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PACIFIC GAS AND ELECTRIC COMPANY

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April 6, 1970

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 584
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

The letter agreement between Company and Union dated June 30, 1967 established an examination procedure to determine job knowledge of Company's steam plant operating employees under the provisions of Section 205.11 of the Agreement.

The operator training and education programs have been upgraded since 1967 and major revisions were placed in operation in October of 1969. We anticipate that the programs in their present form will provide the base for operator development for many years and will require only minor changes to stay abreast of the state of the art of steam power generation.

Job knowledge requirements have not changed materially for the various operating classifications; however, as a result of the improved training program, a higher degree of comprehension is expected.

Accordingly, Company proposes to revise the present qualifying examinations. One copy of each revised examination is attached as follows:

1. Senior Control Operator, including the Watch Engineer at Kern Power Plant.
2. Control Operator, including the Power Plant Operator at Kern Power Plant.
3. Assistant Control Operator, excluding the Assistant Control Operator at Avon, Martinez and Oleum. This Assistant Control Operator examination is an optional test for the Assistant Power Plant Operators at Kern Power Plant who may attempt to qualify for promotion to Power Plant Operator in the future. Such attempt will not prejudice his opportunity to take the required test for Power Plant Operator.
4. Assistant Control Operator - Avon, Martinez, Oleum. The tests for Avon, Martinez and Oleum Assistant Control Operator have been modified slightly to include questions that pertain to those specific plants; however, employees in the classification of Assistant Control Operator at Avon, Martinez and Oleum will continue to have bidding and transfer rights as before.

- 5. Auxiliary Operator - 30-month level, including the Assistant Power Plant Operator, 30-month level, at Kern Power Plant
- 6. Auxiliary Operator - 18-month level, including the Assistant Power Plant Operator, 18-month level, at Kern Power Plant
- 7. Auxiliary Operator - 12-month level, including the Assistant Power Plant Operator, 12-month level, at Kern Power Plant

The consistency and uniformity of the new training programs provides for standard and uniform instruction for Auxiliary Operators at all locations and they will be qualified on an equal basis.

The examination currently used for promotion to Senior Auxiliary Operator at Potrero Power Plant will remain unchanged.

As before, there are three separate equally weighted examinations for each classification. The examinations are interchangeable and it is intended that they be used alternately at any one location.

Company proposes that these new examinations be placed in effect on June 1, 1970.

If you are in accord with the foregoing and the attachments 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. M. Embright*
 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 29, 1970

By *Ronald T. Westley*
 Business Manager