



# **IBEW LOCAL UNION 1245**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO**

**P.O. Box 4790, Walnut Creek, CA 94596**

**(3063 Citrus Circle) • (415) 933-6060**

June 26, 1987

Pacific Gas and Electric Company  
245 Market Street  
San Francisco, CA 94106

Attention: Mr. I. W. Bonbright, Manager of Industrial Relations

Gentlemen:

To resolve conflicts arising between two or more employees whose seniority date is the same, the Union proposes the following procedure:

1. In the event a conflict arises as to seniority between two (2) or more employees whose seniority date is the same, any prior service as a Company employee shall be taken into consideration and the employee whose prior service is greater shall be deemed to have the greater seniority.
2. In the event such consideration does not resolve the conflict, the employee who first successfully completed all pre-employment tests shall be deemed to have the greater seniority.
3. In the event such consideration does not resolve the conflict, the employee whose application was first filed with the Company will be deemed to have the greater seniority.
4. In the event such consideration does not resolve the conflict, the parties will determine which employee is deemed to have the greater seniority by a mutually agreed-upon method of chance, such as a coin flip.

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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 Union.

Very truly yours,

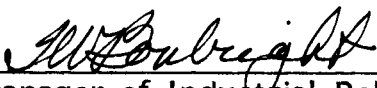
LOCAL UNION 1245, IBEW

By   
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

29 June, 1987

By   
Manager of Industrial Relations