

PACIFIC GAS AND ELECTRIC COMPANY

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April 13, 1983

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 December 10, 1982, on the same subject.

Recent studies at the Fremont Gas Meter Repair Plant indicate a great need for implementation of comprehensive and formalized employee training programs to improve the quality of work performed. Company therefore proposes to adopt the three attached training programs designed for employees in the Plant Assistant, Meter/Regulator Mechanic and Senior Meter/Regulator Mechanic classifications.

Also attached are the proposed guidelines for the administration of the Gas Meter Repair Plant Training Program.

A mechanical aptitude test may be developed by Company and agreed to by Union which would constitute an entry requirement for the Plant Assistant classification.

Company will not use Section 206.15 of the Physical Agreement as a means of reducing the work force. Positions vacated due to the application of Section 206.15 will be filled as provided for in the language.

If you are in accord with the foregoing and the attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. B. Bright*
 Manager of Industrial Relations

The Union is in accord with the foregoing and the attachments 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

Feb 2, 1984

Gas Meter Repair Plant
Training Program Guidelines

All employees in the Plant Assistant, Meter/Regulator Mechanic, and the Senior Meter/Regulator Mechanic classifications must successfully participate in training programs designed for their respective classifications. Each training program consists of several separate units of instruction, designed to be completed in six-month increments. Successful completion of a unit of training involves passing all agreed-to tests for such unit and demonstrating acceptable on-the-job performance.

I. Progression of Employees

- A) An employee in the Plant Assistant or Meter/Regulator Mechanic Training Program who has spent six months at his/her current wage step and who has successfully completed the specified training for that wage step shall be advanced to the next higher wage step of the progressive wage schedule for his/her classification.
- B) An employee in the Plant Assistant or Meter/Regulator Mechanic Training Program who is at the top wage step for his/her classification and who has successfully completed the specified training for that wage step shall be considered a qualified prebidder to the next higher classification in that line of progression.

II. Failure

- A) A employee who is due to progress to the next higher wage step in the wage progression for his/her classification who fails to successfully complete the specified training for that wage step shall:
 - 1. Be notified of his/her inadequate performance in writing prior to the date he/she is scheduled to receive the next higher wage step. A copy of the written notification shall be furnished to the Union's Business Representative.
 - 2. Be held in his/her present wage step.
 - 3. Be allowed a maximum of five months (including three retests of any unit test failed) in which to successfully complete all academic and on-the-job Standards of Achievement specified for that wage step.
- B) An employee who is held at a wage step and subsequently meets all requirements for progression from that wage step (within the time limits set forth) shall:
 - 1. Receive the next higher wage rate effective the date all such requirements are met.
 - 2. Be eligible for further progression of the wage rate once six months have elapsed since that date.

C) Meter/Regulator Mechanic - First Six Months Training

If an employee who is attempting to meet the Standards of Achievement established to progress from the first to the second step of the wage progression, excluding employees classified as Plant Assistant, fails to meet the established standards, the employee shall be granted an extension of three months in order to meet the established standards. Prior to this extension, notifications will be made as provided in II.A.1. The employee's present wage step will be held. If, after this three-month extension, the employee fails to meet all academic and on-the-job Standards of Achievement specified for that wage step, the employee shall be removed from the classification and demoted in accordance with Title 206 of the Agreement.

D) Plant Assistant - First Six Months Training

If an employee who is attempting to meet the Standards of Achievement established to progress from the first to the second step of the beginning level Plant Assistant classification fails to meet the established standards, the employee shall be granted an extension of one month in order to meet the established standard. Prior to this extension, notifications will be made as provided in II.A.1. The employee's employment status and present wage step will be held. If, after this one month extension, the employee fails to meet all academic and on-the-job Standards of Achievement specified for that wage step, his/her employment will be terminated.

E) Other than the First Six Months Training

If an employee who is attempting to meet the Standards of Achievement established to progress from other than the first step of the wage progression fails to meet the established Standards within the allotted time (including the five months' extension), the employee's progression shall be reviewed by a subcommittee consisting of one Company and one Union member of the Joint Training Committee. Action of this subcommittee shall be limited to the determination of the further extension of time which is believed to be required to meet the Standards of Achievement. If an additional extension is granted and the employee still fails to meet the prescribed Standards of Achievement to receive the next wage step in the wage progression in the period of time determined by the above subcommittee, the employee shall be removed from the classification and demoted in accordance with Title 206 of the Agreement.

IV. Incumbents

A) Employees who were classified as Plant Assistants, Meter/Regulator Mechanics, or Senior Meter/Regulator Mechanics on the effective date of this Agreement will be required to participate in the training program and associated testing for their respective classifications. However, such incumbents will not be required to pass written tests for further wage progression within their classification. Completion of the training program for incumbents to only the next higher classification in the line of progression will not be used as justification for bypass under Section 205.11 of the Physical Agreement.

B) Employees who were classified as Plant Assistants or Meter Regulator Mechanics on the effective date of this Agreement, and who subsequently successfully bid to the next higher classification in the line of progression, will be required to successfully complete all agreed-to standards in order to progress within such higher classification or else be subject to demotion in accordance with the procedure outlined in Paragraphs II.C and II.E above.

III. Testing

- A) For employees covered under II.C. above, upon failure of the first written test, they shall be allowed to retake the test upon their request any time after one month's time from that failure. They shall be allowed two additional retests, spaced at least one month apart.
- B) For employees covered under II-D above, upon failure of the first written test, they shall be allowed to retake the test upon their request any time after one week's time from that failure. They shall be allowed one additional retest, spaced at least one week apart.
- C) For employees covered under II.E. above, they shall be eligible to take any required written test a maximum of four times in accordance with the following schedule:
1. First Test - At any time prior to the date on which the employee is eligible to progress to the next higher wage step.
 2. Second Test (Retest) - Within one month following the date of the original test.
 3. Third Test (Retest) - Within two months following the date of the original test.
 4. Fourth Test (Retest) - Within three months following the date of the third test.
- D) A score of seventy percent (70 percent) shall be considered passing on any required written test in the Plant Assistant, Meter/Regulator Mechanic, or Senior Meter/Regulator Mechanic Training Programs.