

**Pacific Gas and Electric Company**

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

January 5, 1990



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 204.4 of the Physical Agreement, Company proposes to establish the following classification:

0751 ELECTRIC MAINTENANCE CREW FOREMAN (Helms)

A resident employee who is a working foreman in charge of a crew engaged in hydro plant and/or substation maintenance and construction. May be required to drive a truck. He shall have the personal qualifications of leadership and supervisory ability, the craft qualifications of either an Electrician or Electrical Machinist as may be appropriate and be familiar with Company's inspection and safety standards, accounting procedures, and other applicable rules and procedures.

Next Lower Classifications

0459 Electrician - Helms  
 0467(0484) Electrician - Elec.  
 Mtce. & (Un.)  
 0469(0486) Electrician - Materials  
 & (Un.)  
 1139 Elec. Machinist - Helms  
 1140(1143) Elec. Machinist & (Un.)

Same or Higher Classifications

0644 Technical Subforeman A (G.C.)  
 0645 Technical Subforeman B (G.C.)  
 0650 Subforeman A (G.C. Station)  
 0653 Subforeman B (G.C. Station)  
 0710 Elec. Shop Subforeman  
 0750 Elec. Maintenance Crew Foreman  
 0751 Elec. Maintenance Crew Foreman  
 - Helms  
 0850 Working Foreman A (G.C.  
 Station)  
 0853 Working Foreman B (G.C.  
 Station)

Wage Rate based on Electric Maintenance Crew Foreman rate =

0750 Electric Maintenance Crew Foreman	1989 Rate	0751 Electric Maintenance Crew Foreman (Helms)	1989 Rate
Start	\$831.35	Start	\$872.95
End 1 Yr.	851.70	End 1 Yr.	894.30 *\$915.60

\*After one year in classification at Helms

In addition, Company proposes that the provisions of LA 80-72 and LA 84-69 be extended to this classification.

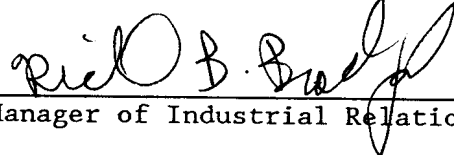
This classification will have the same bidding rights as the 0750 Electric Maintenance Crew Foreman.

This proposal has been discussed with the local Business Representative, Frank Hutchins.

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,

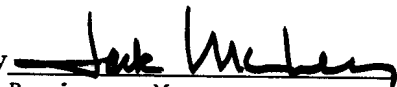
PACIFIC GAS AND ELECTRIC COMPANY

By   
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

, 1990

By   
Business Manager

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