

## PACIFIC GAS AND ELECTRIC COMPANY

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

August 7, 1986

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 you are aware, the recently completed Gas Serviceman Training Review Pilot Program was established to determine the feasibility and benefits of having Gas Servicemen and Reserve Gas Servicemen accompany Reviewers as their work is being reviewed for the purpose of training in addition to other training being provided. Following an evaluation of the results of the pilot, Company proposes that the following be adopted as the Gas Serviceman Training Review Program:

- A. For the period between the time Gas Servicemen/Reserve Gas Servicemen pass the three-week Serviceman School and the time they have successfully completed the fourth week of advanced training, all reviews will be conducted in the presence of the Gas Serviceman/Reserve Gas Serviceman being reviewed.
- B. For the period between the time Gas Servicemen/Reserve Gas Servicemen have successfully completed the fourth week of advanced training but have not attained the 30-month pay step:
  - 1) If the Gas Serviceman/Reserve Gas Serviceman did not have an opportunity to ride along on a Regional and/or General Office review, he will be required to ride on the next Regional and/or General Office review.
  - 2) Once the Gas Serviceman/Reserve Gas Serviceman has ridden on a Regional and General Office review, and has successfully completed the fourth week of training, subsequent Ride Alongs will be voluntary, except as provided in D and E below, and limited to Division reviews. In the event, the

Gas Serviceman/Reserve Gas Serviceman does not receive at least two Division reviews per 12 months worked as a Serviceman, he will be scheduled to ride along on other reviews up to a limit of two.

- 3) Riding on Division reviews is voluntary except as provided in D and E below.
    - a) Upon successful completion of the fourth week of advanced training, the Serviceman/Reserve Serviceman must indicate in writing (see Attachment A) which option he/she prefers. The employee will receive one copy and the Gas Service Supervisor will receive one copy.
    - b) The employee may change his/her selected option by submitting an option change form (see Attachment B). The change will become effective 24 hours from the time the change form is received by the Service Supervisor. The employee will be allowed one change per calendar year.
- C. Servicemen/Reserve Servicemen who have attained, or will shortly attain, the 30-month pay step at the time of implementation of the Training Review Ride Along guidelines will be allowed to make a choice as to whether or not they want to ride with a Reviewer one time per year for two years.
- 1) The Serviceman/Reserve Serviceman must indicate in writing which option he/she prefers (see Attachment C). The Serviceman will receive one copy and the Service Supervisor will receive one copy.
  - 2) The Service Supervisor will have one year from the date the employee turns in the Training Review Ride Along option form to schedule the first Ride Along with a General Office, Regional, or Division Reviewer. The second Ride Along will be scheduled within one year from the date of the first Ride Along.
  - 3) The employee may change his/her selected option once by resubmitting the form and completing the change option section. The change will become effective 24 hours from the time the change form is received by the supervisors.
- D. A Serviceman/Reserve Gas Serviceman may request in writing to his/her supervisor to ride on any additional reviews being conducted on his/her work.

- E. Notwithstanding any of the above, a Gas Service Supervisor may require any Gas Serviceman/Reserve Gas Serviceman to ride along on any review if the supervisor believes that the participation may improve the employee's work performance.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Boulright*  
 Manager of Industrial Relations

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

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Nov 21, 1986

By *Jack Wehner*  
 Business Manager

Exhibit A

Division Training Review Ride Along Option Form

I would / would not like to ride with the Reviewer whenever a Division Training  
(circle choice)

Review is conducted on my work.

Date \_\_\_\_\_ Employee's Name \_\_\_\_\_ Employee's  
(print) Signature \_\_\_\_\_

Date Recd. \_\_\_\_\_ Supervisor's \_\_\_\_\_ Supervisor's  
by Supvr. \_\_\_\_\_ Name \_\_\_\_\_ Signature \_\_\_\_\_  
(print)

:

Division Training Review Ride Along Option Change Form

I would / would not like to ride with the Reviewer whenever a Division Training  
(circle choice)

Review is conducted on my work.

Date \_\_\_\_\_ Employee's Name \_\_\_\_\_ Employee's  
(print) Signature \_\_\_\_\_

Date Recd. \_\_\_\_\_ Supervisor's \_\_\_\_\_ Supervisor's  
by Supvr. \_\_\_\_\_ Name \_\_\_\_\_ Signature \_\_\_\_\_  
(print)

Training Review Ride Along Option Form

To be completed by employees who have attained the 30-month pay step at the time of implementation of the Training Review Ride Along guidelines.

I would / would not like the opportunity to ride with a Training Reviewer.  
(circle choice)

Date \_\_\_\_\_ Employee's Name \_\_\_\_\_ Employee's  
(print) Signature \_\_\_\_\_

Date Recd. Supervisor's Supervisor's  
by Supvr. Name Signature  
(print) \_\_\_\_\_

Training Review Ride Along Option Change

I would/would not like the opportunity to ride with a Training Reviewer.  
(circle choice)

Date \_\_\_\_\_ Employee's Name \_\_\_\_\_ Employee's  
(print) Signature \_\_\_\_\_

Date Recd. Supervisor's Supervisor's  
by Supvr. Name Signature  
\_\_\_\_\_