

P.O. Box 4790  
Walnut Creek  
CA 94596  
3063 Citrus Circle  
415 933.6060  
FAX 415 933.0115

R1-89-176-PGE

**IBEW**

International  
Brotherhood of  
Electrical  
Workers, AFL-CIO

October 5, 1989

Jack McNally  
*Business Manager*

Pacific Gas and Electric Company  
215 Market Street  
San Francisco, CA 94106

Howard Stiefer  
*President*

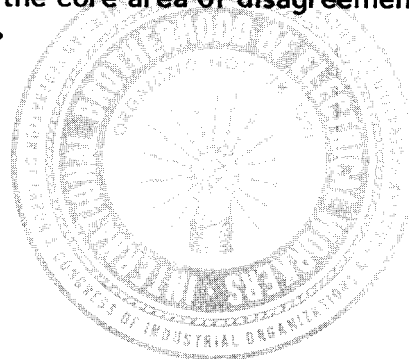
Attention: Mr. Richard B. Bradford, Manager of Industrial Relations

Gentlemen:

In 1974 the parties agreed to amend the provisions of Title 102 of the Physical Agreement and Title 9 of the Clerical Agreement in order to improve and expedite the resolution of grievances. However, due to changes on the part of both Union and Company since the adoption of the revised procedure, Union believes it is advisable to make amendments to provisions of Title 102 of the Physical Agreement and Title 9 of the Clerical Agreement.

Accordingly, Union proposes on a trial basis, that the grievance procedure be amended in the following manner:

- 1) The ability to refer a grievance to arbitration by the Fact Finding Committee shall be suspended:
- 2) All grievances referred to the Pre-Review Committee shall include the following information in the form of written addendum signed by both parties:
  - a) Any additional facts agreed to in Fact Finding that were not contained in the LIC Joint Statement of Facts;
  - b) Any offers of settlement by either party that rejected and the reasons for rejection;
  - c) Positions of the parties on the grievance which should include a brief synopsis of the core area of disagreement that prevented settlement.



Pacific Gas and Electric Company  
October 5, 1989  
Page 2  
R1-89-176-PGE

- 3) The Pre-Review Committee, upon mutual agreement, will also be able to do the following:
  - a) Return the grievance to the Fact Finding Committee with a recommended area of settlement;
  - b) Return the grievance to the Fact Finding Committee for additional information;
  - c) Refer the grievance to arbitration;
  - d) Refer the grievance to an Ad Hoc Negotiating Committee as provided in Part B of Step Five.
- 4) Suspend the involvement of the Industrial Relations Department and Union's Business Office in the Fact Finding Committee.

Either party reserves the right to terminate this trial by giving 30-day's advance written notice to the other party.

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 Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By Jack Wilkey  
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bradford  
Manager of Industrial Relations

October 16, 1989