

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

May 31, 1989

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:

Item B.7. of the System Operator Training Program states that "If an employee who is attempting to meet the standards established to progress in the allotted time fails, he shall be removed from the classification and demoted to a Groundman or Helper classification in the Electric Department in his Division...".

In recognition of Company's reorganization, Company proposes to refer this language to the System Operator Training Committee for evaluation in order to reflect the current organization of the Company. However, until such time as that committee meets to evaluate the subject language, Company proposes, under the provisions of Section 206.12, that its provisions be administered in accordance with the organization in existence at the time of the System Operator Training Program agreement, ie., the then 13 existing Divisions.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bruegel
Manager of Industrial Relations

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIOJune 8, 1989By Jack McNally
Business Manager

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SYSTEM OPERATING TRAINING PROGRAM AGREEMENT

A. Placement Into the Operator-in-Training Classification

An employee appointed to the Operator-in-Training classification shall start at the beginning step of the classification and progress through the Assistant Operator classification to journeyman status upon successfully meeting the standards outlined in this program. Based on the employee's current knowledge, skill, efficiency, adaptability and physical ability which relate directly to prior performance of journeyman operator duties and which supplant need for training in the Operator Training Program, the employee may be placed in a wage step above the beginning rate. Since such a placement will alter the negotiated length of the training period, Company and Union agreement is required.

B. Training and Testing of Employees in Operating Training Program

All employees in the Operator Training Program shall be required to successfully complete the three-week Basic Electricity School for Operators, the Basic and Advanced Operating School, and to successfully demonstrate acceptable performance in the on-the-job aspects of the program by successfully passing the appropriate established wage progression test prior to advancing to the next wage step in the program.

The intent of the Operator Training Guidelines is to allow each employee the full amount of time provided in order to qualify both academically and through actual work experience. As the 30-month test is both a review of academic accomplishment and, through the use of the simulator, a test of job experience, it is mandatory that each employee be given the fullest opportunity under the Guidelines to succeed. The immediate supervisor or training coordinator has the obligation to notify employees of this upcoming wage progression test and then the employees who are prepared and who request in writing to take a wage progression test will be allowed to take them as follows:

1. 6-month and 12-month: during the 6th and 12th month of training
2. 18-month and 30-month: during the 17th and 23rd month of training

Upon successful completion of the 18-month and 30-month academic portion of the examination, the employee will be scheduled for testing on the simulator, if possible, during the 18th or 24th month of training.

A grade of 70 percent shall be considered as qualifying for all tests in the program. An employee in the program who has spent six months at the current wage step, and who meets or exceeds the established standards of achievement, including passing the wage progressive test for such a wage step, shall be advanced to the next higher wage step of the progressive wage rate.

An employee who is due to progress to the next higher wage step in the wage progression who fails to meet the established standards of achievement or established wage progression test shall:

1. be notified of the inadequate performance in writing prior to the date the employee is scheduled to receive the next higher wage step;
2. be held in the present wage step; and

3. be allowed a maximum of three months, including one retest to meet the established standards for the wage step for which the employee is being held. Such a three-month period shall commence the day the original progression test failure occurs.

The 18 and 30-month wage progression tests are two-part consisting of a written test plus a series of operating problems that must be satisfactorily completed on the power system simulator. Both parts of these tests must be satisfactorily completed within this three-month time period.

4. An employee in the Operator Training Program [who fails to successfully pass the tests established for the three-week Basic Electricity School, the Basic Operator School or the Advanced Operator School] shall have three opportunities in a three-month period to pass the tests. Such three-month period will commence on the date the school, which the employee failed, ended.
5. A copy of the written notification shall be furnished to the Union's Business Representative.
6. If, during such three-month period, the employee meets the established standards, he shall receive the next higher step wage rate effective the date such standards are met. He will not be eligible for further progression in the wage rate until six months have elapsed since the date he received such wage increase and until the standards for such wage step have been met. If such employee has successfully met the standards to progress to the Assistant Operator classification, including the established 6, 12, and 18-month progressive tests, he shall, effective on the date he has met such standards, be progressed to the Assistant Operator classification at his present headquarters.
7. If an employee who is attempting to meet the standards established to progress in the allotted time fails, he shall be removed from the classification and demoted to a Groundman or Helper classification in the Electric Department in his Division provided such employee possesses the necessary qualifications to progress in the line of progression to which he is transferring and is able to perform the duties of the Groundman or Helper classification. As a Helper or Groundman, he shall either fill a vacancy if one exists or displace the junior employee in the classification provided such junior employee does not have service greater than his own. If such an employee cannot exercise one of the above options, he shall be terminated.
8. An employee within one year of demotion from the Operator Training Program under provisions of Paragraph 7 above, upon presentation of acceptable evidence that he has remedied the deficiencies which caused his demotion or, if demotion was due to academic failure, that he has pursued an outside study program and by completing the required tests meets the established standards for the wage step that he left, shall have his application for transfer to a vacancy in the appropriate Operator Training Program classification considered under the provisions of Title 205. If he is transferred, he shall be restored to the training program at the wage step he left, and he will progress as outlined in B above to the next higher wage step six months after he re-enters the program.
9. An employee who has voluntarily removed himself from the Operator Training Program, or a Journeyman Operator classification, or an employee who was demoted for reasons other than failure to meet the standards and who is a successful transferee to return to a vacancy in the operating line of progression shall be placed by Company in the wage step of the training classification or as an Unassigned Journeyman Operator commensurate with his current knowledge, skill,