

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

October 17, 1989



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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In order to continue providing the required ongoing complement of properly trained system operators in the Region/Division and Hydro Departments, the Company proposes the following changes in the Operator-In-Training (OIT) Program (85-129-PGE). This letter rescinds the existing revisions to the OIT Program (R2-87-197-PGE). It is understood that employees who complete training in the existing operator program and the new revised program are considered equally qualified and both programs will be State certified. Company further proposes that no positions will be filled in the original OIT program during the term of this agreement, and placement in the program will be consistent with applicable letters of agreement.

The following provisions will apply:

1. Employees hired or transferred into the OIT position must complete five months on-the-job training before entering the centralized formal training school. The employee will be held at the beginning rate of pay for OIT until he/she passes the four-month written Wage Progression Test, not to exceed 12 months.
2. OIT's will be given a 16-month concentrated training schedule, which includes 10 months of on-the-job training with six months of centralized training at the San Ramon Learning Center. The 10 months of on-the-job training will be administered in two separate periods of five months - both before and after the six months of centralized San Ramon Learning Center training (see Attachment "A" for training schedule).

3. The OIT hours of training will be 0700 to 1500 hours, 1300 to 2100, and 1500 to 2300 hours to be adjusted to interface with existing school schedules and allow maximum use of the training simulator.
4. The wage progression testing of the OIT's will be conducted as follows:
 - A. Four-month written Wage Progression Test in the fourth month of training.
 - B. Seven-month written Wage Progression Test in the seventh month of training.
 - C. Twelve-month written Wage Progression Test in the eleventh month of training.
 - D. Twelve-month simulator portion of the Wage Progression Test in the twelfth month of training.
 - E. After successful completion of the twelve-month Simulator Test, the Assistant Operator will receive the next wage step at the completion of the fourteenth month.
 - F. Sixteen-month written Wage Progression Test in the fifteenth month of training.
 - G. Sixteen-month simulator portion of the Wage Progression Test in the sixteenth month of training.
5. An employee who is due to progress to the next higher wage step in the Wage Progression, who fails to meet the established standards of achievement or established Wage Progression Test, shall:
 - A. Be allowed a maximum of 30 days, including one retest, to meet the established standards for the wage step for which the employee is being held. Such a 30-day period shall commence the day the original Progression Test failure occurs.

- B. The 12- and 16-month Wage Progression Tests are of two parts consisting of a written test plus a series of operating problems that must be satisfactorily completed on the power system simulator. Both parts of these tests must be satisfactorily completed within this 30-day time period.
- C. An employee in the Operator Training Program (who fails to successfully pass the test established for the three-week Basic Electricity School, the Basic Operator School, or the Advanced Operator School) shall have three opportunities in the 30-day period to pass the tests. Such 30-day period will commence on the day the school, which the employee failed, ended.
- D. If, during such 30-day period, the employee meets the established standards, the employee shall receive the next higher step wage rate effective the date such standards are met. During this 30-day period, the employee's training will continue as scheduled. If such employee meets the standards, his next Wage Progression Test will be scheduled as outlined in Section VI of this Letter Agreement. If such employee has successfully met the standards to progress to the Assistant Operator classification, including the established 4-, 7-, and 12-month progressive tests, the employee shall, effective on the date the employee has met such standards, be progressed to the Assistant Operator classification.
- E. If an employee who is attempting to meet the standards established to progress in the allotted time fails, the employee shall be removed from the classification and demoted to a Helper or Groundman classification in a Region/Division Electric Department, provided such employee has the necessary qualifications to move forward in the line of progression to which the employee is transferring and is able to perform the duties of the Groundman or Helper classification. As a Helper or Groundman, the employee

shall either fill a vacancy, if one exists, or displace the junior employee in the classification, provided such junior employee does not have service greater than the employee's own. If such an employee cannot exercise one of the above options, the employee shall be terminated.

F. Paragraph 8 is amended to read as follows:

The OIT may be used to relieve a temporary vacancy as outlined in Section "D" of the "Utilization of Relief Shift Employees," after successful completion of the 12-month Simulator Test.

