



LETTER AGREEMENT NO. R1-98-16-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

August 7, 1998

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 replace the current System Operator Training Program Guidelines with the following understandings and with the attached guidelines.

The parties agree that all bidding prerogatives by System Operators remain in place; that System Operators in Hydro, Distribution and Transmission are qualified bidders to System Operator jobs in all three departments; that supplemental training for a successful bidder across departments will be considered journeyman enhancement training and that there are no Title 205 or 206 changes resulting from this agreement.

Under the attached guidelines, employees will progress through approximately 100 modules/skill checks at their own speed. Distribution Operators-in-Training (OITs) will complete 98 modules of training, Transmission OITs will complete 91 modules of training, and Hydro OITs will complete 113 modules. Employees will demonstrate their knowledge and skill levels before progressing to the next wage step. Normal progression through the modules is scheduled for 16 months, however some employees may progress more quickly through the program based on their aptitude and previous experience.

Based on the above, progression through the wage steps is based on completion of the training modules noted below and further described in the attached OIT Guidelines.

Modules/Tests/Activities/Completed

Distribution:

WP(Work Place) 1,2,3,4,11,12,13,14,15
21,22,23,24,25,31,32,33,34,35,41,61,62
EF (Electric Fundamentals) 1,2,3,4,5,6
EO (Electric Operations) 1,2,3,4,5,6,22,23
TO (Transmission Operations) 5
DF (Distribution Feeder)
1,2,3,4,5,6,7,8,9,10,11,12,31,32

Wage Progression Step

Step 1
0-6 months
Operator-in-Training
Start \$707.65 (Hired 1/1/83 and after)
Start \$754.20 (Hired 12/31/82 and before)

Modules/Tests/Activities Completed

Transmission:

WP (Work Place) 1,2,3,4,11,12,13,14,15,21,22,23,
25,31,32,33,35,41
EF (Electric Fundamental) 1,2,3,4,5,6,
EO (Electric Operations) 1,2,3,4,6,11,12,13,14,15,16,
22,23
TO (Transmission Operations) 5,1,1A
DF (Distribution Feeder) 1,2,3,6,7,8,9,10,11,32

Wage Progression Step

Step 1 (cont'd)

Hydro:

WP (Work Place) 1,2,3,4,11,12,13,14,15,21,22,23,25
31,32,33,35,41
EF (Electric Fundamentals) 1,2,3,4,5,6
EO (Electric Operations) 1,2,3,4,6,22,23
TO (Transmission Operations) 1, 1A, 2, 3, 5, 11, 12
HY (Hydro) 1,2,3,4,5,6,7,8
FP (Field Performance) 1
DS (Distribution Substation) 11
SP (Simulator Practice) 8,12

Modules/Tests/Activities Completed

Distribution:

EO (Electric Operations) 11,12,13,14,15,16
TO (Transmission Operations) 1,12,15,16
DF (Distribution Feeder) 12,21,22,23,33,41,42,
51,52,60, 61,62
DS (Distribution Substation) 1,2,3,4,11,12,13,14
SP (Simulator Practice) 1A,1B,3,4,12,14,15

Transmission:

TO (Transmission Operations) 2,3,4,5,6,7,11,12,13
14,15,16,22,22A,22B,29
DF (Distribution Feeder) 61,63
DS (Distribution Substation) 11,12
SP (Simulator Practice) 8,9,12,15,16,18

Hydro:

EO (Electric Operations) 11,12
TO (Transmission Operators) 13,14,15,16,21,22,22A,22B
DF (Distribution Feeder) 6,7
SP (Simulator Practice) 9,15,16,17

Modules/Tests/Activities Completed

Distribution:

DS (Distribution Substation) 21,22,31,32,33,34,41
SP (Simulator Practice) 5,6,7,11

Transmission:

DS (Distribution Substation) 13,14,41
TO (Transmission Operations) 23,24,25,26,27,28,30
SP (Simulator Practices) 6,11,13,14,17

Hydro

EO (Electric Operations) 14,16
TO (Transmission Operations) 7,23,24,25,26
DS (Distribution Substation) 12,13
HY (Hydro) 9,10,11,12,13,14,15,16,17,18,19,20,21,22,
23,24,25,26,27,28,29,30,31,32,33
FP (Field Performance) 2,3,4,5,6,7,8,9,10,11
SP (Simulator Practice) 6,11,14

Wage Progression Step

Step 2

7-10 months
Operator-in-Training
Start \$826.65 (Hired 1/1/83 and after)
Start \$839.15 (Hired 12/31/82 and before)

Wage Progression Step

Step 3

11-16 months
Assistant Operator
\$898.00

Modules/Tests/Activities Completed

Wage Progression Step

Step 4
17 months
Unassigned System Operator
\$1,102.75

The Operator-in-Training Program Guidelines are attached.

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 it agrees thereto as of the date hereof.

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL-CIO

Aug 28, 1998

By: 
Business Manager

Guidelines for the Operator-In-Training Program

1. BACKGROUND

- a . Objective of the OIT program** The need for trained and fully qualified employees to accomplish the duties specified in the system operator definition in a manner consistent with the General Operating Procedures and Accident Prevention Rules, has resulted in this program which coordinates extensive academic training and skill demonstration. The systematic acquisition of knowledge and skill offers the OIT the vehicle to attain self-confidence and satisfaction in his/her work and the correct and safe method of performing company work.
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- b. OIT program philosophy** The following philosophy has been applied in developing this program:
As an apprentice
- Learning and wage progression are the student's responsibility.
 - The student must acquire the knowledge and demonstrate proficiency in the skills that are directly applicable to the job and workplace.
 - At least 50% of the student's study time will be devoted to practicing skills.
 - Most of the student's practice will take place at his/her work site.
 - The student will learn at his/her own pace, provided s/he demonstrates timely progress, i.e. complete wage progression tests within normal time periods.
 - The student will be aided by a journeyman operator, his/her supervisor and a course manager.
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- c. Focus on "need to know"** The training is designed in a modularized program to teach the skills needed to perform the tasks that are required of a system operator. It is based on an extensive analysis of the system operators' duties that was done by the journeyman operators themselves. The content of the lesson modules is based completely on the material the journeyman operators identified as crucial to their success.
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2. PROGRAM STRUCTURE

a. Introduction

This OIT program recognizes that transmission, distribution and hydro system operators need to acquire a significant common core of skills and knowledge. In addition, each group has unique needs that it does not share with the others. For this reason the OIT program contains a set of core modules used by all students and then three groups of specialized modules. Students are required to learn the core skills and those that apply to their specialty.

The training and progression of employees in the OIT Program shall be governed by the Company-Union Joint Apprenticeship & Training Committee.

b. Common core training

Common core skills and knowledge includes such things as:

- Safety
 - First Aid
 - Communications
 - Office Skills
 - Electric Theory
 - Power System Components
 - Equipment Limitations
 - Job Planning
 - Trouble Shooting, etc.
-

c. Hours

The OIT will work according to the existing local schedule. Initially, s/he may be assigned to straight day shift until such time the supervisor deems the trainee is ready to benefit from sitting swings or graveyards with journeymen operators. Upon attainment of wage step three, s/he will work a rotating shift along with a journeyman, if not already assigned a rotational shift, according to established division protocol. The following also will apply:

- Maintain 40 hour work week, or average 40 hours per week over a complete rotation per established local schedule.
 - All travel time outside of the 40 hour work schedule required to reach the location of training will be in accordance with the Company/IBEW Local 1245 agreement.
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d. Assignment Progression

- Assignment during the program will be made for the purpose of rounding out the apprentice's experience.
- Except where otherwise specified, OITs shall be trained by assignment to work with qualified journeymen.
- S/he may be assigned to work without direct supervision only after s/he has been instructed and trained on the duties or work procedures being asked to be done. Such assignments shall be for the purpose of developing and demonstrating proficiency. It is not intended that such assignments be made merely to avoid use of a journeyman.
- Except in emergency circumstances, an OIT shall not be temporarily assigned to the classification system operator. If so assigned, the OIT shall not be given the responsibility for duties or work assignments beyond his/her current level of experience

If an OIT does not maintain an acceptable on-the-job or academic work level, notice shall be given to union's business representative or his designate.

e. Basic Electricity Course

Within the first three months of starting the program, the OIT will attend a one week class in basic electricity at the Power System Operations School. An OIT with a substantial background in electricity may elect to challenge the course final test without attending the class. If the student fails, s/he will be required to take the class and pass the test at the end of the course. Any student who fails the end-of-course test will be given one additional try. If this attempt fails, the OIT will be eliminated from the program.

f. Simulator Practice

As the OIT progresses through his/her written modules and skill checks, there are simulator practice problems interspersed that will demonstrate the student's proficiency in dealing with key operating principles. To effect this learning, the simulator at San Ramon is dedicated at least one week out of each month for the OIT to practice these skills. The practice will be guided by the following:

- Instructors will coach, instruct and, if necessary, demonstrate the activity expected for demonstration of proficiency.
 - The OIT will be given the opportunity to practice each skill as much as needed.
 - The OIT may be assigned work occasionally in a team with other OITs in the simulator to reinforce learning.
 - An advanced OIT may be asked to demonstrate proper procedures to a newer OIT.
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g. Records

- It shall be the responsibility of each apprentice to maintain his/her own records in collaboration with the immediate supervisor. Upon completion, each record shall be submitted to the course manager for retention.
- It shall be the responsibility of the Power System Operations School to keep necessary files of records on each OIT and to ascertain that each OIT has a reasonable opportunity of meeting the criteria set forth in this guideline.

