

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

January 9, 1981

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter supersedes the proposed Letter Agreement of August 14, 1980, on the same subject. (80-31-PGE)

Recently the Company has experienced considerable difficulty in obtaining qualified bidders to Fitter positions in San Jose Division through the Job Bidding procedure. As a result, most vacancies are not being filled; and in order to meet Company's work load demands, the only alternative available at this time is to appoint Apprentice Fitters provisionally to the Fitter classification.

All Fitter vacancies will be filled pursuant to Title 205 of the Physical Agreement and provisional appointments will be made only after the bidding procedure has been followed and there are no qualified bidders available. When it becomes necessary to appoint Apprentice Fitters to the Journeyman classification, the following procedure will be followed.

1. The appointee must have successfully completed the requirements of the one year step of the Apprentice Fitter program.
2. An appointee shall have completed the following courses at Potrero: a) Primary b) Secondary.
3. The appointment shall be made on the basis of classification seniority. That is, the employee with the greatest seniority as an Apprentice Fitter shall be appointed first.
4. The "provisional" Fitter will be paid at the Journeyman's rate of pay and required to perform only work for which he has been trained.
5. While being paid as a Fitter, the appointee will be required to complete all remaining portions of the Fitter Apprenticeship in accordance with the Master Apprenticeship Agreement. Failure to do so will be cause for removal from this classification.

- 6. The appointee upon successful completion of the 24-month Fitter Apprenticeship, shall be assigned to the position on a permanent basis.

This Agreement may be cancelled on thirty days' notice by either party.

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

Jan 9, 1981

By *Jack Luchley*
 Business Manager