STATE OF CALIFORNIA Edmund G. Brown Jr., *Governor*

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SCOPE OF WORK PROVISIONS

FOR

ELECTRICAL UTILITY LINEMAN:
POLE RESTORATION JOURNEYMAN
POLE RESTORATION JOURNEYMAN: AFTER 1 YEAR
POLE RESTORATION JOURNEYMAN: AFTER 3 YEARS
POLE RESTORATION JOURNEYMAN: AFTER 6 YEARS

SENIOR TECHNICIAN
SENIOR TECHNICIAN: AFTER 1 YEAR
SENIOR TECHNICIAN: AFTER 3 YEARS
SENIOR TECHNICIAN: AFTER 6 YEARS

POLE TREATMENT JOURNEYMAN
POLE TREATMENT JOURNEYMAN: AFTER 1 YEAR
POLE TREATMENT JOURNEYMAN: AFTER 3 YEARS
POLE TREATMENT JOURNEYMAN: AFTER 6 YEARS

POLE RESTORATION AND TREATMENT
TECHNICIAN: FIRST 6 MONTHS
TECHNICIAN: AFTER 6 MONTHS

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, EL DORADO, FRESNO, GLENN, HUMBOLDT, LAKE, LASSEN, MADERA, MARIN, MARIPOSA, MENDOCINO, MERCED, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TUOLUMNE, YOLO, AND YUBA COUNTIES

61-X-4

RECEIVED
1/22/13
OD Research

OSMOSE UTILITIES SERVICE, INC.

AND

LOCAL UNION NO. 1245

AFL-CIO

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

POLE TREATMENT AND RESTORATION AGREEMENT

EFFECTIVE JANUARY 1, 2013 THROUGH DECEMBER 31, 2017

ARTICLE I
SCOPE OF WORK

1:1 Groundline evaluations, treatment, restoration and minor repair (to GO 95 guidelines) of standing wood utility poles on properties of Pacific Gas and Electric Company distribution and transmission systems owned or maintained. This work shall be done by skilled personnel that have been formally trained in this specific field. The work will include the strength repair designated reject poles using various generic mechanical products. Minor repair would include the replacement of defective or missing designated items such as guy guards, molding, pole numbers, high voltage signs, etc.

5:12 POLE TREATMENT FOREMAN (WORKING): An employee who is in charge of not more than five men, including himself or herself, (when assisted by a maximum of two Senior Technicians, three additional Technicians may be added per Senior Technician) engaged in the inspection and treatment of standing wood utility poles. He or she has been formally trained on-the-job by the Employer and has demonstrated his or her knowledge in the evaluation of wood poles to GO 95 Guidelines and application of remedial preservatives.

5:13 POLE RESTORATION FOREMAN (WORKING): An employee who is in charge of not more than five (5) men, including himself or herself, engaged in the evaluation, preservative treatment and mechanical restoration of Sub-GO 95 wood poles.

5:14 FOREMAN/TRAINEES: An Employee who is training on-the-job under a Pole Treatment Foreman or Pole Restoration Foreman for a specified amount of time, normally six (6) to ten (10) weeks. A Foreman/Trainee shall demonstrate reasonable progress and proficiency during his or her training to continue in that capacity. It is understood that in addition to the on-the-job training, a Foreman/Trainee is required to study Employer technical procedures on his or her own time. Testing on Company procedures is a basic element of the training program.

5:15 TECHNICIAN: An Employee who, under the supervision of a Foreman, is engaged in repetitive, unskilled work such as digging, back-filling, applying preservatives, etc.... which involves a variety of hand tools.

5:16 SENIOR TECHNICIAN: An employee, who will assist the Foreman in all aspects of the job, can effectively manage the crew in the Foreman's temporary absence. Must be able to survey/Inspect poles and lines, treat poles, and assist in the training of crew members when required. This position is not an automatic step in progression, and will be used at the Company's discretion.