

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 77 BEALE STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

June 25, 1972

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

Attention Mr. L. L. Mitchell, Business Manager

Gentlemen:

In filling future vacancies in the classification of Corrosion Mechanic, Company proposes the following entrance requirements under the provisions of Section 205.11 of the Agreement dated September 1, 1952:

A. TESTS

1. Before entering the Corrosion Mechanic classification or receiving temporary upgrades to such classification, eligible employees will receive comprehensive formalized training at the Corrosion Mechanic Training School. To insure that all appointees to the School possess the necessary capabilities to progress through the training program, employees shall not be entitled to consideration for appointment to the Corrosion Mechanic Training School unless they have first received passing scores on the following test:
 - a. Arithmetic Computation Test (ACT)
 - i. The Arithmetic Computation Test has been prepared in four forms for test purposes and one additional form for refresher purposes. When a prospective Corrosion Mechanic notifies his Personnel Department that he desires to be tested, he will be furnished a copy of the refresher test and a copy of the same test with the correct procedures and answers indicated. This will enable him to determine what review will be necessary to attain a passing score on the formal test.
 - ii. He shall be allowed a reasonable length of time for such review, and, on the employee's request, the examination date shall be established by his Personnel Department.
 - iii. The minimum passing grade on this test is 75% (30 correct out of 40 problems). Credit will be given only for those problems that are answered completely correct.
 - iv. An employee who has failed, on his first attempt, to receive at least the minimum passing score on the ACT will be eligible to be retested on such test in the following manner:

3. Requirements for Completion of Training School

Upon completion of the training program, a final examination will be given covering the training the appointee received while attending the School.

A test score of 70% or more will constitute successful completion of the School.

An appointee to the School who attains a final score of less than 70% shall, upon request, be reexamined at the School. Such re-examination will be scheduled as soon as possible following three months after the initial failure, but at Company's convenience. An employee will be allowed one such examination.

An employee who has not successfully completed the School need not be given consideration for reattendance at the Corrosion Mechanic School.

4. Administration

If a dispute should arise concerning an employee's appointment to the School, or failure to successfully complete the program or eligibility to be retested, such dispute may be referred to the Local Investigating Committee as provided for in Section 102.8, provided that the time limits referred to in Section 102.6 are observed.

C. APPOINTMENTS TO VACANCIES OR TEMPORARY UPGRADES

1. In addition to the requirements referred to above, Company will make appointments to vacancies or temporary upgrades in accordance with the principles outlined in Section 205.11 of the Agreement.
2. An employee who was formerly classified as a Corrosion Mechanic or was in a classification higher thereto in the Lines of Progression of the Gas Measurement and Control Group and who was demoted therefrom for any reason other than incompetency will not be required to satisfy the entrance requirements or attend the School in order to be reappointed to his former classification.
3. An employee who has attempted but failed to pass the test as covered in Paragraph A above or who attended but failed to complete the Corrosion Mechanic Training School will not be considered for appointments, under the provisions of Title 205 of the Agreement, to vacancies in the Corrosion Mechanic classification.
4. If an employee who has not been given the test mentioned in Paragraph A is the probable successful bidder on a Corrosion Mechanic vacancy, he shall be given such test before the job is awarded.

- 2nd Testing - Three (3) months, or thereafter, following the date of the first testing.
- 3rd Testing - Six (6) months, or thereafter, following the date of the second testing.
- 4th Testing - Six (6) months, or thereafter, following the date of the third testing provided that he is able to show satisfactory evidence that he has prepared himself to pass the test.
- v. An employee who fails will be advised when he will be eligible for retest. When again eligible, such employee shall request his Personnel Department to be retested, and his retest shall be scheduled within 14 days of his request.
- vi. Company will not be required to give further consideration to an employee when he has failed for the fourth time to meet the ACT requirement.
- vii. The above qualification tests may be revised or additional requirements may be established by written agreement between Company and Union. Additional requirements previously established under the provisions of Section 205.11 of the Agreement shall continue to be applicable.

B. CORROSION MECHANIC TRAINING SCHOOL

1. Appointment

Employees who have successfully met the entrance requirements set forth above will be eligible for appointment to the Corrosion Mechanic Training School. Enrollments in the School will be made by Company from among those eligible candidates who are most likely to receive appointment to the next following Corrosion Mechanic vacancy.

In addition to the foregoing, Company will select candidates to attend the Corrosion Mechanic Training School on the basis of ability and personal qualifications in accordance with the principles outlined in Section 205.11 of the Agreement.

2. Training

The purpose of the School is to provide training in the duties performed by Corrosion Mechanics. Thus, to determine that the prospective Corrosion Mechanic will be qualified to advance into the classification of Corrosion Mechanic, the candidate must complete the Corrosion Mechanic Training School and receive a passing grade as outlined in Paragraph B.3.

- 5. If the successful bidder to fill a vacancy in the Corrosion Mechanic classification is an employee who has passed the test mentioned in Paragraph A, but who has not had the opportunity to attend the Corrosion Mechanic Training School, the award shall be held pending until such employee has had such opportunity.
- 6. If a dispute should arise concerning Company's application of Section 205.11 of the Agreement in making an appointment to a vacancy or upgrade in the subject classification, it may be referred by Union to the Local Investigating Committee, and the provisions contained in Section 102.8 of the Agreement will be applicable. Such referral shall be made as soon as practicable after an employee has been notified in writing of his disqualification, but in no event later than the time provided for in Section 102.6.

D. DATE EFFECTIVE

The provisions of this Agreement shall be effective June 25, 1972 or such earlier date as Company and Union agree to.

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 *JW Donbright*
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

July 5, 1972

By *L. L. Mitchell*
Business Manager