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PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

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LOCAL B-1245

May 16, 1951

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Local Union No. 1245, I.B.E.W.
450 Harrison Street
San Francisco 5, California

Attention: Mr. W. A. Smith
International Representative

Gentlemen:

It is proposed by Company that, in the filling of future steam plant vacancies above the classification of Turbine Tender, the normal lines of progression be established as follows in the steam generating plants named.

I. Avon, Martinez and Oleum, East Bay Division

An employee shall progress, as vacancies in such classifications occur and as his qualifications permit, from "Turbine Tender" to combination "Turbine Tender and Day Off Relief Control Operator" to "Control Operator", to "Emergency Relief Control Operator."

II. Station "A", San Francisco Division and Station "C", East Bay Division

An employee shall progress, as vacancies in such classifications occur and as his qualifications permit, from "Turbine Tender" to combination "Turbine Tender and Day Off Relief Water Tender", to "Water Tender", to "Emergency Relief Water Tender."

III. Employees placed in the foregoing designated emergency relief classifications shall:

- (1) Be compensated at the rate of pay of the Control Operator classification or the Water Tender classification, as the case may be, for all relief duties which they perform in any of the classifications within and below the above described lines of progression, and for such other duties to which they may be assigned for training purposes.

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- (2) Be subject to demotion to the next lower classification in the above described normal line of progression, if Company determines that they do not possess the aptitude, ability and other qualifications for further promotion and are thus preventing the use of the emergency relief classification for training purposes. The provisions of Section 149 of the Agreement between Company and Union, dated September 1, 1950, shall apply to any demotion made hereunder.

If you are in accord with this proposal and agree thereto, please so indicate in the space provided in the duplicate original hereof and return it to the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By [Signature]
Manager, Personnel Department.

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

May 22, 1951

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

By [Signature]