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PACIFIC GAS AND ELECTRIC COMPANY

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May 25, 1967

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
1918 Grove Street
Oakland, California 94612

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

As you are aware, Company is establishing District operating offices in each of the four Districts of East Bay Division to be manned by a Chief Distribution Operator, a Relief Distribution Operator, and four or five Distribution Operators. This letter supersedes our letter of April 7, 1967 on this subject. When the establishment of these four offices is complete, the Division Operator's functions in East Bay Division will be discontinued. The tentative manning schedule is as follows:

Bay District - Richmond

On May 1, 1967, establish a day watch consisting of a Chief Distribution Operator and two Distribution Operators. On May 26, 1967, establish 24-hour operation by adding two Distribution Operators and one Relief Distribution Operator.

Mission District - Hayward

June 1, 1968 - The new service center is scheduled for completion at this time.

Diablo District - Concord

January 1, 1969 - It is possible that the service center at Concord will be completed by June or July 1968, in which case the date will be moved up.

Central District - Oakland

Coincidental with Diablo District.

The date on which the last two conversions from Division Operator operation to Distribution Operator operation will be referred to hereafter as Date X. As stated above, we expect that Date X will be either January 1, 1969 or July 1, 1968. In any case, the Union will be kept informed as to changes in this date.

To implement the changeover, Company proposes to offer the present Division Operators an election as to the classification and location in the Distribution Operator setups to which they would be presently entitled under the provisions of Title 206.

To effect these elections, it is proposed that a sign-up sheet similar to that attached be posted so that the Division Operators may signify their preferences

in writing. The Division Operators will be required to elect their options not later than June 2, 1967. Once a Division Operator has made an election, he will not be permitted to change it in such a way that he would displace a Division Operator who is junior to him, but he may change his election to fill any unfilled vacancy in the District Distribution Operator setup and have his bid considered under the provisions of Title 206.

For those employees who do not state a preference under the sign-up sheet and who remain as Division Operators until displaced, Company proposes that their rights to vacancies in the Distribution Operator setup be implemented under the provisions of Section 206.1 without reference to the bidding procedure. Additionally, some employees may bid out of the Division Operator position prior to displacement, and it is proposed that their future rights to Chief Distribution Operator or Distribution Operator vacancies be implemented under the bidding procedure with reference to Section 206.9.

During the conversion process, Company will fill no more than 25 Chief Distribution Operator, Relief Distribution Operator, and Distribution Operator classifications in the East Bay Division at one time unless the total number of projected jobs is increased.

In order to assure sufficient manpower to operate the Oakland dispatching facilities during the decentralization process, Company proposes to post and fill vacancies for the Oakland Distribution Operator setup which have not been previously selected under the elections referred to above. Employees awarded these positions will be trained and temporarily upgraded to Division Operator whenever they are placed on watch as a Division Operator.

For those employees who will reach normal retirement date within five years of the original date of displacement notice which has been fixed as March 3, 1967, Company proposes that these employees shall continue to be paid at the rate of a Division Operator regardless of their classification in the District Distribution Operator setups until the date that they elect to retire. Additionally, Company proposes to maintain the pay rate of present Division Operators who remain as Division Operators or who transfer to one of the vacancies in the Distribution Operator setup at the Division Operator rate of pay until the date referred to above as Date X.

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 V. J. Thompson
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

August 14, 1967

By Ronald T. Westley
Business Manager