



LETTER AGREEMENT No.

90-164-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Richard Bradford, Manager

Jack McNally, Business Manager

July 11, 1990

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Mr. Paul Bell was hired September 16, 1985, as an Apprentice Lineman in General Construction. He bid to Apprentice Lineman in San Francisco Division February 22, 1988, and was at the thirty month step of his apprenticeship when he sustained an industrial accident on March 17, 1989. He was transferred to the Compensation Payroll on March 27, 1989, and returned to light duty work April 20, 1989. On January 8, 1990, Mr. Bell was placed on the Rehabilitation Payroll and assigned to the Mapping Department. This assignment will end July 6, 1990, and he will be returned to the Compensation Payroll.

The Company proposes to temporarily place Mr. Paul Bell, Apprentice Lineman, in to an Inspector position on the Rehabilitation Payroll for a trial period of six months. Upon successfully completing six months as an Inspector, the Company proposes that he be placed into an authorized Inspector vacancy.

A verbal report from the doctor indicates that Mr. Bell cannot return to his Apprentice Lineman duties and that he has a full release to work as an Inspector. Mr. Bell's placement as an Inspector, on the Rehabilitation Payroll, is dependent upon the Company receiving written confirmation from the doctor

that he is permanently precluded from working as an Apprentice Lineman, and that he is released to full duties as an Inspector. His placement into an authorized Inspector position is contingent upon his successful completion of the six month trial and upon the availability of a vacant Inspector position.

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 *Rick B. Bradford*
Manager of Industrial Relations

The Union is in accord with the foregoing and agrees thereto.

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

July 31, 1990

By *[Signature]*
Business Manager

:bb