

## PACIFIC GAS AND ELECTRIC COMPANY

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

December 29, 1983

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

On January 3, 1974, Mr. Lee Schunk, a T&D driver in Santa Rosa District Electric T&D sustained an industrial injury while removing a set of grounds from a Line Truck. Although he returned to regular work following this incident, in 1981 surgery was required due to aggravation of the injury. Subsequent to this surgery, Mr. Schunk spent two months on the compensation payroll in February of 1982 before returning to work on a light duty basis on April 19, 1982.

Since this time, Mr. Schunk's condition has been rated as permanent and stationary with preclusions from overhead lifting and pulling. Given these restrictions, it is not appropriate to maintain Mr. Schunk's permanent light duty status.

Accordingly, and in an effort to put Mr. Schunk's skills and experience to optimal use, Company proposes pursuant to Section 205.19 of the Physical Agreement to permanently place Lee into a patrolman position in the Santa Rosa Electric Department. This placement will allow for productive use of Mr. Schunk's knowledge and experience in Electric T&D. Furthermore, he has previously performed patrolman duties as part of his light duty assignment.

There are currently two prebidders on file for this position with more seniority than Mr. Schunk. They are: J. A. Urge, Troubleman in Petaluma, with employment date of July 25, 1955, and D. M. Glynn, Troubleman in Santa Rosa, with employment date of January 16, 1963. As such, Company seeks agreement on this proposal without further reference to Title 205, so as to enable Mr. Schunk to be fully productive despite his reduced physical capacity.

Mr. Schunk's employment date is April 18, 1966, accordingly, his rate of pay under this proposal will be determined pursuant to Subsection 112.10(c)(3) of the Physical Agreement.

Mr. Jack McNally

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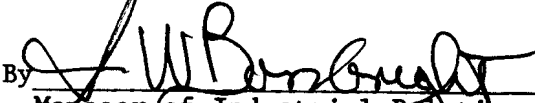
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It is our understanding that this proposal has been discussed with Mr. Ed Caruso, Union Business Representative, who is in full concurrence.

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 the Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By   
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

Jan 26, 1984

By   
Business Manager