Such records shall at all times be available during the apprenticeship for review by interested supervisors, the student and, upon request, by representatives of the Union.

h. Testing

A grade of 70% shall be considered as passing for all written tests in the program.

The following parameters will be used to determine a trainee's failure of a simulator wage progression test:

- Incorrect handling and documentation of any activity designated as critical.
 - Three or more instances of incorrect handling and documentation of activities designated as required.
 - Failure to complete a SWPT within 9 hours.
 - Use of improper reference materials.
-

i. Wage Progression

There is no provision for advanced placement in the OIT Program.

To enter Wage Step 1 the employee must:

- Pass the initial screening test for OIT
- Pass the Arithmetic Computation Test (ACT). New hires must pass the ACT before reaching 6 months service (FF 634-77-231).
- Possess a Class 3 Drivers License.

To enter Wage Step 2 the employee must:

- Complete 50 module skill checks listed on the attached course map. Note that there is very little (although definitely some) latitude for choice as the student progresses through the map.

To enter Wage Step 3 (Assistant Operator) the employee must:

- Successfully pass the Basic Electricity final test.
- Complete all module skill checks indicated on the attached course map that must precede the first wage progression test(WPT).
- Obtain approval from the supervisor to take the first WPT.
- Pass the first WPT.

To attain Wage Step 4 (Journeyman status) the employee must:

- Complete all module skill checks indicated on the attached course map that must precede the final WPT.
- Obtain supervisor's approval to take the final WPT.
- Pass the final WPT.

j. Time frame

This program is designed to be self-paced. However, each OIT is expected to progress as follows:

- Wage Step Two entered by the end of six month of training.
- Wage Step Three entered by the end of tenth month training.
- Wage Step Four entered by the end of sixteenth month of training.

Due to abilities possessed at the time of program entry, a student may advance more rapidly so long as all academic and demonstration skills are completed.

k. Failure to meet standards

An employee who is due to progress to the next higher wage step but fails to meet the standard of achievement or fails the WPT shall:

Be notified of the inadequate performance in writing prior to the date the employee is scheduled to receive the next higher wage step. A copy of the written notification shall be furnished to the Union's Business Representative.

- Be allowed a maximum of 30 days, including one retest, to meet the established standards for Basic Electricity. If the OIT is granted the opportunity by agreement of his or her supervisor and the manager of the school to challenge the test without first attending the class and fails the challenge, attendance in the next Basic Electricity class is mandatory. If the OIT fails the test after the class, s/he has 30 days, including one more retest, to meet the basic standards.
- Be allowed a maximum of 30 days, including one retest, to meet the established standards for the wage step which the employee is attempting to attain. Such 30-day period shall commence the day the original WPT failure occurs.
- If during such 30-day period, the employee meets the established standards, the employee shall receive the next higher wage step effective the date such standards were met. During this 30-day period, the employee's training will continue as scheduled.
- If an employee does not complete all required training modules in the time allowed for that wage step, that employee is not eligible to take the wage progression test in that wage step. Such employee shall be given 30 days to complete the required training modules and become eligible for the wage progression test.

l. Removal from training program

If an employee who is attempting to meet the standards established to progress in the allotted time fails, the employee shall be removed from the classification. The employee may fill a vacancy if one exists provided such employee has the necessary qualifications to move forward in the classification. If the employee cannot exercise one of the above options, the employee shall be terminated.

When an OIT fails the OIT Program, the employee's bid will not be considered to an apprentice classification that the employee had not held prior to being an OIT for a period of one year after demotion.

m. Return to OIT Program

An employee within one year of demotion from the Operator Training Program shall have his/her application for transfer to a vacancy in the appropriate Operator Training Program considered under the provisions of Title 205 upon the presentation of acceptable evidence that he or she has remedied the deficiencies which caused his/her demotion or, if such demotion was due to academic failure, that an employee has pursued an outside study program and completed the required tests to meet the established standards of the wage step the employee left.

An employee who transferred out of the OIT Program or an employee demoted for reasons other than failure to meet the standards shall be restored to the training program at the wage step the employee left if the employee returns to the training program within one year.

n. Progression to Unassigned Journeyman Status

An Assistant Operator who has successfully met all requirements in the Operator Training Program shall, effective on the day an employee meets such standards, be progressed to:

- a. Unassigned Journeyman Operator. Such an Unassigned Journeyman Operator may be rotated on a pre-determined schedule through the four standard operating shifts. Assignment to any rotation shall be for a minimum of 28 consecutive days. During this assignment he or she may be required to assume all the duties of a System Operator as described in the job definition.
- b. Unassigned Journeyman Relief Operator at the location headquartered. At that location the Operator shall assume the duties of a Relief Operator until such time as an employee is appointed to a regular position. Assignment of an Unassigned Journeyman to relief status under this option shall only be made after existing assigned non-Relief Operators at the location are given an opportunity in Service order to assume relief status pursuant to the provisions of Section G of the Utilization of Relief Shift Employees, Title 202, 205, and 208, dated November 1, 1967. If an Assigned Operator assumes relief status under this option, the Unassigned Operator shall assume the schedule and rate of pay of the Assigned Operator who assumes relief status. Such assignments shall continue until the Unassigned Journeyman Operator is assigned a permanent position.

o. Transfer Status of Employees In Operator Training Program

A transfer application from an employee in the Operator-in-Training Program to another headquarters in the Operator-in-Training classification will be given Priority I status under the job bidding system. Under other circumstances, the Operator-in-Training classification will be considered a beginner's classification. However, such an employee shall be limited to one change in headquarters.

p. Filling Journeyman Vacancies

1. A regular job vacancy which is to be filled in a Journeyman Operator classification shall be filled by prebid in the normal application of Subsection 205.7(a) or (b).
2. If the job vacancy is not filled under the above paragraph, Company shall assign the Unassigned Journeyman with the greatest service at the headquarters where the vacancy exists to the job vacancy.
3. If the job vacancy is not filled under the above Paragraph 1 or 2, Company shall fill it in accordance with Subsection 205.7 c.
4. If the job vacancy is not filled under the above paragraphs, the Unassigned Journeyman Operator who has received training at the location and who has the least service shall be assigned to the job vacancy.
5. If the job vacancy is not filled under the above Paragraphs 1, 2, 3 or 4, Company shall fill the job vacancy with the Unassigned Journeyman Operator with the least service in the bidding unit. In applying this paragraph, if the Unassigned Journeyman Operator is required to move beyond commutable distance as defined in Section 206.8 of the Agreement, shall be entitled to moving expense payments as provided for in Section 206.8 and the Labor Agreement Interpretation relating to moving expenses.
6. When a System Operator transfers to another Operating Center and is not capable of assuming shift after a reasonable time period, prior to the application of Section 206.15 of the Physical Agreement, his/her status shall be referred to a

subcommittee consisting of one Company and one Union member of the Rerate Committee. Action of this subcommittee shall be limited to the determination of an extension of time which is to be allowed to complete the orientation. It is understood that situations may occur where no additional time is warranted for the transferred employee's orientation.

q. Temporary Assignments

An Unassigned Journeyman Operator may be temporarily assigned to any attended location within his/her bidding unit under the provisions of Title 201, 202, 205, 208 and the Labor Agreement, "Clarification of Utilization of Relief Shift Employees." The temporary assignment applies only to vacancies that will extend for 28 days or more and no Unassigned Operators are available at that location.

r. Training of Employees Presently in Journeyman Operator Classifications

Journeyman Operators have the responsibility to direct and train new Operators assigned to work with them. Guidelines and tests for each training period have been established to insure the orderly progression of the new Operator through his/her training.

