

PACIFIC GAS AND ELECTRIC COMPANY

PG&E



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May 3, 1979

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

The General Construction Joint Apprenticeship Committee recommends adoption of the attached Guidelines For The General Construction Apprentice Lineman Training Program, Overhead Section.

As the apprenticeship has been extended an additional six months, Company proposes the following wage schedule for the Apprentice Lineman classification:

Start	- \$316.70
End 6 mos.	- 331.00
End 1 yr.	- 342.50
End 18 mos.	- 354.35
End 2 yrs.	- 369.85
End 30 mos.	- 381.20

Company proposes that before any Apprentice Lineman can progress to journeyman status, it will be necessary that the employee meet all academic and on-the-job Standards of Achievement.

As provided by the Master Apprenticeship Agreement, an employee will not be held at a wage progression step if the training is not timely or the employee could not be scheduled to a particular school, through no fault of the employee.

An employee at the top rate of pay who has not met all Standards of Achievement will be given a sufficient period of time in which to meet such requirements. If the employee is unsuccessful in meeting such requirements, that employee's further continuance in the program will be determined by the Joint Apprenticeship Committee as provided in the Master Apprenticeship Agreement.

An apprentice who has not passed the ACT and who has not passed Basic Electricity must pass the ACT before being enrolled in the school.

An apprentice who has not passed the ACT but who has previously met all academic requirements for the apprenticeship will be exempted from passing the ACT for this apprenticeship only.

A list of such employees, showing their academic deficiencies and the estimated completion dates for those at the top rate, is attached.

An employee who is hired directly into the Apprentice Lineman classification will be required to pass the ACT within the first six months of employment. The employee will be allowed three opportunities in which to take the examination. The first examination must be taken at the completion of two months, and if additional tests are requested, they shall be given at intervals of 30 days.

An employee who is hired directly into the journeyman classification, and subsequently proves unable to perform at the journeyman level, will be demoted into the apprentice classification at a wage step commensurate with the employee's academic and on-the-job level. If the employee must be enrolled in the Basic Electricity Course, the employee will be required to pass the ACT before being enrolled. Such employee will follow the above examination schedule.

An employee who is not at one of the proposed wage rates will continue to receive the employee's present wage rate until the Standards of Achievement and time requirements for progression to the next higher wage step are met, except as stated above.

Those employees who have met all requirements for progression to journeyman and who have been at the top wage rate for a period of one year will be progressed to journeyman as of the effective date of this agreement.

If you are in accord with the foregoing and its 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 its attachment and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

_____, June 29, 1979

By 
 Business Manager

GUIDELINES FOR THE GENERAL CONSTRUCTION
APPRENTICE LINEMAN TRAINING PROGRAM
(Overhead Section)

I. Objective of the Apprentice Lineman Training Program

The need for trained and fully qualified employees to accomplish the duties specified in the journeyman Lineman definition in a manner consistent with Company's Standards of Construction, Safety and Performance has resulted in this program which coordinates extensive on-the-job and related practical school training and academic training. The systematic acquisition of knowledge and skill offers the employee in training the vehicle to attain self-confidence, assuredness and satisfaction in his work, and the correct and safe method of performing Company's work.

II. Training

During the 36 months of the apprenticeship, an apprentice will be offered job training divided into six time periods which coincide with the wage steps of the classification. In order that uniform and safe practices will be followed in the training period, assignment of duties and work procedures shall be provided in each of the wage steps as outlined in these guidelines and the attached Schedule. The amounts of time or units of work as indicated in the Schedule are believed sufficient to permit an apprentice to develop proficiency in such duty or work procedures, but should not be considered inflexible. Qualification will also be dependent upon the demonstrated ability of each individual apprentice.

The attached Schedule also specifies those training periods in which an apprentice shall receive related academic or class training.

II. Training (cont'd.)

On-the-job training in the duties, and amount of such training, as specified in the Schedule shall apply to the extent that such duties are performed by journeymen where the apprentice is headquartered. In the event such duty is not performed by journeymen at his headquarters, and therefore not available in the training of an apprentice, it shall be noted in their work record.

However, an apprentice's progression through the apprenticeship or to journeyman or to higher classifications shall not be deterred for this reason.

If in the course of the apprenticeship or as a journeyman such duty later becomes available, an employee shall receive on-the-job training as may be required to attain expected journeyman proficiency. If, after a reasonable opportunity, an employee fails to attain such proficiency, such employee may be subject to reclassification.

A. General Guidelines

1. It is intended that assignment of the specified hours of training on the job for each period of the apprenticeship will be made to an apprentice as early in the period as is practicable.
2. Hours shown on the Schedule exclude any travel time needed to reach the place where training is to be given; however, such hours include time needed to prepare tools and equipment.
3. Except where otherwise specified, apprentices shall be trained by assignment to work with qualified journeymen.
4. Progressive work experience in all phases of line work shall be provided throughout the first five periods of the apprenticeship in accordance with the attached Schedule, if available.

