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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

July 19, 1968

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:

In February of 1967, the employees who performed cable splicing duties in Company's General Construction were assigned to the Underground Section of the Line Construction Department. In this group are 13 Apprentice Electricians who perform such duties.

As future Cable Splicer candidates will be trained in the Line classifications of Apprentice Lineman and Lineman, Company proposes that the 13 Apprentice Electricians will be offered the following three alternatives:

1. Remain as Apprentice Electricians in the Underground Section of the Line Construction Department and be allowed to progress to the top of the classification. When fully qualified they shall be eligible for promotion to the classification of Routine Splicer. Routine Splicer rate of pay shall be the same as Lineman.
 - (a) A Routine Splicer may be used and assigned to splice, terminate, repair, and operate non-lead covered cables. Such work may be performed as a member of a crew or apart from a crew, alone or with one other employee.
 - (b) A Routine Splicer may be assigned to act in a helper or apprentice capacity for a Journeyman Cable Splicer where lead covered cables are involved.
 - (c) If qualified, a Routine Splicer may be assigned to work in a journeyman capacity where lead covered cable work is involved - in such case he shall be upgraded to Journeyman Cable Splicer.
 - (d) In filling a vacancy in the Cable Splicer classification, consideration shall first be given to those fully qualified Routine Splicers in the order of their classification seniority, including time at the top rate of Apprentice Electrician.
2. Remain in the classification of Apprentice Electrician, but be transferred to the Station Construction Department and participate in the Apprentice Training Program (ATP). An apprentice who makes this selection must pass the Arithmetic Computation Test with a score of 30 or more.

The Arithmetic Computation Test has been prepared in four forms for test purposes and one additional form for refresher purposes. When an apprentice notifies his supervisor that he desires to be tested, he will be furnished a copy of the refresher test and a copy of the same test with the correct procedures and answers indicated. This will enable him to determine what review will be necessary to attain a passing score on the formal test.

An apprentice who fails to receive a passing score on his first test will be eligible to be retested in the following manner:

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 provided that he is able to show satisfactory evidence that he has prepared himself to pass the test.

An apprentice who has failed for the fourth time to receive a passing score shall not be entitled to further consideration.

An apprentice who elects to enter the ATP will be required to take the 18-month course if he entered the Apprentice Electrician classification prior to May 15, 1967. If he entered such classification on or after that date, he will be required to take the full 30-month course.

3. Change classification to Apprentice Lineman.

An apprentice who elects to change his classification to Apprentice Lineman will retain his present rate of pay and progress to top Apprentice Lineman. When fully qualified he shall be eligible for promotion to Journeyman Lineman.

An employee who has made election (1) leading to Routine Splicer may at any time change over to the apprenticeship programs leading to Journeyman Electrician (2) or Lineman (3). If still an Apprentice Electrician at the time of his transfer, he will progress as outlined in (2) or (3). If he is a Routine Splicer at time of transfer, he must accept reduction to the top rate of the Apprentice Electrician or Apprentice Lineman classification and remain at that rate until he meets the qualifications for the respective journeyman classification.

Company will not fill vacancies in the classification of Apprentice Electrician in the Line Construction Department.

July 19, 1968

The following is a list of the 13 Apprentice Electricians:

<u>Employee</u>	<u>Current Location</u>	<u>Date Reached Top Rate of Apprentice Electrician</u>	<u>Passed ACT?</u>
A. L. Davison	Gualala	1/25/67	No
W. L. Brown, Jr.	Brisbane	5/1/67	No
R. G. Vincon	San Jose	6/29/67	No
R. L. Tardiville	Santa Rosa	8/18/67	No
T. C. Vriethoff	Cupertino	10/1/67	Yes
D. L. Bellinger	Gualala	11/28/67	No
R. E. Frychkman	Vacaville	3/1/68	Yes
E. F. Steine	Napa	4/24/68	No
J. A. Rider	Mountain View	5/16/68	Yes
W. M. Lassen	Vacaville	6/16/68	No
J. P. Ryan	Marysville	1/3/69*	Yes
F. E. Eaton	Gualala	3/8/69*	Yes
A. L. Fisher	Folsom	3/15/69*	Yes

*Anticipated.

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. W. Bonbright*
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

July 24, 1968

By *Ronald T. Westley*
Business Manager