



LETTER AGREEMENT No.

91-43-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

March 8, 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

Gentlemen:

Company proposes, in order to stabilize movement in the Operator-in-Training Program, the following changes, pursuant to Section 109.2, to the System Operator Training Program Agreement.

1. Amend Paragraph D-1 to read: A transfer application from an employee in the Operator-in-Training Program to the Operator-in-Training classification will be given Priority 1 status under the job bidding system. Under other circumstances, the Operator-in-Training classification will be considered a beginner's classification and will not be posted for bidding. However, such an employee shall be limited to one change in headquarters prior to entering the Centralized Training Program at San Ramon. Transfers or prebids to other operating positions will not be honored from the time the employee enters the Centralized Training at San Ramon until they attain Journeyman status.
2. Delete Paragraph D-2.

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 *[Signature]*
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

April 12, 1991
DJB:dft

By *[Signature]*
Business Manager