

654

PACIFIC GAS AND ELECTRIC COMPANY

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

May 20, 1971

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter supersedes our letter agreement dated October 8, 1968 and the extensions thereof.

The Company plans to continue 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.

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.

The period covered by this letter is July 1, 1971 through June 30, 1972, inclusive.

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. Benbright*
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 *L. L. Mitchell*
Business Manager

June 14, 1971