

PACIFIC GAS AND ELECTRIC COMPANY




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

February 5, 1987

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:

Pursuant to the provisions of Section 304.4, Company proposes to clarify the job duties of the Metalman classification (1450) as utilized in the Civil-Hydro Construction Department and to change the wage progression from a 48-month to a 30-month progression, with a 36 month rate for the previous incumbents only.

In keeping with consistent past practices, the Metalman classification will be utilized when the following work is performed:

1. Installation of reinforcing steel at elevations requiring the use of safety belts consistent with Pre-Review Committee Decisions 269 and 494.
2. Work on metal flumes and on the assembly of metal flume substructures.
3. Work on the construction of pre-engineered metal buildings.

Commensurate with this classification's specific job duties and in comparison with other similar classifications' job duties and wage rates, the current 48-month wage progression has been agreed to be adjusted to a 30-month progression for all employees entering the classification.

1987 Rates

Start	\$576.15
End 6 mos.	588.95
End 1 yr.	601.60
End 18 mos.	613.90
End 2 yrs.	633.25
End 30 mos.	652.40
36 mos.	665.05 (Previous Incumbents Only)

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Only the three employees shown below who have previously held the 36 month rate will receive that rate whenever they are assigned Metalman duties.

R.D. Anderson	553-47-1071
L.D. Cantrell	555-98-6557
W.N. Singh	556-88-3388

The clarification of the Metalman's job duties and the proposed change of the wage progression have been discussed with the Union on December 18, 1986.

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. D. Wright*
Manager of Industrial Relations

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

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

Feb 17, 1987

By *Jack McHenry*
Business Manager