

# PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

March 11, 1982

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:

Pursuant to Paragraph K-3 of the Master Apprenticeship Agreement, Company proposes to amend the Guidelines for the Apprentice Transmission Mechanic as per the attachment.

These revisions include shortening the apprenticeship by six months. An apprentice would be progressed to unassigned status after completing six months at the 24-month rate of pay.

Company further proposes the following wage rates for the classification:

Start	\$428.50 per week
End 6 mos.	446.70 " "
End 1 year	457.20 " "
End 18 mos.	487.60 " "
End 2 yrs.	501.15 " "

It is the Company's belief that the revised training program will provide fully trained journeymen at an earlier date without any sacrifice of quality in the training. Company will continue the practice of providing Apprentice Transmission Mechanics with experience and exposure outside their normal headquarters when it is practical to do so and when operating conditions permit. Company also agrees to modify the 12, 18, and 24-month examinations per Union's request and agrees to develop study guides for Apprentices' use in preparing for academic examinations.

It is Company's intent that the signing of this agreement and the institution of the revised training program shall not disfavor any incumbent Apprentice Transmission Mechanic. Attached is a list of all affected incumbents, along with Company's proposed wage step, placement dates for purposes of progressive wage increases, and testing agenda for each. In recognition of relevant experience accrued before entering their current classification, Apprentice Transmission Mechanics D. E. Sahlstrom and W. A. Ross will also receive the following retroactive wage adjustments:

<u>D. E. Sahlstrom</u>	<u>W. A. Ross</u>
Effective 5/19/81: \$400.20/week	Effective 7/27/81: \$410.40/week
" 11/19/81: \$410.40/week	" 1/01/82: \$457.20/week
" 1/01/82: \$457.20/week	" 1/27/82: \$487.60/week

Company also proposes to amend Section 600.4 of the Physical Agreement, Exhibit VI-C (note to Apprentice Transmission Mechanic Line of Progression), to read as follows:

"\*\*A Pipe Line Mechanic or a Line Mechanic who is the successful bidder to fill an Apprentice Transmission Mechanic vacancy shall retain his current wage rate. However, for the purposes of training, such employee will be placed at the appropriate step shown below:

Apprentice Transmission Mechanic

Line Mechanic	
Pipe Line Mechanic	12-month step
(24-month step)	
(18-month step)	
(12-month step)	6-month step
( 6-month step)	
(Start)	Start

An employee placed in accordance with this provision shall receive no further progressive wage increases until such time as his level of academic achievement and on-the-job performance merit progression to the wage step next higher to that which he is currently receiving. Thereafter, he shall progress in accordance with the Apprentice Transmission Mechanic guidelines and applicable Master Apprenticeship Agreement."

Finally, Company will be willing to discuss Union's proposed adjustment to the Journeyman Transmission Mechanic wage rate when the parties meet in 1982 General Negotiations.

If you are in accord with the foregoing and the attachment, 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 *W. Barbright*  
Manager of Industrial Relations

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

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

April 8, 1982

By *Jack Mahoney*  
Business Manager

INCUMBENT APPRENTICE TRANSMISSION MECHANICS  
PIPE LINE OPERATIONS

<u>Name</u>	<u>Location</u>	<u>Present Wage Step and PWI date</u>	<u>Proposed Wage Step and PWI date</u>	<u>Testing</u>
R. L. Pride	Mc Donald	\$446.70 11/24/81	\$487.60 Date of Agreement	As outlined in new training program
D. E. Sahlstrom	Hinkley	\$446.70 10/1/81	\$487.60 Date of Agreement	As outlined in new training program
H. L. Davis	Hinkley	\$487.70 2/3/82	\$501.15 2/3/82	Must pass old 30-month test before progressing to Journeyman
G. M. Shettko	Topock	\$446.70 10/27/81	\$457.20 Date of Agreement	As outlined in new training program
P. M. Gleckl, Jr.	Topock	\$457.20 10/19/81	\$457.20 Date of Agreement	As outlined in new training program
W. A. Ross	Topock	\$457.20 10/1/81	\$501.15 Date of Agreement	Must pass old 30-month test before progressing to Journeyman
R. M. Rollins	Kettleman	\$487.60 11/11/81	\$501.15 11/11/81	Must pass old 30-month test before progressing to Journeyman
E. Lopez	Kettleman	\$487.60 2/5/82	\$501.15 2/5/82	Must pass old 30-month test before progressing to Journeyman