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DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
FILE NO 741.1
RE LETTER OF
SUBJECT Appointment to Journeyman Electric Operator Vacancies--
Operator Training Program

(IAT)

SW. APR 1 1977 EFR
FILE ME
CENTRAL DIR. PERSONNEL

March 29, 1977

MESSRS. W. L. MURRAY	G. F. CLIFTON, JR.	V. H. LIND
R. A. DRAFTER	J. G. FOSTER	F. C. MARKS
C. R. MARTIN	S. E. HOWATT	H. M. MCKINLEY
R. E. METZKER	J. H. BLACK	
W. D. SKINNER	G. N. RADFORD	

Recently, a number of Divisions have been experiencing considerable difficulty in filling journeyman electric operating positions through the normal procedures. Accordingly, to approach the filling uniformly of these positions following an attempt to fill them through the normal job bidding procedures, it will be in order to fill journeyman Operator vacancies under certain conditions through Company appointments as provided for in Section 205.13 of the Physical Agreement.

Each instance where an employee is appointed to a journeyman Operator position from the Operator-in-Training, Assistant Operator, or other classifications where the entire electric Operator Training Program has not been completed, such award should be considered provisional. Such an employee appointed to a journeyman electric Operator position must satisfactorily complete all requirements including the testing program in the Operator Training Program, within 18 months of the appointment, before such employee is considered non-provisional and, therefore, a qualified bidder to other journeyman vacancies. This process includes the time needed to gain experience as an Operator within their assigned jurisdiction.

This procedure differs from that outlined in the May 27, 1975, letter on provisional awards (which expired in September, 1976) in that the new procedure provides that the normal application of the bidding procedure, including postbidding, and the assignment of unassigned journeymen under Paragraph E of the Operator Training Program agreement must be used first in attempting to fill journeyman positions.

These awards, while being on a provisional basis, are permanent awards; and an employee appointed to a position is not subject to being outbid for his job at a later date. This means, furthermore, that employees awarded a journeyman electric Operator classification under these provisions and who still have training requirements to meet must be given adequate time to study and to prepare for any required test or other requirements of the Program.

Each instance of the appointment of an employee under provisions of Section 205.13 should be coordinated through General Office Electric Operations and General Office Industrial Relations.

I. Wayland Bonbright
I. WAYLAND BONBRIGHT

Anderson (1124): jac	FCBachholz	JNYLarraz	Div. Elec. Supts.
HPBraun	AWDefoe	DRDavis	Div. Hydro Supts.
EBLangley, Jr.	HJStefanetti	LWOlson	JJWilder, IBEW
RKHiller	ICSuess	Div. Pers. Mgrs.	
TVAdams			

MAY 28 1975
LOCAL 1245, I.B.E.W.

Superseded by Bonbright
letter dated 3-29-77
(see attached)

DIVISION OR DEPARTMENT INDUSTRIAL RELATIONS
FILE NO. 741.1
RE LETTER OF SUBJECT Operator Training Program

612.5

May 27, 1975

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|----------------------|----------------|
| MESSRS. W. L. MURRAY | S. E. HOWATT |
| C. H. RAUFORD | J. H. BLACK |
| C. R. MARTIN | E. E. FOLEY |
| R. E. METEKER | V. H. LIND |
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| J. G. FOSTER | |

Paragraph G-2 of the Operator Training Program states that during the 18-month transition period certain employees will be considered under the provisions of Subsections 205.7(b), (c) or (d) for purposes of job bidding. In order to uniformly resolve questions relating to the filling of journeyman electric Operator vacancies and to avoid the necessity of negotiating individual cases, this paragraph should be applied as follows:

An employee at the starting wage step of the Assistant Operator classification may prebid journeyman Operator positions. However, such a prebid will be considered a valid prebid when a journeyman vacancy occurs only if:

1. No Assistant Operator who is at the 24-month step of the Program has a prebid on the vacant job and
2. There are no unassigned journeymen in the Division.

If such an Assistant Operator is awarded a journeyman Operator position, such award shall be on a provisional basis until such Operator successfully attends all necessary schools and passes all applicable tests as outlined in the Program and meets all other conditions of the Program including time needed to gain experience. An employee who is assigned as a provisional journeyman electric Operator shall be paid the journeyman rate of pay at the appropriate schedule and integrated into the schedule for that facility. Care should be taken to give such provisional journeyman the time necessary to pass the 30-month step progression test and to be given any other training necessary for him to become fully qualified to operate the center to which he has become permanently assigned.

Consideration of Assistant Operators at the 18-month step in the Program in the manner outlined above shall be effective for an 18-month period which commenced on March 25, 1975 (March 25, 1975 through September 26, 1976, inclusive).

I. Waylan Bonbright
I. WAYLAN BONBRIGHT

- KHAnderson:pmh
- | | | |
|--------------------|--------------|--------------------|
| cc: EBLangley, Jr. | HJStefanetti | JNYlarraz |
| HPBraun | HRDaniels | Div. Pers. Mgrs. |
| RKMiller | ORDavis | Div. Elec. Supts. |
| TVAdams | LWolson | Div. Hydro. Supts. |
| AWDefoe | ECSuess | JJWilder-IBEW |