



# LETTER AGREEMENT

No. 90-187-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

August 14, 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:

The Customer Services Department in General Office, Distribution Business Unit recently recognized the Diablo Division Customer Services Department as the top unit in East Bay Region. Part of this recognition included a one-time award of \$3,000 to be used in whatever way the division desired.

In consultation with the division's customer services clerical employees, there was general consensus that they wished to purchase PG&E watches as mementos of this award for all division customer services employees.

The Company proposes that this recognition event be implemented in Diablo Division on a non-precedential basis. This non-traditional form of compensation should not be construed as setting precedent for future recognition awards. The possible implementation of this proposal has been reviewed with Joe Valentino of your staff.

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

Aug 22, 1990

By Jack McNally  
Business Manager

:hbh