

PACIFIC GAS AND ELECTRIC COMPANY

PGE

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

April 19, 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:

On March 23, 1983, Company notified Union of its intent to implement an efficiency experiment in the San Francisco Division Gas Department. A preliminary review of data generated during the first three months of this experiment indicates a substantial improvement in the efficiency of the Gas Service Department, as well as the level of service provided to our customers.

Accordingly, Company proposes, pursuant to Subsection 204.4(b) of the Physical Agreement, to permanently implement the provisions of the efficiency experiment, by reclassifying the Assistant Gas Repairman and Gas Repairman positions in the San Francisco Division Gas T&D, to Fieldman positions. Under this proposal, the Assistant Gas Repairmen who have been at the 18-month wage step for a period of six months or more will be paid at the 24-month step of Fieldman. Furthermore, those Gas Repairmen who are reclassified under this proposal shall retain their current wage (including General Wage Increases) rates until such time as they leave the position through the provisions of Titles 205, 206 retirement, etc. Furthermore, all Assistant Gas Repairmen reclassified to Fieldman under this proposal must successfully complete the Fieldman training within a period of 18 months. All Gas Repairmen reclassified under this Agreement must participate in the Fieldman training program but will not be required to successfully complete such training.

Under this Agreement, employees currently classified as Gas Repairman shall be provided with the option to attend the Gas Serviceman's training school, provided such employees exercise such option by December 31, 1985. Upon successful completion of such training, such employees shall be reclassified to Gas Serviceman and may choose, in order of service, either of the two work schedules detailed below, provided such schedule has not previously been preempted by another former Gas Repairman:

April 19, 1984

	S	T	F	S	F	L	S
1	12M-8AM	12M-8AM	8AM-4:30PM	8AM-4:30PM	8AM-4:30PM		
2			12M-8AM	12M-8AM	12M-8AM	12M-8AM	12M-8AM

In the event such employees are unable to successfully complete the Serviceman training program, or do not wish to exercise their option to attend such training, the former provisions of this Agreement shall apply.

Provided either of the two schedules cited above are not filled by a displaced Gas Repairman, Company proposes to permanently institute the current procedure regarding the scheduling of two Gas Servicemen as replacements for the above reclassified positions. Accordingly, the assignment of two Servicemen to the new schedule is to be accomplished by seeking volunteers, in seniority order, from those qualified Servicemen currently working on the 4:00 PM - Midnight and 1:00 PM - 9:00 PM shifts. If there are insufficient or no volunteers, the junior qualified Serviceman(men) from the department shall be assigned.

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 *J. W. Pennington*
 Manager of Industrial Relations

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

LOCAL UNION NO. 1245, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

April 26, 1984

By *Jack McKinley*
 Business Manager