PACIFIC GAS AND ELECTRIC COMPANY

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

April 4, 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:

Company proposes to amend Section 600.12, Exhibit VI-L, Division Electric Job Definitions and Lines of Progression for the (2390) Communications Technician and the (2391) Apprentice Communications Technician per the attachment.

This change is necessary due to the fact that the Federal Communications Commission is no longer testing and issuing licenses for the maintenance and operation of land mobile radios.

Company is proposing the certification program administered by the National Association of Business and Educational Radio (NABER), however, other certifying agents may also meet the Company's approval to certify technicians.

If you are in accord with the foregoing and attachments 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 _____
Manager of Industrial Relations

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

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

May 14, 1985

By _____
Business Manager

2390 COMMUNICATION TECHNICIAN

An employee who, without direct supervision, is permanently assigned to and regularly performs installation, field testing and maintenance of intercommunication systems, telephone switchboards and other terminal equipment, supervisory, power and telephone line carriers, microwave, radio, remote signal and remote control equipment, load frequency control, and telemetering equipment. In addition, he may be required to investigate, correct, or make recommendations for the correction of radio and television interference complaints. His background of apprenticeship and experience must be such as to qualify him to perform these duties with skill and efficiency, and he must have a Radio Telephone Operator's License or a Company-approved certification. His assignments may include duties normally performed by an Electrical Technician.

Next Lower Classification	Same or Higher Classifications
2391 Apprentice Comm. Technician	*0644 Technical Subforeman A
	*0645 Technical Subforeman B
	*0750 Maintenance Subforeman
	2390 (2393) Comm. Tech. & (Un)
	2389 Comm. Technician - Helms

*Must be a qualified Communications Technician.

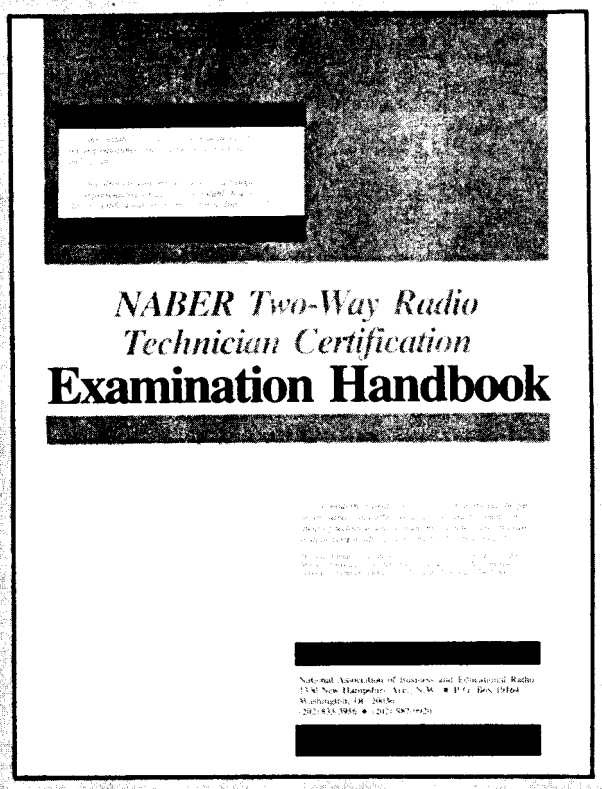
2391 APPRENTICE COMMUNICATIONS TECHNICIAN

An employee engaged in performing Communications Technician's work as an assistant to, or under the general direction of a Technician. In order to gain experience for advancement to Communications Technician, he may work alone or under indirect supervision on jobs for which he has been trained and instructed. The employee's educational and general qualifications must be such that he is considered capable of attaining Technician status and he must have a Radio Telephone Operator's License or a Company-approved certification.

