



LETTER AGREEMENT

No. 90-236-PGE



Pacific Gas and Electric Company
Industrial Relations Department
215 Market Street
San Francisco, California 94106
[415] 973-1125

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Richard Bradford, Manager

Jack McNally, Business Manager

December 3, 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:

In 1974, the parties agreed to amend the provisions of Title 102 of the Physical Agreement and Title 9 of the Clerical Agreement in order to improve and expedite the resolution of grievances. However, due to changes on the part of both Union and Company since the adoption of the revised procedure, the parties believe it is advisable to make amendments to provisions of Title 102 of the Physical Agreement and Title 9 of the Clerical Agreement.

Accordingly, Company proposes the grievance procedure be amended in the following manner:

1. All grievances referred to the Pre-Review Committee shall include the following information in the form of a written addendum signed by both parties:
 - a) Any additional facts agreed to in Fact Finding that were not contained in the Local Investigating Committee Joint Statement of Facts;
 - b) Any offers of settlement by either party that rejected and the reasons for rejection;
 - c) Positions of the parties on the grievance which should include a brief synopsis of the core area of disagreement that prevented settlement.
2. The parties will meet regularly to review the grievance procedure to evaluate the effectiveness of these amendments. The parties will meet no later than six months after the execution of this agreement.

Local Union 1245, IBEW
90-236-PGE
Page 2

Either party reserves the right to terminate this agreement by giving 30-day's advance written notice to the other party.

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 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

Jan 9, 1990

By Joe McKenney
Business Manager

:mc