

PACIFIC GAS AND ELECTRIC COMPANY

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August 18, 1986

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

As previously discussed, the provisions of Sections 19.1 through 19.13 of the Clerical Agreement are written in reference to the Division organizations and as such are not directly applicable to the General Office Departments. The Company therefore proposes the following addendum to Sections 19.1 through 19.13 of the Clerical Agreement to be applicable to a General Office Division as defined herein. This addendum outlines demotion, displacement, and layoff procedures applicable to the General Office Division organization which preserve the intent of the existing language of these Sections of the Agreement.

ADDENDUM TO TITLE 19 APPLICABLE TO THE GENERAL OFFICE DIVISION

For purposes of administering the provisions of Title 19 as it applies to the General Office, the following definitions should be utilized:

The following organizations containing IBEW bargaining unit employees should be considered "Departments" and collectively comprise the "General Office Division:"

1. Vice President and Comptroller's organization
2. Computer Operations Department
3. Reprographics Section
4. Design Drafting Department
5. Mail Services Section
6. Building Maintenance and Operations Section

For purposes of this addendum, the term "headquarters" shall equal "Section" with the following exceptions:

Section 19.14: "headquarters" shall equal "Department"

Section 19.16, first paragraph: "Division" shall equal "Department"

The following option is added to the provisions contained in Section 19.3:

The employee may first elect to be demoted to the next lower classification in the reverse order of the normal line of progression on his or her shift prior to exercising Section 19.3, 19.4 or 19.5 rights.

Additionally it is proposed, pursuant to Section 19.12 of the Labor Agreement, that the Fairfield Data Center be considered a separate headquarters for the purposes of administering the provisions of Title 19 of the Labor Agreement.

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 *W. R. Bright*
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

Sept 3, 1986

By *Jack Welch*
Business Manager