

Pacific Gas and Electric Company

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Walnut Creek, CA 94598
510/746-4282

RECEIVED DEC 10 1993

TO: STAFF
FROM: DM

December 8, 1993



Local Union No. 1245
International Brotherhood
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Portions of this letter
is still being discussed
with PGE

12/17/93

Attention: Mr. Darrel Mitchell

Gentlemen:

The following confirms Company's understanding of the application of Section 206.6 in the systemwide displacements occurring as a result of the CES work force restructuring:

For purposes of this understanding, List A employees are employees who are currently in classifications that are being eliminated. List B employees are employees potentially subject to being bumped under Section 206.6.

1. List B employees will be determined first by Demotion Area, then by Demotion Unit, then by Company-wide. In this case, since there are not enough options available for the affected employees in each Demotion Unit, the list of available options will be determined by systemwide seniority. This is in accordance with the Title 206 clarification which states that:

"When more than one employee is subject to demotion or displacement all of the potential options will be identified and each of the affected employees are to prioritize their choices with the most senior employee's choice given first consideration."

By definition, the number of employees on List B cannot exceed the number of employees on List A.

2. Company will provide Section 206.6 options to employees on List A along with any other contractual options. List A employees will not receive options to bump more senior employees on List B.
3. When the prioritized election lists are returned, Company will determine how many List A employees elected and are awarded non-206.6 options as their first choice. The options on List B will be reduced by a like number. The most senior employees on List B will be removed first.

4. The most senior employee on List A will tentatively be awarded his/her first available election for which they are qualified. This process will continue through successively lower service employees. Since this is a systemwide process, the three year bar contained in Section 206.6 will be waived and employees with less than three years of service may be able to elect an option in another demotion unit.
5. For each option on List B that is not elected by a qualified employee, List B will be reduced by a like number, unless only vacancies remain on List B. The most senior employees on List B will be removed first.
6. Paragraphs 4 and 5 above will repeat until there are no further options on List B that are not elected by a qualified employee. In the event that an option on List B is not elected by a qualified employee, no further displacements can occur.

Sincerely,



Rick Doering

Attachments