2385 Shift Control Technician (DCPP)
 2396(2394) Trv. Control Tech. & (Un.)
 2397(2383) Control Technician & (Un.)
 2400(2403) Electrical Tech. & (Un.)
 2402 Electrical Technician - Helms
 2418 Instrument Technician (G.C.)

2401 APPRENTICE ELECTRICAL TECHNICIAN

An employee engaged in performing Electrical Technician's work as an assistant to or under the general direction of a technician. In order to gain experience for advancement to Electrical Technician, he may 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 technician status.

Next Lower Classifications

*0481 Appr. Electrician - Elec. Mtce.
 *0482 Appr. Electrician - Steam
 *0483 Appr. Electrician - Materials (Un.)

Same or Higher Classifications

0459 Electrician - Helms
 0467(0484) Electrician - Elec. Mtce. & (Un.)
 0468(0485) Electrician - Steam & (Un.)
 0469(0486) Electrician - Materials &
 0472(0489) Electrician - D.C. & (Un.)
 0477(0476) Trv. Elec. & (Un.) - Steam
 0479(0491) Trv. Elec. - D.C. & (Un.)
 0750 Elec. Maintenance Crew Foreman
 2389 Telecommunications Tech. - Helms
 2390 Communication Technician (G.C.)
 2391 Appr. Communication Tech. (G.C.)
 2401 Appr. Electrician Technician
 2407 Telecommunications Crew Foreman
 2408 Appr. Telecommunications Tech.
 2409(2393) Telecommunications Tech. & (Un.)

*At 2 yr. step or above.

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2401 APPRENTICE ELECTRICAL TECHNICIAN (cont'd)

An Electrician who is the successful bidder on a vacancy in the Apprentice Electrical Technician classification will be placed at the wage rate step applicable at the end of 24 months and, such employee will not have subsequent bids on Electrical Technician vacancies considered under Subsection 205.7(b) until he has accrued 24 months' classification seniority as an Apprentice Electrical Technician. In addition, he will not be considered for automatic progression to Unassigned Electrical Technician under the provisions of the Master Apprenticeship Agreement until he has accrued 30 months' classification seniority as an Apprentice Electrical Technician.

Note: An additional test has been established by written agreement between Company and Union (LA 6-3-64) under provisions of Section 205.11. The successful bidder shall be given this test. A score of 70 points is necessary to meet this test requirement before an employee is appointed to a vacancy.

- 0467 ELECTRICIAN (See LA 87-112, page 25)
0459 ELECTRICIAN (Helms) (See LA 84-69 pg. 22)

An employee who is a journeyman and is engaged in performing all types of electrical work. When he is assigned to the maintenance and testing of impedance, carrier, and directional relays, he will work with and under the supervision of a Technician or other higher classified employee experienced in such work. His background of apprenticeship and experience must be such as to qualify him to perform his duties with skill and efficiency.

Next Lower Classification

0481 Apprentice Electrician

Same or Higher Classifications

0459 Electrician - Helms
0466 Electrician (G.C.) (Service Center)
0467(0484) Electrician - Elec. Mtce. & (Un.)
0469(0486) Electrician - Materials & (Un.)
0474 Electrician (G.C.)
0644 Technical Subforeman A - (G.C.)
0645 Technical Subforeman B - (G.C.)
0650 Subforeman A - (G.C. Station)
0653 Subforeman B - (G.C. Station)
0750 Elec. Maintenance Crew Foreman
0850 Working Foreman A (G.C. Station)
0853 Working Foreman B (G.C. Station)
2389 Telecommunication Tech. - Helms
2390 Communication Technician (G.C.)
*2391 Appr. Communication Tech. (G.C.)

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0467 ELECTRICIAN (See LA 87-112, page 25)
 0459 ELECTRICIAN (Helms) (cont'd)

Next Lower Classification

Same or Higher Classifications

2400(2403) Electrical Tech. & (Un.)
 *2401 Appr. Electrical Technician
 2402 Electrical Technician - Helms
 2407 Telecommunications Crew Foreman
 *2408 Appr. Telecommunications Tech.
 2409(2393) Telecommunications Tech. &
 (Un.)

