



LETTER AGREEMENT

No. 92-108-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

July 28, 1992

Local Union No. 1245
International Brotherhood of
Electrical Workers
P.O. Box 4790
Walnut Creek, CA 94596

Attention: Jack McNally, Business Manager

Gentlemen:

As previously explained to Mr. Darrel Mitchell, Sr. Assistant Business Manager, in preparing for Phase II of BID EXPRESS, the Company would be looking at a modification of the current bid system which would eliminate the need for employees to identify whether they are prebidding or transferring. We have been informed that this modification can be achieved for both the telephone and mail in processes. Currently, use of an improper form will cause the rejection of the employee's application.

New forms will be developed to provide this generic approach. In addition, employees who continue to utilize the old forms will not be subjected to the rejection process so that the transition to new forms will not cause any inequities.

Subsections 18.4(b) and 205.4(b) of the Clerical and Physical Agreements, respectively, state: All prebid requests must be submitted by United States or Company mail on a form provided by Company. Subsections 18.5(c) and 205.5(c) of those agreements have similar language in reference to transfer requests.

While the contract language does not specifically designate the type of form, we are seeking mutual agreement on the use of a single form as opposed to separate Prebid and Transfer forms for the Job Bidding, Promotion and Transfer procedures as described under Titles 18 and 205 of the Clerical and Physical Agreements, respectively.

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 & ELECTRIC COMPANY

By *R. L. Bailey*
Manager - 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

By *Jack McNally*
Business Manager

Sept 18, 1992