

La 4-18-63

# PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street  
San Francisco 6  
SUtter 1-4211

In reply please refer to

April 18, 1963

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
1918 Grove Street  
Oakland 12, California

Attention Mr. Ronald T. Weakley, Business Manager

Gentlemen:

This letter supersedes our letter dated April 9, 1963, on the same subject.

During the past several weeks, Company and Union have had several discussions with respect to the accelerated training programs for Apprentice Electrical and Apprentice Communication Technicians. Under the provisions of Section 109.2 of the Agreement dated September 1, 1952, as amended, Company proposes the following:

#### Special Posting

Company will issue a Special Employment Bulletin dated April 22, 1963, in which it will post for bid five Apprentice Communication Technician jobs and five Apprentice Electrical Technician jobs. Included within the Special Employment Bulletin will be a resume of the requirements and working conditions applicable to the training programs. A copy of the Special Employment Bulletin is attached.

#### Requirement for Employees Bidding on Apprentice Electrical Technician Jobs

A test designed to measure an employee's basic knowledge in this field will be administered by the Personnel Department to those employees who bid on these jobs.

#### Requirements for Employees Bidding on Apprentice Communication Technician Jobs

To be a successful bidder, a second class radiotelephone operator's license is required. In addition, the same test as that described above will be given all bidders.

Examination

The above examination will be from within the following areas of knowledge:

1. The General Operating Instructions, the Radio Operating Manual and the Accident Prevention Rule Book
2. Basic Mathematics
3. Basic Electricity (A.C. and D.C )

A passing grade will be required on the entire examination and on Parts 2 and 3.

Information with respect to the time and place at which the tests will be given will be furnished to all bidders. Company expects to give this examination during the week of May 13, 1963. Before this examination is given to bidders, it will be discussed with the Union.

Selection of Successful Bidders

Preference will be given in the selection of successful bidders to those employees who meet the requirements listed above in the following order:

1. To employees in the Division in which the vacancy is posted from the classifications of Electrician (any department), Apprentice Electrician at or above the one-year rate (any department), and Apprentice Communication Technician or Apprentice Electrical Technician who are below the two-year rate of this classification. Preference will be given to that employee who has the greatest classification seniority in the combined classifications listed above.
2. To employees from any Division or Department other than the one in which the vacancy is posted from the classifications of Electrician (any department), Apprentice Electrician at or above the one-year rate (any department), and Apprentice Communication Technician or Apprentice Electrical Technician who are below the two-year rate of this classification. Preference will be given to that employee who has the greatest classification seniority in the combined classifications listed above.
3. To employees system wide in all other classifications and Divisions on the basis of their Company seniority.

Bids from Technicians, former Technicians, or Apprentice Technicians who are at or above the two-year rate of such classification will not be considered.

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Wage Rates

Employees who are successful bidders on these vacancies will be placed in the appropriate Apprentice Technician classification at the two-year rate (\$136.90 per week) except that employees who are presently Journeyman Electricians and who are successful bidders on any of these vacancies will continue to receive the Electrician rate (\$143.40 per week) for the one-year training period, after which they will be placed at the top rate of Apprentice Technician (\$144.50 per week).

Expenses

Successful bidders on the two classifications involved will be required to travel to various locations on the system for necessary field experience during the period of their training. When such an employee is assigned to a job at such distance from his established headquarters that it is impracticable to return thereto, he shall be allowed actual personal expenses for board and lodging in accordance with the provisions of Title 201 of the Physical Agreement.

If you are in accord with the foregoing and the attachment 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

  
\_\_\_\_\_  
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

April 19, 1963

By

  
\_\_\_\_\_  
Business Manager