

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

May 10, 1985

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:

As a result of the FCC ceasing to offer a licensing program and the fact that Company is still in the process of preparing a proposal to remedy the situation, Company proposes that during the time we are negotiating new standards for entry to the Apprentice Communication Technician and Communication Technician classifications the following procedure be used in filling vacancies:

The senior pre or post-bidder of record will be given the Apprentice Communication Technician entry examination. If the employee passes the exam but does not hold either a valid FCC license or "certification" the employee shall be awarded the vacancy on a conditional basis. The employee must then take and pass the Certification Examination offered by the National Association of Business and Educational Radio (NABER) within six months or be demoted from the classification.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Bobright*
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-CIO

May 14, 1985

By *Jack McNally*
Business Manager