



LETTER AGREEMENT

No. R1-91-73-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

December 20, 1991

Pacific Gas and Electric Co.
215 Market Street, Room 916
San Francisco, CA 94106

Attention: Mr. David J. Bergman
Director of Industrial Relations

Gentlemen:

Per discussions with Doris Spingola of our office it is Union's understanding that Company agrees to the waiver of Subsections 204.5(a) (Physical) and 13.4(a) (Clerical) when determining wage placement for employees hired prior to 1988, who upon placement into another classification would be paid less than an employee hired in or after 1988.

The provisions of this agreement for all affected employees is effective upon the date of the signature of this letter agreement, without retroactivity beyond the date of signature.

In the case of the six (6) former Utility Clerks who are currently Routine Plant Clerks at Diablo Canyon Power Plant, who were hired prior to 1988, but are being paid less than former Utility Clerks who are currently Routine Plant Clerks at Diablo Canyon Power Plant hired in or after 1988, Company proposes to adjust their current salary step to what it would be if they had been placed in accordance with the provisions of this agreement.


Mr. Bailey
Page 2.

R1-91-73-PGE

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 Union.

Very truly yours,

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

By: 
Jack McNally
Business Manager

The Company is in accord with the foregoing and agrees thereto.

PACIFIC GAS AND ELECTRIC COMPANY

1-8-92, 1991 By: 
David J. Bergman
Director of Industrial Relations

DF:lm