

PACIFIC GAS AND ELECTRIC COMPANY

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

June 10, 1985

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:

Attached are the changes to Exhibit C of the Clerical Agreement agreed to in the recent Meter Reader negotiations.

If the attachment is in accord with your understanding of such agreement, 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 *A. W. Bonbright*
Manager of Industrial Relations

The Union is in accord with the attachment to this letter and it agrees thereto as of the date hereof.

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

June 11, 1985

By *Jack McNally*
Business Manager

AMENDMENTS TO EXHIBIT C
EFFECTIVE UPON EXECUTION OF THIS AGREEMENT

E. Meter Reader Route Assignments

Amend Item 5 to read as follows:

5. As an option, local offices (by majority vote) may establish route assignments by rotation. "Rotation" is defined as changing route strings once every one-to-six months in a manner determined by a majority of Meter Readers at that headquarters.

Add a new Item 6 to read as follows:

6. As a further option, local offices (by majority vote and mutual agreement) may establish route assignments in a manner different than set forth above. "Mutual agreement" is defined as written agreement between Company's Manager of Industrial Relations and Union's Business Manager.

Re-number present Items 6 through 10 as Items 7 through 11.

L. Uniforms

Insert a new Item 5 to read:

5. The Company will provide each Meter Reader with a complete set of raingear to include a top, bottom, and hood or hat.

The former Item 5 will become Item 7.

Add a new Item 6 to read as follows:

6. Uniforms and raingear (worn during wet weather) are required while working and should not be worn at other times except to and from work.

Re-number the existing Item 6 as Item 8.

Add new Subdivision M, Electronic Meter Reading, to read as follows:

M. Electronic Meter Reading

1. Prior to the introduction of electronic meter reading devices in an office, all meter books will be verified for correct and current coding and clues by Meter Readers.
2. No Meter Reader shall be laid off as a result of the introduction of electronic meter reading. It is the Company's intent to make every effort to avoid layoffs of Company's other employees and to handle reductions through attrition.

3. The time stamp or timing device may be used by the Company under the circumstances set forth below on a pilot program basis until December 31, 1986.
 - a. During initial implementation of the device, a reading average route sizing program will be established. It is anticipated that this process may take a minimum of four to six months to determine average time factors to be applied to specific meter locations.
 - b. Use of the device to accomplish this process will be at the supervisor's reasonable discretion for the primary purpose of route sizing.
 - c. The Company shall not discipline a Meter Reader solely on the basis of a route time analysis report or any other time summary report.
 - d. Data generated from the timing device shall not be used to measure a particular employee's speed or for comparing one employee's speed against another.
 - e. Because of the need for accurate route sizing data, the Meter Reader will be advised by his/her supervisor that his/her normal pace should be observed, that he/she is still to follow all Company rules and procedures, and that he/she is still to follow all safety rules and precautions.
 - f. Claims of abuse of discretion by management are subject to the provisions of Title 9, Grievance Procedure.
 - g. During the pilot program, the Company will solicit input from Meter Readers on their reaction to the use of electronic meter reading and specifically the timing device. During the pilot program, the Meter Reader Negotiating Committee will meet quarterly to review the progress of the electronic meter reading project and the reading average route sizing program.

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I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

June 10, 1985

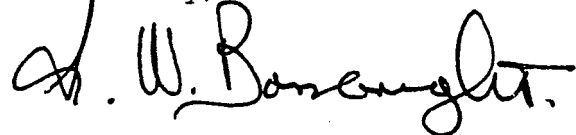
Mr. Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Dear Mr. McNally:

Enclosed are a series of amendments to Exhibit C, the meter reading agreement, which is a part of the Clerical Agreement.


The major change in the June 10, 1985 proposed agreement is the addition of Subdivision M, Electronic Meter Reading. On this matter we have agreed with your proposal of May 20, 1985; conditioned on the Company's right to implement and use the timing device. Company agrees that, as to its unilateral implementation and use of the timing device, it has the obligation to further bargain on the results of such use on wages, hours and working conditions of the Meter Readers upon the conclusion of the conversion at the end of 1986.

Sincerely,



IWB:RS
Encl.

Local 1245 acknowledges receipt of the above on _____,
June 11, 1985.



Jack McNally, Business Manager
Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO