



LETTER AGREEMENT NO. 95-142-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

November 8, 1995

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

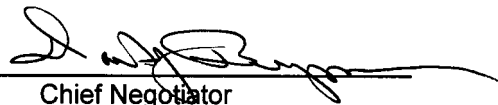
Subsection 205.13(b) of the Physical Agreement requires that candidates to vacancies for journeyman classifications must pass the negotiated Qualifying Examination, or in its absence, the appropriate Apprenticeship or Training Qualifying Examination. The majority of journeyman classifications do not have negotiated qualifying examinations as yet, nor Apprenticeship or Training Qualifying examinations. As a result, the Centralized Job Bidding Team is experiencing delays in filling journeyman vacancies because of the necessity of getting agreement for provisional placement through the letter agreement process, in the absence of such negotiated qualifying tests.

Company therefore proposes, pursuant to Section 205.19 of the Physical Agreement, that until such time as the Apprentice Committee reaches agreement on qualifying tests for journeyman classifications, the Apprentice Committee will approve requests for provisional placement of employees via a signed Apprentice Committee decision.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Chief Negotiator

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

Nov 28, 1995

By: 
Business Manager

(Sample letter to be used in requesting agreement for Provisional Appointment)

Date:

TO: Apprenticeship Committee:

FROM:

Authorization is requested for the appointment of _____
as a Provisional _____.

A review of Mr/Ms _____'s background discloses the following
qualifications which we believe would qualify him/her for such an appointment.

***(list qualifications, background, skills, disciplines relevant to the
classification)***

Based on these qualifications, we request that the Apprenticeship Committee
agree to this placement under the following conditions:

***(propose standards and time to meet standards subject to Apprenticeship
Committee modifications and/or approval)***

Failure to meet the conditions of this agreement would result in demotion under
the provisions of Section 206.15 of the Physical Agreement.