

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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

September 22, 1987

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:

Pursuant to Section 205.19 and 206.12 of the Physical Agreement, Company proposes to give Daniel J. Gonsalves, currently a T/A Materials Leadman on the Rehabilitation Payroll at Pittsburg Power Plant, preferential bidding rights 206.9(a) and (b) to a Materials Leadman job. Mr. Gonsalves' regular position was reclassified to a Materials Facilityman on September 10, 1986 after he was placed on the Compensation Payroll and precluded from returning to Pittsburg Power Plant. Subsequently a displaced Martinez Power Plant Materials Facilityman was placed in the vacant Materials Facilityman position.

Earlier this year, Mr. Gonsalves was released to return to Pittsburg as a Materials Leadman. Pittsburg Power Plant does not now have a Materials Leadman job other than the T/A position filled by Mr. Gonsalves. If by February 5, 1988, Mr. Gonsalves has not been awarded a Materials Leadman vacancy, Company will effect the provisions of Title 206.

The following is an outline of Mr. Gonsalves' employment history:

- o Hired August 17, 1977 as a Materialsman in Emeryville.
 Terminated on February 15, 1978 for failure to pass the typing test.
- o Rehired on February 28, 1978 as a Materialsman in Oakland.
- o Transferred to Materialsman in Concord on April 17, 1978.
- o Awarded a Materials Leadman job at Pittsburg Power Plant on May 23, 1983.
- o Awarded a Materials Facilityman job at Martinez Power Plant on January 14, 1985.
- o Demoted back to Materials Leadman at Pittsburg Power Plant on April 1, 1985 due to a misaward.
- o Went on Compensation Payroll on April 29, 1985 due to an adjustment disorder with mixed emotional features. Precluded from his classification as a Materials Leadman.

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- o On October 21, 1986, Dr. Robert Hepps, a panel doctor for the Company, re-evaluated Mr. Gonsalves and determined that he could return to work in a Materials Leadman classification at a plant other than Pittsburg.
- o In early January of this year, it was determined that Mr. Gonsalves could return to work at Pittsburg.
- o Placed on the Rehabilitation Payroll on February 2, 1987 as a Materials Leadman, T/A for three months. Rehabilitation period eventually extended through August 2, 1987 to monitor his performance and attendance. Rehabilitation assignment further extended to February 5, 1988 due to no Materials Leadman vacancy.

This proposal has been discussed with Union Business Representative, Sam Tamimi.

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 J. W. Bonbright/cfr
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

Oct 10, 1987

By Jack McHenry
Business Manager