Next Lower Classification	Same or Higher Classifications
0471 Apprentice Electrician (Two-year step or above)	0470 Electrician
	0477 Traveling Electrician
	0750 Maintenance Subforeman
	2391 Appr. Comm. Technician
	2400 Electrical Technician
	2401 Appr. Elec. Technician

An Electrician who is the successful bidder on a vacancy in the Apprentice Communications Technician classification will be placed at the wage rate step applicable at the end of 24 months and such employee will not have subsequent bids on Communications Technician vacancies considered under Subsection 205.7(b) until he has accrued 24 months' classification seniority as an Apprentice Communications Technician. In addition, he will not be considered for automatic progression to Unassigned Communications Technician under the provisions of the Master Apprenticeship Agreement until he has accrued 30 months' classification seniority as an Apprentice Communications Technician.

Note: An additional test has been established by written agreement between Company and Union (LA 9-25-64) under provisions of Section 205.11. The successful bidder shall be given this test. A score of 70 points is necessary to meet this test requirement before an employee is appointed to a vacancy.



NABER EXAMINATION HANDBOOK NOW AVAILABLE!

To assist you in preparing for the NABER Two-Way Radio Technician Certification Examination, we have developed a helpful examination handbook which includes:

- A Sample Test
- Detailed Outlines of Each Exam Section
- Recommended Study References
- Suggestions for Preparing for the Exam
- Test Taking Strategies
- and Much More!

The NABER Examination Handbook will not guarantee your success on the NABER exam. It will, however, be a great help to you in pinpointing those test areas you will need to study the most in order to maximize your score.

To order your Examination Handbook, complete the order form below and mail it, together with $11.45 ($9.95 plus $1.50 for postage and handling), to NABER. Or phone the Certification Program office—(202) 833-3956—and use your VISA or MasterCard to charge your order.

NABER offers discounts for large quantity orders of the handbook. Call NABER for details.

Name (Please type or print clearly)

_____

Address _____

_____

Telephone (Daytime) _____

Mail completed form and payment to:

NABER
1330 New Hampshire Ave., N.W.
P.O. Box 19164
Washington, DC 20036

No. of Copies _____ × $11.45 ($9.95 plus $1.50 postage and handling). Amount Enclosed: _____

Method of Payment:

Check (payable to NABER): _____

Money Order: _____ VISA*: _____

MasterCard*: _____

*Name as it appears on the card: _____

_____

*Card Number: _____

*Expiration Date: _____

*Signature: _____

"... the installation, service, or maintenance of transmitting equipment should be performed by a qualified technician..."

*"... we strongly endorse and encourage organizations... representative of users... to establish a national industry certification program... for technicians."**

NABER Announces

The Two-Way Radio Technician Certification Examination

*"... a modern industry certification program can be far more current and effective as a standard for measurement of technical ability than the outdated written examination system administered by the Commission."**

*Federal Communications Commission, *Report and Order* "In the Matter of Requirements for Licensed Operators in Various Radio Services", General docket 83–322, adopted February 24, 1984

Nationwide Testing Begins December 1984

THE NABER TECHNICIAN CERTIFICATION PROGRAM AND EXAMINATION

With the successful completion of the first phase of the NABER Technician Certification Program, during which more than **32,000** FCC commercial license holders were grandfathered into the Program for the next five years, the only way now to attain NABER certification is to pass the Two-Way Radio Technician Certification Examination.

Beginning with the March 23, 1985 test administration, the NABER Two-Way Radio Technician Certification Examination will be offered at 70 sites nationwide every other month and three times at single testing sites (Anaheim, California; Tarpon Springs, Florida; and Las Vegas, Nevada) through December 1985.