In order to assist existing Journeyman Operators in carrying out this responsibility and to improve their present operating skills, all existing Journeyman Operators will be required to attend a refresher session at the System Operator School. The training responsibility and instructions on the record-keeping responsibility of the Journeyman Operator for on-the-job training aspects of the Operator Training Program will be an item in the curriculum of the refresher session. (Refer to Section II(F) of the "Hours" clarification.)

s. Journeyman Bids and Transfer Requests

A transfer request or a bid made by a journeyman to fill a job vacancy in an Operator-In-Training or an Assistant Operator classification shall not receive consideration under the provisions of Subsections 205.5 (d) (1) or (2).

t. General

1. Should a grievance arise concerning the administration of any portion of this agreement, it shall be determined by the procedure established under the provisions of Subsections 102.3(a)(2) and 102.6(3)(b) of the Agreement; however,
2. If the grievance pertains to:
 - a) the fairness of administration or correction of a test required in the program or
 - b) the attainment of a standard or proficiency which does not require a test as such, the Local Investigating Committee, prior to its decision and as part of its deliberations, may refer such grievance to the Joint Apprentice Training Committee for its recommendations, pursuant to Section 109.2.

u. Wage Progression Steps

WAGE STEP 1			
Month	Activities	Mandatory Requirements	Result of inability to progress or failure to meet standards
1	Orientation to workplace receive initial training materials OIT, supervisor and course manager meet and discuss program. Visit Power System Operations School (PSOS) Begin training program.	Maintain satisfactory progress toward completion	Counseling, coaching, remedial training, additional practice.
2-6	Work on training modules Record proficiency on Qualification Card Attend Basic Electricity Course in San Ramon Visit PSOS for practice in simulator as directed by instructors Substantiate work completed	Maintain satisfactory progress toward completion and pass the Basic Electricity course test.	Counseling, coaching, remedial training, additional practice

WAGE STEP 2			
Month	Activities	Mandatory Requirements	Result of inability to progress or failure to meet standards
6-10	Complete 50 training modules. Record proficiency on Qualification Card. Visit PSOS for practice in simulator, demonstrate proficiency handling a momentary outage sustained outage as required on the course map. Substantiate work completed.	Maintain satisfactory progress toward completion	Counseling, coaching, remedial training, additional practice

WAGE STEP 3 (Assistant Operator Status)			
Month	Activities	Mandatory Requirements	Result of inability to progress or failure to meet standards
10-15	As above, plus Ensure wage progression test (WPT) prerequisites are complete. Submit timely progress reports. Review and prepare for WPT	Pass final test in Basic Electricity course. Pass first WPT	Retry final Basic Electricity test within 30 days of failure. Retry WPT within 30 days. Testing will cover only those critical parts the trainee failed to properly perform.
	If the WPT is not passed on the first attempt, a second WPT is offered	Pass second attempt of WPT	Elimination from the OIT program. Continued employment based on current Company practices

WAGE STEP 4 (Journeyman Status)			
Month	Activities	Mandatory Requirements	Result of inability to progress or failure to meet standards
16	Complete training modules Record proficiency on qualification card Visit PSOS for practice in simulator, as required Submit timely progress reports	Maintain satisfactory progress toward completion	Counseling, coaching, remedial training, additional practice
	As above, plus Ensure WPT prerequisites are complete Submit timely progress reports Review and prepare for WPT	Pass second WPT	Retry WPT within 30 days. Testing will cover only those critical parts the trainee failed to properly perform.
	If the WPT is not passed on the first attempt, a second WPT is offered	Pass second attempt of WPT	Elimination from the OIT program. Continued employment based on current Company practices.

3. THREE TRACK PROGRAM

The OIT Program will differ depending upon the department the OIT is assigned to. Three separate tracks are identified for OITs in the Distribution, Transmission, and Hydro functions.

Course maps

Diagrams (course maps) of the three tracks are Attachments A, B and C. They show how each module is related to others in the course. Note the first two pages in each track cover the common core skills.

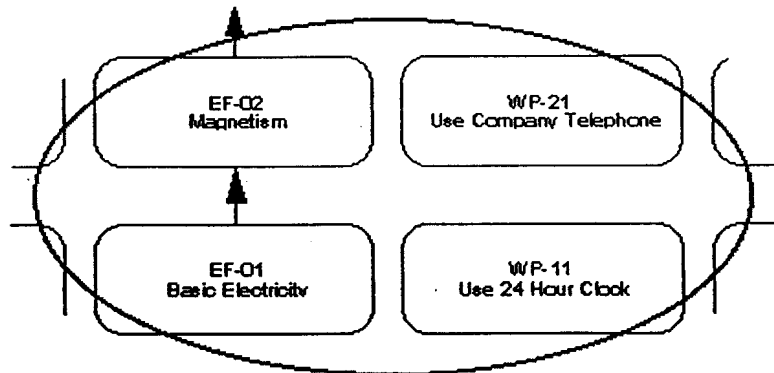
To follow the sequence of training, you begin at the bottom of the first page (course map) and work upwards. The lines and arrows indicate the relationship of one course to another. If modules are not connected by lines and arrows, they may be studied in any order.

NOTES

- Times are to be used as approximations only.
- Simulator practice problems are included in the appropriate locations.

Example

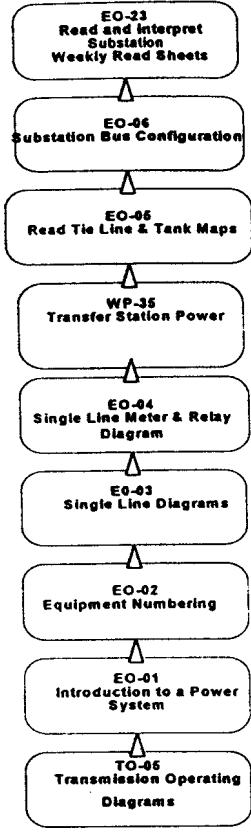
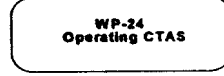
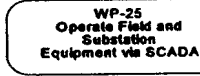
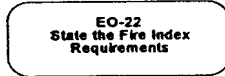
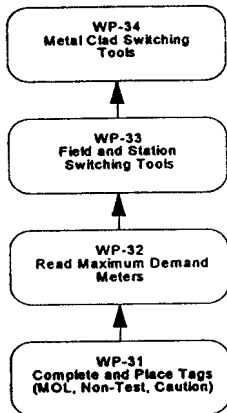
When choosing from among the modules shown below, the OIT may begin with WP-11, WP-21 or EF-01. The student may not choose EF-02 as the first study module of this group. EF-02 may be taken only after the successful completion of EF-01. The material in EF-02 builds on the contents of EF-01 and would be very difficult to master if taken out of sequence.



COURSE MAP - DISTRIBUTION

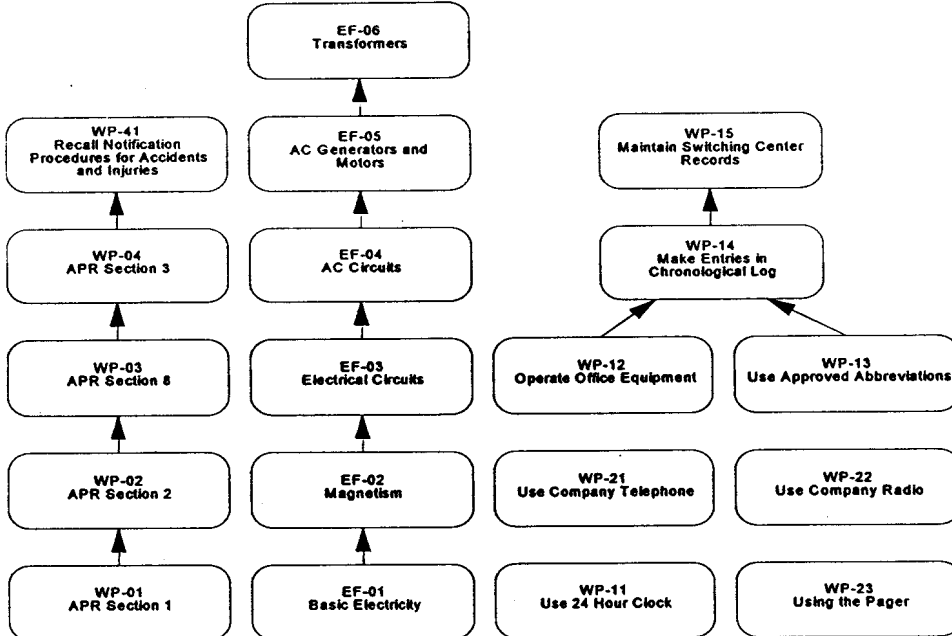
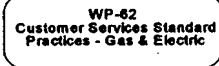
Week 10

