



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. 10-13-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS AND HUMAN RESOURCES DEPARTMENT  
MAIL CODE N22  
P. O. BOX 770000  
SAN FRANCISCO, CALIFORNIA 94177  
(415) 973-4310

STEPHEN A. RAYBURN,  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700

TOM DALZELL,  
BUSINESS MANAGER

March 18, 2010

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

The Company proposes to replace the Arithmetic Computation Test (ACT) with the Industrial Skills Test (IST) for all positions that required the ACT. This updated testing requirement is based on continuing research for appropriateness and was validated through an analysis of current incumbents performing in classifications that will require the IST going forward. The IST was introduced through the Joint Apprenticeship Training Committee which has agreed to support this proposal. This agreement will supersede and replace all ACT references with the IST. The following transition rules will apply:

- 1) The Arithmetic Computation Test (ACT) will no longer be administered to current regular status employees effective June 1, 2010.
- 2) Qualified scores on the ACT will be accepted as meeting the new testing requirements for current employees in lieu of the Industrial Skills Test (IST) until December 31, 2010.
- 3) Probationary status apprentices hired before May 1, 2010, that have not qualified on the ACT, will be covered by and must meet the requirements outlined in the test provisions in effect at the time of hire.
- 4) Apprentices terminated from their employment due to failure to qualify on the ACT may be eligible for rehire.
- 5) Current employees, who are applying/bidding for a classification which they have never held, and who have not previously qualified on the ACT as outlined in Item 2 above (prior ACT results valid until December 31, 2010) will be required to meet the new IST testing standard effective June 1, 2010.
- 6) Current employees who have previously held the same classification are assumed to have met the testing standard for the position at that time and do not have to meet the IST requirement. However, they may be required to meet any additional or new testing standards that may have been set in place since they have previously held the classification.
- 7) Retesting - The number of attempts is unlimited for employees and interested parties (including hiring hall) with the following provisions:
  - a. Second attempt must be no earlier than 3 months after first attempt.
  - b. Third attempt must be no earlier than 6 months after second attempt.
  - c. Any further attempts continue at 12 month intervals.
  - d. No waiving of test is permitted.
  - e. Waiving of the waiting period is only possible under compelling business needs and is authorized by the Joint Apprenticeship and Training Committee and Human Resources Testing Department.

Mr. Tom Dalzell

-2-

March 18, 2010  
L/A 10-13-PGE

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 & ELECTRIC COMPANY

By: 

Stephen A. Rayburn  
Director and Chief Negotiator

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

April 1, 2010

By: 

Tom Dalzell  
Business Manager