



LETTER AGREEMENT NO. 97-82-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

May 6, 1997

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to combine the current 24-month Title 200 Apprentice Telecommunications Technician Training Program and current 36-month Title 300 Apprentice Communications Technician Training Program into one 30-month training program. While Company is proposing to combine these training programs in recognition that the work performed by employees is similar in nature, separate classifications will be maintained in Titles 200 and 300 and employees will maintain their current rights under Titles 205, 206, 305, and 306.

The new apprenticeship program will replace the Title 200 Apprentice Telecommunications Training Program dated January 15, 1973 and the Title 300 Apprentice Communications Training Program dated August 27, 1982. Revised wage rates for the Apprentice classifications are attached.

The guidelines were jointly developed by a Company-Union Committee and have been approved by the Joint Apprenticeship and Training Committee.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

June 23, 1997

By: 
Business Manager

Revised Wage Rates
Apprentice Telecommunications Technician
Apprentice Communications Technician
LA 97-82

Title 200 Apprentice Telecommunications Technician

<i>Current Wage Rate</i>		<i>Revised Wage Rate</i>	
Start	909.20	Start	909.20
End 6 Mos	935.00	End 6 Mos	935.00
End 1 Yr	950.60	End 1 Yr	950.60
End 18 Mos	976.50	End 18 Mos	976.50
End 2 Yrs	1,016.15	End 2 Yrs	1,016.15
		End 30 Mos	Unassigned Technician
Technician	1,075.95	Technician	1,075.95

Title 300 Apprentice Communications Technician

<i>Current Wage Rate</i>		<i>Revised Wage Rate</i>	
Start	962.85	Start	962.85
End 6 Mos	976.50	End 6 Mos	976.50
End 1 Yr	997.45	End 1 Yr	997.45
End 18 Mos	1,026.10	End 18 Mos	1,026.10
End 2 Yrs	1,057.75	End 2 Yrs	1,057.75
End 30 Mos	1,086.00	End 30 Mos	Unassigned Technician
Technician	1,129.80	Technician	1,129.80

GUIDELINES FOR THE APPRENTICE TELECOMMUNICATIONS TECHNICIAN AND APPRENTICE COMMUNICATIONS TECHNICIAN TRAINING PROGRAM

I. Objective of the Apprentice Telecommunications/Communications Technician Training Program

The need for trained and fully qualified employees to accomplish the duties of the Journeyman Telecommunications Technician and Communications Technician in a manner consistent with Company's Standards of Competence, Safety and Performance has resulted in the establishment of this program which combines extensive on-the-job and related academic training. The systematic acquisition of knowledge and skill provides the employee in training the means to attain self-confidence, assuredness and satisfaction in his or her work, and also insure a means to performing Company work efficiently, correctly, and safely.

Upon completion of this program, the individual will also be qualified for certification by the State of California.

II. Training

Admittance to apprenticeship is gained by demonstrated technical ability and a minimum score of 70% on the entrance examination. In addition, a valid FCC-General Radio Telephone Operator's License (formerly second class), valid NABER License or an approved certification as defined in letter 85-39-PGE dated 4/4/85 is required. The apprenticeship is divided into five time periods, coinciding with the wage steps, for job training. An attached schedule (Appendix 1) defines the assignment of duties and work procedures which shall be provided in each of the time periods. The amount of time or units of work indicated in the Schedule are sufficient to permit the apprentice to develop proficiency in the duty or work procedure, but should not be considered absolutely inflexible.

Additionally, the amount of "on-the-job" training as defined by this Schedule shall be dependent on the extent such duties are performed by Journeymen where the apprentice is headquartered. Duties not performed by Journeymen at the headquarters, and therefore not available in the training program, shall be noted in the training record. Progression through the apprenticeship or advancement to Journeyman shall not be deterred should there be deficiencies caused by such situations.

If in the course of his/her apprenticeship or as a journeyman such duty later becomes available, he/she shall receive on-the-job training as may be required to attain expected journeyman proficiency. If, after a reasonable opportunity, he/she fails to attain such proficiency, his/her bids for progression to higher classifications may be subject to the provisions of Section 205.11 of the Agreement and the Master Apprenticeship Agreement.

Appendix 1 also specifies training periods in which the apprentice shall receive related academic or class training.

A. General Guidelines

1. It is intended that specified training shall be afforded the apprentice as early in each training period as is practicable.

