

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

April 4, 1986

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes, pursuant to Section 18.17 of the Clerical Agreement, to place Ms. Kay Finley into the position of Service Representative in Central Division of East Bay Region.

Ms. Finley was employed by the Company on April 8, 1974. On March 4, 1985 Ms. Finley sustained an industrial injury to her right arm and has been judged permanent, stationary and rateable. A panel physician has verified that she is unable to perform the job of Credit Representative, her position at the time of the injury. Ms. Finley is able to perform the full duties of a Service Representative, however, she does not currently have a prebid on file for this classification.

Ms. Finley will be paid in accordance with Subsection 7.10(b)(3) of the Clerical Agreement. Her wage rate will be \$617.35 per week.

This proposal has been discussed with Mr. Frank Saxsenmeier, Union Business Representative.

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. T. Wright*
Manager of Industrial Relations

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

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

By *Jack McNally*
Business Manager

April 23, 1986

7.10(b)- Clerical
11.10(b)- ESC

NAME Kay Finley
 DATE OF INJURY 3/04/85
 DATE OF HIRE 4/08/74
 YEARS OF SERVICE AT
 TIME OF INJURY ** 11

*If years of service are less than 10, employee is to receive the rate of pay of the classification to which assigned.

**If years of service are 10 or more, complete the following:

CLASSIFICATION AT TIME OF INJURY Credit Representative CURRENT RATE \$ 625.80
 PROPOSED CLASSIFICATION Service Representative CURRENT RATE \$ 612.45
 RATE DIFFERENCE \$ 13.35

YEARS OF SERVICE
(At the Date of Reinstatement)

$$\frac{11}{100} \times .04 = \frac{44}{100} \% \text{ Factor}$$

(Not to exceed 100%)

$$\% \text{ Factor } \frac{44}{100} \times \text{Rate Difference } \underline{13.35} = \$ \underline{5.90}$$

(Adjustment)

Adjustment \$ 5.90
 Plus Proposed Wage Rate 612.45
 Adjusted Wage Rate \$ 617.35 (rounded to next higher 5¢)