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PACIFIC GAS AND ELECTRIC COMPANY

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

December 10, 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:

Continuing the program in effect for the past several years, Company proposes to train 11 employees to perform the duties of Air Conditioning Serviceman. The Air Conditioning Training School at Emeryville will commence on March 2, 1970.

Additional trained employees to fill vacancies on a temporary basis are required at the following headquarters:

- 1 - Either the Salinas or Monterey headquarters in Coast Valleys Division.
- 1 - In the Marysville headquarters in Colgate Division.
- 1 - In the Roseville headquarters in Drum Division.
- 1 - In the Santa Rosa headquarters in North Bay Division.
- 2 - Any headquarters in Sacramento District in Sacramento Division.
- 1 - Any headquarters in Yolo District in Sacramento Division.
- 1 - Any headquarters in Shasta Division.
- 1 - In the Stockton headquarters in Stockton Division.
- 1 - In the Modesto headquarters in Stockton Division.
- 1 - From among the following Servicemen in East Bay Division, if they desire to attempt to qualify:

J. R. Irwin	- Richmond	E. M. Kieffer	- Oakland
J. J. Whelan	- Richmond	N. Taylor	- Oakland
G. W. Leonard	- Antioch	A. C. Ford	- Antioch
C. Proto	- Oakland	B. G. Barr	- Oakland
G. Severy	- Richmond	E. R. Brozowski	- Oakland

or, if none of the above qualify, from any headquarters in Diablo District - East Bay Division.

Company, during the year 1970, may establish and fill a position of Air Conditioning Serviceman in East Bay Division on a regular basis. The above proposal will insure that the senior Serviceman in the Division will have the opportunity to become qualified. Mr. J. Fraser, Walnut Creek, with Serviceman seniority dating to May 1, 1951, is currently the most senior Serviceman who has qualified and has been trained.

Although there may be employees at the above headquarters who qualified for this training under previous programs, Company proposes to offer the qualification tests to Gas Servicemen and Service Mechanics at any of the above headquarters who have not previously qualified. If such offer and testing does not result in a qualified candidate to fill a training position, Company proposes to offer the qualification tests to the Helpers in the Gas Department at any above headquarters who have both successfully completed the Gas Serviceman's Training School and are deemed qualified to fill a vacancy in the Gas Serviceman classification.

Selection of those to be trained from the headquarters listed above shall be made from those employees who qualify in this series of testing or who qualified in previous years in order of their classification seniority as Gas Serviceman and Service Mechanic or, in the case of Helpers, on the basis of classification seniority as Helper.

Utilizing the same qualifying rules as used in 1966 and subsequent years, the following standard tests and required scores shall apply:

- I - Owens-Bennett Mechanical Comprehension Test - Form CC -
33 correct out of 60 problems is passing.
- II - Employee Aptitude Survey Test #5 - Space Visualization -
22 correct out of the 50 problems is passing.
- Employee Aptitude Survey Test #2 - Numerical Ability -
Part I is weighted 1/2 point per problem, Parts II and III weighted 1 point per problem. 18 points total out of the 62-1/2 points available is passing.
- Employee Aptitude Survey Test #7 - Verbal Reasoning -
6 correct out of the 30 problems is passing.

An employee will be deemed to have met the requirements if he meets requirement I and meets 2 of the 3 requirements in II with a score of not less

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than 15 points on the Employee Aptitude Survey Test #2 - Numerical Ability.

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. 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

December 19, 1969

By *Ronald T. Weakley*
Business Manager