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PACIFIC GAS AND ELECTRIC COMPANY

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

August 17, 1983

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

Attention: Mr. Jack K. McNally, Business Manager

Gentlemen:

On October 27, 1982, Mr. Don Winders, a Clerk D in the Plant Accounting Department, prebid to an Accounting Clerk position in the Customer Accounting Department. He was transferred per Section 18.15 of the Clerical Agreement to an Accounting Clerk position in the Corporate Accounting Department, May 16, 1983, since he has some speech and hearing problems and most of the job he prebid to required phone contact and training. Mr. Winders has cerebral palsy and a medical examination through the Company's Employee Assistance Program has determined these limitations really cannot be corrected. In his current position, manual dexterity problems have limited him from performing the full duties of this position.

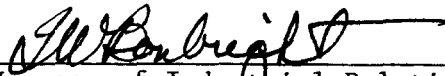
At the time Mr. Winders prebid to the first Accounting Clerk position, there was no evidence available to indicate he could not perform Accounting Clerk level work since he was performing the duties of a Clerk D at an above-average level.

The Company, therefore, proposes to return Mr. Winders to a Utility Clerk position at the Clerk D rate of pay based on the fact that medical documentation has verified the reason he is unable to perform the full duties of these two different Accounting Clerk clerical positions is due to his handicap.

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 
 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

Sept 27, 1983

By 
 Business Manager