*An employee in an Apprentice Technician classification who was formerly classified as an Electrician may bid back to Electrician.

Note: Effective 12-10-69 an employee who entered or will enter any of the Apprentice Electrician classifications in the Divisions on or after December 10, 1966, and who remains in such classification until he has completed 30 months in the classification will not be required to meet the promotional test requirements in letters of agreement dated October 5, 1965, March 10, 1967; however, the provisions of Section 205.11 shall remain applicable.

0481 APPRENTICE ELECTRICIAN

An employee engaged in performing Electrician's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrician, he may 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 Classifications

0922 Helper - Helms
 0923 Helper - Materials
 (Elec. Mtce.)
 0925 Helper - Elec. Mtce.
 2140 Transformer Repairman
 (Un.)
 2406 Telecommunications Installer

*0468(0485) Electrician - Steam & (Un.)
 *0472(0489) Electrician - DCPP & (Un.)
 *0477(0476) Trv. Electrician - Steam &
 (Un.)
 *0479(0491) Trv. Elec. - DCPP & (Un.)
 0481 Appr. Electrician - Elec. Mtce.
 0482 Appr. Electrician - Steam
 0483 Appr. Electrician - Materials
 0624 Labor Foreman
 1139 Electrical Machinist - Helms
 1140(1143) Electrical Machinist &
 (Un.)
 2160 Rigger - Electrical Maintenance
 2391 Appr. Comm. Technician (G.C.)
 2401 Appr. Electrical Technician
 2408 Appr. Telecommunications Tech.
 2620(2633) Welder - Elec. Mtce. &
 (Un.)

*May bid to Apprentice Electrician at the 2 yr. step.

1139 ELECTRICAL MACHINIST (Helms) (See LA 84-69, page 22)

A resident employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. He performs duties of an Electrician with moderate skill. He is engaged in repairing, installing, and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams, and related facilities. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

In addition, he will be required to have the knowledge and capability of performing normal and emergency operating functions at the Helms Project. He may be also assigned to shift schedule, in accordance with the provisions of Section 202.17 of the Physical Agreement, due to irregular water or plant conditions.

Pursuant to the provisions of Section 202.11 of the Agreement, he will be required to work a schedule of ten consecutive workdays, with four consecutive days off.

Next Lower Classification

1141 Apprentice Electrical
Machinist

Same or Higher Classifications

0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2400(2403) Electrical Technician &
(Un.)
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2409(2393) Telecommunications Tech. &
(Un.)

1140 ELECTRICAL MACHINIST

An employee who is a journeyman and is engaged in performing precision work with all types of machine tools and is capable of welding and rigging. He performs duties of an Electrician with moderate skill. He is engaged in repairing, installing and maintaining all types of mechanical and electrical equipment in hydroelectric plants, dams and related facilities. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency.

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1140 ELECTRICAL MACHINIST (cont'd)

Next Lower Classification

1141 Apprentice Electrical
Machinist

Same or Higher Classifications

0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2400(2403) Electrical Tech. & (Un.)
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2409(2393) Telecommunications Tech. &
(Un.)

1141 APPRENTICE ELECTRICAL MACHINIST

An employee engaged in performing Electrical Machinist's work as an assistant to or under the general direction of a journeyman. In order to gain experience for advancement to Electrical Machinist, may 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

0922 Helper - Elec. Mtce.
- Helms
0925 Helper - Elec. Mtce.
2140 Transformer Repairman

Same or Higher Classifications

0459 Electrician - Helms
0467(0484) Electrician - Elec. Mtce.
& (Un.)
0468(0485) Electrician - Steam &
(Un.)
0469(0486) Electrician - Mats. &
(Un.)
0472(0489) Electrician - DCP & (Un.)
0477(0476) Trv. Electrician & (Un.)
0479(0491) Trv. Elec. - DCP & (Un.)
0624 Labor Foreman
1141 Appr. Electrical Machinist
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400(2403) Electrical Tech. & (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. &
(Un.)
2620 Welder

2620 WELDER

An employee who is a journeyman and is engaged in performing both electric and gas welding on all types of equipment and piping. His background of experience must be such as to qualify him to perform these duties with skill and efficiency. He may also be required to lay out and erect piping, do necessary welding in connection with its installation; and, at times when there is no welding to be done, do miscellaneous maintenance work including blacksmithing.

