

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

December 14, 1987

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:

In order to provide the required ongoing complement of properly trained system Operators in a timely manner, Company proposes to continue the Emeryville OIT Program at the San Ramon Learning Center in an abbreviated form. Changes to the existing Emeryville OIT Training Agreement (85-129) are required to shorten the program to 16 months. It is understood that employees who complete training in the existing Operator in training Program and the accelerated centralized training program are considered equally qualified and both programs will be state certified. Company further proposes that no new Operator-In-Training positions will be filled during the term of this agreement and placement in the program will be consistent with applicable Letter Agreements.

All references to Emeryville or Emeryville training facilities shall be considered San Ramon or San Ramon Learning Center.

Paragraph 2 is amended to read as follows: Existing Operators-In-Training with more than twelve months in their classification will not be eligible to transfer into the San Ramon Training Program. OITs may be hired or transferred into the region as part of the San Ramon Training Program ninety days prior to the start of class. These OITs will be kept in a training mode at their respective switching centers, and supplied with a complete set of Electric System Operating School Training Documents, including an outline of specific areas of training. Their time, for purposes of wage progression, will start with the date of hire or transfer into the classification.

Paragraph 3 of the Emeryville OIT Agreement is amended from 18 months to 16 months. Refresher training shall be provided at the San Ramon Learning Center should any of the San Ramon OITs 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.

Paragraph 5 is amended to read as follows: OIT's satisfactorily completing the San Ramon OIT Program will be assigned to a vacant system Operator position at the switching center where they were hired or transferred. In the event a System Operator position is not vacant when the OIT completes the program, the employee can be assigned to a switching center, within the Region, as outlined in Attachment "P", Placement Locations, of the OIT Administrative Manual. If no vacancy exist and Attachment "P" does not apply, the OIT shall progress to unassigned journeyman status at the switching center where they were hired or transferred, as outlined in Section "C" of the OIT Agreement.

Paragraph 6 is amended to read as follows:

- A. Three-month written Wage Progression Test in the third month of training.
- B. Six-month written Wage Progression Test in the sixth month of training.
- C. Nine-month written Wage Progression Testing in the eighth month of training.
- D. A nine-month simulator portion of the Wage Progression Test in the ninth month of training.
- E. Sixteen-month written Wage Progression Test in the sixteenth month of training.
- F. Sixteen-month simulator portion of the Wage Progression Test in the sixteenth month of training.

After successful completion of the ninth month Simulator Test, it is intended that the OIT act as an Assistant Operator at their respective switching centers.

Paragraph 7b is amended from 9 and 18 month Wage Progression Tests to 9 and 16 month Wage Progression Tests.

Paragraph 7d is amended from established 3, 6 and 12 month progressive tests to established 3, 6 and 9 month progressive tests.

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If this program proves successful, it will become the new Operator-In Training Program.

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: Richard B. Bulford
Manager of Industrial Relations

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

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

Dec 28, 1987

By: Jack McHenry
Business Manager