

## PACIFIC GAS AND ELECTRIC COMPANY

PGE



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April 3, 1985

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:

Following a three-year validation study by the Edison Electric Institute of selection requirements for System Operators and Power Dispatchers, Company has changed the pre-employment entry requirements by adding two tests. The two new tests are the EAS #6 - Numerical Reasoning with a passing score of 7 and the EAS #7 - Verbal Reasoning with a score of 6. Both tests were shown to be job-related according to the Federal Uniform Guidelines on Employee Selection Procedures (1978).

Pursuant to Subsection 205.11(b) of the Physical Agreement, Company proposes that anyone seeking to enter the Operator-in-Training or System Operator classifications through the bidding or transfer procedures be required to pass the Operator-in-Training pre-employment examination consisting of the following tests and cut-off scores:

EAS #2 - Numerical Ability	20 points
EAS #5 - Space Visualization	22 points
EAS #6 - Numerical Reasoning	7 points
EAS #7 - Verbal Reasoning	6 points

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 *Al Dubright*  
 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 14, 1985

By *Jack McNally*  
 Business Manager