

**P · G · and E ·**  
**FOR INTER-DEPARTMENT USES**

**PACIFIC GAS AND ELECTRIC COMPANY**

DIVISION OR DEPARTMENT PERSONNEL

FILE NO.  
 RE YOUR LETTER OF  
 SUBJECT

September 1, 1954

MESSRS.	T. E. WARD	W. F. PAPE	C. V. WILBUR
	F. Y. KRAFT	L. J. BRUNDIGE	A. J. SWANK
	G. L. WORKS	H. A. LEE	E. H. FISHER
	R. A. CAYOT	A. D. CHURCH	W. N. FAIRLEE
	W. H. PARK	W. R. BOWLER	R. J. CASALEGGIO
	D. F. VILLA	L. H. SMITH	

As previously reported to you in connection with Company-Union negotiations, the Company agreed that when demotions take place, if a journeyman can displace an apprentice the journeyman will maintain his journeyman classification. To provide for this, new contract Sections 206.12 and 306.2 have been included in the Demotion and Layoff Procedure Titles of the Agreement with the I.B.E.W. covering physical workers. These sections are effective September 1, 1954. They specify that employees who are subject to demotion and whose seniority enables them to effect displacements in apprentice classifications shall, in lieu of demotion to the apprentice classification, be given the rate and classification next higher (in the normal line of progression) to that of the apprentice classification. Copies of the detailed language of these sections were transmitted to you in our letter of August 31, 1954.

To further the intent of these provisions a change of classification should be authorized to give employees the rate and classification next higher to the apprentice in cases where they are in an apprentice classification on September 1, 1954 as a result of having been reduced thereto under the provisions of the Demotion and Layoff Procedure before such titles were amended.

VP&GM approval is to be requested for each case.

R. J. TILSON

VJT:DC

cc:	NRS	RBT	HCK
	LHA	WIM	RWP
	PEB	VJT	JLG
	GAP	JMM	END
	LWC	ATK	WAL
	RDS	TVA	AJN
	CLY	EEF	HFC
	FES		HMcG