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89-106-PGE

May 31, 1989

**IBEW**

International  
Brotherhood of  
Electrical  
Workers, AFL-CIO

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

Jack McNally  
Business Manager

Attention: Mr. Richard B. Bradford, Manager of Industrial Relations

Howard Stiefer  
President

Gentlemen:

Recently there have been a number of instances where employees that had previously held the position of Clerk D have progressed above that classification and subsequently have been demoted, pursuant to the provisions of Title 19, to Utility Clerk while having no rights to return to the Clerk D wage schedule.

Union believes it was the intention of the parties to focus on the application of Title 18 of the Clerical Agreement when the multi-faceted wage structure was agreed to and the parties were not looking at the potential effects of a Title 19 application.


Therefore, Union proposes, pursuant to Section 13.5 of the Clerical Agreement, that any employee of PG&E who has, or in the future is subject to a demotion for lack of work through the provisions of Title 19, and such employee had previously held the classification of Clerk D, such employee shall be demoted to the Clerk D classification instead of being demoted to the classification of Utility Clerk.

This agreement shall apply to all demotions for lack of work that have occurred since January 1, 1988, and to any employee that it is determined to have been demoted for lack of work prior to January 1, 1988.

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,

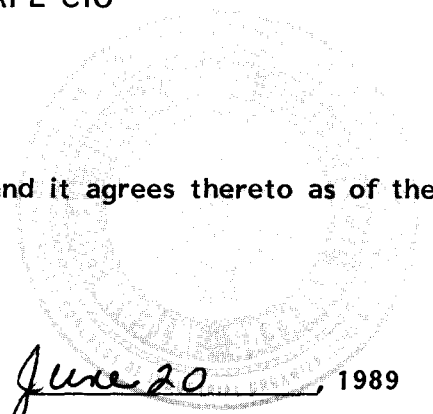
LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

By   
Business Manager

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

PACIFIC GAS AND ELECTRIC COMPANY

By   
Manager of Industrial Relations



June 20, 1989