



LETTER AGREEMENT NO. 96-09-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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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

February 5, 1996

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

Dear Mr. McNally:

Company proposes to modify the 5-day Corrosion Mechanic course outlined on page 14 of Exhibit VI, the Job Definitions and Lines of Progression for the Division Gas Measurement and Control Group.

Proposed changes to the course include:

1. The current 13 chapters will be merged into 12 modules.
2. Class structure will be modified from a lecture setting to a combination of self-paced instructions, lectures, individualized reading, and performance demonstrations.
3. Testing will be done at the end of each module in lieu of the current practice of testing daily and a final examination at the end of the week.
4. The current 70% passing grade will apply to each module.
5. Some test questions will be restructured and some additional questions will be added.
6. Two skills check off sheets will be added that must be completed at the employee's regular headquarters. One check off sheet must be completed in the 2 weeks preceding attendance at the school. The second check off sheet must be completed within six weeks of attending the school.

A copy of the revised Corrosion Mechanic Training School guidelines for Exhibit VI are attached.

Company proposes a joint committee comprised of 2 members appointed by the Company and 2 members appointed by the Union to review the new training program structure and test questions. All bargaining unit members' costs associated with this committee will be paid by the Company.

A copy of the revised Corrosion Mechanic course will be forwarded to the Joint Apprenticeship and Training Committee for final review and approval.

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.

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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.

April 11, 1996

By: 
Business Manager

B. CORROSION MECHANIC TRAINING SCHOOL

1. Appointment

Employees who have successfully met the entrance requirements set forth above will be eligible for appointment to the Corrosion Mechanic Training School. Enrollments in the School will be made by Company from among those eligible candidates who are most likely to receive appointment to the next following Corrosion Mechanic vacancy.

In addition to the foregoing, Company will select candidates to attend the Corrosion Mechanic Training School on the basis of ability and personal qualifications in accordance with the principles outlined in Section 205.11 of the Agreement.

2. Training

The purpose of the School is to provide training in the duties performed by Corrosion Mechanics. Thus, to determine that the prospective Corrosion Mechanic will be qualified to advance into the classification of Corrosion Mechanic, the candidate must complete the Corrosion Mechanic Training School and receive a passing grade as outlined in Paragraph B.3.

3. Requirements for Completion of Training School

Employees will be provided training in 12 different modules. Training will consist of lectures, individualized reading, and performance demonstrations.

Employees will be tested after each module. A test score of 70% or more will constitute successful completion of a module.

An employee who attains a score of less than 70% on a module will receive additional training and be retested before leaving the school. Employees unable to pass all 12 modules will be afforded a retest on any modules they did not successfully pass as soon as possible following three months after the initial failure, but at Company's convenience. An employee will be allowed one such re-test.

An employee who has not successfully completed the school will not be considered for attendance at the school again.

4. Administration

If a dispute should arise concerning an employee's appointment to the School, or failure to successfully complete the program or eligibility to be retested, such dispute may be referred to the Local Investigating Committee as provided for in Section 102.8, provided that the time limits referred to in Section 102.6 are observed.