

PACIFIC GAS AND ELECTRIC COMPANY

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January 14, 1986

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:

Pursuant to Section 304.4 of the Physical Agreement, Company proposes to establish the classification of Telecommunications Equipment Installer in the General Construction Station Department.

This classification shall be permanently assigned to and regularly perform, without direct supervision, installation of telecommunication systems, including but not limited to: dial exchanges, telephone station equipment, power line carriers, microwave, radio, supervisory and telemetering equipment. The employee holding this classification shall have a background of apprenticeship and experience such as to qualify him to perform these duties with skill and efficiency.

It is proposed that the wage rate be identical to the two-year step of the General Construction Apprentice Communication Technician, Class Code No. 2391. Attached as Exhibit I is the proposed line of progression.

The majority of the telecommunication work performed by General Construction does not require licensing by the Federal Communications Commission. It is therefore proposed to eliminate the second-class license or other Company-approved certification as a prerequisite to entering the Communication Technician apprenticeship. Those employees who, subsequent to entering the training program, obtain such certification shall, at their option, progress to Communication Technician in accordance with the Training Guidelines and the General Construction Master Apprenticeship Agreement. Those employees who do not obtain such certification shall, at the conclusion of 24 months in the program, be reclassified to Telecommunications Equipment Installer at the same wage rate. Employees who enter the Telecommunications Equipment Installer classification will be required to provide the tools required of a 24-month Apprentice Communication Technician.

For entry into the Apprentice Communication Technician classification, employees from the Apprentice Electrician, Electrician, or other classifications to this line of progression will be required to pass the Apprentice Communication Technician entry exam as well as any applicable aptitude tests, such as the Physical Pre-employment Test and the Arithmetic Computation Test.

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Qualified outside candidates for the Apprentice Communication Technician, Communication Technician, and Telecommunications Equipment Installer will also be required to pass the Apprentice Communication Technician entry exam, which is the same exam given by the G.O. Telecommunications Department. Such employees will be required to pass the above-named aptitude tests. Outside candidates who pass the Apprentice Communication Technician entry examination will be placed either in an appropriate wage step of the apprenticeship, based on current skills and knowledge, or at the Telecommunications Equipment Installer wage rate provided the employee is fully qualified and requires no further training.

The number of Telecommunications Equipment Installers will be limited to thirty-five percent (35%) of the total number of Communication Technicians. As an example, at present, there are 125 Communication Technicians. Therefore, 35 percent of 125 results in 43.75 for a total of 43 Telecommunication Equipment Installers.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Bowright*
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

Feb 21, 1986

By *Jack McHenry*
Business Manager

