

PACIFIC GAS AND ELECTRIC COMPANY

PGE + 215 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 972-7000 • TWX 910-372-6587

January 20, 1989

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Section 205.19 of the Physical Agreement, the Company proposes to allow a job swap for Mr. Richard Silva, System Operator I, Newark Substation and Mr. Joseph Reyes, Utility Operator, Moraga Substation.

This job swap is at the request of the employees and has been discussed and agreed upon by the employees' supervisors and the senior prebidders. Both employees are aware of the pay difference between the Utility Operator and the System Operator I. It is recommended that the exchange take place at the end of the current six-week shift period.

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.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By *Richard B. Brady*
 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

Feb 3, 1989

By *Jack McNally*
 Business Manager

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