

PACIFIC GAS AND ELECTRIC COMPANY

PG&E

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

February 22, 1974

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

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

Attached is a proposed line of progression for the Field Office Operations group of the General Construction Services Department. Title 305 of the Agreement, Job Bidding and Promotion, specifically provides, among other things, that for appointment to a job vacancy an employee must be fully qualified to perform the duties of the job which is vacant. In applying the proposed line of progression to the demotion and layoff procedures of Title 306 of the Agreement, it is Company's continuing intent to require the employee to be fully qualified to perform the duties of the classification prior to displacement or demotion into that classification.

If you are in accord with the foregoing and attachment 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 *W. Bonbright*
 Manager of Industrial Relations

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

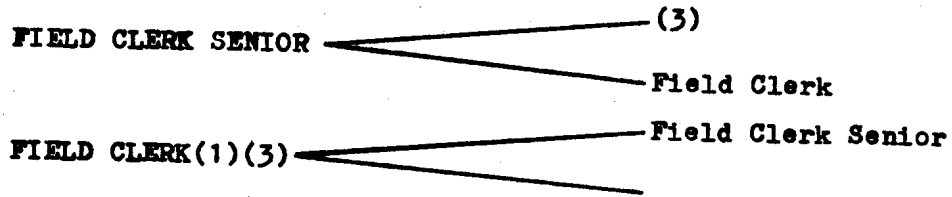
LOCAL UNION NO. 1245, INTERNATIONAL
 BROTHERHOOD OF ELECTRICAL WORKERS,
 AFL-CIO

March 18, 1974

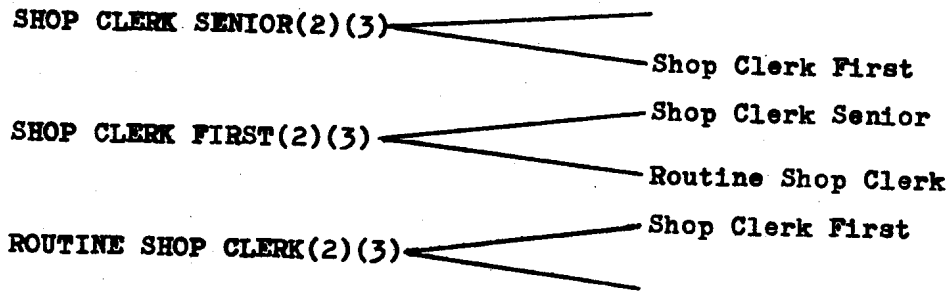
By *L. L. Mitchell*
 Business Manager

**LINE OF PROGRESSION
GENERAL CONSTRUCTION SERVICES DEPARTMENT
FIELD OFFICE OPERATIONS GROUP**

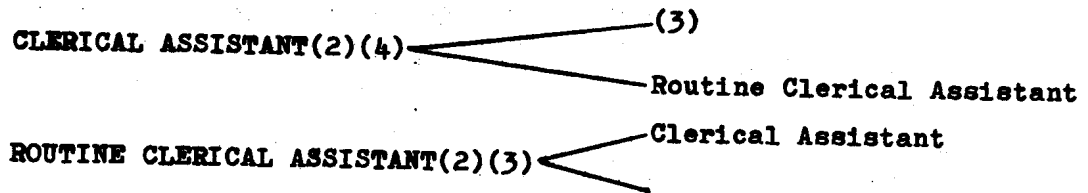
FIELD CLERK ORGANIZATION



GENERAL CONSTRUCTION SERVICE CENTER



PROCESSING CENTERS & PROJECTS



1. Field Clerk requests for transfer shall be considered for any vacancy in the Clerical Assistant or Routine Shop Clerk classifications.
2. Employees in the Routine Clerical Assistant, Clerical Assistant, Shop Clerk Routine, Shop Clerk First, and Shop Clerk Senior classifications are not subject to transfer by the Company or per diem expense allowances as are employees in the Field Clerk classifications. If such employees wish to be considered for an opening in the Field Clerk classification, they must request transfer in the normal manner. Each Processing Center and Project shall be treated as a separate entity for lines of progression from Routine Clerical Assistant to Clerical Assistant.
3. All Clerical classifications within General Construction may bid or request transfers to any classification for which they may qualify in the General Office, Divisions or between Departments within General Construction.
4. Employees in the classification of Clerical Assistant shall be considered under Subsection 18.8(c) of the Clerical agreement for bidding to Clerk C positions in the Vice President and Comptroller's Group in the Disbursement Accounting Department, and to Clerk C positions in the Operating Line of Progression in the Divisions.