



LETTER AGREEMENT

No. R1-94-17-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

16 February 1994

Pacific Gas & Electric Company
201 Mission Street, Fifteenth Floor
San Francisco, California 94105

Attention: Mr. David J. Bergman
Director and Chief Negotiator

Gentlemen:

Since the Company is replacing the CES 9400 payment processing machines in the General Office Payment Processing Center with an Intelligent Character Recognition payment processing system (referred to as an ICR system) and the Company is planning to begin training Utility Machine Operators assigned to the Processing Unit on the ICR System in February, Union proposes that those employees being trained on the ICR System who are not currently earning BAP receive the average weekly BAP payout of those employees processing on the 9400s.

Union further proposes that those employees being trained on the ICR System who are currently earning BAP receive their individual BAP average (average to be determined using the three-month period immediately prior to the commencement of training). Employees processing on the 9400s will continue to receive the actual BAP pay for which they qualify.

An example of how the average BAP payment will be calculated for those employees in training with no individual BAP average is shown below:

During the week of March 6 - March 12, 250 total hours of BAP is earned by 14 employees. 250 divided by 14 = 17.85 hours. Employees being trained on the ICR System would receive 17-3/4 hours BAP pay.

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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 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By: Jack McNally
Jack McNally
Business Manager

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

PACIFIC GAS & ELECTRIC COMPANY

2-23-, 1994 By: David J. Bergman
David J. Bergman
Director and Chief Negotiator