



# LETTER AGREEMENT NO. R1-01-63-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

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STEPHEN A. RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN  
BUSINESS MANAGER

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January 15, 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:

Currently, applicants that are applying to be hired into the 1096 - Electric T&D Assistant and the 1098 - Night T&D Assistant must pass the Arithmetic Computation Test (ACT) in order to be qualified and considered for employment. The Company is experiencing difficulty in filling these positions in Bidding Units one, two and eleven and Bidding Unit three, Area eight. The Company proposes to eliminate the ACT as a pre-employment requirement for applicants that are hired in the above mentioned Bidding Units. These employees will have six months from their hire date to take and pass the test. All other pre-employment requirements remain the same. The procedure to be followed will be similar as the procedure established in Letter Agreement 86-107-PGE, dated August 21, 1986.

The procedure proposed by the Company would allow for three attempts to pass the ACT with the first attempt by the end of two months, and if additional tests are required they will be given at intervals of not less than 30 days. If the employee is unsuccessful in passing the test prior to their sixth month employment date, irrespective of the number of attempts, the employee's work record will be reviewed and he/she may be placed or terminated depending upon the employee's suitability for continued employment. In the event the employee continues his/her employment, it is understood that before said employee can receive a successful bid or transfer to any classification, he/she must pass the agreed to qualification tests prior to the award.

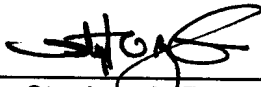
This procedure does not apply to current employees transferring into these positions. Employees transferring in must meet the agreed to qualification prior to being awarded the job.

Either party may cancel this agreement by providing a 30-day notice of cancellation.

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 the Company.

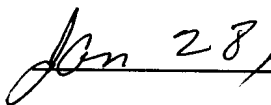
Very truly yours,

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

  
\_\_\_\_\_, 2002

By:   
\_\_\_\_\_  
Perry Zimmerman  
Business Manager