



**LETTER AGREEMENT
NO. 93-109-PGE**



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

November 16, 1993

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally

Gentlemen:

This letter will confirm the recent discussion held between the Company and Union concerning employees who are currently in classifications which may be eliminated as a result of the restructuring of the CES Business Unit. The Company has identified those employees who are in the affected classifications and who also have 206.5(a) rights to return to a classification in a former line of progression.

Pursuant to Subsection 206.12 of the Physical Agreement, the Company is proposing to extend these employees the opportunity to exercise their 206.5(a) options prior to being issued a layoff notification as described in Subsection 206.2 of the agreement. The intent of this proposal is to allow employees to elect to fill vacancies in their headquarters that they would have 206.5 rights to fill at the time displacements occur. The following is a list of the affected employees, their current classification and demotion area, and the existing vacancy that meets their 206.5(a) option:

Name	Present Location	Present Classification	206.5(a) Option
Lanuza, Edwin	San Francisco	Night Groundman	RGS
Spirlock, Ronald	Concord	T&D Driver	Sys Op 1-P
Valdez, Adam	Fresno	Groundman	Gas Serviceman
Whitfield, Lewis	Bakersfield	Field Clerk-E	Foreman's Clerk

For the purposes of this agreement, the affected employees will be offered the vacancies shown above as their option under 206.5.

Any additional employees identified with 206.5 rights to vacancies will be addressed at that time by the parties.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

The Union is in accord with the foregoing and agrees thereto as of the date hereof.

Nov 29, 1993

By: 
Business Manager