

# PACIFIC GAS AND ELECTRIC COMPANY

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November 18, 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 will cancel and supercede our previous letter to you on this subject dated November 15, 1983.

Since 1974 the subject of a Materials Department Training Program has been under discussion between the Company and the Union and on January 15, 1979, agreement was reached on the establishment of such a program. The 1979 agreement included the description of administrative procedures for three courses:

Materials Department Training Course  
Fork Lift Operation Course  
Truck Driving Course

The course content of the second and third courses were previously agreed to. The course content and testing for the Materials Department Training Course were subsequently finalized and discussions have since been held between the parties concluding with the following understanding:

1. Agreement has been reached on the course content and testing and as revisions are necessitated by operational changes (e.g., technological improvements), such revisions will be forwarded to the Union for approval prior to systemwide distribution.
2. Materialsmen hired after January 15, 1979, who are eligible to prebid in the Materials Distribution Line of Progression as of the effective date of this agreement will not be required to successfully complete the Materials Department Training Course in order to progress in the line of progression.
3. All other Materialsmen not covered in Item 2 above hired after January 15, 1979, will be required to successfully participate in the Materials Department Training Course in order to progress in the Materials Distribution Line of Progression.
4. All employees in the Materials Distribution Line of Progression must participate in the Materials Department Training Course.

- 5. Employees will be provided a maximum of 40 hours total study time during working hours over an 18 month period from the date of enrollment in the course. Such date shall be after the employee has attained regular status and upon receipt of the training manual. The amount of study time necessary per lesson will be at the employee's option and the scheduling of this study time will be at the discretion of the employee's supervisor in order to minimize the impact on work schedules. However, supervisors should endeavor, if at all possible, to make available a minimum of 4 hours of study time per month. Should a circumstance arise where an employee has successfully completed all but one of the lessons and failed the first retest more than 17 months, but less than 18 months, after beginning the course, the employee will be allowed to take the second retest one month after failing the first retest.
- 6. All tests given in this course will be "open book" with test periods lasting a maximum of 90 minutes.

The Company and Union have further agreed to meet within 90 days after the signing of this letter to discuss the appropriateness of the typing test requirement and possible application for an OJT card.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. A. Albright*  
 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

Dec 1, 1983

By *Jack McHenry*  
 Business Manager