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# PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco 94106  
SUtter 1-4211

March 4, 1964

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

As a result of the meeting between Company and Union to discuss Company's proposal of February 3, 1964, with respect to a program to accelerate the training and advancement of Apprentice Linemen, the following proposal supersedes our proposal of February 3:

1. On the basis of classification seniority, Company will select for group training Apprentice Linemen who have more than 12 months in the classification. (Apprentice Linemen with more than 24 months in the classification who are considered qualified for promotion to Lineman will be excluded from this selection.) The Apprentice Linemen selected for this training will be given a comprehensive five-week course in line work at Kettleman Compressor Station. The first class is scheduled to start on March 16, 1964, and will consist of Apprentice Linemen from San Francisco, San Jose and East Bay Divisions. Future classes will be scheduled for employees in other Divisions as the need is demonstrated.
2. Apprentice Linemen who qualify for advancement to Lineman by reason of the special class training outlined in Paragraph 1, or those with more than 24 months in the classification who are considered qualified for promotion to Lineman, shall have their bids on Lineman vacancies in the Division in which they are employed considered under the provisions of Subsection 205.7(b) of the Agreement, provided that there are no eligible bidders who are entitled to preferential consideration under the normal application of the provisions of Subsections 205.7(a), 205.7(c) or 205.7(d).
3. If an employee is the successful bidder on a Lineman vacancy as a result of the consideration given under Paragraph 2 above,

the award of the Lineman classification shall be provisional and shall remain provisional until the employee has accrued classification seniority in the combined Apprentice Lineman and provisional Lineman classifications totalling 36 months. He shall then be confirmed in the Lineman classification and be credited with six months' classification seniority as Lineman.

4. An employee classified as a provisional Lineman shall, when bidding on vacancies, other than as provided in Paragraph (a) below, be considered as an Apprentice Lineman and time worked in the provisional Lineman classification shall be considered as time worked as an Apprentice Lineman.
  - (a) A bid made by an employee who is in the provisional Lineman status and is bidding on a Lineman vacancy within the same Division in which he is employed, shall be given preferential consideration to such vacancy in the same manner as a regular Lineman under the following conditions:
    - (1) No other eligible bids have been received which are entitled to preferential consideration under the provisions of Subsection 205.7(a).
    - (2) His Lineman's classification seniority, for purposes of this provision only, shall be considered as starting with the date on which he attained provisional Lineman status.
    - (3) If the employee is the successful bidder to a Lineman vacancy under this provision, he shall retain his provisional Lineman status until he has met the requirements of Paragraph 3 above.
5. A provisional Lineman shall not be upgraded to Line Subforeman to supervise a crew which is performing work on lines or equipment energized in excess of 750 volts.
6. A provisional Lineman who is temporarily upgraded to Troubleman shall not perform line or station switching or work on lines or equipment energized in excess of 750 volts. He shall be permitted to refuse distribution transformers, using approved tools.
7. A provisional Lineman who is a member of a crew and who has less than 25 months in the combined Apprentice Lineman and provisional Lineman classifications shall not be assigned an Apprentice Lineman as a pole partner to perform work on lines or equipment energized in excess of 750 volts.
8. Apprentice Linemen qualified for promotion to Lineman under Paragraph 2 shall not be appointed, under the provisions of

Section 205.13, to unfilled vacancies which were posted in the Employment Bulletins prior to the effective date of this agreement and any such appointment to unfilled vacancies posted subsequent to such date shall be on a provisional basis.

- 9. As a prerequisite to confirmation as Lineman under Paragraph 3 of this agreement, employees in the provisional Lineman classification shall be required to complete any portion of the Apprentice Lineman Related Academic Training Program which was incomplete at the time of the award of the provisional Lineman classification.

This agreement shall be effective on May 1, 1964, and may be terminated 30 days after notice in writing is given by either party to the other.

If you are in accord with the foregoing proposal 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 *J. G. 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

March 12, 1964

By *Ronald T. Weatley*  
Business Manager