

## PACIFIC GAS AND ELECTRIC COMPANY

PGE

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

January 22, 1980

Local Union No. 1245  
 International Brotherhood of  
 Electrical Workers, AFL-CIO  
 P. O. Box 4790  
 Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

Company proposes the following procedure for placement of employees in Division apprenticeship classifications:

An employee who has worked as a journeyman in General Construction but not as a journeyman in a Division and who attempts to ~~re-enter~~ <sup>re-enter</sup> a Division apprenticeship in accordance with Paragraph G9 of the Division Master Apprenticeship Agreement will be placed in a wage step commensurate with the required Standards of Achievement previously met, up to and including unassigned journeyman. Such employee may elect to challenge the final examination for any academic standard and, if successful, will be placed accordingly. If the employee fails the challenge, the employee shall be placed at that appropriate wage step and be scheduled to attend the next available session of that school. The employee will then be scheduled to subsequent schools, if any are required, on an accelerated basis until such time as the employee's previous wage level has been reached.

An employee who has been trained as a Division apprentice and/or who has been a journeyman in a Division will be placed as an unassigned journeyman when re-entering the same apprenticeship. If deficiencies in previous training exist, the employee will be assigned the training at the journeyman rate of pay.

An employee who has not worked as a journeyman for a period of 36 months or more is subject to placement strictly based upon an assessment of the employee's current knowledge, skill, efficiency, adaptability and physical ability, rather than the above.

RC Case No. 1444 and any related pending cases are referred to the Pre-Review Committee for settlement in accordance with the above.

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 *W. W. Bright*  
 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

By *Dean Cofer*  
 Business Manager

*February 21*, 1980