2. Hours shown in Appendix 1 and Appendix 2 do not include travel time to reach the place where training is to be given; however, the hours shown do provide for the necessary preparation of tools and equipment.
3. As a general practice, apprentices shall be trained by working with a qualified Journeyman or a top-step apprentice who is proficient in the work in progress.
4. Progressive work experience in appropriate phases of technician work will be provided throughout all of the periods of the apprenticeship in accordance with Appendix 1 and Appendix 2.
5. The work assignments in the period of training shall be those which will provide the apprentice basic knowledge of, and confidence in, the equipment and the procedures specified for that period within limits imposed by the availability of work. Assignments shall become progressively more complex as the apprentice gains knowledge and capability.
6. Assignments of duties and work procedures in any period of training shall be confined to those specified for the current period or of a prior period.
7. Apprentices may be assigned work without direct supervision after having been instructed and trained on the duties or work procedures required, having performed such work under direct supervision, and being deemed capable of performing such work safely.
8. Notices
 - (a) Apprentices scheduled to attend centralized training programs shall be given at least 4 weeks notice whenever possible. Such notification shall be made by the apprentices' supervisors.
 - (b) If an apprentice does not maintain acceptable on-the-job or academic performance level, refer to the Master Apprenticeship Agreement for appropriate handling.
 - (c) A test will be given at the conclusion of each course. Should the apprentice fail to achieve a passing score, written notice of the deficient areas will be given to the apprentice, the supervisor and training department.
 - (d) After failure, but no sooner than one month following the date of the initial test, the apprentice shall be allowed to retake the test upon request. A maximum of three tests will be allowed, spaced no less than one month apart.
 - (e) Apprentices shall complete each course and pass the agreed-upon test no later than the last month of training for the training period, regardless of the number of re-tests requested. Failure of this standard of achievement will be in accordance with the Master Apprenticeship Agreement.

B. Guidelines for Training Periods

1. **0 to 6 Month Step**

During this first period, the apprentice shall learn the operation and care of tools and equipment used by the Telecommunications/Communications Technician, and shall become familiar with related work.

Apprentices shall be required to become familiar with the many various standards, general orders and regulations applicable to technical work.

Apprentices shall experience the duties of a Telecommunications/Communications Technician as indicated for the 0-6 month period in Appendix 1 and Appendix 2. During this period the apprentice shall complete the following academic courses: **Telephony Fundamentals, Computing Fundamentals, and Tower Climbing Training.**

2. **7 - 12 Month Step**

Apprentices shall continue to perform the duties of the prior period and, in addition, shall experience the duties outlined in the 7 - 12 month period in Appendix 1 and Appendix 2.

During this period the apprentice shall complete the following academic courses: **Analog Multiplex Fundamentals, and Data Communications Fundamentals.**

3. **13 - 18 Month Step**

Apprentices shall continue to perform the duties of the prior periods and, in addition, shall experience the duties outlined in the 13 - 18 month period in Appendix 1 and Appendix 2.

During this period the apprentice shall complete the following academic course: **Digital Multiplex Fundamentals.**

4. **19 - 24 Month Step**

Apprentices shall continue to perform the duties of the prior periods and, in addition, shall experience the duties outlined in the 19 - 24 month period in Appendix 1 and Appendix 2. The apprentice shall demonstrate proficiency in the use of tools and test equipment on all types of communications equipment.

During this period the apprentice shall complete the following academic course: **Wireless Communications (also known as Mobile Radio Fundamentals).**

5. **25 - 30 Month Step**

Apprentices shall continue to perform the duties of the prior periods and, in addition, shall experience the duties outlined in the 25 - 30 month period in Appendix 1 and Appendix 2. The apprentice shall gain increased proficiency in the use of tools and test equipment through hands-on experience.

