



# LETTER AGREEMENT

No.

R1-90-233-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Richard Bradford, Manager

Jack McNally, Business Manager

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January 24, 1991

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 to you dated November 20, 1990 on the same subject.

The Company proposes to participate in an On-The-Job Training Program in Golden Gate Region, San Francisco Division, for a 12 month period beginning May 1, 1991 and ending April 30, 1992.

The OJT program will provide on-site clerical exposure for student observers. Selection of the student observers will be made from students or trainees participating in the Private Industry Council (PIC) approved program. The trainee's involvement will be to observe PG&E clerical bargaining unit employees and to perform specific tasks on a limited basis. The work assignments will be de minimis in nature and for the purpose of providing the student with specific skill development.

Students or trainees will be hired into a Student/Observer classification. The rate of pay will be approximately \$5.00 per hour. The students will work an agreed to number of hours per day, but not to exceed 15 hours per week.

The work assignments may be in any of the various departments in San Francisco Division but will be limited to clerical duties.

Participation in this program will be consistent with Section 24.2 of the Clerical Agreement inasmuch as it will not result in the reduction of bargaining unit employees.

Either party may cancel this Agreement by giving 30 days written notice.

This proposal has been discussed with Ed Caruso, IBEW 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.

Yours very truly,

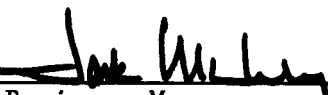
PACIFIC GAS AND ELECTRIC COMPANY

By   
Manager of Industrial Relations

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

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Jan 28, 1991

By   
Business Manager

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