

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



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

July 19, 1981

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:

This letter cancels and supersedes our letter dated June 18, 1981.

The Apprenticeship Committee recommends adoption of the attached Fieldman/ Equipment Operator Training Program, which will be put into effect on August 1, 1981.

On August 1, 1981, all Fieldmen and Equipment Operators desiring to take the training, which is a prerequisite for entry into the 0641 Light Crew Foreman classification, will place their names on a sign-up sheet which will be made available in each headquarters. The initial signups for incumbent Fieldmen and Equipment Operators will be completed by August 15, 1981. Assignments to schools will be by Division allotment based on Company service within each Division.

Those incumbents at the 24-month step on August 1, 1981, who do not indicate a desire to take the training will be returned to the 18-month wage step. Those at the 24-month wage step who do not successfully complete the training will also be returned to the 18-month wage step effective the first workday following their final retest. This retest will be given 30 days after completion of the academic training.

Those Fieldmen on the payroll as of July 31, 1981, will be allowed to progress to the 24-month wage step of the classification provided Company is unable to provide the training in a timely manner. However, when such training is available, such employees must take and successfully complete it in order to remain at the 24-month step.

Those employees entering the classification on August 1, 1981, and thereafter, who sign up for the training will be issued on-the-job training cards on which to record their training progress.

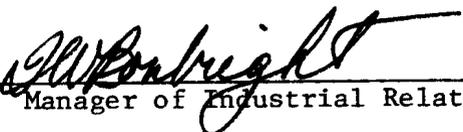
Attendance at the academic training sessions will be from among those employees who signed up, in order of Company service and by Division allotment. Should an employee who has previously indicated a desire for the training refuse an opportunity to attend a session, such employee will be held at or returned to the 18-month wage step. An employee who voluntarily removes himself or herself from the training may, upon signing up again, be returned to the training program but will not displace any employee who was previously on notice to attend a given classroom session.

The on-the-job training cards of those employees at the 24-month wage step will be evaluated by an exempt Foreman or by a consensus of an exempt Foreman and the employee. A determination will be made as to which tasks may be signed off as completed based on previous training and work experience. Those signed off in this manner will be considered as having completed the on-the-job training requirement. Partial completions in any task will require that the balance remaining be completed.

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 
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

Aug 17, 1981

By 
Business Manager