

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

December 22, 1988

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:

Pursuant to Section 205.19 of the Physical Labor Agreement, the Company proposes to appoint David R. Erquhart to "provisional" Electrical Technician in Bakersfield. There are no qualified bidders and Mr. Erquhart is the closest to being qualified.

The following is Mr. Erquhart's employment history:

6-10-76	Helper	Bakersfield Elec. Substation
7-3-79	Appr. Elec.	Midway Elec. Substation
8-27-79	Appr. Elec.	Bakersfield Elec. Substation
7-3-82	Un. Electrician	Bakersfield Elec. Substation
10-10-85	Electrician	Bakersfield Elec. Substation
1-26-88	Appr. Elec. Tech.	Bakersfield Elec. Substation

As a "provisional" Electrical Technician, Mr. Erquhart would not be considered to be a 205.7(b) or (c) bidder to Electrical Technician positions. The Company proposes that Mr. Erquhart has until 1-1-90 to remove his "provisional" status. If he fails to satisfactorily complete the training program by this date, he will be demoted in accordance with the terms of the Master Apprenticeship Agreement.

For purposes of demotion (Title 206) for lack of work Mr. Erquhart would be considered to be an Electrical Technician and would carry his "provisional" status to a new headquarters.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Duffel
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 12, 1988

By Jack Wehner
Business Manager

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