Next Lower Classification

2630 Apprentice Welder

Same or Higher Classifications

0459 Electrician - Helms
 0467(0484) Electrician - Elec. Mtce. & (Un.)
 0750 Elec. Maintenance Crew Foreman
 1139 Electrical Machinist - Helms
 1140(1143) Electrical Machinist & (Un.)
 2389 Telecommunications Tech. - Helms
 2390 Communication Technician (G.C.)
 2391 Appr. Communication Technician (G.C.)
 2400(2403) Electrical Tech. & (Un.)
 2401 Appr. Electrical Technician
 2402 Electrical Technician - Helms
 2407 Telecommunications Crew Foreman
 2408 Appr. Telecommunications Tech.
 2409(2393) Telecommunications Tech. & (Un.)
 2617 Welder (G.C.)
 2619 Lead Welder (G.C.) Service Center
 2620 Welder
 2622 AWS Certified Welder - G.C.
 2625 Arc Welder - G.C.
 2626(2623) Certified Welder & (Un.)
 2631(2632) Certified Welder - DCPD & (Un.)
 2634(2635) Trv. Certified Welder - DCPD & (Un.)
 2637(2636) Trv. Certified Welder - & (Un.)

2630 APPRENTICE WELDER

An employee who does both electric and acetylene welding and cutting of metals as an assistant to or under the general direction of a journeyman on all types of equipment and piping. In order to gain experience for advancement to Welder, he may work alone or under indirect supervision on jobs for which he has been trained and instructed; must study and become familiar with the properties of metals and procedures for

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2630 APPRENTICE WELDER (cont'd)

preheating, welding and stress relieving, and the use of all tools and equipment required in the preparation and completion of welds; may advance to the classification of Welder upon completion of apprenticeship training and when a vacancy occurs, provided that satisfactory progress is shown in his ability to make proper welds. Since this work may be intermittent in nature, he also assists other journeymen and Mechanics as required.

Next Lower Classifications

0922 Helper - Helms
 0925 Helper (Elec. Mtce.)
 2140 Transformer Repairman

Same or Higher Classifications

0459 Electrician - Helms
 0467(0484)Electrician - Elec. Mtce. & (Un.)
 0624 Labor Foreman
 0750 Elec. Maintenance Crew Foreman
 1139 Electrical Machinist - Helms
 1140(1143) Electrical Machinist & (Un.)
 2160 Rigger
 2389 Telecommunications Tech. - Helms
 2390 Communication Technician (G.C.)
 2391 Appr. Communication Technician (G.C.)
 2400(2403) Electrical Tech. & (Un.)
 2401 Appr. Electrical Technician
 2402 Electrical Technician - Helms
 2407 Telecommunications Crew Foreman
 2408 Appr. Telecommunications Tech.
 2409(2393) Telecommunications Tech. & (Un.)
 2630 Apprentice Welder

2160 RIGGER

An employee who is engaged in performing all classes of rigging, including that necessary for handling heavy machinery. He is also required to make up both wire and manila rope slings and keep all rigging equipment in proper repair. His background of experience must be such that he can be relied upon to handle valuable equipment safely and efficiently. Since this work is intermittent in nature he may also be required to perform miscellaneous routine plant maintenance, particularly at high elevations.

