



LETTER AGREEMENT NO. R1-01-52-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

January 30, 2002

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

The joint Company-Union Lineman 2000 Committee and Physical Assessment 94-53 Committee recommend an aptitude screening test be used to screen all candidates entering the Apprentice Lineman classification. The primary purpose of the aptitude screening test is to ensure employee safety and prevent unnecessary injuries by making sure that employees placed into the Apprentice Lineman classification have the physical ability to perform the job duties.

Prior to being awarded an Apprentice Lineman position, all new hire candidates and bidders will be required to satisfactorily perform the attached job related tasks.

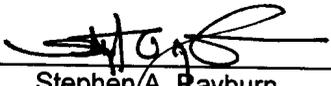
Regular employees will be given an opportunity for one retest no sooner than six months after taking their first test.

Either party may cancel this agreement by providing written notification to the other party. The effective date of cancellation will be December 31 of the current year.

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: 
Stephen A. Rayburn
Director and Chief Negotiator

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

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

Feb 8, 2002

By: 
Perry Zimmerman
Business Manager

Item	Possible Action
Ability to climb to height on wooden pole	On a stepped 45' pole, utilizing fall protection, candidates shall ascend and descend the pole meeting the required criteria.
Ability to work at height from aerial lift	Place candidate in harness and fall restraint system within aerial lift. Raise lift to maximum height. Require candidate to obtain insulator raised by hand line, reach out and mount (screw onto pin) on crossarm.
Adequate upper body strength	While belted to pole (standing on ground) require candidate to lift crossarm and attach to pole.
Ability to follow directions	Evaluator reads directions for task from script. Require candidate to perform steps in sequence as directed. Task must be completed correctly within required time.
General overall strength	Require candidate to raise and lower crossarm with attachments (approximately 70 pounds) to work height (35feet) using hand line attached to pole within allotted time limit.