

Pacific Gas and Electric Company

215 Market Street
 San Francisco, CA 94106
 415/972-7000

May 30, 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:

This confirms the understanding reached by the Clerical Position Evaluation Committee on March 29, 1989. In reaching this agreement, the Company and Union reaffirmed their commitment to the productive implementation and continued support of this system.

- 1) The position evaluation system is available immediately for use on vacancies, new positions, and position and/or duty changes resulting from future office consolidations.
- 2) The position evaluation system will be fully implemented and thereafter available for use, in accordance with Letter Agreements R1-82-111 and 87-78, as follows:

Regions and General Office Operating - December 1, 1989
 (Customer Services & Operating Lines of Progressions)

Controller's and Customer Accounting - May 1, 1990
 (Accounting Line of Progression)

- 3) Company will review all PEQs prior to implementation. To help minimize disruption, Company will, prior to implementation dates listed in item 2) above, identify opportunities to reorganize work so that employees' duties match current classifications. Company will give equal attention to restructuring duties where positions have been downgraded as to where positions have been upgraded. Actual decisions to reorganize will be made by management.

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 *Rick B. Bragg*
 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

June 22, 1989
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By *Jack McNally*
 Business Manager