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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET · SAN FRANCISCO, CALIFORNIA 94106 · TELEPHONE 781-4211

February 13, 1968

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

A question has been raised concerning the appropriate wage step of an appointee to an Apprentice Lineman classification vacancy in Redwood City. The employee, Mr. Anthony Espinoza, is a T & D Driver in Santa Cruz.

Resolution of the question involves the principles agreed upon by Company and Union on April 21, 1967 relating to the wage rates of employees entering apprentice classifications. Specifically, the question narrows to whether he was "regularly assigned" as a T & D Driver on or before December 10, 1966. In our opinion, the facts of this case indicate that the employee should be placed in the apprentice classification at his present wage rate as a T & D Driver. These facts, briefly, are that even though the employee was delayed in commencing work as a T & D Driver, he had substantially met the requirements of Item 1 of the letter of agreement when he completed his final day as a Warehouseman at the close of work hours, Friday, December 9, 1966. We believe these factors override the strict application of the letter of agreement that as he did not commence work as a T & D Driver until Monday, December 12, a different wage application should follow.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By [Signature]
(Manager of Industrial Relations)

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

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

February 23, 1968

By [Signature]
Business Manager