

## PACIFIC GAS AND ELECTRIC COMPANY

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

July 24, 1987

Local Union No. 1245  
 International Brotherhood of  
 Electrical Workers, AFL-CIO  
 P. O. Box 4790  
 Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to amend the Emeryville Operator-In-Training Program by shortening the time frame from 18 months to 16 months. The last three months of training was to have been spent in Emeryville reviewing Regional learning experiences and taking the 18-month simulator test for progression to journeyman.

This experimental OIT Program has proven to be successful in providing the required technical and academic training in a shorter period of time. After extensive review of their progress and ability with the OIT's, local supervision and the operators involved in their training, we are convinced they will be ready to progress to journeyman status two months early.

Paragraph 3. of the Emeryville OIT Agreement is amended to show the change from 18 months to 16 months and Paragraph 6. E. and F. to show change from 17-month of training to 16-month of training and 18-month of training to 16-month of training respectively.

Refresher training shall be provided at the San Ramon Learning Center should any of the Emeryville OIT's prove deficient in operating knowledge and skill, after assuming journeyman status. These deficiencies would have to be serious enough to warrant removal from shift and shall be reviewed by the Apprenticeship Committee.

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.

Sincerely,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. D. Bourright*  
 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

By *Jack McNally*  
 Business Manager

*Aug 3*, 1987