

## PACIFIC GAS AND ELECTRIC COMPANY

PGE + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

February 26, 1986

Local Union No. 1245  
 International Brotherhood of  
 Electrical Workers, AFL-CIO  
 P. O. Box 4790  
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Letter Agreement 83-110-PGE, the Positive Discipline Pilot, expires on March 1, 1986. Pursuant to the current agreement, Company proposes to continue Positive Discipline at its present locations for a period of one year. This will allow us to gather further data on the viability of a system-wide expansion of Positive Discipline.

During the further trial period, the provisions of Letter Agreement 83-110-PGE will remain unchanged. In addition, during this period, either party may request that this agreement be reopened for the purpose of discussion on expansion of Positive Discipline to other areas of the Company.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J. W. R. Bright*  
 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

March 11, 1986

By *Jack McNally*  
 Business Manager