



LETTER AGREEMENT No.

90-178-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 27, 1990

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:

Company proposes to amend the Positive Discipline Guidelines (Letter Agreement 87-189-PGE) by removing "Backing Accidents" from the Conduct category and placing it in the Work Performance category of Section IV. B. This change is consistent with Letter Agreement 89-164-PGE.

Upon the signing of this agreement, employees who have active discipline in the Conduct category resulting from safety violations will have that discipline and any subsequent discipline adjusted accordingly. The employee's disciplinary status upon adjustment will mirror that which it would have been had the safety related discipline originally been placed in the Work Performance category, except that in no event will the adjustment result in the employee being placed at the Decision Making Leave step.

Any adjustments will be executed following concurrence of the Union Business Representative. If concurrence cannot be reached locally, disputed adjustments will be referred for resolution to a committee consisting of one member designated by Company's Manager of Industrial Relations and one member designated by Union's Business Manager. Company will explain to each affected employee in the presence of a Shop Steward, if the employee desires a Shop Steward, the change in his/her Positive Discipline status.

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. Burford
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

Aug 21, 1990

By Jack Miller
Business Manager

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