

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

May 1, 1980

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen;

Re: Wage Progression - Certain Instrumentation Technicians

Reference is made to our previous Letter Agreement establishing the classification of Instrumentation Technician and the placement of certain individuals therein at various wage levels. At the time, the placement of individuals in diverse wage steps was made arbitrarily. Since then, experience indicates that certain of these employees are performing at a higher level than originally anticipated and others are not performing up to their anticipated levels.

We propose, therefore, that the following listed individuals receive an accelerated wage progression increase, effective April 22, 1980 as follows:

| <u>Name</u> | <u>Present Rate</u> | <u>Progressive Rate (Already Granted) (4-22-80)</u> | <u>Proposed Rate</u> |
|------------------|---------------------|---|--------------------------|
| T. M. Chesser | \$ 381.20 | \$ 391.25 | \$ 407.75 |
| G. L. Farris | 381.20 | 391.25 | 407.75 |
| D. J. Flores | 391.25 | 407.75 | 419.95 |
| P. J. Krovious | 391.25 | 407.75 | 419.95 |
| E. E. Lutz | 407.75 | 419.95 | 437.00 |
| J. J. McCann | 391.25 | 407.75 | 419.95 |
| R. N. McCausland | 407.75 | 419.95 | 457.00 |
| K. W. Nelson | 381.20 | 391.25 | 407.75 |
| H. W. Orem | 381.20 | 391.25 | 407.75 |
| M. R. Purtell | 381.20 | 391.25 | 419.95 |

The following six former Hydro Station Mechanics are not performing at their earlier anticipated wage level. We propose, therefore, to keep the following listed employees at their wage rate and step until October 22, 1980. We will then make individual reviews to ascertain whether they have demonstrated the necessary skills to advance to the next

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wage step. If not, we propose to keep them at their present wage step level for an additional six months at which time their performance will again be reviewed on an individual basis.

| <u>Name</u> | <u>Former Classifications</u> | <u>Present Rate</u> |
|--------------|-----------------------------------|----------------------|
| H. Wolter | H/S Mech | \$ 419.95 (4th step) |
| H. Cantwell | H/S Mech | 419.95 (4th step) |
| V. Roga | H/S Mech | 419.95 (4th step) |
| T. Cardoza | H/S Mech | 419.95 (4th step) |
| J. Langley | H/S Mech/Insp. C | 457.00 (6th TOP) |
| D. Weatherby | H/S Mech | 419.95 (4th step) |

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. B. Bright*
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

Feb 13, 1980

By *Jack McHenry*
Business Manager

JA 80-21-702

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

February 13, 1981

Mr. I. W. Bonbright
Manager of Industrial Relations
Pacific Gas and Electric Company
245 Market Street, Room 444
San Francisco, CA 94106

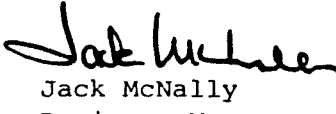
Dear Mr. Bonbright:

The attached letter agreement has been signed and is being returned to you with the understanding that of the 10 employees that received an accelerated wage progression effective April 22, 1980, all but G. L. Farris, P. J. Krovious, and R. M. McCausland have advanced to the appropriate wage step of Apprentice Instrumentation Technician.

Mr. Farris's wage progression was delayed due to an absence resulting from an industrial accident, Mr. Krovious is currently a Control Technician headquartered at Diablo Canyon Power Plant, and Mr. McCausland was automatically progressed to Journeyman Instrumentation Technician.

With respect to the 6 employees whose wage step progression was delayed until October 22, 1980, it is our understanding that those employees were granted their progressive wage increase on that date and are currently at the appropriate wage step of the apprenticeship.

Very truly yours,


Jack McNally
Business Manager

JM/sbf