

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

September 18, 1989



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:

In granting the correction asked for in Distribution Grievance #46-109-89-25, the Company will reclassify 18 Utility Clerk positions to Utility Machine Operators in the Bill Processing Section of the Financial and Accounting Services Department. The grievance correction also asks that such action be taken prior to implementation of any Title 19 activity. Therefore, the Company proposes, pursuant to Section 19.12 of the Clerical Labor Agreement, to accomplish this as follows.

| | <u>CURRENT</u> | <u>PROPOSED</u> |
|--------------------------------------|----------------|-----------------|
| 1st shift Mach Opr B/Util Mach Oprs | 7 | 15 |
| 1st shift Clerk Ds/Util Clerks | 21 | 11 |
| 3rd shift Mach Opr Bs/Util Mach Oprs | 5 | 15 |
| 3rd shift Clerk Ds/Util Clerks | 15 | 7 |
| TOTAL | 48 | 48 |

All Utility Clerks/Clerk Ds on first and third shifts will be offered in seniority order the option to become Utility Machine Operators. Any Utility Machine Operator positions that are not filled on a voluntary basis will be filled by assignment of the least senior Utility Clerks on the respective shifts.

Any employee currently holding the Clerk D wage rate who is reclassified will hold the Machine Operator B wage rate.

It is our understanding that this matter has been discussed with Ms. Gwen Wynn, IBEW Business Representative.

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. Bradford
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

Sept 28, 1989

BY Jack McHenry
Business Manager

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