

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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March 21, 1984

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P. O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

In response to your proposal 83-102 concerning the placement of employees with previous experience in the Water Systems Repairman classification, Company proposes to amend Section 1.a. of the Training Guidelines as follows:

An employee who is the successful bidder on a vacancy in the Water Systems Repairman classification shall be placed at the beginning wage step of such classification unless the employee has previously worked in such classification. The employee shall be credited with all time spent in the classification, including temporary assignments, for pay purposes only. Such employee must satisfactorily complete all on-the-job and academic Standards of Achievement up to and commensurate with the employee's wage step in the above-listed classification prior to further wage progression. In no event shall the employee progress beyond the 24-month wage step, unless all on-the-job and academic Standards of Achievement have been successfully completed.

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,

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *Alto*
 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

By *Jack McNally*
 Business Manager

Apr 11, 1984