Within 6 weeks attend simulator indoctrination



Week 3

Basic Electricity - SR Learning Center



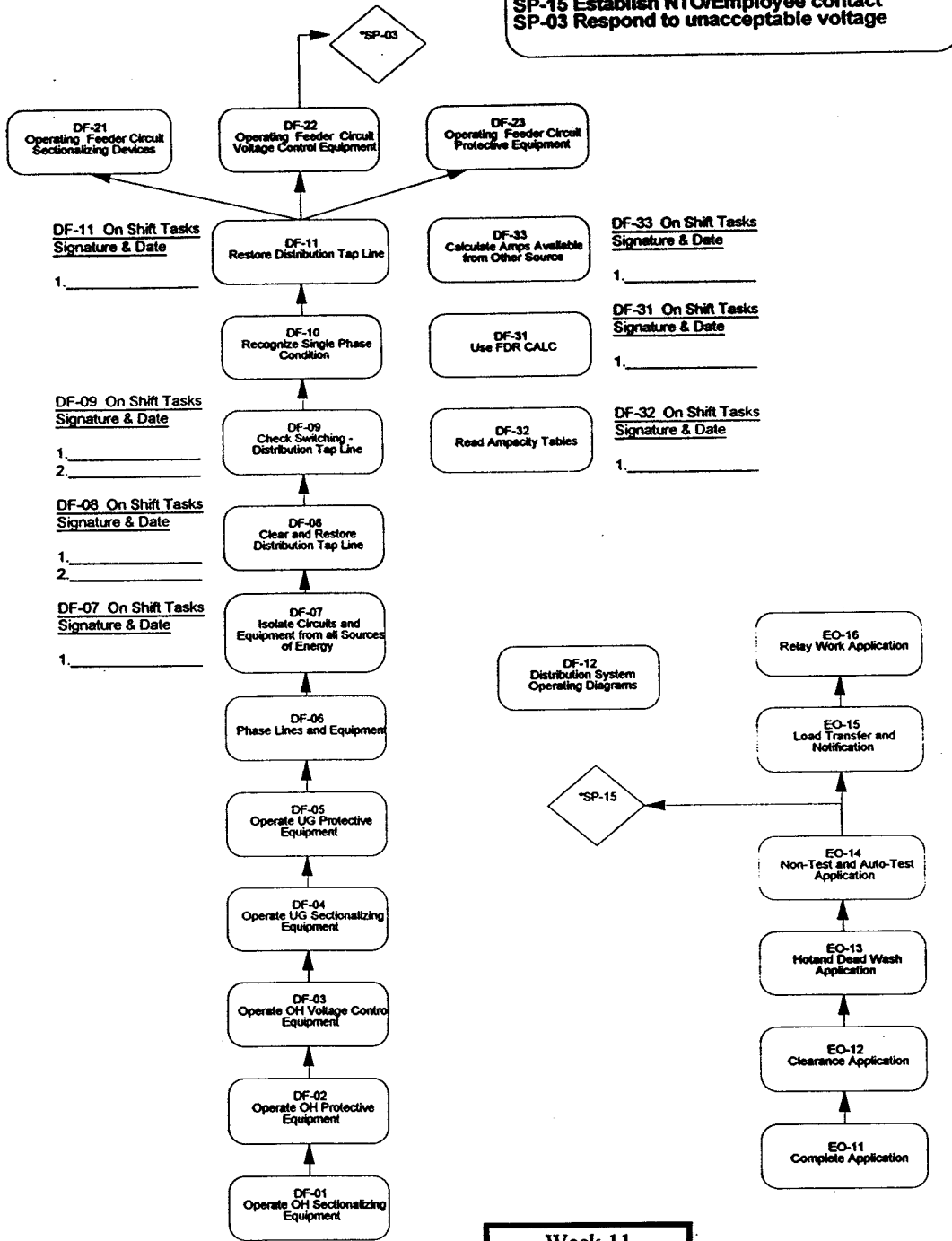
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COURSE MAP - DISTRIBUTION

Week 18

Simulator Practice
SP-15 Establish NTO/Employee contact
SP-03 Respond to unacceptable voltage



Week 11

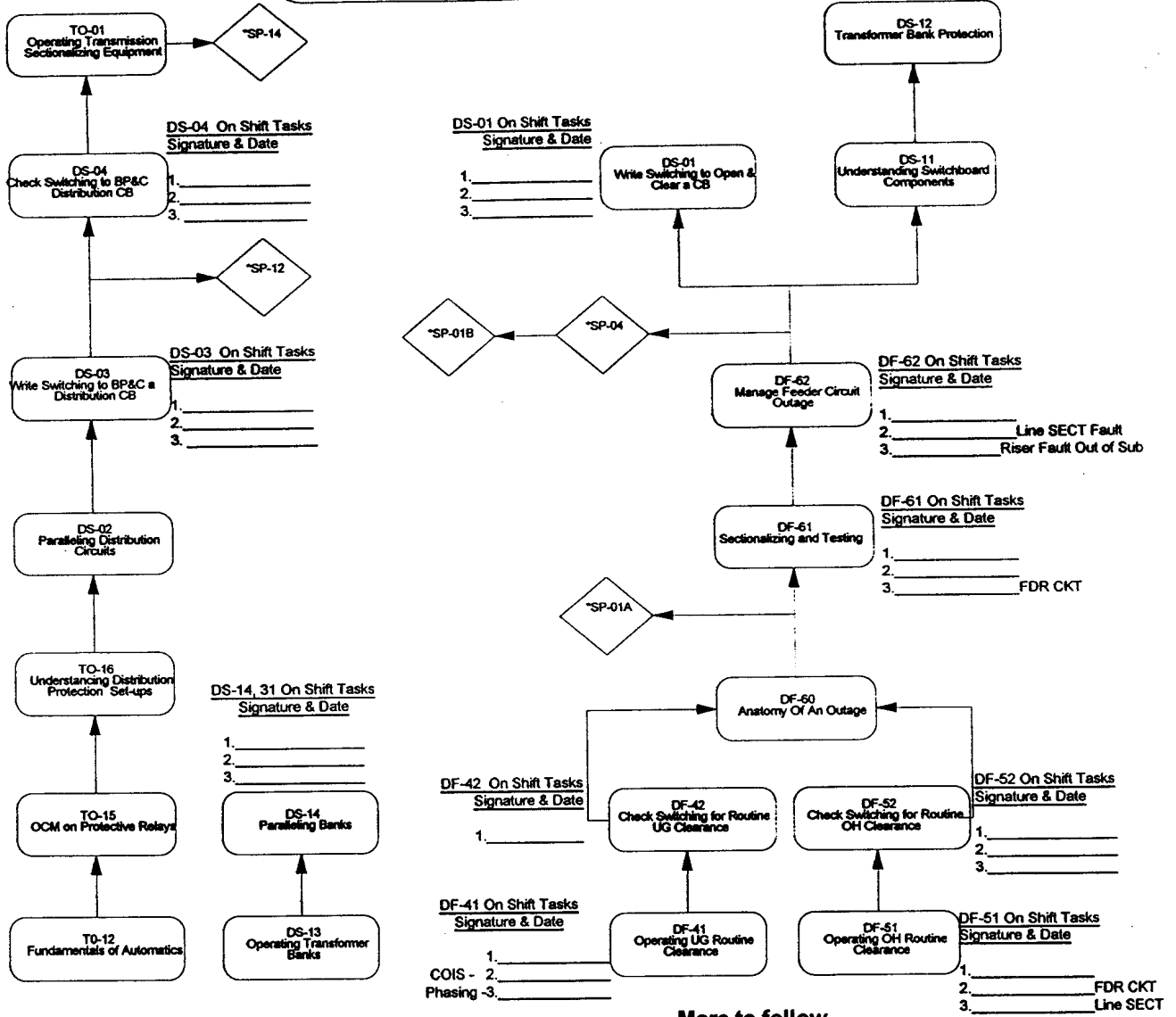
More pages follow

COURSE MAP - DISTRIBUTION

WAGE STEP 2 - Week 24

Simulator Wage Progression Test

Simulator Practice
 SP-01A Respond to a momentary relay action
 SP-01B Respond to a sustained relay action
 SP-04 Respond to overloaded line equipment
 SP-12 Respond to a station blackout
 SP-14 Respond to a CB failure to operate



Week 19

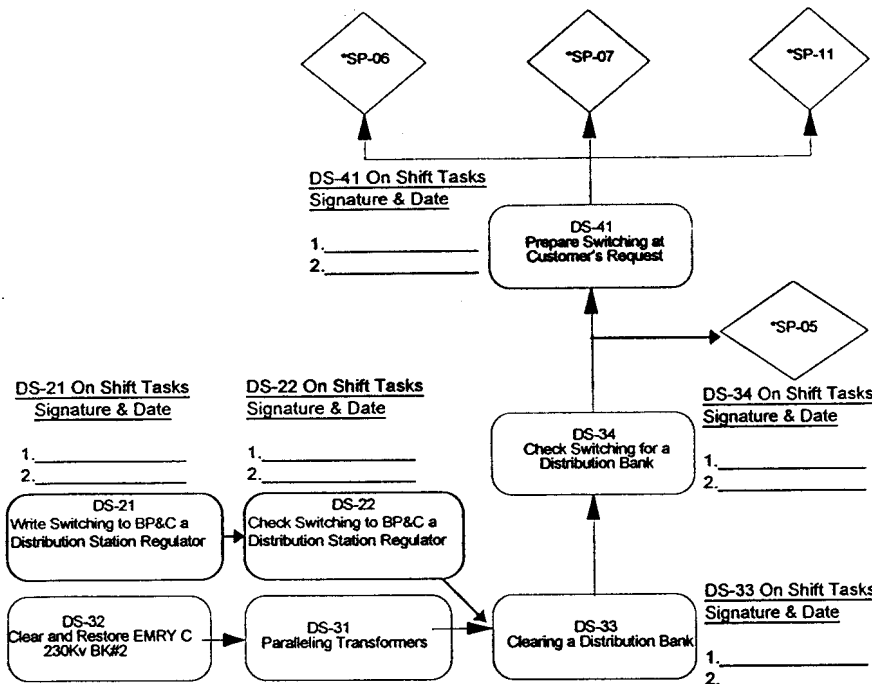
More to follow

COURSE MAP - DISTRIBUTION

Week 68

Simulator Wage Progression Test

Simulator Practice
 SP-05 Respond to station equipment overload
 SP-06 Respond to a bank outage - attended station
 SP-07 Clear and restore section of distribution circuit
 SP-11 Respond to a fire in the substation



Week 25

FINAL SYSTEM OPERATOR QUALIFICATION
 Having observed the satisfactory performance of _____

 (student's name)
 on shift, and having examined him/her either by spoken or written
 examination on the subjects listed in this qualification document, we
 recommend that he/she be designated a qualified system operator.

