



LETTER AGREEMENT NO. 96-34-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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SAN FRANCISCO, CALIFORNIA 94177
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INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

April 22, 1996

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

Dear Mr. McNally:

Four employees who were awarded Apprentice Linemen positions pending completion of the combined 3 and 10-day climbing school recently dropped out of the school before completing it based on the School's Instructors incorrectly advising them that they could drop out, keep their job awards on hold, and be rescheduled for the next climbing school. The employees in question are:

Ron Chapman, ACO, MBPP - awarded GC Apprentice Lineman in Promotion/Demotion Area 4
(San Jose/Coast Valley)

Michael Metrovich, Fieldperson, Stockton - awarded GC Apprentice Lineman in P/D Area 7 (East Bay)

Jeff Bennett, Fieldperson-GC - awarded GC Apprentice Lineman in P/D Area 7 (East Bay)

R.A. Lopez, Utility Worker, GSBU - awarded GC Apprentice Lineman position in P/D Area 7 (East Bay)

When these employees dropped out of the school, their pending vacancies were released back to the Centralized Job Bidding Team and offers were extended and accepted by other employees.

The Centralized Job Bidding Team has exhausted 2 bid lists trying to fill 2 other GC Apprentice Linemen vacancies in P/D 7. The CJBT would normally continue to request new bid lists until no new bidders were identified, at which time they would determine there were no qualified bidders and the Company would have the option of making an unrestricted appointment to fill the position. The CJBT also has 2 pending GC Apprentice Lineman vacancies in P/D 4 and has exhausted the bid list to these positions twice.

Since the employees were given incorrect information by a Company representative, Company proposes that Messrs. Metrovich, Bennett, and Lopez be given the option of exercising their second opportunity to attend the climbing school now, and accepting GC Apprentice Lineman positions in P/D Area 7, pending successful completion of the 3/10-day climbing school. Similarly, Company proposes that Mr. Chapman be given the option of exercising his second opportunity to attend the climbing school now, and accepting a GC Apprentice Lineman position in P/D Area 4, pending successful completion of the 3/10 day climbing school.

This proposal has been discussed with Senior Business Representative Landis Marttila and Business Representative Joel Ellioff.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: David J. Bergman / SAE
Chief Negotiator

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

May 13, 1996

By: Joe Michay
Business Manager