

245 Market Street
San Francisco

January 30, 1967

Mr. Ronald T. Weakley, Business Manager
Local Union 1245, I.B.E.W., AFL-CIO
1913 Grove Street
Oakland, California 94612

Dear Mr. Weakley:

This is to confirm the telephone conversation between Mr. I. W. Bonbright of this office and Messrs. L. L. Mitchell and D. J. McPeak of your office on Friday, January 13, 1967, and subsequently, and supersedes my letter of January 16, 1967, with respect to Company's commitment in the recent settlement to offer Clerk Drivers the following option:

"Any employee in the classification of Clerk Driver on June 30, 1966 who is qualified as a Welder may, at the employee's option, be reclassified to Apprentice Fitter at the top of the Apprentice Fitter wage rate, effective July 1, 1966.

"An employee in the classification of Clerk Driver on June 30, 1966, who is not qualified as a Welder or who elects to remain as a Clerk Driver, but subsequently is qualified as a Welder and who bids to fill a vacancy in the Apprentice Fitter classification shall be considered as being in the same classification as Apprentice Fitter. If he is the successful bidder on such vacancy, he shall have time worked as Clerk Driver and any previous time worked as Apprentice Fitter credited in the Apprentice Fitter classification not to exceed 18 months."

In the administration of the above, the Company has:

1. Offered to each Clerk Driver (as of 6/30/66) who was a qualified Welder, reclassification to Apprentice Fitter at \$142.10 per week effective July 1, 1966.
2. Offered to each Clerk Driver who accepted reclassification whose time in the Clerk Driver classification, when added to the time spent at the step in the Apprentice Fitter classification at the time he was reclassified to Clerk Driver, would have resulted in his being at the eighteen-month step for six months' (as of 6/30/66) automatic progression to Fitter (assuming he is qualified) at \$153.85 per week effective December 10, 1966.
3. Offered to each Clerk Driver (as of 6/30/66) who accepted reclassification, but not qualifying for automatic progression on December 10, 1966, as provided by offer #2, automatic

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progression to Fitter (assuming he is qualified) at the applicable wage rate upon the date that he meets the requirement of combined time as provided in offer #2 which would place him in the 24-month step of the Apprentice Fitter classification as revised by the Agreement of July 1, 1966.

In order to carry out the intent of the settlement, the Company has made the same offers under the same conditions to employees who were qualified Welders and who entered the Clerk Driver classification from July 1, 1966 to November 30, 1966, inclusive.

Yours very truly,

/s/ V. J. Thompson

IWB:EW

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