

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

June 10, 1982

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company has developed a new one-week Operator Training Program course, "Power Plant Fundamentals," specifically designed for steam power plant operators. The course is oriented toward new Auxiliary Operators and Assistant Power Plant Operators at the zero to six-month wage progression. Company will hold ten of the one-week courses during 1982 at which time approximately 150 beginning level operators will have attended. The course is held at the Central Training Facility, Oakland Power Plant.

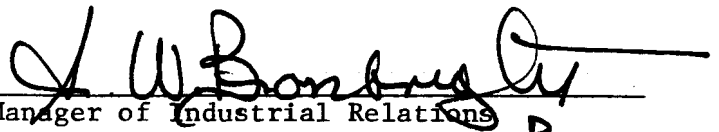
Pursuant to Section 109.2 of the Physical Agreement, Company proposes to amend the Steam Generation Department Training Program, agreed to on July 18, 1979, as per the attached. The changes will provide that all new Auxiliary Operators and Assistant Power Plant Operators will be sent to the class prior to the ninth month of training. As soon as practical after an operator has passed the ACT, he/she will be required to attend the next scheduled Power Plant Fundamentals class and meet the requirements of the class prior to being granted the 12-month wage progression.

An asterisk denotes changes or additions.

If you are in accord with the foregoing and the attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC

By 
 Manager of Industrial Relations

The Union is in accord with the foregoing and the attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
 BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Jan 25, 1982

By 
 Business Manager

STEAM GENERATION DEPARTMENT
TRAINING PROGRAM

- A) All new hires into the Auxiliary Operator or Assistant Power Plant Operator classification shall be required to pass the Arithmetic Computation Test (ACT) during the first six months in the Classification.
1. The first test must be taken by the end of two months in the classification and if additional tests are requested, they should be given at intervals of 30 days. A total of three examinations shall be allowed.
 2. The new employee will be given a copy of the study form with answers at the time of employment with the understanding that the employee will take the test as indicated in Item A) 1.
 3. If the employee fails to pass the test within the established time, the employee shall be removed from the classification.
 4. Transfer applicants must pass the examination before their transfer request is accepted.
- *B) All Auxiliary Operators and Assistant Power Plant Operators who enter the classification on or after January 1, 1978, shall be required to successfully complete the three-week Basic Electricity School Course for Operators. (An outline of this course developed for both Steam Power Plant Operators and Electric Departments is attached.)
1. Auxiliary Operators and Assistant Power Plant Operators will normally be scheduled to attend Basic Electricity School for Operators between the 18-month and 24-month steps of their program.
 2. An Operator who fails the Basic Electricity School for Operators shall have three opportunities in a three-month period to successfully pass the test established for the Basic Electricity School for Operators. Such three-month period will commence upon completion of the school for which the test was failed.
 3. Successful completion of the Basic Electricity School for Operators shall be a requirement for the 24-month PWI.
 4. An Operator who fails to pass the Basic Electricity School for Operators test within the specified time shall be removed from the classification and demoted to Helper in a Steam Maintenance Department in the Division. As a Helper, the employee shall either fill a vacancy if one exists or displace the junior employee in the classification provided such junior employee does not have more Service.
- *C) All Auxiliary Operators and Assistant Power Plant Operators who enter the classification on or after September 1, 1982 shall be required to successfully complete the one-week Power Plant Fundamentals Course. (An outline of this course developed for Steam Power Plant Operators is attached.)

1. Auxiliary Operators and Assistant Power Plant Operators will normally be scheduled to attend Power Plant Fundamentals Course between the 4 month and 6 month steps of their program.
2. An Operator who fails the Power Plant Fundamentals Course shall have three opportunities in a three-month period to successfully pass the test established for the Power Plant Fundamentals Course. Such three-month period will commence upon completion of the Course for which the test was failed.
3. Successful completion of the Power Plant Fundamentals Course shall be a requirement for the 12 month PWI.
4. An Operator who fails to pass the Power Plant Fundamentals Course test within the specified time shall be removed from the classification.

*Added

STEAM GENERATION DEPARTMENT
ONE-WEEK PROGRAM OUTLINE
POWER PLANT FUNDAMENTALS COURSE
FOR
AUXILIARY OPERATORS AND ASSISTANT POWER PLANT OPERATORS

Day 1: Boiler; Steam and water path
Quiz No. 1

Boiler; Air and flue gas path
Quiz No. 2

Day 2: Turbine and steam path
Quiz No. 3

Condensate and feedwater system
Quiz No. 4

Day 3: Piping and instrument drawings
Quiz No. 5

Generators and auxiliary systems
Quiz No. 6

Day 4: Single line electrical drawings
Quiz No. 7

System dispatchers presentation
Power plant clearance procedures
Quiz No. 8

Day 5: Power plant general
Quiz No. 9
Final examination
Miscellaneous plant systems
Discussion of final examination Questions

An after hours plant tour is a voluntary part of the program.