As developed in conjunction with the Professional Examination Service (PES) of New York City, the NABER exam will last three hours and consist of **150 job-related, multiple-choice questions** designed to be correctly answered by a technician. Four major job areas will be covered: **(1) two-way radio technology/ systems technology; (2) fault analysis/ metrology/instrumentation; (3) FCC Rules and Regulations; and (4) soldering/hand tool usage/installation.**

A successful candidate for NABER Technician Certification *should be able to:*

- calculate gains and losses in antennae, transmission lines, and duplexers;
- demonstrate theoretical knowledge of transmitters and their power supplies;
- demonstrate theoretical knowledge of receivers and their power supplies;
- demonstrate comprehension of the role played by the CTCSS, two-tone sequential tone systems, dual-tone multifrequency tone systems and others;
- demonstrate knowledge of differences among radio systems types: simplex, duplex, half-duplex, trunked, and cellular;
- identify system control techniques (including remote control phone method and radio control signalling methods);
- demonstrate theoretical knowledge of microprocessors and their power supplies;
- identify the problem in order to localize the fault;
- select tests by identifying information on hand;
- perform tests by proper use and understanding of test methodology;
- solve the problem by interpretation of data and by logical analysis;
- demonstrate a knowledge of the FCC Rules and Regulations to ensure compliance with applicable sections;
- replace a defective component;
- mount accessory in a vehicle or other similar location;
- replace a defective connector on a coaxial line;
- replace a defective component to repair a printed circuit board assembly;
- repair a radio safely.

To request additional copies of this brochure, call NABER at (202)833-3956.

PROGRAM BACKGROUND

About NABER

The National Association of Business and Educational Radio (NABER) is a non-profit, membership-based association representing users, dealers, service shop operators, and manufacturers of land mobile and fixed microwave equipment. The association was founded in 1965 to obtain an equitable portion of the radio spectrum for land mobile radio users, particularly those licensed in the Business Radio Service; to represent its members in Washington; and to foster the efficient use of two-way radio as an aid to productivity and energy conservation in American business.

NABER Responds to FCC Actions

Despite strong opposition from the land mobile community, the Federal Communications Commission eliminated the rules that permit only licensed commercial radio operators to perform certain duties in the Private Land Mobile and Fixed, Personal, and Domestic Public Fixed Radio Services. The rule changes take effect November 11, 1984.

With greater emphasis than before, the new rules specify that the proper operation of a radio station is ultimately always the responsibility of the licensee or station owner. At the same time, however, the FCC stressed that the installation, service, and maintenance of transmitter equipment "should be performed by a qualified technician certified by organizations or committees representative of users in the private land mobile or fixed services."

The Commission's rule changes encouraged NABER's efforts in establishing a technician certification program. The changes also emphasized the responsibility of the licensee or station owner to operate his station within the Commission's rules and regulations. Thus, **it is to the licensee's or station owner's advantage to have his technicians certified in order to ensure the proper operation of his equipment.**

NABER announced its technician certification program in February 1984. During the program's first phase, which ended July 31, 1984, NABER grandfathered into its program for a period of five years **more than 32,000** FCC commercial license holders. For the second phase of the certification program, NABER sent out a Request for Proposal to ten of the top professional test development firms for the development of the NABER certification examination. In late July 1984, the Professional Examination Service of New York City was selected to work with NABER to develop the NABER exam.

PES is a non-profit organization whose major focus is the development, validation, and administration of examinations for professions that license and certify individuals. In operation since 1941, the company currently has contracts with over sixty professional organizations, nearly half of which are national professional associations for which PES has developed certification examinations.

Test Development

The first NABER certification exam was offered nationwide December 1, 1984. To prepare for that event, NABER and representatives from PES held a number of test development meetings during the late summer and early fall. At the meetings a broad cross-section of land mobile radio service and repair personnel, manufacturers, and educators developed the four job areas to be covered by the NABER exam: two-way radio technology/systems technology; fault analysis/metrology/instrumentation; FCC Rules and Regulations; and soldering/ hand tool usage/installation.

These committees then developed the tasks associated with each job area and a list of the knowledge and skills connected with the successful completion of each task. Both the tasks and the knowledge/skill statements were independently reviewed and validated and served as the specifications for writing the job-related questions of the exam. With such a large number and broad cross-section of people contributing to the test development, NABER believes that it has achieved a universal, applicable, and technically valid exam to certify a two-way radio technician.