Next Lower Classification

1231 Mechanic - Elect. Mtce.

Same or Higher Classifications

0467(0484) Electrician - Elec. Mtce. & (Un.)
 0750 Elec. Maintenance Crew Foreman
 1139 Electrical Machinist - Helms

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2160 RIGGER (cont'd)

Next Lower Classification

Same or Higher Classifications

1140(1143) Electrical Machinist & (Un.)
 2159(2162) Rigger DCP & (Un.)
 2160 Rigger
 2165(2166) Rigger - Steam & (Un.)
 2167(2164) Trv. Rigger & (Un.)
 2169(2158) Trv. Rigger DCP & (Un.)
 2389 Telecommunications Tech. - Helms
 2390 Communication Technician (G.C.)
 2391 Appr. Communication Technician (G.C.)
 2400(2403) Electrical Technician & (Un.)
 2401 Appr. Electrical Technician
 2402 Electrical Technician - Helms
 2407 Telecommunications Crew Foreman
 2408 Appr. Telecommunications Tech.
 2409(2393) Telecommunications Tech. & (Un.)

1231 MECHANIC

An employee skilled in the use of hand and bench tools, who is qualified for and is engaged in overhauling and maintaining mechanical equipment. He shall also be capable of doing metal work, pipe work, and routine welding.

Vacancies to be filled by agreement between Company and Union.

2140 TRANSFORMER REPAIRMAN

An employee in the shop who repairs, services, and maintains transformers. He may also be required to overhaul and repair various other types of electrical equipment and tools.

Next Lower Classifications

Same or Higher Classifications

0922 Helper - Helms
 0923 Helper - Materials
 Elec. Mtce.
 0925 Helper - Elec. Mtce.

0442 Heavy Tractor Driver - Elec. Mtce.
 0459 Electrician - Helms
 0463 Heavy Truck Driver - Elec. Mtce.
 0467(0484) Electrician - Elec. Mtce. & (Un.)
 0468(0485) Electrician - Steam & (Un.)
 0469(0486) Electrician & (Un.)
 0472(0489) Electrician - DCP & (Un.)

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2140 TRANSFORMER REPAIRMAN (cont'd)

Next Lower Classification

Same or Higher Classifications

0479(0491) Trv. Electrician - DCP & (Un.)
 0481 Appr. Electrician - Elec. Mtce.
 0482 Appr. Electrician - Steam
 0483 Appr. Electrician - Mtls. Dist.
 0477(0476) Trv. Electrician & (Un.)
 0624 Labor Foreman
 0750 Elec. Maintenance Crew Foreman
 1139 Electrical Machinist - Helms
 1140(1143) Electrical Machinist & (Un.)
 1141 Appr. Elect. Machinist
 1231 Mechanic
 2140 Transformer Repairman
 2160 Rigger
 2389 Telecommunications Tech. - Helms
 2390 Communication Technician (G.C.)
 2391 Appr. Communication Technician (G.C.)
 2400(2403) Electrical Tech. & (Un.)
 2401 Appr. Electrical Technician
 2402 Electrical Technician - Helms
 2407 Telecommunications Crew Foreman
 2408 Appr. Telecommunications Tech.
 2409(2393) Telecommunications Tech. & (Un.)
 2620(2633) Welder & (Un.)
 2621 Appr. Welder

0624 LABOR FOREMAN

An employee who is a working foreman in charge of a crew engaged in the maintenance of roads, trails, and bridges; the clearing of brush; general cleaning around lakes, dams, powerhouses, and waterways; minor pole line maintenance; loading, delivering, and unloading of materials and supplies. He may be required to drive a truck. He must have the personal qualifications of leadership and supervisory ability, be familiar with Company's safety rules and accounting procedures. His crew may include a Truck or Tractor Driver.

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0624 LABOR FOREMAN (cont'd)

Next Lower Classifications

0417 Truck Driver - Electric
0442 Hvy. Tractor Driver - Electric
0463 Hvy. Truck Driver -
Electric

Same or Higher Classifications

0459 Electrician - Helms
0467(0484) Electrician - Elec. Mtce.
& (Un.)
0624 Labor Foreman
0623 Labor Foreman - Elec. T&D
0630 Labor Foreman A (G.C.)
0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400(2403) Electrical Technician &
(Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. &
(Un.)
2620(2633) Welder & (Un.)

