



LETTER AGREEMENT No.



91-185-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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

November 26, 1991

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

Mr. Roger McCulloch, Apprentice Lineman at Oakport Service Center, Central Division, Electric T&D, Oakland, has exhausted all his opportunities to retest for the basic electricity course in accordance with Letter Agreement 85-13PGE.

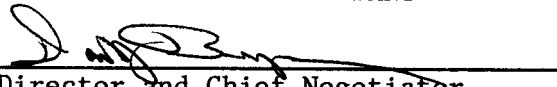
Mr. McCulloch's demotion rights are enumerated under Title 206.15 of the Physical Agreement, in accordance with The Guidelines for the Apprentice Lineman Training program, page four, Section "B", Subsection (c) and Paragraph G6 of the Master Apprenticeship Agreement.

Since there are no qualified prebidders to Apprentice Lineman in the headquarters, demotion unit or region, Central Division proposes to place Mr. McCulloch into the transferable (restricted) vacancy of utility worker, Gas T&D, Oakport Service Center under Title 205.12. Mr. McCulloch's employment date is October 25, 1984. There are two more senior transfer applicants to this position (see list attached). If agreement is reached the next vacancy at this location will be filled with the restricted mode.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By 
Director and Chief Negotiator

The Union is in accord with the foregoing and attachment and agrees thereto as of the date of hereof.

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

Dec 9, 1991

By 
Business Manager

FROZEN LIST REQUESTED (Y/N):
JOB RDDLF: EB30304038

JOB CLASS: 0930

#	PRIORITY	NAME	RDDLFL	PRESENT CLASS	EMP DATE
001	2	D K WINROW	EB30250150	2660	09/26/77
002	2	L J DIAS	EB28351910	2684	05/06/81
003	2	K A FERGUSON	EB28152050	2785	01/04/90
004	2	S E MITCHELL	EB30250150	2785	10/29/90
005	2	M G MEDERNACH	EBEB458310	0055	01/02/91
006	3	D T CONWAY	GG42301036	0913	12/03/84
007	3	P L MITCHELL	DWDW100525	1210	06/03/85
008	3	K C BYARS	CR03975892	0525	07/22/85
009	3	M SOLANO	CR03975153	0525	03/07/88
010	3	E L JOHNSON	CR03975279	0525	08/08/88
011	3	C D BRISTOW	GGGG401555	1210	04/24/89
012	3	J PEREZ	CR03977111	0947	03/12/90
013	3	L L QUAVE JR	APAS101030	0942	05/07/90
014	3	B E PINNELL	GG42301038	0930	05/23/90
015	3	C M CANDIDO	GG40306038	0930	06/25/90
016	3	R C MARTIN	DWDW100525	2677	12/21/90
017	3	M R BASTILLE	DWDW200545	2689	03/04/91
018	3	S THOMAS II	DWDW200545	2689	03/12/91

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17	3	M R BASTILLE	DWDW200545	2689	03/04/91
018	3	S THOMAS II	DWDW200545	2689	03/12/91

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*Roger Mac Clellan
Emp. Date
10/25/84*