During this period the apprentice shall complete the following academic courses: **Fiber Optic Cables and Terminals, and Power Line Carrier and Protection Fundamentals.**

C. **Records**

1. It shall be the responsibility of each apprentice to maintain his or her own records in collaboration with the Telecommunications/Communications Supervisor to whom the apprentice is assigned and the Training Department. Upon completion, each periodic record shall be submitted to the Training Department

Schedule

ACADEMIC ASSIGNMENT MONTHS	0-6	7-12	13-18	19-24	25-30
Telephony Fundamentals	24				
Tower Climbing and Safety	16				
Computing Fundamentals (PC Repair)	40				
Analog Multiplex Fundamentals		40			
Data Communications Fundamentals		32			
Digital Multiplex Fundamentals			40		
Wireless Communications (Mobile Radio Fundamentals)				80	
Fiber Optics Cables & Terminals					24
Power Line Carrier Fundamentals					40

“ON-THE-JOB” ASSIGNMENTS HOURS	0-6	7-12	13-18	19-24	25-30
1. Safety	*-----	48	-----*		
2. Microwave Terminals	*-----	80	-----*		
3. Microwave Antennas	*-----	80	-----*		
4. Microwave Testing and Troubleshooting		*-----	120	-----*	
5. Wiring Standards Microwave Equipment	*-----	20	---	*	
6. Wiring Standards Multiplex Equipment		*-----	60	-----*	
7. Wiring Standards PBX Equipment		*-----	80	-----*	
8. Wiring Standards Station Equipment	*-----	40	---	*	
9. Wiring Standards Cable Splicing	*-----	80	---	*	
10. Power systems AC and DC	*-----	40	-----*		
11. Tandem And Satellite PBX's	*-----	120	-----*		
12. PBX Related Testing	*-----	120	-----*		

APPENDIX 1

"ON-THE-JOB" ASSIGNMENTS HOURS	0-6	7-12	13-18	19-24	25-30
13. Radio and Television Interference					*-----80-----*
14. Analog and Digital Telephones					*-----80-----*
15. Multiplex Equipment					*-----40-----*
16. Testing and Troubleshooting Multiplex Equipment					*-----100-----*
17. Gas and Electric SCADA Systems					*-----60-----*
18. Testing and Troubleshooting LAN's					*-----40-----*
19. System Testing and Troubleshooting WAN's					*-----20-----*
20. Wireless Communications Installation and Maintenance					*-----80-----*
21. Wireless Communications Testing					*-----120-----*
22. Wireless Communications Troubleshooting					*-----120-----*
23. Electric System Protection					*-----60-----*
24. Power Line Carrier Testing and Troubleshooting					*-----60-----*
25. Fiber Optic Equipment					*-----80-----*
26. Drawing and Record Keeping					*-----120-----*
TOTAL HOURS					2284

APPRENTICE TELECOMMUNICATIONS/COMMUNICATIONS TECHNICIAN "ON-THE-JOB" TRAINING (Hours)

Training may include installation and maintenance

ON-THE-JOB ASSIGNMENTS	0-6 Months	7-12 Months	13-18 Months	19-24 Months	25-30 Months
9. Wiring Standards Cable Splicing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			80		
10. Power Systems AC and DC		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			40		
11. Tandem and Satellite PBX's	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			120		
12. PBX Related Testing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			120		
13. Radio and Television Interference		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			80		
14. Analog and Digital Telephones	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			80		
15. Multiplex Equipment		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			40		
16. Testing and Troubleshooting Multiplex Equipment		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			100		

Mark out one square for each hour of satisfactory on-the-job training.

APPRENTICE TELECOMMUNICATIONS/COMMUNICATIONS TECHNICIAN "ON-THE-JOB" TRAINING (Hours)

Training may include installation and maintenance

ON-THE-JOB ASSIGNMENTS	0-6 Months	7-12 Months	13-18 Months	19-24 Months	25-30 Months
17. Gas and Electric SCADA Systems		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			60		
18. Testing and Troubleshooting LAN's		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			40		
19. System Testing and Troubleshooting WAN's		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			20		
20. Wireless Communications Installation and Maintenance				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
					80
21. Wireless Communications Testing				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
					120
22. Wireless Communications Troubleshooting				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
					120
23. Electric System Protection				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
					60

Mark out one square for each hour of satisfactory on-the-job training.

APPRENTICE TELECOMMUNICATIONS/COMMUNICATIONS TECHNICIAN "ON-THE-JOB" TRAINING (Hours)

Training may include installation and maintenance

ON-THE-JOB ASSIGNMENTS	0-6 Months	7-12 Months	13-18 Months	19-24 Months	25-30 Months
24. Power Line Carrier System Testing and Troubleshooting				<input type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>
					60
25. Fiber Optic Equipment		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					80
26. Drawing and Record Keeping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					120

Mark out one square for each hour of satisfactory on-the-job training.