



LETTER AGREEMENT NO. 96-92-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

October 2, 1996

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes pursuant to Section 205.19 of the Physical Labor Agreement, that T. K. Johnson be appointed to the position of Apprentice Lineman, headquartered at the Richmond Service Center.

Mr. Johnson, Fieldperson-GC, was awarded the position of Apprentice Lineman - Richmond on July 26, 1996. The award was made after the Centralized Job Bidding Team (CJBT) exhausted the list of qualified bidders for 2 Apprentice Lineman vacancies, headquartered in Richmond. These vacancies were originally posted on March 28, 1996.

At the time he was awarded the position, Mr. Johnson was at the Decision-Making Leave (DML) step of Positive Discipline. Mr. Johnson's active DML was not brought to the attention of the CJBT prior to the awarding of the position. Mr. Johnson entered Lineman's School on August 20, 1996 and completed his training on September 27, 1996. He reported for duty as an Apprentice Lineman on September 30, 1996.

East Bay Division would like to waive Section 205.11(a) and retain Mr. Johnson in the position based on the following:

- the Division has had difficulty filling Apprentice Lineman vacancies - these vacancies have been available since March 28, 1996
- Mr. Johnson has successfully completed both the 4 and 10 day climbing schools
- the next scheduled 4 and 10 day climbing schools are in January, further delaying the filling of these vacancies
- Mr. Johnson's DML has an action date of December 1995 and barring incident will expire within 2 months

Mr. Johnson's apprenticeship would be conducted in accordance with the terms of the Master Apprenticeship Agreement. This placement is made without precedent.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: _____
Chief Negotiator

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

Oct 23, 1996

By: _____
Business Manager