

Pacific Gas and Electric Company215 Market Street
San Francisco, CA 94106
415/972-7000

August 21, 1989

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company and the Joint Apprenticeship & Training Committee request that Mr. Gino V. Rinaldi, Apprentice Lineman, San Francisco Division, who has been on the Compensation Payroll since June 1986, be advanced to the one year step of Apprentice Lineman.

Attached, as Exhibit 1, shows the history of Mr. Rinaldi and why Golden Gate Region is requesting that Mr. Rinaldi be advanced to the one year step so that he can be placed as a temporary Inspector for a three-month period and, further, with Union's agreement, be placed into an authorized Inspector position. Attached, as Exhibit 2, is the Joint Apprenticeship & Training Committee agreement to allow Mr. Rinaldi's advancement to the one year step contingent upon the conditions as outlined. We have been informed that Mr. Rinaldi has received a medical release to perform the duties of an Inspector. Therefore, may we have your agreement to 1) advance Mr. Rinaldi to the one year step of Apprentice Lineman, 2) place him in a temporary Inspector position for a three-month period, and 3) if he is successful as an Inspector at the end of the three-month trial period, that he be placed into an authorized permanent Inspector position.

If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By *Richard B. Beal*
Manager of Industrial Relations

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

LOCAL UNION NO. 1245, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO*Sept 19*, 1989By *Jack McNally*
Business Manager

:nj

EXHIBIT 1

Date: July 13, 1989 File #: 762.31
 To: CORPORATE INDUSTRIAL RELATIONS
 From: HUMAN RESOURCES
 Subject: Apprenticeship Program
 Gino V. Rinaldi, SSN 564-31-3142

Follow-up:				
RBB	INDUSTRIAL RELATIONS			MAS
DJB				DMS
CEP	JUL 17 1989			RRD
HCW				SLC
JAM	SFE ME	REPLY FOR MY SIGN	HANDLE	MMC
SJJ	FYI	FOR YOUR RECOMM.	FILE	LSC



CARL POTEET:

Gino V. Rinaldi, Apprentice Lineman, San Francisco Division, has been on the Compensation Payroll since June 10, 1986. His employment record is as follows:

<u>DATE</u>	<u>RATE</u>	<u>ACTION</u>
8-29-79	\$ 51.38/Day	Employed as a Groundman
2-23-81	382.50	Apprentice Lineman
8-23-81	387.20	PWI - 6 month step
1-22-82	433.30	Compensation Payroll
5-08-86	546.60	Returned to work
6-10-86	546.60	Compensation Payroll

In 1988, it was determined that Mr. Rinaldi was not physically able to perform the duties of Apprentice Lineman. The Company was unable to provide him with an alternate position within PG&E and he was referred to outside rehabilitation.

Mr. Rinaldi has indicated that he is very interested in maintaining his employment with the Company. We are currently reviewing the possibility of creating an Inspector position in San Francisco Division to accommodate him.

Attainment of the one year Apprentice Lineman step is a prerequisite for the Inspector position. Since Mr. Rinaldi was placed on the Compensation Payroll one month short of attaining the one year step and because he did not work as an apprentice upon his return in 1986, he was not advanced in the program. This poses an obstacle to placing Mr. Rinaldi in an Inspector position because he is a "D" bidder with 26 employees ahead of him on the prebid list. If he were at the one year step, he would be a "B" bidder with 2 employees ahead of him.

We have contacted Ed Caruso, Business Representative, regarding a Letter Agreement to place Mr. Rinaldi as an Inspector in the Rehabilitation Program for three months then in an authorized Inspector position if he is successful in the program.

Apprentice Program
July 13, 1989
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If Mr. Rinaldi were advanced to the one year step of Apprentice Lineman, there would be less concern regarding the bypass of other employees on the prebid list. In light of this, we are requesting that the Apprenticeship Committee allow Mr. Rinaldi's advancement to the one year step contingent upon the following:

- o That he receives a medical release to perform the duties of Inspector.
- o That the Union agrees to his placement as an Inspector on a trial basis for three months and if successful to an authorized Inspector position.
- o That he is successful in the Rehabilitation Program.

The Company will provide Mr. Rinaldi with the necessary training to complete the one year requirements of Apprentice Lineman and to refresh the training he had received up to 1982.

Any questions may be directed to Nancy C. Peterson on 575-3242.

Doug Keader for
CHARLOTTE HARPER

NCPeterson(575-3242):slw

Attachment

cc: Paul Poulos
Jim Sprecher
John Ulrich

EBIS JOB BIDDING CODE: 034095
FROZEN LIST REQUESTED (N):
JOB RDDLF: 6602555050

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DETAIL SCREEN #

JOB CLASS: 0990

#	PRIORITY	NAME	RDDLF	PRESENT CLASS	EMP DATE
001	A	B D FEDRIZZI <i>no</i>	GG42301038	0640	09/18/72
002	A	A A CARREON <i>no</i>	GG42301534	0910	05/28/85
003	B	L YANEZ	GG42301035	2280	10/01/73
004	B	E A YOUNG	GG42301032	0990	08/30/77
005	B	N F ACCADILI	GG42301032	0990	12/17/79
006	B	K R TORRES	GG42301534	1100	04/10/84
007	B	R D JODSAAS JR	GG40306033	1101	09/17/84
008	C	J A SCHLOCKER	CR03967021	1100	11/04/85
009	D	T G HOPKINS	GG42301534	1660	10/15/51
010	D	R J TOSCANO	GG42301024	1245	03/31/60
011	D	P J CAHILL JR	GG42301048	0960	01/11/62
012	D	T W FROMM	GG42301038	0560	03/23/65
013	D	G BIZON	GG42301024	1245	02/17/69
014	D	E J CASAZZA	GG42301534	1660	04/15/69
015	D	H H BRAGG	GG42301024	1245	08/28/69
016	D	M L PARKER	GG42301024	1245	10/30/69
017	D	D S YAMAGAMI	GG42301534	0252	02/01/71

CONTINUED ...