RECOMMENDED: _____ DATE _____

QUALIFIED: _____ DATE _____

ON SHIFT - DISTRIBUTION

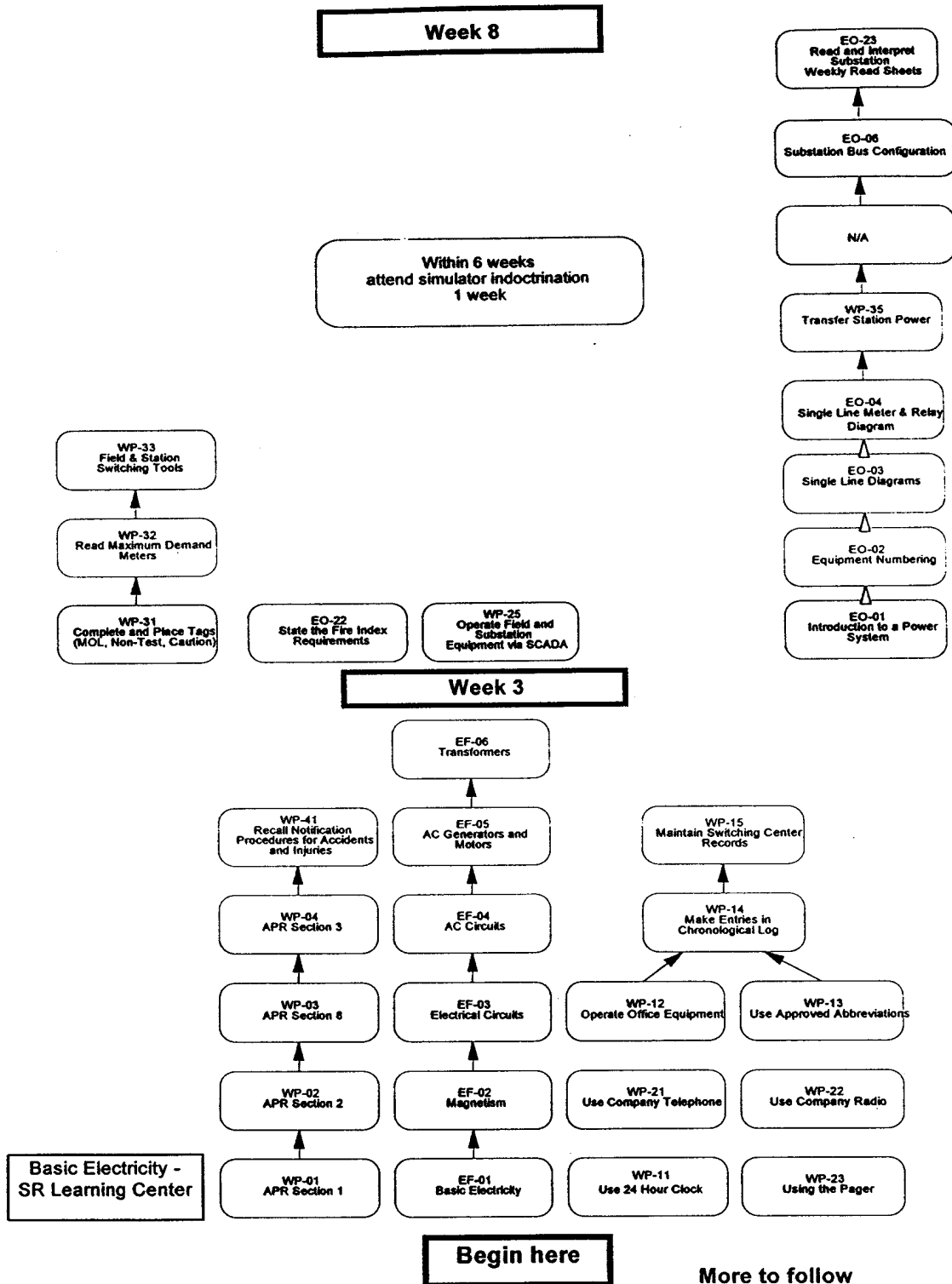
Do the On Shift Tasks while on shift under the supervision of a qualified journeyman. Tasks should be simulated only when impossible to do actual activity some time during training. Indicate each simulation with an "(S)".

	<u>Signature and Date</u>
Clear/Restore a LR	_____ 1 _____ 2
Clear/Restore a Booster Bk	_____ 1 _____ 2
Clear/Restore a Capacitor B	_____ 1 _____ 2
Clear/Restore a Sectionalizer	_____ 1 _____ 2
Block an induction disk Relay	_____ 1 _____ 2
Change Induction Disc Rly Settings	_____ 1 _____ 2
Establish a Non-Test	_____ 1 _____ 2

Stand a minimum of 1 (one) complete rotation of shifts under the supervision of a qualified journeyman, including all operator functions @ headquarters.

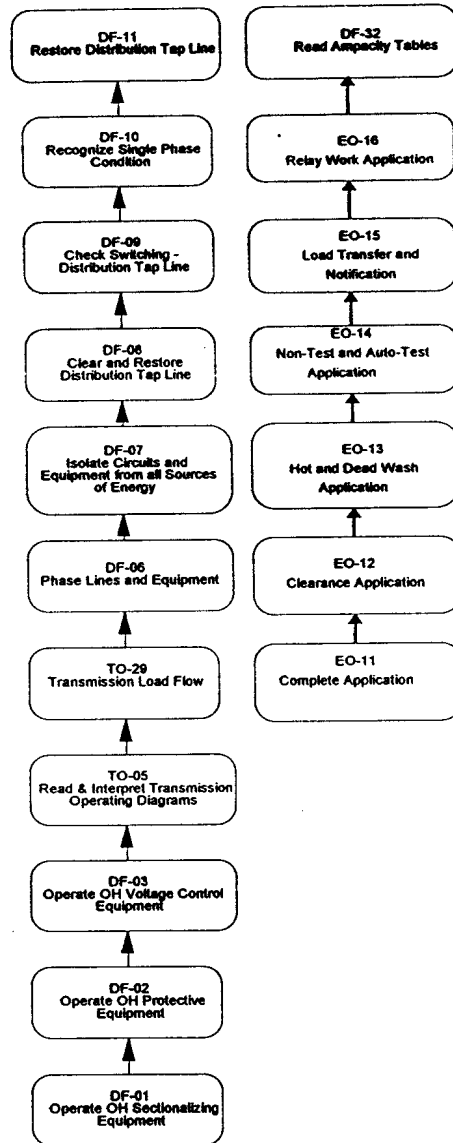
<u>SIGNATURE</u>	<u>COMMENTS</u>	<u>DATE</u>

COURSE MAP - TRANSMISSION



COURSE MAP - TRANSMISSION

Week 16



Week 9

(Cont'd on next page)

