

PACIFIC GAS AND ELECTRIC COMPANY



245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

July 8, 1985

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 a result of a recent reorganization, Company proposes to fold into the Clerical Agreement the following three positions and incumbents:

	<u>Current Position</u>	<u>Proposed</u>	<u>Incumbent</u>	<u>Proposed Wage Rate</u>	<u>Sect/Shift</u>
1	Machine Operator	COIII	Brown, Dwayne	\$560.00	Sched. & Control "A" Team (Days)
2	General Machine Operator	COIII	Chan, Darwin D.	433.35	Sched. & Control "B" Team (Days)
3	Machine Operator "A"	COIII	Irwin, James M.	580.20	Production "S" Team Third Shift

For purposes of this agreement, the above employees shall be classified as COIII's, however such employees will retain their current wage rates. Employees No. 1 and 3 shall be "red circled" under the provisions of Subsection VI.b.2.b. of the Computer Operations Department Organization and training plan with following exception. Under this application of Subsection VI.b.2.b., such employees shall be "red circled" until such time as they become eligible to participate in the training course for the classification in which their current wage rate falls.

For employee No. 1, this application will result in a frozen current wage rate until such time as the employee is eligible to participate in the COI training course. Upon successful completion, the employee shall progress in accordance with the provisions of the organization and training plan.

The above shall also apply to employee No. 3 and when eligible, under the provisions of the organization and training plan, he shall progress to the next higher wage step in the COI wage progression.

As employee No. 2 is within the wage rate of the COIII classification, he shall progress pursuant to the organization and training plan. When he becomes eligible for a PWI, he shall be placed at the wage step for the classification which is next higher to his current wage rate. Further wage progression will be in accordance with the organization and training plan.

The above employees shall receive all negotiated General Wage Increases.

The employees will be required to take and pass all appropriate training courses to be considered for promotion to a higher classification. The training will be given in accordance with the Organization and Training Plan of the Computer Operations Department, Computer Systems and Services. Prior to these proposed placements, shift preferences on file as of June 10, 1985 shall be given consideration as though the above listed positions are vacancies in the department.

Company proposes to make the transfer and reclassification effective May 27, 1985.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Penbright*
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

Aug 6, 1985

By *Jack McHenry*
Business Manager