

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 94106
SUtter 1-4211

April 7, 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:

The Review Committee presently has before it a question concerning the application of the Wonderlic Personnel Test for employees in the General Construction Department who bid to fill a Division job vacancy under the provisions of Title 205. The Agreement provides that such employee who would be the successful bidder to a Division vacancy must first pass the Wonderlic Personnel Test before he may be selected for appointment to a Division vacancy under the provisions of Title 205.

In this regard, the question has been raised as to the number of times such employees, who fail the test, may be retested and, secondly, how soon may they retake the tests after failing to attain a passing score. Company proposes, therefore, the following understanding applicable to General Construction employees who would be the successful bidder to a Division vacancy, other than one for which entrance requirements have been established, and who initially fail to attain a passing score on the Wonderlic Personnel Test:

- 2nd Test
 - After the tenth day of the month following the initial failure to attain a passing score.

- 3rd Test
 - At the expiration of thirty (30) days, and thereafter, following the 2nd test.

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4th and Subsequent Tests - At the expiration of ninety (90) days, and thereafter, following a previous test.

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 of Company.

Yours very truly,

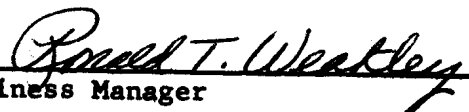
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By 
Manager of Industrial Relations

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 13~~ April 13, 1964

By 
Business Manager