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PACIFIC GAS AND ELECTRIC COMPANY

PERSONNEL DEPT.

DEC 17 1953

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In reply please refer to

December 16, 1953

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DEC 18 1953

LOCAL-1245

RTW	
LLM	<i>L.M.</i>
MAW	
PWY	
GLR	
HMS	
EBB	
R/S	
FILE	<i>Memo of Understanding ALL DIVISIONS</i>

245 Market Street
San Francisco 6
SUtter 1-4211

Local Union No. 1245
International Brotherhood of
Electrical Workers, A.F.L.
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley,
Business Manager

Gentlemen:

The following is proposed as a clarification of the intent of the Company and the Union in negotiating Title 206, Demotion and Lay-off Procedure, in the September 1, 1952 agreement.

To give the demotion and lay-off procedure maximum effectiveness, it is proposed that such procedure be applied on a headquarters basis rather than on a district basis, so that when there are two or more established Company headquarters in a district, the demotion and lay-off procedure shall be applied within each respective headquarters as the necessity arises. Furthermore, Company seniority, rather than classification seniority, shall be the basis for consideration in Sections 206.1 and 206.3 to avoid the application of two measures of seniority when elections are made.

To give effect to the foregoing, it is proposed that Sections 206.1, 206.3, and 206.9 be changed to read as follows:

206.1 When a demotion is to be made in a classification at a Company headquarters, the employee with the least Company seniority in such classification shall be demoted to the classification next lower in a reverse order of the normal line of progression. Such employee will displace that employee in the next lower classification in such headquarters who has the least Company seniority, provided the latter's Company seniority is not greater than his own. If there is no one in such next lower classification whom he may so displace, he will then be demoted to successively lower classifications in the reverse order of the normal line of progression at such headquarters until there is a classification in which the employee with the least Company seniority has less Company seniority than he has whom he will displace. If more than one demotion is to be made, the within procedure shall first be applied to the highest classification to be affected and then to successively lower classifications.

Mr. Weakley

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Section 206.3 An employee who is to be demoted as provided in Section 206.1 may elect to displace that employee in his same classification in the Division who has the least Company seniority, but he may not displace an employee whose Company seniority is greater than his own. If, however, he has been demoted as provided herein, he may exercise the foregoing election as if the demotion has not occurred.

Section 206.9(a) Bids made by employees who are in the Division or Department who formerly worked in such posted job classification and headquarters, and who were either transferred from such headquarters or demoted from such classification.

An employee who has an election under Section 206.3 will be advised by Company in accordance with Section 206.7(b) whether or not he can displace another employee in the same classification in the Division. The specific location of the job to which he may be transferred need not be given by Company at the time such employee is so advised.

Section 206.7(c) requires the employee to advise Company of his decision with respect to an election under Section 206.3, after which Company will advise him of specific locations where jobs in the same classification are open in the Division. In such case where two or more employees have advised Company of their decision to exercise an election under Section 206.3, the employee with the greatest Company seniority shall be given first choice and the others shall in the order of their Company seniority be given a choice of remaining job locations until all open jobs have been filled. An employee who is given such choice shall notify Company of his decision at least one day after receiving a list of open job locations from the Company, otherwise, his election shall be forfeited.

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

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *R. J. Wilson*
Director of Industrial Relations

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

December 16, 1953

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

By *Ronald T. Weakley*
Business Manager

VJT:BF