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PACIFIC GAS AND ELECTRIC COMPANY

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245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

August 17, 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:

As there continues to be some question regarding the entry requirements to the Apprentice Lineman and Apprentice Cable Splicer classifications, Company will attempt to clarify its procedures and reasons why such procedures are necessary.

Company proposed, as an entry requirement to the Apprentice Lineman classification, a letter agreement signed July 27, 1959, stipulating certain requirements to be met prior to entry to the classification. Among these were the establishment of a ten-day "Lineman Trainee School," which was to be used to determine pole climbing skills and ability to work on poles. This school was to be completed prior to becoming an apprentice. In 1975 Company proposed, and Union agreed to, the establishment of a Division three-day climbing school. This school was needed for two reasons: (1) To improve the passing percentage of those attending the Basic Climbing School at Kettleman and (2) To qualify 205.8(c) bidders who had no knowledge of climbing. There was never any intent to stop sending employees to the Basic Climbing School prior to becoming an apprentice. Company continues to want to determine whether or not an employee can climb and work on a pole before placing an employee into a position where this is a requirement. We believe that the employees also want to know that they possess these abilities before committing one of their two opportunities to participate in an apprenticeship under G11 of the Master Apprenticeship Agreement.

With the above in mind, Company proposes the following as prerequisites for entering the Apprentice Lineman and Apprentice Cable Splicer classifications:

Division Climbing School

This three-day school shall be attended by all employees who are in jobs which are considered next lower to a climbing apprenticeship.

Employees who have indicated a desire to enter the climbing line of progression, by submitting a Transfer Application, must attend and pass the three-day school before such a transfer can be effected.

The school at Kettleman will continue to provide a three-day session when necessary for those Divisions who cannot provide the school in a timely manner for their employees or when it would be impractical to put on a three-day school in the Division or to combine with another Division to put on a school.

General Construction employees who enter the Division in a job next lower to a climbing apprenticeship and who worked in a climbing position for at least six months shall have the Division Climbing School and the Basic Climbing School requirement waived.

Basic Climbing School

All employees who are in classifications which are considered next lower to a climbing apprenticeship and who have passed the Division Climbing School and the ACT shall be required to attend the Basic Climbing School at Kettleman prior to being awarded an apprenticeship. An employee who is to be awarded an apprenticeship under Subsection 205.8(b) and who has not yet attended Basic Climbing School shall be awarded such job pending successful completion of the school.

Employees who are not in the line of progression but who have valid 205.8(c) prebids on file and are the otherwise successful bidders to a vacancy shall be awarded the position pending the successful completion of the next scheduled session at Kettleman.

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. Bonbright*
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

October 29, 1979

By *Dean Cifer*
Business Manager