



LETTER AGREEMENT

No.

92-5-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

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

Jack McNally, Business Manager

January 16, 1992

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:

When Company purchased the 50 Main Street Garage in 1972, it hired four employees from the Republic National Life Insurance Company. Two are still employed with the Company: Bill Steen, Garage Subforeman and John Cottonham, Garageman. When the Garage established the swing shift, Mr. Steen remained Garage Subforeman for the day shift and Mr. Cottonham was upgraded to Equipment Mechanic for the swing shift. He has been on this temporary upgrade for seven years. Neither of these two employees perform the job duties outlined in job definitions of Garage Subforeman nor Equipment Mechanic. Their main functions are parking and minor servicing of vehicles, and overseeing the Garage. Company's proposed job classification will more accurately reflect the job responsibilities for this Garage.

Company proposes, pursuant to Sections 600.5 and 205.19 of the Physical Agreement, to establish a Parking Leadman classification. The person in this position will be the lead employee at the 50 Main Street Garage. Two positions will be established: one for the day shift and one for the swing shift.

Company further proposes to "grandfather" Bill Steen into the Parking Leadman position on the day shift, but he will continue to receive his current rate of pay as Garage Subforeman and general wage increases as negotiated while he remains in his present position. Once he vacates this position, it will be filled as Parking Leadman (1083).

Company further proposes to "grandfather" John Cottonham into the Parking Leadman position on the swing shift, but he will continue to receive his current rate of pay as Equipment Mechanic and general wage increases as negotiated while he remains in his present position. Once he vacates this position on the swing shift, it will be filled as Parking Leadman (1083).

The Garage Department Line of Progression will be amended as follows:

1083 PARKING LEADMAN (50 Main Street Garage)

An employee who is in charge of a garage or a shift where two or three employees, including the Parking Leadman, are employed; interprets and administers Garage Department procedure, and both directs and performs duties relating to the Garage's related procedures; engages in general servicing of motor vehicles, including fuel and oil servicing, battery servicing, tire changing, minor adjustments, windshield and window washing, etc.; logs car assignments and records mileage of cars; cleans garage and oversees parking lot; and performs driving assignments as required. Parking Leadman shall have the personal qualifications of leadership and supervisory ability, and be familiar with Company's safety standards, accounting procedures and other rules and regulations.

<u>Next Lower Classifications</u>	<u>Same or Higher Classification</u>
0060 Garage Attendant	0730 Garage Subforeman
0880 Garageman	1083 Parking Leadman
	1252 Utility Equip. Mechanic - Balch
	1253 Utility Equip. Mechanic - Helms
	1254 Utility Equip. Mechanic - DER
	1255 (1256) Equip. Mechanic (& Un.)
	1258 Appr. Equipment Mechanic
	1345 Lead Mechanic

<u>Wage Rate</u>	
Start	\$753.60
End 6 Mo.	\$782.65
End 12 Mo.	\$809.85

In addition, the Parking Leadman position will be considered a Next Lower Classification in the Apprentice Equipment Mechanic Line of Progression. It will also be a Same or Higher Classification to the Garageman and Garage Attendant Classifications.

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,

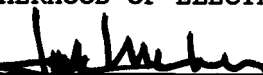
PACIFIC GAS AND ELECTRIC COMPANY

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

Jan 30, 1992

By 
Business Manager