7/12 - A.A. Carreon had 1 yr step as Appr. Lineman
then demoted to Groundman, 2/6/89.
7/12 - Everyone is in their current bidding right.

EBIS JOB BIDDING CODE: 024095
FROZEN LIST REQUESTED () (N):
JOB RDDLF: GG02555050

DETAIL SCREEN

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JOB CLASS: 0790

#	PRIORITY	NAME	RDDLF	PRESENT CLASS	EMP DATE
018	D	T S GOMEZ	GG42301048	0960	08/14/72
019	D	N LOMAX	GG42301048	0960	04/30/73
020	D	R K ENG	GG42301555	1488	12/10/73
021	D	L SILMON	GG42301032	1943	01/23/74
022	D	G W HOLDSOME	GG42301534	1190	08/05/74
023	D	E G CRUZ	GG66301557	0484	10/14/74
024	D	R J SCHENONE	GG42301035	2010	04/03/78
025	D	P H DEIGNAN	RW62300542	2230	10/04/78
026	D	S M BROADWAY	GG42301048	0960	10/25/78
027	D	C C NUTILE	GG42301048	0960	04/03/79
028	D	E ZERMENO	GG42301032	1943	04/09/79
029	D	G M MARCHETTI	GG42351010	2662	05/01/79
030	D	G V RINALDI	GG42301534	1101	08/29/79 <i>6 month step</i>
031	D	J P SHANAHAN	APAS101030	0477	06/05/80
032	D	J F GUZMAN	EB30354030	0880	09/08/80
033	D	E D PENA	GG42301036	0910	01/06/81
034	D	C M CASTRILLO JR	GG42301032	1943	03/08/81

CONTINUED ...

EBIS JOB BIDDING CODE: 074095
FROZEN LIST REQUESTED (N):
JOB RDDLF: 6602555050

DETAIL SCREEN

Pg. 5 of 6

JOB CLASS: 0990

#	PRIORITY	NAME	RDDL	PRESENT CLASS	EMP DATE
035	D	R D BELL	6642301035	0252	05/09/83
036	D	P HUFFORD	6642301038	0560	06/20/83
037	D	G A HENRY	6642301036	0910	07/25/83
038	D	G E NERVO	6642301032	0910	08/15/83
039	D	C L CAMPAGNA	6642301036	0910	09/08/83
040	D	B W EUBANK	CR03982796	0474	09/14/83
041	D	D C DURANT	6642301036	0910	10/04/83
042	D	J D HALL	6642301534	0910	10/24/83
043	D	T B PASION	6642301534	0910	10/24/83
044	D	P E ROY	APAS101040	0963	11/28/83
045	D	J M FORBES	6642301036	0910	01/16/84
046	D	J J KAMARIOTIS	6642301534	0910	01/23/84
047	D	D J MARTINEZ	GGGG301550	0910	02/13/84
048	D	T M MCQUADE	6642301036	0910	02/13/84
049	D	G A VELEZ	6642301036	0910	07/09/84
050	D	P L DURANT	6642301036	0910	10/22/84
051	D	M A KENNETT	6642301036	0910	12/26/84

CONTINUED ...

EBIS JOB BIDDING CODE: 024095
FROZEN LIST REQUESTED (N):
JOB RDDLF: GG42555050

JOB CLASS: 0990

#	PRIORITY	NAME	RDDL	PRESENT CLASS	EMP DATE
052	D	C L EASON	GG42301036	0910	03/04/85
053	D	D C DOCKERY	GG42301032	0910	04/08/85
054	D	L C ADRIAN	GG42301036	0910	05/10/85
055	D	S D BICZO	GG42301036	0910	07/23/85
056	D	A A PROCTOR	GG42301038	0930	11/12/85
057	E	L L LOCKE	GG42301028	3191	07/15/85

LAST SCREEN

EXHIBIT 2

APPRENTICESHIP COMMITTEE



PACIFIC GAS AND ELECTRIC COMPANY
215 MARKET STREET, ROOM 918
SAN FRANCISCO, CALIFORNIA 94106
(415) 973-4110

CARL F. POTEET, CHAIRMAN

- DECISION
- LETTER DECISION
- RECOMMENDATION FOR SETTLEMENT

IBEW

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(415) 933-6060
R. G. FITZSIMMONS, SECRETARY

Apprenticeship Committee Case No. 89-17

July 25, 1989

Ms. Charlotte Harper
Division Human Resources Manager
PG&E San Francisco Division
2225 Folsom Street, 2nd Floor
San Francisco, CA

Dear Ms. Harper:

Pursuant to your request, the Joint Apprenticeship & Training Committee met on July 14, 1989, and, at that time, reviewed the case of Mr. Gino V. Rinaldi. The Committee agreed with your recommendation to allow Mr. Rinaldi's advancement to the one year step contingent upon the following:

- That he receives a medical release to perform the duties of Inspector.
- That the Union agrees to his placement as an Inspector on a trial basis for three months and, if successful, to an authorized Inspector position.
- That he is successful in the Rehabilitation Program.

Should you have any questions concerning this subject please call me.

Carl F. Poteet
CARL F. POTEET, Chairman
Joint Apprenticeship & Training Committee

CFP:nj

cc: Joint Apprenticeship & Training Committee Members