COURSE MAP - TRANSMISSION

WAGE STEP 2 - Week 24

Simulator Wage Progression

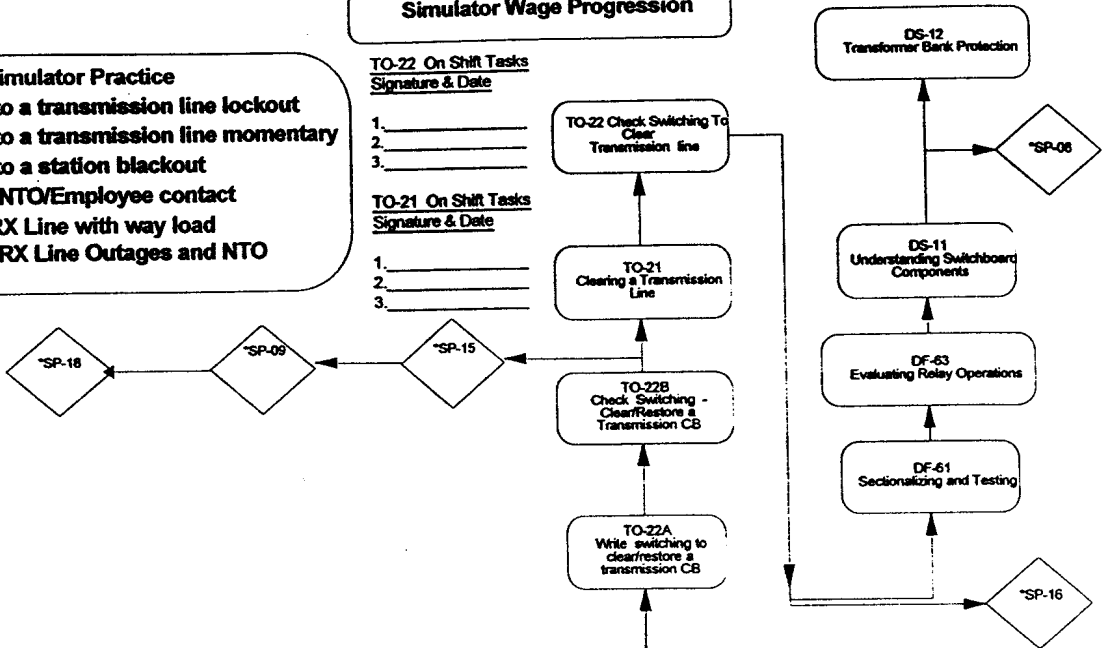
Simulator Practice
 SP-08 Respond to a transmission line lockout
 SP-09 Respond to a transmission line momentary
 SP-12 Respond to a station blackout
 SP-15 Establish NTO/Employee contact
 SP-16 Clear a TRX Line with way load
 SP-18 Multiple TRX Line Outages and NTO

TO-22 On Shift Tasks
 Signature & Date

1. _____
2. _____
3. _____

TO-21 On Shift Tasks
 Signature & Date

1. _____
2. _____
3. _____



TO-16 On Shift Tasks
 Signature & Date

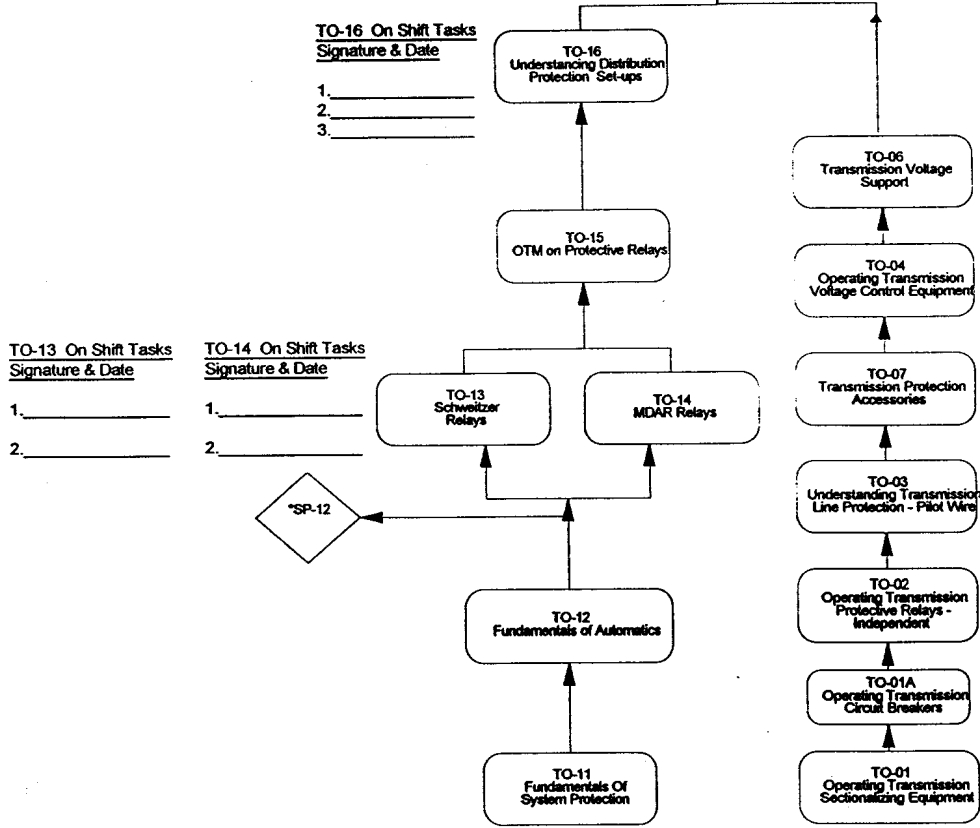
1. _____
2. _____
3. _____

TO-13 On Shift Tasks
 Signature & Date

1. _____
2. _____

TO-14 On Shift Tasks
 Signature & Date

1. _____
2. _____



Week 17

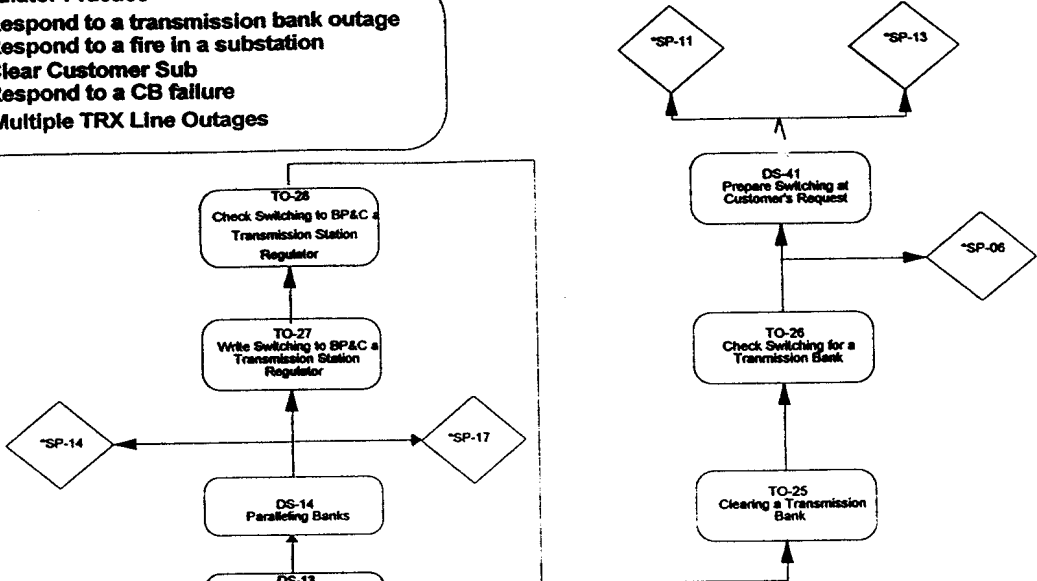
More to follow

COURSE MAP - TRANSMISSION

Week 68

Simulator Wage Progression Test

Simulator Practice
 SP-06 Respond to a transmission bank outage
 SP-11 Respond to a fire in a substation
 SP-13 Clear Customer Sub
 SP-14 Respond to a CB failure
 SP-17 Multiple TRX Line Outages