II. Training (cont'd.)

A. General Guidelines (cont'd.)

5. Assignment during the last or sixth period will be made for the purpose of rounding out an apprentice's experience.
6. Upon entering each new wage step and period of training, the work assignments in the period shall be such that an apprentice will gain the basic knowledge of the equipment and the procedure being used, and gain self-confidence. More complex assignments shall be made progressively as an apprentice gains in knowledge and capability.
7. Assignments of duties and work procedures in any period of training shall be confined to those specified for the period or of a prior period.
8. During the first 6 months an apprentice shall not be assigned to work on any circuit energized in excess of 600 volts.
9. An apprentice may be assigned to work without direct supervision as part of a crew only after such apprentice has been instructed and trained on the duties or work procedures required; has performed such work under direct supervision; and is capable of performing such work safely.
10. Except in emergency circumstances, an apprentice shall not be temporarily assigned to the classification of Line Subforeman. If assigned to such classification, an apprentice shall not be given the responsibility for duties or work assignments beyond the apprentice's current step of training.

II. Training (cont'd.)

A. General Guidelines (cont'd.)

11. Notices

- (a) An apprentice who is scheduled to attend any of the centralized training program shall be given notice of such assignment as early as possible by supervision.
- (b) When an apprentice attending a centralized training school is not maintaining an acceptable level of work, notice shall be given to the Union's Apprenticeship Committee. Such notice shall also be given in the event the apprentice fails the school or is dropped from the school by Company.
- (c) If an apprentice does not maintain an acceptable on-the-job work level, notice shall be given to Union's Business Representative or their designate.

12. Upon entering the Apprenticeship Program, the employee must complete the prescribed Home Study courses in the time periods shown on the Standards of Achievement.

- (a) Line Construction Standards E-14a and b.
- (b) Rules for Overhead Line Construction (G.O. 95) E-11a and b.
- (c) Overhead Line Construction E-10a.

The above courses shall be successfully completed within the first 4 steps of the Apprentice Program as per the schedule.

II. Training (cont'd.)

B. Guidelines For Training Periods

1. 0 to 6 Months Step

During this period an apprentice shall learn the use of climbing tools in the performance of line construction work. An apprentice shall gain the general knowledge of line crew work by participation in all work which is performed on the ground and by participation in work performed in the air where work can be performed safely as follows:

- (a) On lines of any voltage not connected to existing circuits.
- (b) On lines of any voltage which are de-energized and grounded when grounding is required. May test and ground de-energized lines upon the decision of the supervision in charge.
- (c) On energized secondary circuits where an apprentice has direct journeyman supervision and where:
 - (I) The apprentice performs such work from below the secondary level on poles where energized primary is on the same pole, or;
 - (ii) such work does not include picking up or dropping of load other than the charging current of the conductors.

An apprentice shall gain a general knowledge of underground work performed by line crews involving non-leaded cable, but shall not work on cables or devices energized in excess of 600 volts, or work in areas where contact can be made with unprotected cable or devices energized in excess of 600 volts.

II. Training (cont'd.)

B. Guidelines For Training Periods (cont'd.)

1. 0 to 6 Months Step (cont'd)

An apprentice shall become familiar with construction standards, general orders, and regulations applicable to the work that is performed. An apprentice shall become capable of handling public contacts with respect to the obtaining of clearances and learn the obligation to the general public regarding safety practices, and the respect for customer's property rights.

An apprentice shall be trained in the duties of a Lineman, as indicated for the 0-6 months period on the attached Schedule. In conjunction with such work, such apprentice may use aerial lift equipment when properly trained and instructed in the use of such equipment. Such work will not be performed in such position that an apprentice, or the equipment being used, may encroach on the contact area or into the safe working distance with respect to the primary voltage. As early as possible in this training period, an apprentice shall be assigned to the Basic Electricity Course (Emeryville) for the training in electricity and transformers.

(d) An agreed-upon test will be given at the close of the school and should an apprentice fail to receive a passing score, notice shall be given, in writing, of the areas which caused failure.

(e) After such failure, an apprentice shall be allowed to retake the test upon request any time after one month's time from failure. Two additional retests shall be allowed spaced at least one month apart.

II. Training (cont'd.)

B. Guidelines For Training Periods (cont'd.)

1. 0 to 6 Months Step (cont'd.)

(f) An apprentice shall complete the course and pass the agreed-upon test not later than the end of their fifteenth month of training, regardless of the number of retests that have been requested. Failure to meet this standard of achievement will be cause for removal from the classification in accordance with Paragraph C 6 of the Master Apprenticeship Agreement.

(g) Progression to the second step of an apprentice classification shall be in accordance with Paragraphs D 3 and 4 of the Master Apprenticeship Agreement. Subsequent Progression to Third Step shall be dependent upon the successful passing of the Electricity Course test, and successful completion of home-study course E 14(a) and (b).

