

PACIFIC GAS AND ELECTRIC COMPANY

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

August 19, 1986

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. C. Montgomery, currently a Gas Serviceman in San Francisco Division, suffered an industrial injury approximately eight years ago while in the Serviceman classification. Since that time, he has been performing the duties of a Materials Leadman and has retained the Serviceman rate of pay.

The use of a Serviceman performing these duties has created problems for both the Gas Service and the Materials Departments. For example, this employee fills a spot on the Servicemen's roster, but he cannot perform Serviceman's duties for our customers. Similarly for the Materials Department, as a Serviceman, Mr. Montgomery cannot perform all the duties of a Materialsman because of limitations contained in the Labor Agreement.

The Company therefore proposes, pursuant to Section 205.19 of the Physical Agreement, to establish the classification of Utility Materials Leadman on an incumbent-only basis for Mr. Montgomery, at the Gas Serviceman rate of pay. Mr. Montgomery will continue to perform the duties of a Materials Leadman. We believe this reclassification will improve the effectiveness of both departments involved.

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 *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

By *Jack McNally*
Business Manager

Sept 23, 1986