

# PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco, California 94106  
SUtter 1-4211

March 1, 1965

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

This cancels and supersedes my letter to you dated April 15, 1964, on this same subject.

In filling future vacancies in the Apprentice Hydro Operator classification, Company proposes to establish the following entrance requirements:

A. TESTS

An employee entering the Apprentice Hydro Operator classification will receive the equivalent of thirty months of comprehensive formalized training in conjunction with his work as an Apprentice Hydro Operator. To insure that all candidates to this classification possess the necessary capabilities to progress through the program, employees desiring to enter this apprenticeship shall not be entitled to consideration for appointment to fill a vacancy in this classification unless they have first received passing scores on all of the following tests:

1. Wonderlic Personnel Test

As a measure of education, the Wonderlic Personnel Test will be used. The minimum passing grade on this test is a score of 18. The applicable allowance for age will be included in computing the score and the author's directions for administration will be followed.

2. Arithmetic

To ascertain that the prospective apprentice has an adequate knowledge of basic arithmetic, the Madden-Peak Arithmetic Computation Test will be used. The minimum passing grade on this test is a score of 48. The author's directions for administration will be followed.

**B. QUALIFYING PROCEDURE**

Employees who want to qualify shall notify their Supervisor in writing of their intent. After such notification has been made, arrangements will be made for employees to take the tests outlined in 1 and 2 above if the prospective apprentice has not at that time satisfied the entrance requirements to the subject classification.

**C. TESTING PROCEDURE**

An employee shall not be entitled to take either of the tests set forth above more than a total of four (4) times, even though one or both of the tests may be common to other apprentice classification entrance requirements. Once an employee attains a passing score or better, as set forth above, he will not be required to retake such test(s) to be considered for appointment to the subject classification. An employee who has failed to receive at least the minimum passing score on each of the subject tests after the first testing, will be eligible to be retested in the following manner on those tests which he failed to achieve at least the minimum score:

- 2nd Testing** - Three (3) months, or thereafter, following the date of the first testing.
- 3rd Testing** - Six (6) months, or thereafter, following the date of the second testing.
- 4th Testing** - Six (6) months, or thereafter, following the date of the third testing provided that he is able to show satisfactory evidence that he has prepared himself to pass the test.

Company will not be required to give further consideration to the appointment of an employee to a vacancy in an Apprentice Hydro Operator classification when he has failed for the fourth time to meet both of the test requirements as set forth above.

**D. ADMINISTRATION**

Tests will be administered during regular work hours and corrected under the direction of the Division Personnel Department. An employee who fails a test may request an interview with a representative of the Division Personnel Department for the purpose of discussing the areas of weakness indicated by his failure to pass a test. Such employee, however, will not be permitted to review the questions and answers on the Wonderlic Personnel Test.

Should a complaint arise concerning the fairness of the administration or correction of a test, the Union's member of the Local Investigating Committee may refer it to the Chairman of the Apprenticeship Committee. Any such complaint

referred shall be reviewed by the Chairman with a Union member of the Apprenticeship Committee prior to the time Company makes a final decision with respect to the test results.

In the event that a dispute arises concerning the employee's eligibility to take the test a fourth time, such dispute may be submitted to the Local Investigating Committee, as provided for in Section 102.8, as soon as practicable except that in no case will such a grievance be given consideration if it is filed more than thirty calendar days following the date the employee was informed in writing by a representative of the Division Personnel Department that he will not be allowed to take the test(s) the fourth time.

If a dispute should arise concerning the Company's appointment to a vacancy in the subject apprentice classification, it may be referred by Union to the Local Investigating Committee, and the provisions contained in Section 102.8 of the Agreement will be applicable. Such referral shall be made as soon as practicable after an employee has been notified in writing of his disqualification, but in no event later than the time provided for in Section 102.6.

#### E. APPOINTMENTS TO VACANCIES OR TEMPORARY UPGRADES

In addition to the requirements referred to above, Company will make appointments to vacancies in the Apprentice Hydro Operator classification in accordance with the principles outlined in Section 205.11 of the Agreement.

An employee who was formerly classified as an Apprentice Hydro Operator or was in a classification higher thereto in the Lines of Progression of the Hydro Operating Department, and who was demoted therefrom for any reason other than incompetency, will not be required to satisfy the entrance requirements in order to be reappointed to his former classification.

An employee who is in the classification of Apprentice Hydro Operator or in a classification higher thereto in the Lines of Progression of the Hydro Operating Department, will not be required to satisfy the entrance requirements in order to be appointed under the provisions of Section 205.7 to the classification of Apprentice Hydro Operator or to a classification higher thereto in such Lines of Progression.

Employees who were classified as Second Operator in the Hydro Generation Department on the effective date of this Agreement and who have held such classification continuously since that date, shall not be required to satisfy the entrance requirements in order to progress to First Operator, Roving Operator or Station Attendant.

If an employee who has not been given the tests mentioned in Paragraph A is the probable successful bidder on an Apprentice Hydro Operator vacancy, he shall be given such tests before the job is awarded. An employee who has been given such tests, but has failed to attain a passing score, shall be retested on those tests which he has failed, provided he is eligible for such retest before the close of the bidding period which expires on the tenth of the month in which the vacancy was posted. The time intervals mentioned in Paragraph C shall apply to determine eligibility for retest.

March 1, 1965

Except as noted in the preceding paragraphs, an employee who has not attempted to meet or who has attempted but failed to meet the test requirements as covered in Paragraph A will not be appointed:

- a. Under the provisions of Subsection 205.7(b), 205.7(d), 205.7(e) or 205.7(f), or Section 205.13 of the Agreement, to a vacancy in the Apprentice Hydro Operator classification or in a classification higher thereto in the Lines of Progression of the Hydro Operating Department, or
- b. Under the provisions of Section 205.3 of the Agreement to a classification in a. above, except for short periods of time due to exceptional situations caused by operating requirements where Company cannot conveniently or practicably appoint an eligible employee.

**F. DATE EFFECTIVE**

The provisions of this Agreement shall be effective March 31, 1965.

If you are in accord with the foregoing proposal and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By V. J. Thompson  
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

March 2, 1965

By Ronald T. Westley  
Business Manager