TO-24 On Shift Tasks
 Signature & Date
 1. _____
 2. _____
 3. _____

TO-23 On Shift Tasks
 Signature & Date
 1. _____
 2. _____
 3. _____

Week 25

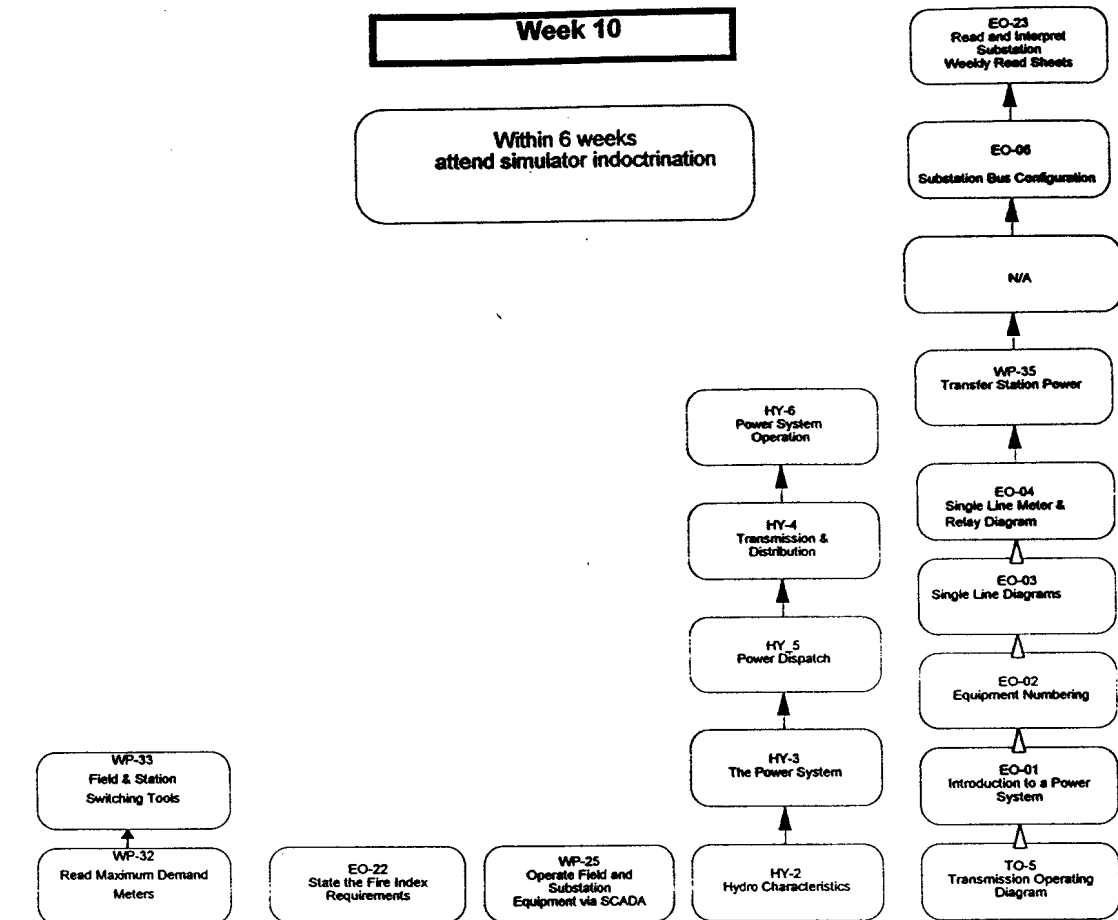
ON SHIFT - TRANSMISSION		
Do the On Shift Tasks while on shift under the supervision of a qualified journeyman. Tasks should be simulated only when impossible to do actual activity some time during training. Indicate each simulation with an "(S)".		
	<u>Signature and Date</u>	
Take Station Readings		_____ 1
		_____ 2
Make Reports to System Dispatcher		_____ 1
		_____ 2
Establish Not-Test		_____ 1
		_____ 2
Roll a Bus		_____ 1
		_____ 2
		_____ 3
Stand a minimum of 1 (one) complete rotation of shifts under the supervision of a qualified journeyman, including all operator functions @ headquarters.		
SIGNATURE	COMMENTS	DATE

FINAL SYSTEM OPERATOR QUALIFICATION	
Having observed the satisfactory performance of	
_____ (student's name)	
on shift, and having examined him/her either by spoken or written examination on the subjects listed in this qualification document, we recommend that he/she be designated a qualified system operator.	
RECOMMENDED:	DATE _____
QUALIFIED:	DATE _____

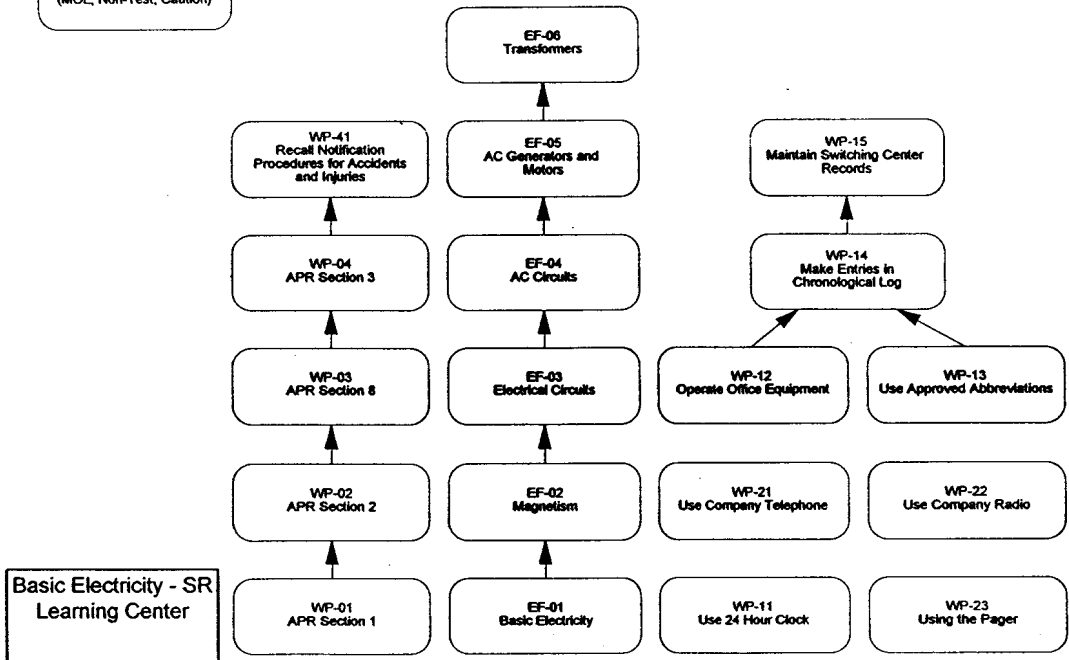
COURSE MAP - HYDRO

Week 10

Within 6 weeks
attend simulator indoctrination



Week 3



Basic Electricity - SR
Learning Center

Begin here

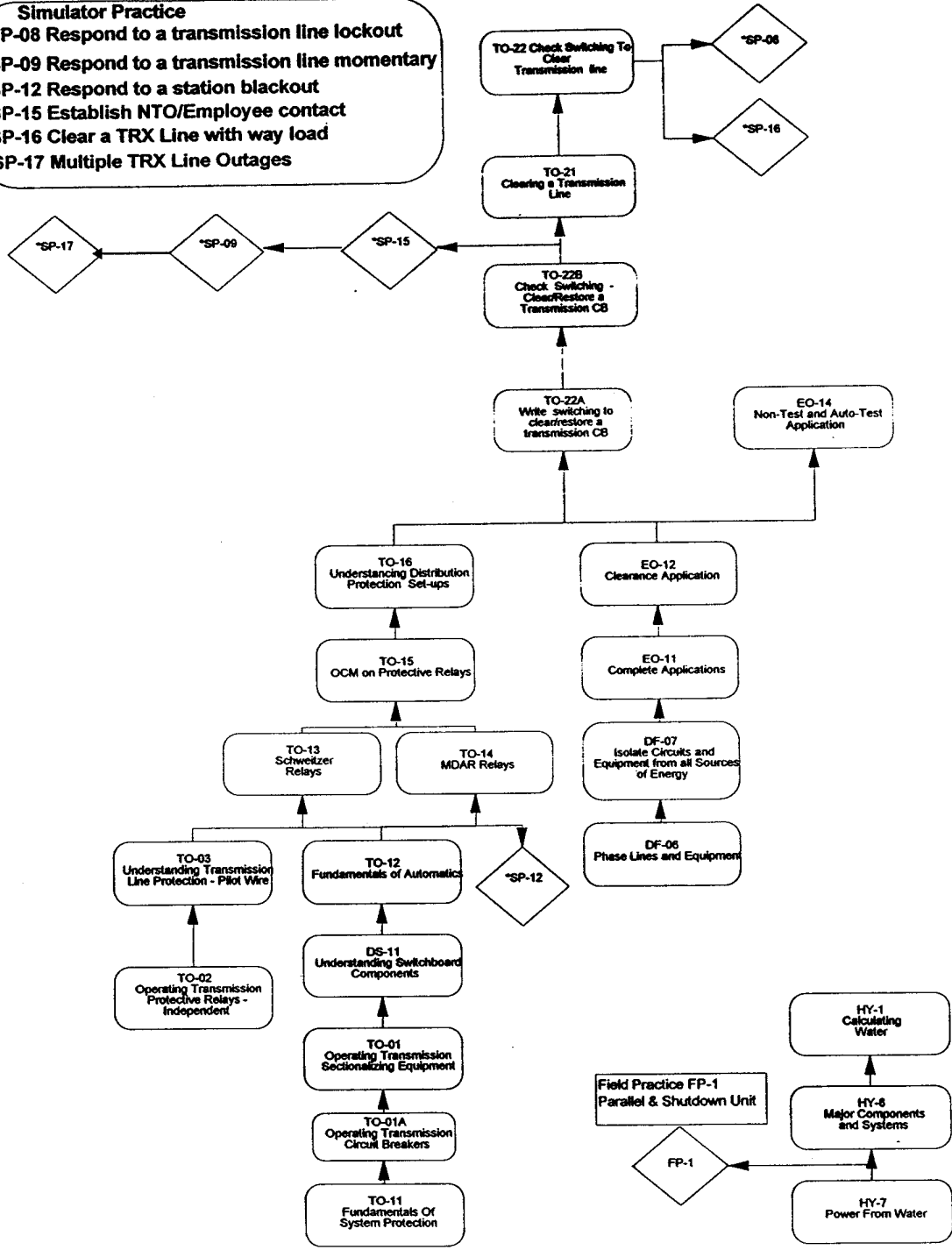
More to follow

COUSE MAP - HYDRO

WAGE STEP 2 - Week 24

Simulator Wage Progression Test

Simulator Practice
 SP-08 Respond to a transmission line lockout
 SP-09 Respond to a transmission line momentary
 SP-12 Respond to a station blackout
 SP-15 Establish NTO/Employee contact
 SP-16 Clear a TRX Line with way load
 SP-17 Multiple TRX Line Outages



