



LETTER AGREEMENT

No. 92-61-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

April 20, 1992

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

Attention: Mr. Jack McNally, Business Manager

Pursuant to Title 205.19, Enabling Clause, Company proposes to place Gilbert Guttirez, Traveling Utility Worker at Moss Landing Power Plant, as a Traveling Machinist on a provisional basis.

Mr. Guttirez completed the apprenticeship program for Machinist in 1983, and worked in the classification for 6 years. In 1989, he suffered an injury that led to Long Term Disability status until his return to work as a Utility Worker in December of 1991. The Company panel physician has recommended that, given the nature of Mr. Guttirez' disabilities, he repeat the majority of the machinist apprenticeship.

Company will provide on-the-job apprenticeship level training and the negotiated apprenticeship courses including Mathematics, Mechanical Drawing, Machine Tool Operation, Plant Maintenance and Power Plant Fundamentals and Basic Equipment, as appropriate. Company will be responsible for monitoring Mr. Guttirez' work and academic performance and assuring that all safety precautions necessary will be taken, including working with other journeymen.

Mr. Guttirez must demonstrate an acceptable level of competence in machinist duties, as evaluated by Maintenance Department supervision, within an 18 month period following placement.

In the event that Company determines Mr. Guttirez is not able to perform satisfactorily as a machinist, he will be returned to the Traveling Utility Worker classification, via reclassification.

We have discussed this with Ken Ball, Senior Business Representative.

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 
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

, 1992

By 
Business Manager