



# LETTER AGREEMENT No.

91-187-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

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Ronald L. Bailey, Manager or  
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

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December 12, 1991

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:

The Company proposes to revise Letter Agreement 90-205-PG&E. This agreement modifies the terms of the Displacement and Demotion procedure and establishes a retention program for the employees in the Steam Heat Department of San Francisco.

Company proposes the following changes:

#### TERM

To extend the term of the agreement until December 31, 1992. The current agreement will expire December 31, 1991.

#### USE OF CONTRACT EMPLOYEES

The parties acknowledge that as a part of the pending sale of the Steam Heat System that employees, agents, or contractors of the buyer may be trained and familiarized on the operations of the Steam Heat System. This training and familiarization may be done by any bargaining unit classification covered under this Agreement. Furthermore it is expected that in the course of the sale employees, agents, or contractors of the buyer will actually perform physical bargaining unit work.

The parties also agree that for the purpose of the sale of the Steam Heat System, the provisions of Letter Agreement 88-104 will not apply.

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   
Director and Chief Negotiator

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

 9, 199<sup>2</sup>

By   
Business Manager