

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET · SAN FRANCISCO, CALIFORNIA 94106 · TELEPHONE 781-4211

April 21, 1967

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

At recent meetings of the Apprenticeship Committee, we have discussed wage rates of employees entering apprentice classifications. A problem seems to have developed due to the apparent conflict between the intent of Sections 204.5 and 205.11 and our understanding with respect to apprenticeship training leading to automatic progression.

Company has explored in detail its past practice in the placement of employees in apprentice wage rates and the need of the full apprenticeship period for training, and, as a result, offers the following to solve the problem:

An employee who enters an apprentice classification after April 15, 1967, will be placed in the wage rates of the apprentice classification as follows:

1. If, on December 10, 1966, he had attained regular status and was regularly assigned to a classification at a wage rate equal to or greater than the beginning wage rate of the apprentice classification which he is entering, he shall continue to receive his current wage rate (plus any general wage increase thereafter applicable) although such wage rate does not match a wage rate in the steps of such apprentice classification to which he is appointed. If, however, his current wage rate is higher than the top wage rate of such apprentice classification, he shall be placed at the top wage rate thereof. Following such placement, he shall be enrolled in the apprentice training program and shall be paid at such wage rate until successful completion of Standards of Achievement qualify him for consideration for the next higher wage step, if any, in such apprentice classification wage progression. The successful completion of the Standards of Achievement for his next wage step must occur during the period of time normally allowed an employee who entered such apprentice classification at the beginning wage rate to achieve the same wage step.

- 2. If, after December 10, 1966, he is regularly assigned to a classification from which he is subsequently appointed to an apprentice classification, he shall be placed at the beginning wage rate in such apprentice classification. Based on his current knowledge, skill, efficiency, adaptability and physical ability which relate directly to prior performance of journeyman duties and which supplant need for training in the apprenticeship, he may be placed in a wage step above the beginning rate. Since such a placement will alter the negotiated length of the apprenticeship training period, Company and Union agreement is required.

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 *[Signature]*
 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

April 28, 1967

By *[Signature]*
 Business Manager