

P.A. 2-1-54

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

February 1, 1954

Local Union No. 1245, International
Brotherhood of Electrical Workers, AFL
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

With respect to recent discussions concerning the movement into the collective bargaining unit of physical or outside employees who prior thereto were excluded from the unit, the Company proposes the following:

When by reason of lack of work at his headquarters the Company demotes into a classification in the collective bargaining unit a supervisory or other employee who was not theretofore a member of such unit such employee shall thereupon be entitled to exercise the rights set forth in Title 206 of our collective bargaining agreement of September 1, 1952 as clarified by our letter agreement which you executed on December 15, 1953.

The Company may demote any such employee for any other reason into a previously existing vacancy in a classification in such unit, or into a vacancy in a classification in such unit when such vacancy has been created by the transfer or promotion of an employee out of such unit in connection with such demotion.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *H. C. ...*
Manager, Personnel Department.

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

May 3, 1954

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

By *Ronald T. Weakley*