2. 7 to 12 Months Step

An apprentice shall continue to perform functions of the prior period and, in addition, shall learn the duties outlined in the 7-12 months period on the attached Schedule. An apprentice shall continue work on energized circuits under the same conditions as specified in the 0-6 months step. While being observed by a journeyman, an apprentice may be assigned to pick up or drop loads.

As early as possible in this training period, an apprentice shall be assigned to the Basic Apprentice Lineman Course at Kettleman for the study of rigging, Line Construction Standards, Lineman's Handbook, etc.

II. Training (cont'd.)

B. Guidelines For Training Periods (cont'd.)

2. 7-12 Months Step (cont'd.)

- (a) Agreed-upon tests will be given at the conclusion of the school and, if an apprentice fails to receive a passing score, the apprentice shall be notified in writing of the reason for failing.
- (b) Retesting opportunities shall be in accordance with the schedule outlines in Paragraph 1 of these guidelines. In the event of failure to meet on-the-job standards of achievement, progression to Third Step shall be in accordance with Paragraphs D 4, 5, and 6 of the Master Apprenticeship Agreement. Subsequent progression to Fourth Step shall be dependent upon successful passing of the Basic Lineman's Course Test and successful completion of home-study course E 11(a) and E 11(b).
- (c) On energized primary circuits where an apprentice working with a Journeyman, shall learn the use of rubber gloves, protective equipment and hot sticks, as appropriate, for work on and in proximity to energized distribution primaries. Such work shall initially involve simple transfers and other work in uncongested work areas or in areas where the hazard is at a minimum. They may perform work on energized distribution primary circuits from an aerial lift when they are accompanied by a journeyman who acts as the operator.

3. 13 to 18 Months Step .

An apprentice shall continue to perform the duties specified for prior periods and, in addition, learn the duties outlined on the Schedule for

II. Training (cont'd.)

B. Guidelines For Training Periods (cont'd.)

3. 13 to 18 Months Step (cont'd.)

this period of the apprenticeship. An apprentice may work without direct supervision as part of a crew on energized secondaries and, as part of the crew, may perform minor switching alone, such as opening or closing and refusing of transformer cutouts, using an approved fuse stick.

As early as possible in this training period, an apprentice shall be assigned to the Advanced Lineman School at Kettleman for classroom and field training on Line Construction procedure.

- (a) If an apprentice fails to achieve a satisfactory rating at this school, notification shall be given in writing as to the reasons for failure and a copy of such reasons shall be sent to the apprentice's training headquarters.
- (b) Upon return to work headquarters, the apprentice will be given special training on these matters which caused failure to attain a satisfactory rating. This training may consist of special work or training assignments, as required.
- (c) Upon the employee's request, but not more frequently than once a month, the apprentice may request a re-evaluation of performance with respect to those matters which caused failure. An apprentice shall be allowed three such re-evaluations for this purpose.
- (d) The progression of an apprentice who fails to attain a satisfactory rating in this achievement or in on-the-job training during this

II. Training (cont'd.)

B. Guidelines For Training Periods (cont'd.)

3. 13 to 18 Months Step (cont'd.)

(d) period of training will be governed by Paragraphs D 4, 5, and 6 of the Master Apprenticeship Agreement. Subsequent progression to Fifth Step will be dependent upon attaining a satisfactory rating in Advanced Lineman Training and successful completion of home-study course E 10 (a).

4. 19 to 24 Months Step

An apprentice shall continue to work as provided in the prior periods and, in addition, will learn the duties outlined on the attached Schedule for the appropriate period. An apprentice shall gain proficiency in the use of hot-line tools and equipment and rubber protective equipment on all types of construction when accompanied by a journeyman.

5. 25 to 30 Months Step

An apprentice shall continue work of the previous periods and will continue to learn live-line construction methods on all types of construction while working with a journeyman or a Sixth-Step apprentice.

6. 31 to 36 Months Step

An apprentice will be allowed to do any work normally performed by a journeyman, under the direction of a subforeman or a journeyman, as required by the job. In addition, may serve as the pole partner for any hot work on energized primary voltages with any apprentice who is in the Fifth Step or higher of training.

II. Training (cont'd.)

C. Records

1. It shall be the responsibility of each apprentice to maintain the "Apprentice Lineman Assignment Chart" in collaboration with each Foreman or Subforeman to whom they are assigned. Upon completion, each periodic record shall be submitted to the General Foreman.
2. It shall be the responsibility of each General Foreman to keep necessary files of records on each apprentice and to ascertain that each apprentice has a reasonable opportunity of meeting the Standards of Achievement set forth in these guidelines.
3. Such records shall at all times be available during the apprenticeship for review by the General Foreman or higher levels of supervision, the employee and representatives of Union.
4. In addition to and precedent to these guidelines, the provisions of the Master Apprenticeship Agreement are applicable.