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R2-89-160-PGE

**IBEW**

International  
Brotherhood of  
Electrical  
Workers, AFL-CIO

October 5, 1989

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

Jack McNally  
*Business Manager*

Howard Stiefer  
*President*

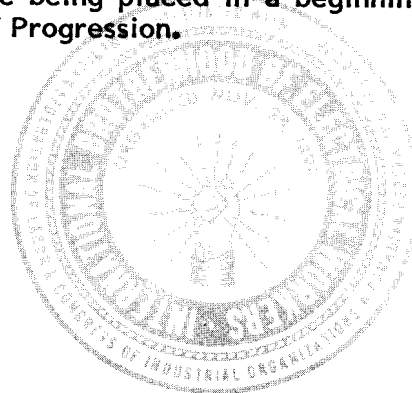
Attention: Mr. Richard B. Bradford, Manager of Industrial Relations

Gentlemen:

In Letter Agreement No. 89-106-PGE, the parties agreed that the intention of the 1980 settlement in its adoption of a multi-faceted wage structure was for the application of Title 18, and the potential effects of Title 19, demotion for lack of work, had not been considered. While the 1980 settlement affected all of the classifications in the Clerk D pay range, Letter Agreement No. 89-106-PGE only addressed the Clerk D issue.

Therefore, Union proposes to expand the provisions of Letter Agreement No. 89-106-PGE to include all of the classifications listed in that pay range, with the added provision that all of the classifications be considered interchangeable. For example, if an employee had previously held the classification of Machine Operator B or any of the other classifications listed, and such employee is displaced into or demoted to a beginning classification derived from that pay range, such employee shall receive a rate of pay based upon the pay range he had previously received in the Machine Operator B classification or other appropriate classification regardless of whether or not such placement results in the employee being placed in a position in another line of progression.

Further, Union proposes that the provisions of Review Committee 1506 be interpreted on an unrestricted basis. For example, any employee classified as a Data Entry Operator or Computer Operator-in-Training who on January 31, 1980 and before was at a wage rate greater than the Clerk D top rate of pay (\$288.00/week) shall be covered by the provisions of Letter Agreement No. 89-106-PGE and this letter without regard to whether or not such displacement or demotion results in the employee being placed in a beginning classification job outside of the Accounting Line of Progression.



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This agreement shall apply to all demotions or displacements for lack of work that have occurred since January 1, 1988, and to any employee that it is determined to have been demoted or displaced for lack of work prior to January 1, 1988.

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   
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   
Manager of Industrial Relations

October 10, 1989