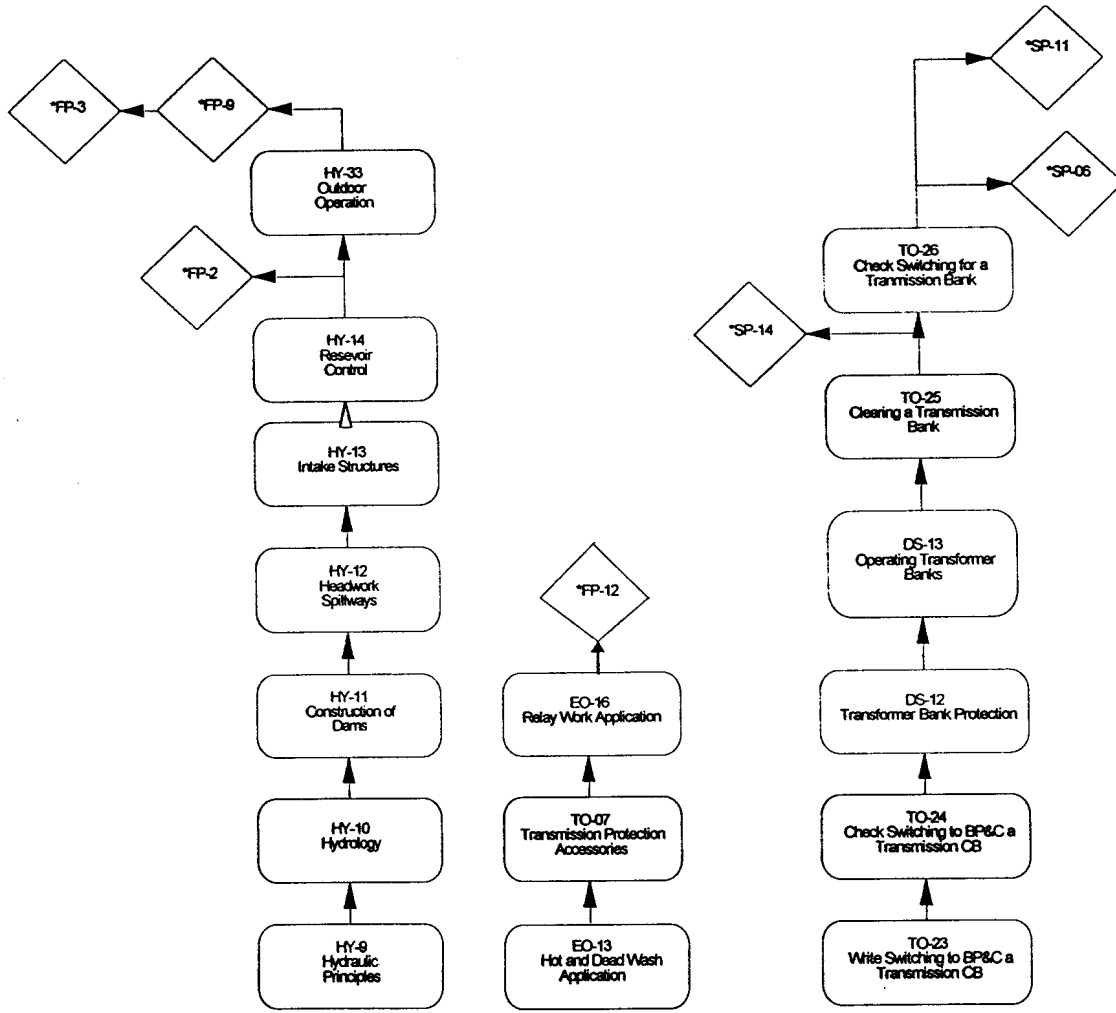
Week 11

More to follow

COURSE MAP - HYDRO

Field Practice
 FP-2 Write Switching to Drain a Penstock & Tunnel
 FP-3 Write & Do Switching to Clear a Unit
 FP-9 Respond to Trash Rack Differential
 FP-12 Use Volt/Amp Meter to CHK TCO

Simulator Practice
 SP-06 Respond to a transmission bank outage
 SP-11 Respond to a fire in a substation
 SP-14 Respond to a CB failure



Week 25

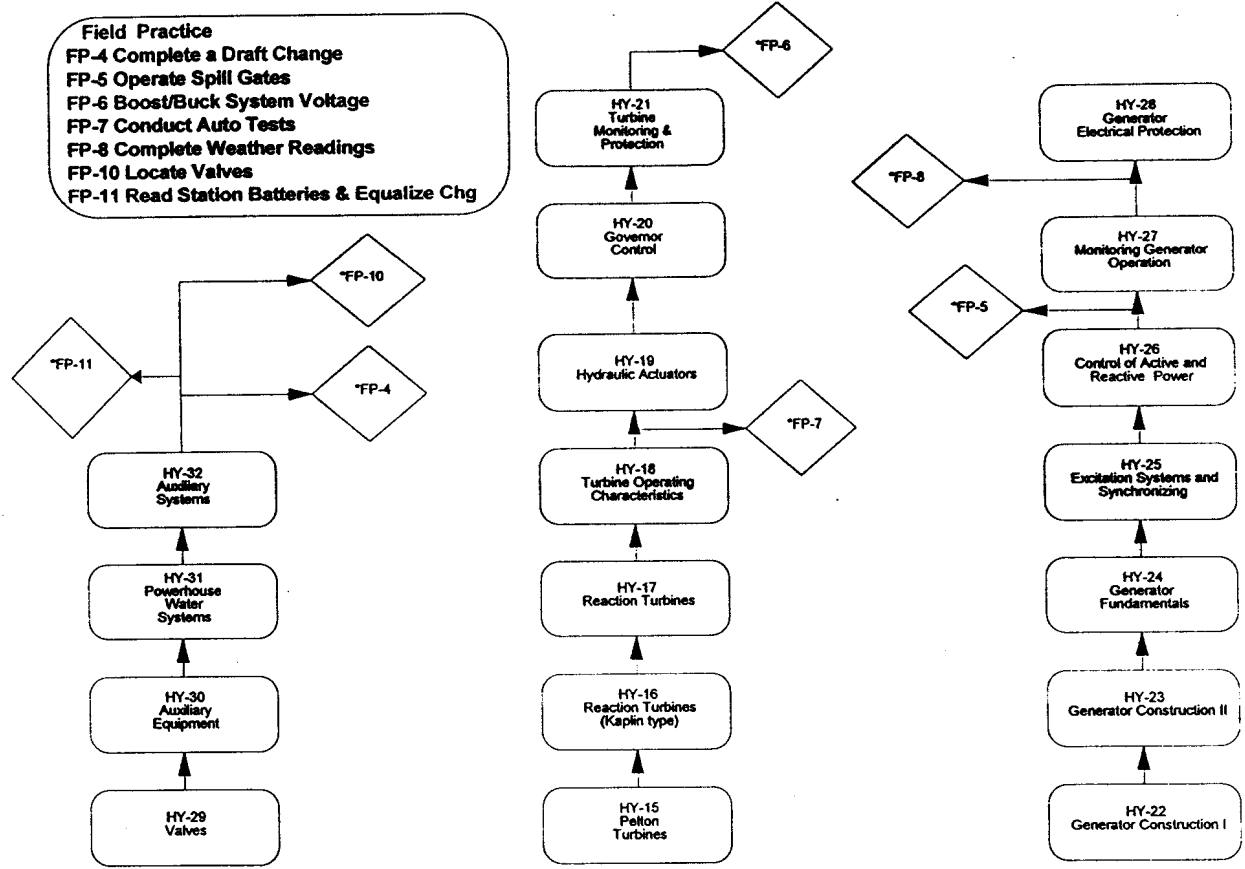
More to follow

COURSE MAP - HYDRO

FINAL WAGE STEP - Week 68

Simulator Wage Progression Test

Field Practice
 FP-4 Complete a Draft Change
 FP-5 Operate Spill Gates
 FP-6 Boost/Buck System Voltage
 FP-7 Conduct Auto Tests
 FP-8 Complete Weather Readings
 FP-10 Locate Valves
 FP-11 Read Station Batteries & Equalize Chg



FINAL SYSTEM OPERATOR QUALIFICATION
 Having observed the satisfactory performance of _____
 (student's name)
 on shift, and having examined him/her either by spoken or written examination on the subjects listed in this qualification document, we recommend that he/she be designated a qualified system operator.

RECOMMENDED: _____ DATE _____

QUALIFIED: _____ DATE _____

On Shift - Hydro

Stand a minimum of 1 (one) complete rotation of shifts under the supervision of a qualified journeyman, including all operator functions @ headquarters.

SIGNATURE	COMMENTS	DATE