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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

May 9, 1972

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

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

During the summer of 1972, Company intends to provide work experience for inexperienced persons in the same manner as we have for the past four years. To implement this program, Company proposes to continue the classification of "Utility Aide" with the same definition and restrictions as those agreed to in the letter agreement dated June 7, 1968. Company intends to continue the hiring practices outlined in our letter of May 20, 1971 and proposes that the conditions relative to the extension of the probationary period also contained in the May 20, 1971 letter be extended another year.

Coast Valleys Division

The Company proposes to continue the employment of two Utility Aides at Moss Landing Power Plant during the summer of 1972. Their hourly rate will be \$3.00, effective on the date this agreement is signed. These Utility Aides will continue to perform work as outlined in our letter agreement dated August 26, 1969.

North Bay Division

Company expects to hire 10 Utility Aides in North Bay Division in the summer of 1972. We hope to place two Aides in Marin District, two in Ukiah, three in Santa Rosa and three in the Vallejo-Napa District. The proposed rate is \$2.50 per hour for physical employees who will be assigned gardening, general cleanup and housekeeping activities as well as other routine duties not involving equipment or machinery of any kind. A rate of \$2.00 per hour is proposed for clerical employees who will perform routine duties such as simple filing, addressing and stuffing envelopes.

Sacramento Division

The Company proposes to hire 10 Utility Aides in this Division in cooperation with the Sacramento Metropolitan Chamber of Commerce and the National Alliance of Businessmen. The proposed wage rates are \$2.50 per hour for physical workers and \$2.00 per hour for clerical. These rates will be generally applied

by employers in the Sacramento area participating in this program. Each Utility Aide will work a maximum of 40 hours per week, with the balance of any lesser time to be spent in established continuation or remedial school programs.

San Francisco Division

The Company expects to hire approximately 18 Utility Aides for the 1972 National Alliance of Businessmen Summer Youth JOBS Program at a wage rate of \$3.30 per hour for a 40-hour week, effective on the date this letter agreement is signed. These employees will be divided among the departments as follows:

Electric - 6, Gas - 6, Steam Generating - 4, General Services - 4

San Joaquin Division

San Joaquin Division proposes to employ six Utility Aides for six weeks during the summer of 1972. Specific duties will involve landscape cleanup around various substations, tower line easements, and 70 KV pole lines. These Utility Aides will be employed in the General Services Department. The proposed wage rate is \$2.50 per hour for a 40-hour week.

General

The rates proposed above are for the entire 1972 summer vacation period and will not be subject to any general increases which may be negotiated.

The period covered by this letter is July 1, 1972 through June 30, 1973, inclusive.

If you are in accord with the foregoing 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 W. Embright
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

May 18, 1972

By L. L. Mitchell
Business Manager