TEST ADMINISTRATION

Because of their wide geographical distribution and their reputation for honesty, the FAA Designated Written Test Examiners have been chosen to administer the NABER exam nationwide (see Testing Sites for list of test administration locations). Beginning with the March 23, 1985 test administration, the NABER Two-Way Radio Technician Certification Examination will be offered nationwide every other month. In addition, NABER will offer the exam in conjunction with three important land mobile events: M/C Expo '85 in Anaheim, California (February 14, 1985); the NABER Annual Meeting in Tarpon Springs, Florida (April 5, 1985); and Land Mobile Expo '85 in Las Vegas, Nevada (April 26, 1985). Candidates for NABER certification must register **no later than three weeks prior to the examination date.** *All registrations and payments must be received at NABER no later than the cutoff date for the exam date chosen. NABER will not issue any admission card without first receiving payment.*

How to Apply to Take the NABER Exam

1. Fill out the form below completely. Please type or print clearly. ONLY COMPLETE REGISTRATION FORMS WILL BE ACCEPTED.
2. Indicate on the form your top **three** test site choices in the spaces provided.
3. Attach a check or money order, payable to NABER.
   a. If you wish to pay by credit card, you must supply all information requested in the VISA/MasterCard section of the application form.
   b. CASH WILL NOT BE ACCEPTED.
4. Return the registration form and payment to NABER by the deadline date listed on the application form. No late applications will be accepted. **Return to: Technician Certification Program, NABER, P.O. Box 19164, Washington, D.C. 20036**

NABER's Withdrawal and Refund Policy

1. If you must withdraw your registration, notification must be received by NABER no later than one week before the scheduled examination date. $19 of the testing fee will be retained by NABER to cover processing costs. Persons who fail to withdraw their registration prior to one week before their examination date are not eligible for any refund.
2. Persons who fail to appear for the examination for any reason will forfeit their entire fee.

Examination Handbook

Beginning December 15, 1984, a NABER Examination Handbook will be available. The handbook outlines each section of the examination, describing the areas of knowledge that will be covered and offering sample test questions. The handbook also provides information on how to prepare for the exam, offering suggested methods of study as well as a list of recommended supplemental readings. To order your Handbook, complete the appropriate section below and enclose $11.45 ($9.95 for Handbook and $1.50 for postage & handling).

APPLICATION *for the NABER Technician Certification Examination*

Candidates may apply by completing this application or by calling NABER (202-833-3956) and registering by telephone. **You must have your credit card ready to cover payment if you register by phone.**

Register by:

January 25 for February 14 exam	April 26 for May 18 exam*
March 1 for March 23 exam	June 28 for July 20 exam*
March 22 for April 5 exam	August 30 for September 21 exam*
April 5 for April 26 exam	October 25 for November 16 exam*

NO LATE APPLICATIONS ACCEPTED BY MAIL OR PHONE!

Name (Please type or print clearly.) _____

Address _____

_____

Phone (daytime) _____

Company Name _____

Company Address _____

Position: _____

Social Security Number: _____

Technical Education: vocational-technical school _____
military _____ other _____

Last Year of Formal Education _____

Currently NABER Certified ("grandfathered")? _____

NABER Certification Number _____

Signature: _____
(Your application is not valid without your signature.)

Choose a Testing Date:

- February 14, 1985 (Anaheim, CA only) _____
- **March 23, 1985 (nationwide)** _____
- April 5, 1985 (Tarpon Springs, FL only) _____
- April 26, 1985 (Las Vegas, NV only) _____
- **May 18, 1985* (nationwide)** _____
- **July 20, 1985* (nationwide)** _____
- **September 21, 1985* (nationwide)** _____
- **November 16, 1985* (nationwide)** _____

Choose a Testing Location:
(Refer to Testing Site list.)

