



LETTER AGREEMENT

No. 90-223-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

November 2, 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:

Parties recognize that in general, Title 19 (Demotion and Layoff Procedure) actions take place prior to Title 18 (Job Bidding, Promotion and Transfer).

However, when the parties agreed to implement the Clerical Job Evaluation System on December 1, 1989, parties recognized that the process would result in some jobs relevelled higher than their current level. The Clerical Evaluation agreement called for filling these higher leveled classifications under the normal bidding procedure of Title 18. Once the position was filled by the successful bidder (other than the incumbent), the incumbent would then be placed under Title 19.

The parties recognize that the Title 19 options could not be identified until all "higher" leveled positions were filled under Title 18. Therefore, report dates may have been delayed as the successful bidders under Title 18 were placed after the incumbents were placed under Title 19.

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

Nov 7, 1990

By Jack McNally
Business Manager