



# LETTER AGREEMENT No.

## R2-92-107-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
201 Mission Street, 1513A  
San Francisco, California 94105  
[415] 973-3420

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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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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November 17, 1992

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:

ENCON Electric T&D Department is experiencing a reduction in workload. In an effort to retain some employees impacted by the reduced workload, the Company proposes, pursuant to Sections 304.4 and 109.2 of the Agreement, to allow Lineman (1100) to transfer to Electrician (0474). The Lineman transferring to Electrician will maintain their wage rate and classification until such time that they complete the necessary training required to become a fully qualified Electrician.

ENCON Electric T&D Department Linemen who participate shall do so in order of Service, on a voluntary basis. A participant who wishes to voluntarily remove himself/herself from this program shall be allowed to do so, without the necessity of providing justification.

The Joint Apprenticeship Committee shall develop guidelines to determine training requirements for participants to become fully qualified Electricians. Participant who fails to meet the Standard of Achievement established by the Joint Apprenticeship Committee shall be returned to ENCON Electric T&D Department as Lineman.

Those Linemen who elect to become Electricians will not have Section 306.9 rights to the Lineman classification in ENCON for five years from the date of entrance into their new department. The training to become Electricians will not count as an apprenticeship.

IBEW, Local 1245

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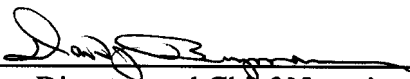
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These employees will not be given consideration under Title 305 for promotion to position requiring supervisory duties for a period of three years starting with the completion of their training.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By   
Director and Chief Negotiator

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

Dec 21, 1992

By   
Business Manager