

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

February 27, 1984

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:

Company proposes to amend Section B.1., paragraphs a, b, and c, of the Master Apprenticeship Agreement as per the attachment, to give effect to the recently signed Labor Agreement Clarification 84-9-PGE, concerning the change to "Control Date" to establish qualifications.

The changes will require an employee to request to take the ACT prior to or on the "Control Date" in order to be considered a viable candidate for the vacancy.

If you are in accord with the foregoing and its 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 COMPANY

By *W. Bonbright*
 Manager of Industrial Relations

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

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

April 26, 1984

By *Jack McNally*
 Business Manager

6. An employee who fails will be advised when the employee will be eligible for retest. When again eligible, such employee shall request of the Personnel Department to be retested, and the employee's retest shall be scheduled within 14 days of the request.

7. In addition to the testing schedule provided above, an employee who can provide evidence of successful completion of a remedial arithmetic course, offered by an institution accredited by the Western Association of Schools and Colleges or through an extension course offered by an accredited institution for an adult education program, may be retested not less than one year from the date last tested. Failure of an employee to provide appropriate documentation as required above will release the Company from any further obligation to retest or to consider the employee for vacancies in the apprentice classification.

8. The above qualification tests may be revised or additional requirements may be established by written agreement between Company and Union. Additional requirements previously established under the provisions of Section 205.11 of the Agreement shall continue to be applicable.

B - TESTING AND QUALIFYING PROCEDURE

1. In Prebidding:

- a. An employee who submits a prebid to fill a job vacancy in an apprentice classification under the provisions of Section 205.4 must indicate in writing to the appropriate Division Personnel Department, on or before the control date of the vacancy, that the employee is then prepared and desires to take the required test or retest to qualify for the apprentice classification. The employee's Personnel Department will arrange such test or retest based on the schedule outlined in Section A of this Agreement.
- b. If such employee who prebids is not eligible to be tested on or before the control date of a job vacancy, even though the prebid is timely, the employee shall be deemed not qualified for consideration under the provisions of Section 205.11 of this Agreement.
- c. If such employee who prebids is eligible to be tested on or before the control date of a job vacancy, the prebid is timely and the employee is the otherwise successful bidder, the employee shall be offered an opportunity to pass such test prior to the job award. If the employee passes the test, the employee shall have the prebid considered in filling the job vacancy. If the employee declines the test or fails to pass the test, the employee shall be deemed not qualified for consideration under the provisions of Section 205.11 of the Agreement.