

LA 6-18-62

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

June 18, 1962

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:

Since negotiating entrance requirements utilizing common tests to enter the several apprentice classifications, considerable discussion has ensued between the Company and the Union as to the number of times that an employee is eligible to take the test to enter one or more of these apprentice classifications. More recently the matter has presented itself in the form of several grievances occurring throughout the system. In an effort to resolve the differences of opinion between the Company and the Union this problem has been discussed at meetings of the Review Committee. As a result of these discussions, Company and Union have reached agreement to a means of eliminating further dispute and at the same time providing greater opportunities for advancement to these apprenticeships. Company therefore proposes the following revisions and/or additions to the previously negotiated entrance requirements for the below-listed classifications:

Apprentice Lineman
Apprentice Fitter
Serviceman
Apprentice Electrician, Power Plants
Apprentice Instrument Repairman, Power Plants
Apprentice Machinist, Power Plants
Apprentice Mechanic, Power Plants
Apprentice Rigger, Power Plants
Apprentice Welder, Power Plants

To be considered for appointment to fill a vacancy in any one of the subject classifications, the employee must first receive a passing score on each test negotiated as an entrance requirement to that particular classification. No employee shall be entitled to take any one of these tests more than a total of four times, notwithstanding that such test may be common to two or more of the foregoing subject classifications.

After each testing, his score shall determine which apprentice entry requirements he has completed. Once an employee has received the agreed-to passing score on any test negotiated as an entrance requirement to an apprentice classification, he shall not be required to retake such test to be eligible to enter such classification. If, however, his score does not equal or surpass the required score for a particular classification, he will be required to wait until at least three months have elapsed from the date of the first testing before becoming eligible for a second testing.

If he fails to receive passing scores in any of the subject entrance requirements the second time, he shall not be eligible for retesting until at least six months have elapsed from the date of the second failure, after which the test(s) may be taken for the third time. Following the third testing, Company shall not be required to give further consideration to any such employee for appointment to any classification for which he has failed to receive passing scores, for a period of six months from the date of the last failure; except that a representative of the Division Personnel Department will counsel the employee as to the areas in which the tests indicate that the employee must study in order to prepare himself to be tested the fourth time. At the expiration of six months, following the third failure of a test, the employee shall be eligible for retesting provided that he is able to show satisfactory evidence that he has prepared himself to pass the test. An employee who has failed for the fourth (4th) time to receive passing scores on a test(s) required for appointment to any of the subject classifications shall not be entitled to further consideration for appointment to such vacancy.

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.

It is further agreed that employees who, as of the date this Agreement is executed, are not presently entitled to enter any of the foregoing classifications by reason of having failed any or all of the negotiated tests after the third testing, shall, upon execution of this Agreement, be entitled to a fourth (4th) testing in accord with the provisions of this Agreement.

If you are in accord with the foregoing and agree thereto, please

Local Union No. 1245, IBEW

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so indicate in the space provided and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By

W. J. Kempsa
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

By

Russell T. Westley
Business Manager

August 13, 1962

To be considered for appointment to fill a vacancy in any one of the subject classifications, the employee must first receive a passing score on each test negotiated as an entrance requirement to that particular classification. No employee shall be entitled to take any one of these tests more than a total of four times, notwithstanding that such test may be common to two or more of the foregoing subject classifications.

After each testing, his score shall determine which apprentice entry requirements he has completed. Once an employee has received the agreed to passing score on any test negotiated as an entrance requirement to an apprentice classification, he shall not be required to re-take such test to be eligible to enter such classification. If, however, his score does not equal or surpass the required score for a particular classification, he will be required to wait until at least three months have elapsed from the date of the first testing before becoming eligible for a second testing.

If he fails to receive passing scores in any of the subject entrance requirements the second time, he shall not be eligible for retesting until at least six months have elapsed from the date of the second failure, after which the test(s) may be taken for the third time. Following the third testing, Company shall not be required to give further consideration to any such employee for appointment to any classification for which he has failed to receive passing scores, for a period of six months from the date of the last failure; except that a representative of the Division Personnel Department will counsel the employee as to the areas in which the tests indicate that the employee must study in order to prepare himself to be tested the fourth time. At the expiration of six months, following the third failure of a test, the employee shall be eligible for retesting provided that he is able to show satisfactory evidence that he has prepared himself to pass the test. An employee who has failed for the fourth (4th) time to receive passing scores on a test(s) required for appointment to any of the subject classifications shall not be entitled to further consideration for appointment to such vacancy.

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