

PACIFIC GAS AND ELECTRIC COMPANY

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February 23, 1983

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 1980 General Negotiations recognized the fact that even though a journeyman Electrician in Steam Generation has the same job title as an Electrician in Substation Maintenance, their work and training varies greatly. It was concluded that additional training would be required before a journeyman in one of the other Departments would be qualified to perform the other's duties.

A recent grievance filed in North Bay Division has focused attention on the similar problem of placing an apprentice of one training program into the training program of the other and, for that matter, the problem of placing other apprentices carrying the same job title but having different agreed-to training programs into another apprenticeship having the same job title but a different job code number.

As a result of discussions held at the joint Apprenticeship Training Committee meeting, Company proposes the following procedure for placement when an apprentice, who is listed as same or higher in the line of progression, bids to that other apprenticeship:

Except where an apprentice bids to an apprenticeship having an identical job code number and an identical agreed-to training program, an employee who bids to another apprenticeship shall be considered as entering a different apprenticeship and the language of Paragraph G-11 of the Master Apprenticeship Agreement shall apply. The apprentice shall be placed in a wage rate in the new apprenticeship in accordance with Apprenticeship Committee Decision 82-10.

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If Company is unable to schedule enough work to enable the employee to meet the on-the-job Standards of Achievement for the wage step he is in, as well as for training he should have been exposed to in earlier steps, he shall be allowed to progress to the next higher wage step. If the employee is given the training but fails to meet the Standards of Achievement, he shall be subject to the provisions of Paragraph G of the Master Apprenticeship Agreement.

An employee who reaches the top wage rate, but has not yet met all Standards of Achievement, shall be held at such top rate until the Standards are met. The employee shall be by-passed on bids to journeyman vacancies pursuant to Section 205.11 of the Physical Agreement until such time as the Standards are met. An employee being held at the top rate for more than 6 months shall be automatically progressed to journeyman on the first day of the work week following successful attainment of the Standards of Achievement.

Questions concerning placement shall continue to be resolved by the Apprenticeship Committee.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *Bill 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

Sept 13, 1983

By *Jack Williams*
Business Manager