

**Pacific Gas and Electric Company**

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

January 15, 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:

This will confirm that following the 1987 general negotiations, a discussion was held between Darrel Mitchell of the IBEW and Doris Spingola of PG&E regarding the application of Sections 205.6 and 18.7 (Forfeiture provision).

It was agreed, at that time, that an employee who declines a job offer to a classification at a headquarters where such classification is subject to more than one shift would not be subject to the six month bar imposed by the Forfeiture provision, in that the bidding system does not permit an employee to designate a preferred shift at the time of application.

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 *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

*Jan 19*, 1990

By *Jack McNally*  
Business Manager

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