

9-24-64

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco, California 94106
SUtter 1-4211

*Superseded by C.
letter of 5/11/69,
signed by Union
on 3/27/70.*

September 24, 1964

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

As discussed in recent meetings of the Apprenticeship Committee, Company proposes to establish revised Apprentice Entrance Requirements for employees who enter Company's service on or after November 12, 1964, in a classification within the physical bargaining unit. Additionally, Company proposes that these revised requirements will be made available to other employees as an alternate to the requirements specified in the various Apprenticeship Agreements.

**GROUP I - EMPLOYEES WHO ENTER COMPANY'S SERVICE ON OR AFTER NOVEMBER 12, 1964,
IN A CLASSIFICATION WITHIN THE PHYSICAL BARGAINING UNIT**

An employee in this group desiring to enter a classification which is subject to the provisions of an Apprenticeship Agreement shall not be entitled to consideration for appointment to fill a vacancy in such a classification unless he has first received a passing score of 75 points on a Company-prepared Arithmetic Computation Test. No credit will be given for any problem that is not completely correct.

In addition to meeting the above requirement, the following shall apply:

1. If he desires to enter the classification of Gas Serviceman, he shall be required to attain passing scores on the writing and spelling tests outlined in the Agreement on Entrance Requirements to the classification of Gas Serviceman, effective January 30, 1964.
2. If he desires to enter the classification of Apprentice Lineman, he shall meet the age requirements as outlined in the Agreement on Apprentice Entrance Requirements for the classification of Apprentice Lineman, effective July 22, 1959.

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.

An employee shall not be entitled to take the Arithmetic Computation, Writing or Spelling Test more than a total of four (4) times, although one or more of such tests may be common to the requirements of this Agreement and to the requirements of specific Apprenticeship Agreements. Once an employee attains a passing score on any test provided for in this Paragraph B, he will not be required to retake such test. An employee who fails to receive a passing score on his first test, will be eligible to be retested in the following manner:

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.

An employee who has failed for the fourth time to receive a passing score shall not be entitled to further consideration under the revised Apprentice Entrance Requirements outlined in this Agreement.

ADMINISTRATION

Tests will be administered and corrected under the direction of the Division Personnel Department. An employee who fails a test may request an interview with a representative of the Division Personnel Department for the purpose of discussing the areas of weakness indicated by his failure to pass the test.

Should a complaint arise concerning the fairness of the administration or correction of a test, the Union's member of the Local Investigating Committee may refer it to the Chairman of the Apprenticeship Committee. Any such complaint referred shall be reviewed by the Chairman with a Union member of the Apprenticeship Committee prior to the time Company makes a final decision with respect to the test results.

In the event that a dispute arises concerning an employee's eligibility to take a test, such dispute may, as provided for in Section 102.8 of the physical agreement, be submitted to the Local Investigating Committee, as soon as practicable except that in no case will such a grievance be given consideration if it is filed more than 30 calendar days following the date the employee was informed in writing by a representative of the Division Personnel Department that he was not eligible to take the test.

Employee Hired on or After
11/12/64 into Classification
in Physical Bargaining Unit

Employee Hired Prior to
11/12/64 or Hired on or
After 11/12/64 into Classi-
fication in Other Than
Physical Bargaining Unit

