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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

October 8, 1968

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 584  
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

This letter supersedes our proposed letter agreement dated August 20, 1968, on the same subject.

The Company plans to hire approximately twenty-five hardcore unemployed persons during the next twelve months in San Francisco Division, Marin District of North Bay Division, and Peninsula District of San Jose Division. These employees will receive some initial training for employment from the Lockheed Missiles and Space Company. They will not be subject to our normal pre-employment testing and will, in effect, be probationary with respect to their job performance for a period of one year.

Company, therefore, proposes that upon completion of the normal probationary period, provided for in Title 210 of the Agreement dated September 1, 1952, and Title 21 of the Agreement dated July 1, 1953, employees who are employed by the Company under the terms of our agreement with the Management Council for Bay Area Employment Opportunity be considered as provisional employees for the next succeeding six months. A provisional employee as stated above is one who is probationary with respect to his job performance but who is a regular employee in all other respects, including application of Company benefits and provisions of the appropriate Agreement.

Within a one-year period following active employment, each of these employees who is in a physical classification will be expected to pass Company's ACT examination. Each employee will be given four opportunities to pass this examination at intervals as close to three months as possible. Any employee who fails to meet this standard within one year of active employment with the Company or whose work performance is at any time unsatisfactory will be returned to Lockheed for further training, and possibly placement with another company. An employee who is performing his work satisfactorily and who passes the ACT examination during the second six months of his employment will be considered a regular employee in all respects at such time, and the provisional designation will be dropped.

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Upon successful completion of one year in the active employ of the Pacific Gas and Electric Company, retroactive credit for Company seniority will be granted for the time spent in the initial training period under the direction of Lockheed. Such retroactive credit will apply to the sick leave provisions of the Agreements.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By J. W. Bonbright  
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

October 30, 1968

By Ronald T. Wearley  
Business Manager S.M.