First Choice _____

Alternate #1 _____ #2 _____

Note: NABER reserves the right to cancel testing at any site which does not have **at least 10 candidates** *registered 2 weeks before the exam.*

Cost: $38.00 per candidate per exam administration

Method of Payment:

_____ Personal Check (made payable to "NABER")

_____ Money Order _____ VISA _____ MasterCard

_____
Card Number

_____
Name as it appears on card (Please type or print legibly.)

_____
Expiration date

_____
Signature

Please mail completed application, together with payment, to:
Technician Certification Program
NABER
P.O. Box 19164
Washington, DC 20036

NABER Examination Handbook (available December 15, 1984) ____ **Yes, I am interested in buying a copy of the NABER Examination Handbook.** ____ **I have enclosed $11.45 ($9.95 for Handbook and $1.50 for postage & handling).**

Upon receipt of your completed application, NABER will send you a registration card. **YOU MUST BRING THE REGISTRATION CARD WITH YOU ON THE DAY OF THE EXAM IN ORDER TO BE ADMITTED TO THE TESTING SITE.** NABER will also send you other information concerning the exam and how you will be notified about your exam score.

**Fees subject to increase without prior notice.*

ALABAMA
- Birmingham
- Mobile

ALASKA
- Anchorage
- Fairbanks

ARIZONA
- Tucson

CALIFORNIA
- Long Beach
- Paso Robles (midway between Los Angeles and San Francisco)
- Petaluma (north of San Francisco)
- Sacramento
- San Bernardino
- South Lake Tahoe

COLORADO
- Denver

DISTRICT OF COLUMBIA
- Washington

FLORIDA
- Clearwater
- Ocala
- Pembroke Pines (north of Miami)

GEORGIA
- Augusta
- Dalton (south of Chattanooga, TN)
- Douglas (south-central Georgia)

IDAHO
- Blackfoot (north of Pocatello)

ILLINOIS
- Centralia (south-central Illinois)
- Dixon (80 miles west of Chicago)

INDIANA
- Fort Wayne
- Terre Haute

IOWA
- Council Bluffs
- Mason City (north-central Iowa)

KANSAS
- Goodland (northwest Kansas)
- Liberal (southwest Kansas)
- Manhattan

KENTUCKY
- Highland Heights (Cincinatti, Ohio/Covington, Kentucky area)

MASSACHUSETTS
- Lexington

MICHIGAN
- Traverse City

MINNESOTA
- Inver Grove Heights (southeast of St. Paul)

MISSISSIPPI
- Cleveland (west-central Mississippi)

MISSOURI
- Malden (southeast Missouri)

MONTANA
- Hamilton (40 miles south of Missoula)

NEBRASKA
- Chadron (northwest Nebraska)

NEVADA
- Las Vegas

NEW HAMPSHIRE
- Manchester

NEW JERSEY
- Teterboro (south of Hackensack)

NEW MEXICO
- Albuquerque
- Texico (10 miles east of Clovis)

NEW YORK
- Batavia (midway between Buffalo and Rochester)
- Deer Park (central Long Island)
- Latham (Albany/Troy area)
- Millbrook (east of Poughkeepsie)

NORTH CAROLINA
- Charlotte
- Goldsboro

OHIO
- Athens
- Stow (Akron area)

OKLAHOMA
- Bethany (Oklahoma City area)
- Tulsa

OREGON
- Portland

PENNSYLVANIA
- Montoursville (east of Williamsport)
- Philadelphia
- Upper St. Clair (southwest of Pittsburgh)

SOUTH DAKOTA
- Rapid City
- Sioux Falls

TENNESSEE
- Elizabethton (Johnson City area)
- Nashville

TEXAS
- Brownsville
- Dallas
- El Paso
- Houston
- San Antonio
- Texarkana

UTAH
- Provo

WASHINGTON
- Ellensburg (north of Yakima)

WISCONSIN
- Madison

WYOMING
- Cheyenne

NABER
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BUSINESS AND EDUCATIONAL RADIO
1330 New Hampshire Ave., N.W.
PO Box 19164
Washington, DC 20036