If you are in accord with the foregoing and attachment 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 AND ELECTRIC COMPANY

By Richard B. Bradford /CFP
Manager of Industrial Relations

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

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

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By
Business Manager

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CENTRALIZED OPERATOR IN TRAINING
PROGRAM

SUGGESTED TRAINING

MONTH 1 - 5 (AT HEADQUARTERS)

1. COMPLETE THREE-WEEK BASIC ELECTRIC SCHOOL
2. COMPLETE OTM SECTIONS AND REVIEW QUESTIONS
3. BE ABLE TO TYPE 25 WORDS PER MINUTE & COMPUTER LITERACY
4. FIELD TRAINING WITH MAINTENANCE DEPT. SUBSTATION MAINT. CREW & ELECTRIC TECH.
5. FIELD TRAINING WITH T&D DEPT. LINE CREW & T-MAN (3 DAYS W/CREW, 2 DAYS W/T-MAN)
6. FIELD TRAINING WITH CUSTOMER SERVICE DEPARTMENT (1 DAY)
7. FIELD TRAINING WITH GAS SERVICEMAN (1 DAY)
8. FIELD TRAINING AT HYDRO OR THERMAL GENERATING STATION
9. COMPLETE OTM CHAPTER FINAL EXAMINATIONS
10. COMPLETE APPROPRIATE APR QUIZZES
11. OBTAIN BASE STATION LICENSE
12. COMPLETE THREE-MONTH WAGE PROGRESSION TEST

SUGGESTED TRAINING

MONTHS 6 - 11 (AT SAN RAMON LEARNING CENTER)

1. COMPLETE TWO-WEEK BASIC OPERATING SCHOOL AND THREE-WEEK ADVANCED OPERATING SCHOOL
2. REVIEW OF TRAINING COMPLETED AT HEADQUARTERS
3. ONGOING EVALUATIONS TO DETERMINE LEVELS OF PROFICIENCY
4. ON SHIFT OPERATION IN SIMULATOR
5. ELECTRICAL THEORY & APPROPRIATE MATHEMATICS
6. PRINT READING -
MAPS, TIE LINE DIAGRAMS, SINGLE LINE DIAGRAMS, SINGLE LINE METER & RELAY DIAGRAMS, ELEMENTARY DIAGRAMS, ARRANGEMENTS
7. DETAILS OF STATION EQUIPMENT
8. DETAILS OF PROTECTION SCHEMES

9. DETAILS OF LINE EQUIPMENT
10. OPERATING CENTER MANUAL
DETAILED KNOWLEDGE OF GOI AND APPROPRIATE STANDARD PRACTICES AND BULLETINS.
11. CONCEPTS OF ROUTINE SWITCHWRITING
TRANSMISSION & DISTRIBUTION
12. EMERGENCY RESPONSE USING SIMULATOR
13. EMERGENCY SWITCHING
14. EQUIPMENT LIMITATIONS
15. SECTIONALIZING PROCEDURES
16. LOAD TRANSFERS
17. ADMINISTER THE SEVEN AND TWELVE MONTH WRITTEN WAGE PROGRESSION TESTS,

SUGGESTED TRAINING

MONTHS 12 - 15 (AT HEADQUARTERS)

1. ADMINISTER THE TWELVE MONTH SIMULATOR TEST AT SAN RAMON
2. UNDERSTAND COMPLETE FUNCTION, AUTHORITY AND DAILY OPERATION OF A SWITCHING CENTER
3. SWITCHING AT ALL VOLTAGE LEVELS
4. WORKING KNOWLEDGE OF ALL RELAY SCHEMES IN JURISDICTION
5. ROUTINELY PERFORM SWITCHING WITHOUT SUPERVISION AT THE SWITCHING CENTER
6. CONTINUALLY REVIEW ALL OPERATING CENTER MANUALS AND REFERENCES
7. ADMINISTER 16-MONTH WRITTEN WAGE PROGRESSION TEST

MONTH 16 (AT SAN RAMON LEARNING CENTER)

1. ADMINISTER 16-MONTH SIMULATOR WAGE PROGRESSION TEST