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PACIFIC GAS AND ELECTRIC COMPANY

PG&E

245 MARKET STREET · SAN FRANCISCO, CALIFORNIA 94106 · TELEPHONE 781-4211

May 17, 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:

The amending of Exhibit VIII of the Physical Agreement in 1966 General Negotiations provided that an employee in General Construction must pass certain tests before his bid to fill a Division job vacancy under the provisions of Title 205 will be considered. Such tests were indicated to be part of the Master Apprenticeship Agreement which had been proposed by Company during General Negotiations, but which was not included in the 1966 Settlement.

Company proposes to establish, under the provisions of Subsection 205.12(c), the following test procedures to apply to a General Construction employee who is bidding to fill a Division job vacancy:

I. Applicable to the filling of a job vacancy other than in an apprentice or journeyman job.

- A. 1. An employee, if he was employed in General Construction on or before December 10, 1966, must receive a passing score on the "Wonderlic Personnel Test" prior to the posting of the job vacancy on which he is bidding. The minimum passing grade on this test is a score of 18. The applicable allowance for age will be included in computing the score and the author's directions for administration will be followed.
2. Regardless of his previous attempts to pass such test prior to June 10, 1967, he shall be permitted to be tested and retested on or after June 10, 1967, according to the schedule outlined below:

1st Testing - On or after June 10, 1967.

2nd Testing - Three (3) months, or thereafter, following the date of the first testing.

3rd Testing - Six (6) months, or thereafter, following the date of the second testing.

4th Testing - Six (6) months, or thereafter, following the date of the third testing.

3. Company will not be required to give further consideration to the re-testing of an employee on the "Wonderlic Personnel Test" when he has failed such test for the fourth time after June 10, 1967.

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- 4. Such employee may also qualify in the manner outlined in Paragraph IB below. His use of one method shall not affect his opportunity to use the other.
- B. 1. An employee, if he was employed in General Construction after December 10, 1966, must attain a score of 100 points out of the total of 169.61 points available on the following Aptitude Tests:

Employee Aptitude Survey - Test 2 - Numerical Ability,
Form A - Psychological Services, Incorporated, Part II
and Part III

Employee Aptitude Survey - Test 5 - Space Visualization,
Form A, Revised - Psychological Services, Incorporated

Holzinger-Crowder, Uni-Factor Tests, Form Am - Tests No. 3,
No. 4 and No. 6

The instructions and method of scoring will be the same as used at pre-employment level.

- 2. Such employee shall be entitled to only one opportunity to pass the above Aptitude Tests. If he fails to pass, he need not be given further consideration.

II. Applicable to the filling of an apprentice or journeyman job.

- A. An employee, other than an employee in a journeyman classification in the same Line of Progression as that in which the vacancy exists, must pass the appropriate agreed-to apprentice tests as designated in the applicable apprenticeship agreement or in the Master Apprenticeship Agreement when it is adopted. Such employee shall be entitled to the schedule of tests and retests established in the applicable apprenticeship agreement or Master Apprenticeship Agreement.
- B. Such employee must have passed such requirements prior to the posting of the job vacancy on which he is bidding.

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 V.A. Thompson
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

May 22, 1967

By Ronald T. Whalley
Business Manager