



LETTER AGREEMENT
NO. R1-95-74-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

ARB. 210

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

June 30, 1995

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Pursuant to Sections 205.19 and 206.12 of the Physical Agreement and Section 18.17 of the Clerical Agreement, the Company proposes to offer additional placement opportunities to displaced employees due to the large number of vacancies throughout the Company and the desire to minimize the number of employee displacements. Company is specifically proposing:

1. Providing employees who recently received their Title 206 assignment the choice of accepting the assignment or declining the assignment and being offered an opportunity for placement into one of approximately 500 clerical and physical vacancies.
2. Employees who received a displacement assignment (including displacement of a junior employee, displacement into a vacancy, or layoff if they have not yet received their severance payment) will be issued a letter requesting that they make a decision by 5:00 p.m. the following workday and no later than Wednesday, July 12 to accept or decline their assignment. An employee who declines the assignment will then be considered for one of the approximately 500 vacancies. Attached to such letter shall be a list of vacancies to review and a seniority list of displaced employees to assist them in their decision making. Employees who are unavailable when the letters are distributed will be given the option to decline their 206 assignment and request consideration for a physical or clerical vacancy until July 22, 1995. Employees who choose not to make a decision will receive their 206 assignment.

3. Employees who choose to decline their 206 assignment will be given 5 workdays to prioritize vacant positions they would accept and may continue to qualify for these positions during this 5-day period. Available physical and clerical vacancies will be assigned based on the seniority of qualified employees who return option lists except as noted in paragraph 7 below. Employees will not forego their 206.9 rights by accepting a clerical or physical vacancy.

4. Employees who decline their 206 assignment and then fail to return an option list or fail to prioritize a sufficient number of vacancies to be assigned a position will be assigned layoff, pursuant to Section 206.7.

5. Due to the large number of entry level clerical vacancies, the Company will continue to make job offers/awards through Title 18 to employees who have submitted transfers to entry level clerical positions during the 5 workdays physical employees are prioritizing clerical options. Clerical positions awarded through Title 18 will no longer be available to employees when LA 95-74 assignments are made.

6. The application of this letter agreement is limited to the job assignments from the current wave of employee displacements.

7. Arbitration 210, concerning Instrument Repairmen and Electricians, will be closed without prejudice to the position of either the Company or Union as a result of this settlement. Instrument Repairmen and Electricians who have been awarded Apprentice Control Technician positions or other positions under Title 205 will also be given an opportunity to decline their job award and be considered for the approximately 500 physical and clerical vacancies. All Instrument Repairmen and Electricians that were grievants in Arbitration 210 will be considered for appointment to the physical and clerical vacancies before employees in other classifications.

In addition, the Company and Union will make joint presentations at the Power Plants to employees impacted by Arbitration 210 to explain the settlement of this case. The joint presentations will be conducted by a committee consisting of 2 Company representatives and 2 Union representatives and will be completed prior to the date the prioritized list vacancies is due. The Company and Union will also appoint a 4-person committee which will address questions regarding the interpretation of this agreement.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided and return one executed copy of this letter to the Company.

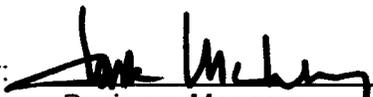
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

June 30, 1995

By: 
Business Manager