

## PACIFIC GAS AND ELECTRIC COMPANY

PGE

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June 3, 1980

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

Subject: Modify the Lines of Progression to  
Apprentice Electrician and Electrician,  
General Construction - Station Department

Gentlemen:

This letter cancels and supersedes our letter dated December 6, 1979, on the same subject.

To expand the promotional and transfer opportunities of Hydro Substation Mechanics, the Company proposes to modify the current provisions of the Station Apprentice Electrician program to permit Station Mechanics to be reclassified to either Apprentice or journeyman Electrician on the following basis:

Mechanics who wish to be considered for change of classification to Electrician may proceed, with approval of the Manager and with a successful score on the Arithmetic Computation Test (ACT), by either of two methods.

The first method: Reclassification to Apprentice Electrician initiated by request of the Mechanic. The reclassification will proceed as follows:

- a. First step Mechanic shall reclassify to first step Apprentice Electrician.
- b. Second, third, and fourth step Mechanic shall reclassify to Apprentice Electrician one step below the existing Mechanic status.
- c. Other Mechanics shall reclassify to third step Apprentice Electricians.
- d. Regardless of the Apprentice Electrician step that the Mechanic enters into the Apprentice Training Program, the step will be held until the Standards of Achievement for the academic and physical skills of that step have been met.

The second method: Reclassification to Electrician initiated by request of top step Mechanic. To qualify for this method of reclassification, the Mechanic must have the following prerequisites. These prerequisites can be completed without a formal declaration of intent to change status to Electrician.

- a. Been a top Mechanic for at least two years.
- b. Passed the Arithmetic Computation Test (ACT) successfully.

c. Passed the following Supplemental Academic Program courses successfully:

- B-10 Basic Math
- B-16 Print Reading - PGandE Drawings
- B-20 Safety
- B-25 Operating Procedures
- B-30 Receive and Store
- B-35 Introduction to Electricity and Electronics
- B-75 Field Testing
- E-10 D-C Theory
- E-15 A-C Theory
- E-16 Power Sources and Electric Motors
- E-26 Schematics and Diagrams
- E-30 Transformers and Vectors

If the Mechanic decides to reclassify to an Electrician, a formal application shall be submitted through the foreman to the Manager. If application is approved, successful completion of the following requirements is mandatory before reclassification is final.

d. Successfully complete the Basic Electricity School in Emeryville.

e. Complete six months of "On-The-Job" training, including the following minimum requirements, under the supervision of an Electrician or other qualified person:

- |                                |         |
|--------------------------------|---------|
| 1. Wire Pulling                | 2 weeks |
| 2. Terminating                 | 5 weeks |
| 3. Layout of Switchboards      | 2 weeks |
| 4. Wiring of Switchboards      | 5 weeks |
| 5. Field tests:                |         |
| Transformer Ratio and Polarity | 2 tests |
| Dielectric - Oil               | 2 tests |
| Megger                         | 2 tests |
| Ground Resistance              | 2 tests |
| High Voltage Detector          | 2 tests |

In the event that more Mechanics wish to become Electricians than there are openings, Company seniority will be the prevailing factor.

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 *S. W. Bonbrake*  
Manager of Industrial Relations B.

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

June 18, 1980

By *Dean Cifer*  
Business Manager