0463 HEAVY TRUCK DRIVER

An employee who drives a heavy truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

A heavy truck is defined as:

1. A truck tractor coupled with one or more trailers or;
2. A 3-axle truck or;
3. Any combination of truck and trailers exceeding 50 feet in length.

Two wheel pole or pipe dollies without any part of the weight of the dolly resting upon the towing vehicle are not considered trailers for purposes of the above.

(cont'd)

0463 HEAVY TRUCK DRIVER (cont'd)

Next Lower Classifications

0417 Truck Driver - Elec. Mtce.
0437 Light Tractor Driver -
Elec. Mtce.

Same or Higher Classifications

0433 Leadman Driver
0434 Special Driver - Service Center
(G.C.)
0435 Special Driver (G.C.)
0442 Heavy Tractor Driver
0459 Electrician - Helms
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Elec Mtce.
0465 Heavy Truck Driver - Gas
0467(0484) Electrician - Elec. Mtce.
& (Un.)
0481 Appr. Electrician
0624 Labor Foreman
0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
1141 Appr. Electrical Machinist
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400(2403) Electrical Technician &
(Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. &
(Un.)
2620(2633) Welder & (Un.)
2621 Appr. Welder

0417 TRUCK DRIVER

An employee who drives a truck (other than a pickup truck) transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists other employees in the performance of their work and may be assigned to operate material handling equipment.

(cont'd)

0417 TRUCK DRIVER (cont'd)

Next Lower Classifications

0424 Light Truck Driver
0437 Light Tractor Driver
0890 Gardener
0922 Helper - Helms
0925 Helper - Elec. Mtce.
2140 Transformer Repairman

Same or Higher Classifications

0415 Truck Driver (G.C.)
0416 Truck Driver - Materials
0417 Truck Driver - Elec. Mtce.
0433 Leadman Driver
0434 Special Driver - Service Center
(G.C.)
0435 Special Driver (G.C.)
0442 Heavy Tractor Driver
0459 Electrician - Helms
0461 Heavy Truck Driver (G.C.)
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Elec.
Mtce.
0465 Heavy Truck Driver - Gas
0467(0484) Electrician & (Un.)
0481 Apprentice Electrician
0624 Labor Foreman
0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
1141 Appr. Electrical Machinist
1231 Mechanic
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400(2403) Electrical Technician &
(Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. &
(Un.)
2620(2633) Welder & (Un.)
2621 Appr. Welder

0424 LIGHT TRUCK DRIVER

An employee who drives a station wagon or pickup truck transporting men, supplies and equipment; loads and unloads the truck; performs necessary paper work in connection therewith; assists employees in the performance of their work in the department to which he is assigned.

(cont'd)

0424 LIGHT TRUCK DRIVER (cont'd)

Next Lower Classifications

0890 Gardener
0922 Helper - Helms
0925 Helper - Elec. Mtce.
2140 Transformer Repairman

Same or Higher Classifications

0415 Truck Driver (G.C.)
0416 Truck Driver - Materials
0417 Truck Driver - Elec. Mtce.
0422 Light Truck Driver - Materials
0423 Light Truck Driver - Garage
0424 Light Truck Driver - Electric
0426 Light Truck Driver - Steam
0433 Leadman Driver
0434 Special Driver - Service Center
(G.C.)
0435 Special Driver (G.C.)
0437 Light Truck Driver
0442 Heavy Tractor Driver
0457 Line Truck Driver (G.C.)
0459 Electrician - Helms
0461 Heavy Truck Driver (G.C.)
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Electric
0465 Heavy Truck Driver - Gas
0467(0484) Electrician & (Un.)
0481 Appr. Electrician
0624 Labor Foreman
0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
1141 Appr. Electrical Machinist
1231 Mechanic
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400(2403) Electrical Technician &
(Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. &
(Un.)
2620(2633) Welder & (Un.)
2621 Appr. Welder

0442 HEAVY TRACTOR DRIVER (30 hp or over)

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work; shall drive a truck or perform other work as occasion requires.

