

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587
August 11, 1989

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:

This letter cancels and supersedes our letter dated August 2, 1989 on the same subject.

It has come to our attention that there is an administrative problem with the line of progression listed for the Senior Operating Clerk I as a result of negotiated language modifying the definition of "top rate of pay" in the 1987 General Negotiations.

Additional language was added to both the Physical and Clerical Agreements further clarifying how to determine top rate of pay where there is a mixture of physical and clerical classifications. The new language stated that if the line of progression was to a clerical classification, a "next lower" clerical classification would determine top rate of pay and if the line of progression was to a physical classification, a "next lower" physical classification would determine top rate of pay. Prior to this language change, the Assistant Foreman's Clerk was the "next lower classification" to the Senior Operating Clerk I with the lowest maximum wage rate. As a result of the language modification, the Operating Clerk is the classification with the "lowest maximum wage rate." Since the Assistant Foreman's Clerk top rate is less than the top rate of the Operating Clerk, it is impossible for an Assistant Foreman's Clerk to meet the criteria of "top rate of pay" to the Senior Operating Clerk I.

In order to be consistent with the intent of the parties and with the past application, Company proposes that for purposes of "top rate of pay" that the Assistant Foreman's Clerk be treated as equivalent to the Operating Clerk classification. This would be consistent with its position as "same or higher" in the Operating Clerk line of progression.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford
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

Aug 15, 1989

By Jack McNally
Business Manager