

A 205.4
A 205.6

F-106.5 P

F-17.5 e

PG&E
FOR INTRA-COMPANY USES

From Region or Department **INDUSTRIAL RELATIONS**

To Region or Department

FILE NO. 741

RE: LETTER OF

SUBJECT Administration of IBEW Prebidding in 1988

December 30, 1987

REGIONAL AND GENERAL OFFICE HUMAN RESOURCES MANAGERS AND DIRECTORS:

Company and Union have reached the following understanding with regard to the processing of physical classifications during the transition to the prebid system which will become effective on January 1, 1988.

1. Any vacancies for physical classifications, where there are prebids on file, may be processed immediately.
2. Any vacancies for physical classifications, where there are no prebids on file, will be held and not processed until January 15, 1988 in order to allow all eligible employees the opportunity to file timely prebid applications. For transition purposes, prebids filed by January 15, 1988 will be considered as timely under the provisions of Subsection 205.4(d). If, on January 15, 1988, there are no valid, qualified bidders with prebids on file, Company will have 60 days to fill the vacancy at its discretion.
3. Prebids which are received on a physical classification which was listed on the January 1, 1988 Postbid Bulletin will be integrated with Postbid applications received for the posted vacancy and the combination of the applications from the two lists will be considered in seniority order.

In addition to reaching an understanding on the aforementioned items, Company and Union discussed some other administrative issues and reached the following understandings:

4. In the administration of Section 205.6 of the Physical Contract -Forfeiture, Human Resources Departments must complete the form: AUTHORIZATION TO CANCEL PREBIDS/TRANSFERS OR JOB AWARD (62-3454), check the Decline Award (box #41), fill in the date the employee declined the award (box #'s 2 - 7), and submit to Corporate Industrial Relations. The date shown on the form will be the date used to implement the provisions of Section 205.6. (See the attached sample form).

5. While the system will accept prebids from all regular employees on clerical classifications, only 18.8(b) prebids will be considered when processing a clerical vacancy. When the list of 18.8(b) bidders are exhausted, the vacancy will be processed for Postbidding under the provisions of Section 18.7 of the Clerical Agreement.
6. As a result of the Parties renegotiating Titles 206 and 306 of the Physical Agreement, the cancellation provisions of item #4 of the implementation agreement for Arbitration Case No. 142 (LA #87-36), will become effective on January 1, 1988. Item #4 states:

Service and status as defined in Section 106.3 and Subsection 106.5(b) shall be computed based upon the latest date of hire as an agency employee except that for the purposes of Title 206 or 306, in which case, the service date shall be December 22, 1986. Should more than one of those employees be affected by the application of Title 206 and 306, the date upon which each person was last hired as an agency employee at the Company will be used to determine service as between such former agency employees. These provisions will remain in effect until such time as the parties renegotiate Title 206 and 306 of the Agreement.

Therefore, the date to be used for Title 206 and 306 purposes for physical employees covered by Arbitration Case No. 142 will be changed to reflect the Service date as provided for in the above Item #4.

7. Further, inasmuch as the provisions of Title 19 have not changed, the provisions of the implementation agreement for Arbitration Case No. 128 (LA #86-77), governing the date to be used for demotion purposes remain unchanged. Therefore, the date to be used for Title 19 purposes for clerical employees covered by Arbitration Case No. 128 remains May 27, 1986.



RICHARD B. BRADFORD

DMSpingola(2-3420):sc

cc: Regional and G. O. Labor Relations Representatives

AUTHORIZATION TO CANCEL

1 2 7 8 9 10 25 26 34

I UNDERSTAND THAT THIS CANCELS FURTHER CONSIDERATION OF MY PREBID OR TRANSFER FOR THE FOLLOWING JOB(S).

SIGNATURE

FOR PERSONNEL DEPARTMENT USE ONLY

TO: PERSONNEL DEPARTMENT

YOUR G.O. DEPT/DIVISION

Check the appropriate box:

Please cancel and remove from further consideration my Prebid(s) or Transfer(s) for the following positions:

CLASSIFICATION T E D DRIVER	PREBID/TRANSFER CODE NUMBER 0 2 4 2 1 8	Decline Award <input checked="" type="checkbox"/>
DEPARTMENT OR DISTRICT Gas. & Elec Opers	35 40 41	
LOCATION Colma Serv.	G.O. DEPT/DIVISION Golden Gate Region	
CLASSIFICATION	PREBID/TRANSFER CODE NUMBER	Decline Award
DEPARTMENT OR DISTRICT	42 47 48	<input type="checkbox"/>
LOCATION	G.O. DEPT/DIVISION	
CLASSIFICATION	PREBID/TRANSFER CODE NUMBER	Decline Award
DEPARTMENT OR DISTRICT	49 54 55	<input type="checkbox"/>
LOCATION	G.O. DEPT/DIVISION	