

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

December 20, 1988

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 205.11 of the Physical Agreement, Company proposes to modify the provisions of the Backhoe Operator Training Program. The modified provisions only apply to employees who have a minimum of 200 hours of upgrade time to Equipment Operator and are found to be proficient at operating a backhoe.

Those employees who meet the above requirements will be provided a three-day training and testing program as follows:

- o First day will review three films, hands-on maintenance and general safety (Backhoe Operator Training Program Item I: Classroom A thru E).
- o Second day Proficiency Test - Operating Backhoe (Backhoe Operator Training Program Item: Testing II).
- o Third day the Written Trenching Test (Backhoe Operator Training Program Item: Testing I).

If employee fails both tests, the employee shall be required to attend the 80-hour Equipment Operator school and be retested. If either test is failed, the employee will not progress or be upgraded to Equipment Operator.

If only the trenching test is failed, the employee shall be required to attend 80 hours Equipment Operator school and be retested. If trenching test is failed a second time, the employee will not progress or be upgraded to Equipment Operator.

If only the written test is failed, the employee will be allowed one retest in 30 days. If the written test is failed a second time, the employee will be required to attend 80-hour Equipment Operator school. Failure to pass on the second attempt will result in the rejection of the employee's bid or possibility of upgrade to operate a backhoe.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Buegl
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

Jan 3, 1988⁹

By Jack McKinley
Business Manager

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