



# LETTER AGREEMENT NO. 00-53-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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STEPHEN A. RAYBURN, DIRECTOR  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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October 17, 2000

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

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

The following proposal was developed, and is being recommended, by the LA 94-53 Divestiture Committee.

In Letter Agreements 00-01 and 00-13, the parties agreed to a modified Title 206 displacement process for employees at phase I steam plants (Moss Landing and Morro Bay). Basically, the process provided for the scheduling of Title 206 to correspond to various employment and severance opportunities that were available to employees from divested plants.

Company proposes a similar process be used for Title 200 employees from phase II steam plants (hereafter referred to as phase II employees). Details of this proposal are as follows:

### **Early Retirement Incentive (ERI) offering and Title 206 assignments**

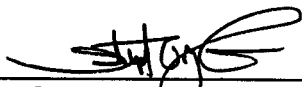
1. Title 206 assignments will be made for phase II employees during the Early Retirement Incentive (ERI) 30 day offer period so that employees may consider both opportunities at the same time. Further, it is the parties' intent that these offers overlap the job offer period of the owner of the phase II plants.
2. To facilitate the coordination of opportunities, the following will be done:
  - a) The ERI offer period will begin on December 4, 2000 and end on January 4, 2001. Employees electing ERI will be released at the end of the O&M period for their respective plants.
  - b) Potentially impacted employees will be notified of an impending Title 206 action on November 16, 2000 so that they may update their Employee Election Forms.
  - c) The Title 206 job assignment process will begin on November 30, 2000. Phase II employees will be notified of job assignments by December 15, 2000. Report dates will be delayed until the end of the O&M period, although for the purpose of any future displacement activity an employee will be considered as being in the position to which he or she was assigned.
  - d) Phase II employees will have until April 1, 2001 to either accept or decline a Title 206 job assignment. If an employee declines a Title 206 assignment, such assignment will be made available to any other phase II employee who had prioritized the same classification under 206.4 but was assigned a lower priority because the classification was not available at that time. Additionally, if an employee declines a Title 206 assignment to a beginning level job, such assignment will be made available to any other phase II employee who had prioritized under 206.6 but was instead assigned layoff under Section 206.7. Subsequent Title 206 activity will be based on the actual impact from phase II employees who accept the Title 206 assignment.

- e) Employees who are displaced by phase II employees will be notified, but Title 206 assignments will not be developed for such employees until sometime after the end of the O&M period. A receiving department may decide to absorb some number of displacing phase II employees rather than continue with further layoffs or displacements and employees originally impacted would be considered unaffected.
  - f) Only those Hiring Hall positions at other steam and nuclear power plants that will continue beyond the end of the O&M period will be considered as regular job vacancies for the purpose of Title 206. Such vacancies not filled under Title 206 will be filled under Title 205 at the conclusion of the O&M period.
3. Company will conduct informational meetings with all affected employees to explain and discuss the various benefit programs available to employees. Those meeting will include, but be not limited to, the following:
- Financial advisor meetings
  - Title 206 election form presentations
  - Meter Reader job content presentations
  - DCPD information presentations
  - EAP presentations
  - 1-on-1 retirement meetings
  - All hands benefits meetings
  - Ramped-up testing
  - Increased on-site HR presence
  - 1-on-1 career counseling

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 Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:   
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 Stephen A. Rayburn  
 Director and Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

Oct 21, 2000

By:   
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 Jack McNally  
 Business Manager