

12-27-62 (C)

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

December 27, 1962

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland 12, California

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

Under the Interim Policy on promotions and transfers instituted in the Clerical Bargaining Unit on August 1, 1957, promotions made under Title 18 of the clerical Agreement subsequent to the effective date were treated as conditional pending completion of the planned centralization of certain accounting operations. In keeping with our recent discussions on the matter, Company proposes to terminate this Interim Policy.

Relative to conditional promotions made during the period of the Interim Policy, Company proposes the following:

1. All employees in Company's system who have been assigned to a classification on a conditional basis except those in the General Office Promotion and Transfer Units shall be confirmed in such classification. The classification seniority date of such employees shall be the date on which they were regularly assigned on a conditional basis to the classification in which confirmed.
2. Employees in the General Office Promotion and Transfer Units assigned to a classification on a conditional basis on or before March 31, 1962, shall be confirmed in such classification. The classification seniority dates of these employees shall be the same as that provided in Paragraph 1 above.
3. Employees included under the provisions of Paragraph 1 above who have experienced a demotion from a conditional assignment shall be confirmed in their present classification and employees covered by Paragraph 2 above shall be confirmed in the classification held as of March 31, 1962, and in accordance with the terms of the Interim Policy, Section 19.7 of the Agreement shall not be deemed applicable for returning such employees to their former higher conditional classification. The classification seniority of such employees shall include all time regularly assigned to the classification in which con-

12-27-62(c)

Local Union No. 1245, IBEW

-2-

December 27, 1962

firmed plus all time worked on a conditional basis in a higher classification. The classification seniority of employees promoted hereafter to classifications previously held on a conditional basis shall include all time previously worked in such classification on a conditional basis.

Regarding promotions occurring in the General Office Promotion and Transfer Units after March 31, 1962, Company proposes the following:

1. All promotions made in the General Office Promotion and Transfer Units under Title 18 of the clerical Agreement on April 1, 1962 or thereafter shall be considered as conditional. If an employee is promoted more than once after March 30, 1962, only the latest promotion shall be considered as conditional.

2. When an employee is promoted on a conditional basis, he shall be given notice in writing that the promotion is conditional and may be rescinded at a later date as a result of the conversion of certain accounting operations in the Central Accounting and Central Customers Accounts Departments to electronic data processing application.

3. An employee who is promoted into a vacancy on a conditional basis shall accrue classification seniority in the classification which he holds conditionally for wage rate purposes and further conditional promotions. In addition, if a conditionally appointed employee applies for a vacancy in a Promotion and Transfer Unit other than a General Office Promotion and Transfer Unit under the provisions of Section 19.7 of the Agreement, the classification which he holds on a conditional basis shall be considered as his regular classification. If, within a General Office Promotion and Transfer Unit, it is necessary for an employee to return to the classification which he held prior to April 1, 1962, the time spent in any classification on a conditional basis shall accrue as time worked in the employee's March 31, 1962 classification.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By [Signature]
Manager of Industrial Relations

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

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

December 31, 1962

By [Signature]
Business Manager