PACIFIC GAS AND ELECTRIC COMPANY

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

August 14, 1984

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:

A two-week Operating Procedure School designed to teach Steam Generation Operators correct switching and reporting procedures has been developed, utilizing the Substation Department Instructors and facilities at Emeryville. This class is attended only by Steam Generation operating employees and will reinforce their on-the-job training in these areas.

Company proposes to amend the Steam Generation Department Operator Training Program to provide that all Assistant Control Operators and Assistant Power Plant Operators must successfully complete the two-week school prior to being promoted to Control Operator or Power Plant Operator.

Attached is a copy of the evaluation procedure currently in use for both System Operators and Fossil Fuel Assistant Control Operators and Assistant Power Plant Operators.

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 agrees thereto as of the date hereof.

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

Fab 13 ,1984

By Business Manager

STEAM GENERATION OPERATOR TRAINING PROGRAM

III.

C. Two Week Operating Procedure School

To be considered an eligible prebidder to Control Operator or Power Plant Operator all ACO's or APPO's who entered the classification of Auxiliary Operator and Assistant Power Plant Operator on or after (date to be added following signature), shall be required to successfully complete the two-week Operating Procedure School utilizing the Substation Department simulator at Emeryville.

- 1. Assistant Control Operators and Assistant Power Plant Operators will normally be scheduled to attend the Operating Procedure School in the same time frame as they complete the qualifying examination for promotion to the next higher classification. (Control Operator in the case of the Assistant Control Operator or Power Plant Operator in the case of the Assistant Power Plant Operator.)
- 2. An operator who fails the Operating Procedure School for Steam
 Department operators shall have three opportunities in a three-month
 period to successfully pass the test established for the Operating
 Procedure School for operators. Such three-month period will commence
 upon completion of the school for which the test was failed.
- 3. Successful completion of the Operating Procedure School for operators shall be a requirement for advancement to Control Operator or Power Plant Operator.
- 4. An Operator who fails to pass the Operating Procedure School for operators as outlined under Item 2 shall be allowed an additional year in which to review and study prior to attending the Operator School for a second time. The provisions of Item 2 shall apply for this second attempt.
- 5. An operator who fails to pass the Operating Procedure School for operators on the second attempt shall remain in his present classification. The Company will not be required to give further consideration to such employee for progression within his classification.
- 6. The power plant operator at Oakland Power Plant is excepted from this Agreement.

EVALUATING PROCEDURE FOR JOURNEYMAN SYSTEM OPERATOR AND STEAM OPERATOR TRAINING CLASSES

Students will be reviewed in two areas during the four-day class:

- 1. Operating skills using the Power System Simulator and
- 2. Overall operating knowledge.

For the Simulator Review problems, documentation of performance will be made on a "simulator response rating" sheet and is to be complete with evaluations in all applicable columns. A grade will not be placed in the column "Grade For Problem" or in space for "Overall Simulator Rating." N/A is to be placed in these areas (see attached example). Instructors' comments will be listed in the appropriate location and will justify all grades assigned other than Standard.

Grades will not be entered on the grade card. (See attached example.)

A comment will be entered in the space above remarks column as follows:

- 1. Satisfactorily Completed -- For Standard or better performance overall.
- 2. Completed--For performance that was less than Standard.

Any student that demonstrates performance above or below Standard will have an attachment letter sent to his/her Division stating specific reasons for this determination.

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SET - Responded well to line relay, gave wrong relay target to SD, and then corrected it on his own.

^{*} OVERALL GRADE: 0 = OUTSTANDING G = GOOD S = STANDARD SS = SUBSTANDARD (MAY PASS BUT WITH RESERVATIONS) U = UNACCEPTABLE (FAILURE)

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PG=E Electric Oper REV, 12/83

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GRADE CARD SYSTEM OPERATOR SCHOOL — EMERYVILLE

(Example)

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GRADING

SS/70% OR ABOVE REQUIRED FOR PASSING

O-OUTSTANDING

SS-SUB STANDARD

G-GOOD

U-UNACCEPTABLE

S—STANDARD (This is the objective average for all System Operators)

LEGEND Subjects

- 1 Routine bus switching
- 2 Emergency bus switching
- 3 Emergency response
- 4 Clearance procedures
- 5 Print reading
- 6 Relays and automatic schemes
- 7 Supervisory Control
- 8 Reporting procedures
- 9 Logging procedures
- 10 Synchronizing and phasing
- 11 Control, indication and metering
- 12 Routine field switching
- 13 Emergency field switching
- 14 500 ky operating procedures
- 15 Water flow and storage
- 16 Generators
- 17 Customer contact type operations
- 18 Load shedding and system restoration

CLASS CODES

TYPE OF OPERATIONS

A - Advanced

T = Transmission

B - Basic

D = Distribution

S - Special

H = Hydro Generation

J - Journeyman

F = Thermo Generation

BE - Basic Electricity

STATION PERFORMED AT

TRAINING MANUAL

a—Sta. A

d—Emeryville Switching Center

* II through XXIV indicate section of training manual used

b-Sta. B c-Sta. C g-Generation

used as text.

+ = These are judgmental grades made between all instructors on the last day of a class.