

**Pacific Gas and Electric Company**

215 Market Street  
San Francisco, CA 94106  
415/972-7000

RECEIVED

1991

December 6, 1991



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

**Attention: Darrel Mitchell, Business Representative**

Company and Union met on December 5, 1991, at the Union's request, to discuss the taxability of in-lieu of meal cash payments made pursuant to Titles 104 and 16 of the Physical and Clerical Agreements.

As you know, numerous proposals were exchanged by both parties, however, we were unable to reach agreement on any change to Titles 104 and 16.

Effective January 1, 1992, the Company will begin withholding taxes on all in-lieu of meal cash payments in the employee's regular biweekly paycheck. Employees will continue to receive \$8.00 or \$15.00 in the field pursuant to Titles 104 & 16. The appropriate withholding will then appear on the following paycheck.

Sincerely,

A handwritten signature in black ink, appearing to read 'David J. Bergman', written over a horizontal line.

David J. Bergman  
Director and Chief Negotiator

LLBates:bbs