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PACIFIC GAS AND ELECTRIC COMPANY

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245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

March 25, 1982

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Mr. R. Mark Gagnebin, Lineman, sustained an industrial injury to his back, knees, and left groin on June 10, 1976. Subsequent to his injury, Mr. Gagnebin was utilized on a limited basis anticipating that his condition would improve. However, after repeated medical examinations, it becomes obvious that his condition would not allow him to return to his usual and customary occupation as a Lineman. As a result, on August 24, 1981, Mr. Gagnebin accepted and was placed into rehabilitation training in a temporary additional position as an Operator-in-Training at Vaca-Dixon Substation for a period not to exceed six months. On February 24, 1982, Mr. Gagnebin successfully completed his six months of rehabilitation training and on March 4, 1982, he was given and passed the six-month written wage progression test.

Due to a misunderstanding, it was assumed that Mr. Gagnebin's appointment to the Operator-in-Training position would be considered "unrestricted" when in actuality it should have been filled through the transfer procedure. Therefore, pursuant to Section 205.19 of the Physical Agreement, Company proposes to place Mr. Gagnebin in the permanent position of Operator-in-Training, Sacramento Division Electric, Vaca-Dixon Substation, without regard to Section 205.5 of the Physical Agreement and the transfer requests on file.

This proposal has been discussed with Mr. P. M. Zimmerman, Union Business Representative serving Sacramento Division, and has his concurrence.

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 *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

April 21, 1982

By *Jack McNally*
 Business Manager