

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

January 9, 1976

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:

This letter cancels and supersedes our letter to you dated November 6, 1975, on the same subject.

In keeping with the Voluntary Agreement with the EEOC, Company has established a training program in the Commercial Operations Department to provide training for females and minorities in the areas of Marketing and Customer Services. The training period lasts a minimum of one year but may be extended to cover a period of not more than two years. Employees are assigned to this program on a "temporary" basis and retain their base classification while in training.

Employees assigned to the training program who successfully complete the training will be placed on candidate lists and be considered for promotion to exempt positions in these Departments.

To answer in advance any problems which might arise regarding the bidding status and promotion rights of Bargaining Unit Employees who participate in the Commercial Operations In-Company Training Program, Company proposes that such employees retain all bidding and promotion rights during the one-year minimum training period with the understanding that additional six-month extensions can be granted following Company and Union agreement. If a trainee is the successful bidder to a job level higher than his or her base classification, the employee will be awarded the vacancy for record purposes and continue in the training program.

The newly awarded job vacancy will be filled behind the trainee on a temporary basis until such time as the trainee has completed the training program and is available to fill the vacancy on a regular basis.

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 *W. W. Conbright*
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

By *L. L. Mitchell*
Business Manager

February 3, 1976

(This letter is signed with the understanding that the General Office will supply the Local Union with names and Divisions of the trainees under this program.)