



# LETTER AGREEMENT No.

90-204-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

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Richard Bradford, Manager

Jack McNally, Business Manager

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September 13, 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:

As a result of the depleting steam field reservoir, the Company is anticipating the retirement of West Geysers Power Plant Units 1, 2, 3 and 4 during 1991. Retirement of these units will create a lack of work situation. Prior to the Company implementing Title 206, "Demotion and Lay-off Procedure," and to provide an incentive to employees to accept voluntary transfers or demotion to other Power Plants within Steam Generation, the Company proposes to provide the provision of Section 206.8, "Moving Allowance," under certain conditions. More specifically, employees who are headquartered at West Geysers Power Plant Maintenance Department, in the following classifications will be eligible.

<u>Classification</u>	<u>Total Number</u>
Riggers/Mechanical Riggers	2
Welder	1
Machinists	2
Electrician	1

The provision of this agreement will remain in effect until the Company's downsizing needs are satisfied, or until formal notification is given to employees in accordance with Section 206.2, "Notices."

This agreement only applies to Maintenance Department employees at the West Geysers. It does not apply to the aforementioned classifications that are headquartered at East Geysers Power Plant or Geothermal Operations Overhaul Department. For purposes of this agreement the power plants in Steam Generation include the following:

- Pittsburg Power Plant
- Contra Costa Power Plant
- Hunters Point/Potrero/Oakland Power Plants
- Moss Landing Power Plant
- Morro Bay Power Plant
- Diablo Canyon Power Plant
- Humboldt Bay Power Plant

Should additional classifications or positions be targeted for possible downsizing, the Company proposes to allow Bob Choate, Union Business Representative and Mark Richards, Senior Human Resources Representative, the authorization to increase the aforementioned list of classifications. These changes should be documented with copies sent to the Union Business Manager and the Company Industrial Relations Manager. In addition, the Company proposes to make this agreement retroactive to July 1, 1990.

This proposal has been reviewed with Bob Choate, Union Business Representative, IBEW.

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 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

Oct 3, 1990

By Joe Welch  
Business Manager

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