Next Lower Classifications

0417 Truck Driver
0437 Light Tractor Driver

Same or Higher Classifications

0442 Heavy Tractor Driver
0461 Heavy Truck Driver (G.C.)
0462 Heavy Truck Driver - Materials
0463 Heavy Truck Driver - Electric
0465 Heavy Truck Driver - Gas
0467(0484) Electrician & (Un.)
0459 Electrician - Helms
0481 Appr. Electrician
0624 Labor Foreman
0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist & (Un.)
1141 Appr. Electrical Machinist
1840 Tractor Operator A (G.C.)
1843 Tractor Operator B (G.C.)
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician (G.C.)
2400(2403) Electrical Technician & (Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. & (Un.)
2620(2633) Welder & (Un.)
2621 Appr. Welder

0437 LIGHT TRACTOR DRIVER (Less than 30 hp)

An employee who operates a tractor or sno-cat for general hauling, bulldozing, road maintenance and other similar work, shall drive a truck or perform other work as occasion requires.

Next Lower Classifications

0424 Light Truck Driver
0890 Gardener
0925 Helper (Elec. Mtce.)

Same or Higher Classifications

0417 Truck Driver
0437 Light Tractor Driver
0442 Heavy Tractor Driver

(cont'd)

0437 LIGHT TRACTOR DRIVER (Less than 30 hp) (cont'd)

Next Lower Classification

0922 Helper - Helms
2140 Transformer Repairman

Same or Higher Classifications

0459 Electrician - Helms
0463 Heavy Truck Driver
0467(0484) Electrician (Un.)
0481 Appr. Electrician
0624 Labor Foreman
0750 Elec. Maintenance Crew Foreman
1139 Electrical Machinist - Helms
1140(1143) Electrical Machinist &
(Un.)
1141 Appr. Electrical Machinist
1231 Mechanic
1840 Tractor Operator A (G.C.)
1843 Tractor Operator B (G.C.)
1844 Tractor Operator C (G.C.)
2160 Rigger
2389 Telecommunications Tech. - Helms
2390 Communication Technician (G.C.)
2391 Appr. Communication Technician
(G.C.)
2400(2403) Electrical Technician &
(Un.)
2401 Appr. Electrical Technician
2402 Electrical Technician - Helms
2620(2633) Welder & (Un.)
2621 Appr. Welder
2407 Telecommunications Crew Foreman
2408 Appr. Telecommunications Tech.
2409(2393) Telecommunications Tech. &
(Un.)

0890 GARDENER

An employee engaged in the care of lawns, gardens, grounds, etc.

Beginner's Classification

0925 HELPER

An employee whose principal duties consist of semi-skilled work such as assisting a journeyman or apprentice, including the use of hand tools under direction, assisting in station construction and maintenance, and other miscellaneous semi-skilled work. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

Beginner's Classification

0922 HELPER (Helms) (See LA 84-69, page 22)

An employee whose principal duties consist of semi-skilled work such as assisting a Journeyman or Apprentice including the use of hand tools under direction, assisting in Station Construction and Maintenance; or other miscellaneous semi-skilled work, such as record-keeping, cleaning buildings, equipment, and grounds. Will also assist the Electric Operators, as required. May be required under direction to use portable power tools for cleaning purposes or other work not requiring precision.

The Helms Helper has bidding rights in both Electric Operating and Electric Maintenance lines of progression.

Beginner's Classification

0523 SECOND FALLER (To Be Used on a Temporary Basis Only)

An employee in a labor crew who is engaged in cutting and felling trees, generally requiring the use of chain saw; may be required to trim felled trees and saw into lengths.

1930 PAINTER (To Be Used on a Temporary Basis Only)

An employee who prepares surfaces for painting and paints the inside or outside of any building, structure, furniture, or fixtures.

1594 CRANE OPERATOR (To Be Used on a Temporary Basis Only)

An employee who operates a mobile crane of 25 tons capacity or more, used in the operating, maintaining and constructing of hydro plants, substations or other facilities.