



LETTER AGREEMENT

No. R1-91-132-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

August 23, 1991

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, CA 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter to you, dated August 20, 1991, on the same subject.

The Company has purchased a new typing test (version 5.0 of the R.D. Craig Speed and Accuracy Typing Test) that is specifically geared to personal computer technology and will commence administering this test for new hires in October. The advantages of this test have been demonstrated and discussed with Assistant Business Manager Dorothy Fortier.

Company proposes that this test be administered to transferees to classifications requiring a typing skill. Employees wishing to take the typing test on an electric typewriter would continue to have that option, with the test and scoring being the same as that utilized for the personal computer.

The scoring procedure which will be utilized for the new test is as follows:

$$\text{Number of strokes} \div 5 - (3 \times \text{number of errors}) \div 5 = \text{wpm}$$

The scoring procedure which is used for the current test is as follows:

$$\text{Number of strokes} \div 5 - (10 \times \text{number of errors}) \div 5 = \text{wpm}$$

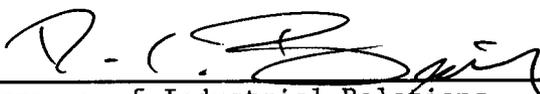
Errors are much less heavily penalized in the new version to reflect the fact that improvements in technology have made errors easier to correct so there is no need to penalize them as much as before.

Every effort will be made to assure that the examinee is comfortably situated while taking the test and that furnishings are ergonomically correct.

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 the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

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

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

Aug 27, 1991

By 
Business Manager