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# PACIFIC GAS AND ELECTRIC COMPANY

PG&E



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

November 20, 1969

Local Union No. 1245, International  
Brotherhood of Electrical Workers, AFL-CIO  
P. O. Box 584  
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Our proposed letter agreements dated October 7 and November 12, 1969 are withdrawn.

Mr. Joseph Cavanaugh is currently afflicted by Parkinson's disease, a progressively destructive disease which has affected his ability to do Troublemans work with the degree of safety required. Company proposes to place Mr. Cavanaugh in a Utility Warehouseman position in the Stockton warehouse with the following stipulations:

1. He shall be paid at the 2-year step (currently \$162.85 per week), although it is recognized that Mr. Cavanaugh is not physically capable of performing all the duties of the Warehouseman classification, because of his past experience and knowledge of materials, tools, equipment, etc.
2. Should Mr. Cavanaugh be able to demonstrate his ability to do line work, he would have rights under Section 206.9 of the Agreement to return to his previous line of progression.
3. Mr. Cavanaugh will be eligible for promotion in any line of progression when and if he can produce satisfactory, demonstrable evidence of his ability to perform all of the duties of the job in question.
4. Mr. Cavanaugh will be expected to perform all of the normal duties of Warehouseman, except that he will not be expected to type nor will he operate any motorized material handling equipment such as the forklift.
5. Mr. Cavanaugh's physical condition will be evaluated semi-annually to determine his ability to perform as a Warehouseman. If found to be physically unable to do the job of Warehouseman, he will be re-evaluated to determine if any suitable employment exists.

Local Union No. 1245, IBEW - Page Two - November 20, 1969

6. Should Mr. Cavanaugh subsequently become eligible for Long Term Disability due to the effects of Parkinson's disease, his benefit will be calculated on the July 1, 1969 Troubleman rate of pay (\$209.05 per week) or his then current rate of pay, whichever is higher.

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 *J.W. Bonbright*  
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

*December 1*, 1969

By *Arnold T. Weatley*  
Business Manager