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January 23, 1995

Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Dear Mr. McNally:

Over the past several months, representatives of the Parties have held meetings for the purpose of reviewing documents, which have included general negotiations' settlements, letters of agreement and arbitration decisions, for their respective impact on Title 19 of the Clerical Agreement and Titles 206 and 600 of the Physical Agreement. Attendees at some or all of these various meetings have included Darrel Mitchell, Roger Stalcup, Dorothy Fortier, Ken Ball and Bob Martin for IBEW and Dave Bergman, Joe DeMartini, Doris Spingola and Doug Veader for Company.

Enclosed are updates of the Clarifications of Title 19 and 206 and Reverse Lines of Progression for Title 600 classifications based on Company's understanding of the review by the Parties of the various documents and their impact on these items.

Sincerely,

/s/ David J. Bergman
Director and Chief Negotiator

DMS:mh

Enclosure