

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

January 16, 1981

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

The Company, as you are aware, has made a commitment to remove capacitors containing PCB's from service and to replace them with non-PCB capacitor assemblies. This program initially is scheduled to begin in February 1981, and is anticipated to be an ongoing program.

In order to facilitate replacement of capacitors throughout Company's system, an "assembly center" will initially be established at the Decoto Pipeyard. In the future, additional "assembly centers" may be established in the Fresno, Marysville and San Rafael areas.

The primary functions that will be performed at the assembly centers will include the following duties:

1. Remove PCB capacitors from racks and deposit them in containers for eventual disposal.
2. Install non-PCB capacitors, conversion kits, oil switches, and wiring in existing racks as described in Company's engineering standards.
3. Overhaul capacitor oil switches which requires installing of over insulated bushings, burnishing contacts, servicing the operating mechanism, changing insulating oil, repainting, and performing electrical and high potential tests.

As to the staffing of these assembly centers, Company is currently reviewing the Division's operations for employees that have an electrical background and are on light duty as a result of industrial injuries. Initial staffing will be for the Decoto Pipeyard and is anticipated that ten or more employees will be required for this operation. Those employees selected for the program shall retain their regular classification and rate of pay.

The employees reporting to the Decoto Pipeyard will be supervised by the Materials Distribution Department, and this location will be considered as their regular headquarters for the duration of the assignment. Therefore, Company proposes to pay travel time and mileage in accordance with Sections 201.7 and 201.9 of the Physical Labor Agreement. In the event that the work load decreases to a point where it becomes necessary to reduce the work force, employees who are laid off will return to their former status. Further, this Agreement will apply to those areas mentioned above when they become operational.

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 *JWBright*
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, 1981

By *Jack Uchvalsky*
Business Manager