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PACIFIC GAS AND ELECTRIC COMPANY

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

May 16, 1969

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 proposal supersedes the letter agreement on the same subject dated May 17, 1967 and our proposal to you dated September 6, 1967.

The amending of Exhibit VIII of the Physical Agreement in 1966 General Negotiations provided that an employee in General Construction must pass certain Aptitude Tests designated in the Master Apprenticeship Agreement before his bid to fill a Division job vacancy under the provisions of Title 205 will be considered. The Master Apprenticeship Agreement as negotiated did not contain such tests.

Therefore, Company proposes to establish, under the provisions of Sub-section 205.12(c), the following test procedures to apply to a General Construction employee who is bidding to fill a Division job vacancy.

I. Applicable to the filling of a job vacancy other than in an apprentice or journeyman job.

A. An employee in General Construction must attain the scores indicated on the following Aptitude Tests:

Employee Aptitude Survey - Test 2 - Numerical Ability,
Form A - Psychological Services, Incorporated

$$\text{Correct Answers} - \frac{\text{Incorrect Answers}}{4} = 20 \text{ or more}$$

Employee Aptitude Survey - Test 5 - Space Visualization,
Form A, Revised - Psychological Services, Incorporated

$$\text{Correct Answers} - \frac{\text{Incorrect Answers}}{5} = 22 \text{ or more}$$

An employee who attains a score of 30 or more on one of the above tests will also be considered to have met this requirement.

The test author's instructions will be followed.

- B. Such employee shall be entitled to only one opportunity to pass the above Aptitude Tests after the effective date of this agreement. If he fails to pass, he need not be given further consideration.
- C. If such employee desires to enter the classification of Gas Serviceman, he shall be required to attain passing scores on the writing and spelling tests outlined in the agreement on entrance requirements to the classification of Gas Serviceman, effective January 30, 1964.

II. Applicable to the filling of an apprentice job vacancy.

- A. An employee in General Construction must pass the appropriate agreed-to apprentice entrance tests as designated in the Master Apprenticeship Agreement and shall be entitled to the schedule of tests and retests established therein.
- B. Such employee must have passed such requirements prior to the posting of the job vacancy on which he is bidding.
- C. Such employee must meet other entrance requirements specified in the Master Apprenticeship Agreement and other requirements as follows:
 - 1. Apprentice Electrical Technician - see letter agreement dated May 24, 1964.
 - 2. Apprentice Communication Technician - see letter agreement dated September 24, 1964.

III. Applicable to the filling of a journeyman Electrician job vacancy.

- A. Any employee in General Construction who is bidding to fill a journeyman Electrician vacancy in a Division must meet the test requirements outlined in the letter agreement dated October 5, 1965 if he is the otherwise successful bidder.

In addition to the above requirements, Company will continue to consider bidders under the normal provisions of Section 205.11 of the Agreement.

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 *W. Boulbright*
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

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By *Ronald T. Wackley*
Business Manager