

**Pacific Gas and Electric Company**215 Market Street  
San Francisco, CA 94106  
415/972-7000

April 24, 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:

Mr. Lee Villa, a Painter in the Gas Plant Maintenance Department at the Colma Service Center is subject to displacement as a result of a manpower reduction. This reduction was to occur in April 1989. There is no violation of Letter Agreement 88-104 in that there is no contracting work being performed anywhere in the system in the Gas Plant Maintenance Department.

It is our understanding that Mr. Villa intends to retire on September 1, 1989. In lieu of displacing Mr. Lee Villa and causing disruption to other employees who will be affected by the provisions of Title 206, Company therefore proposes the following:

1. That Mr. Villa be allowed to retire, effective September 1, 1989, in lieu of being displaced from his position in April 1989 under Title 206 of the Physical Agreement.
2. That when Mr. Villa retires on September 1, 1989, his position will be eliminated at the Colma Service Center even if the Company should have commenced contracting out work in the Gas Plant Maintenance department somewhere in the system during the interim.

- 3. In the event Mr. Villa does not voluntarily retire on September 1, 1989 he will be displaced under Title 206 of the Physical Agreement and given the options available to him at that time, and the Company can eliminate his position at the Colma Service Center as if he were displaced in April 1989.

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. Bradley  
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

May, 1989

By Joe Lusk  
Business Manager

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