

La 2-2-60

PACIFIC GAS AND ELECTRIC COMPANY

245 Market Street
San Francisco 6
SUtter 1-4211

In reply please refer to

February 2, 1960

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:

During meetings on January 5th and 13th, Company and Union discussed the demotion procedure for the operating employees in the Steam Generation Department, which is set forth in pages 18 and 19 of Exhibit VI-B. As a result of these discussions, Company proposes to modify the demotion procedure as set forth in the attachment to this letter, effective March 1, 1960.

During the discussions, it was agreed that the following interpretation would apply to paragraphs II-B-2 and 3: "An employee cannot exercise an election under Section 206.4 of this Agreement where such election would result in his being placed in the same or lower classification, as determined by the table, than the one to which he would be demoted under 206.2.

If you are in accord with the foregoing and the attachment hereto, 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 *A. J. Wilson*
Manager of Industrial Relations

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

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

February 3, 1960

By *Ronald T. Weakley*
Business Manager

DEMOTION

In order to provide for the uniform application of the Demotion and Lay-Off Procedure of the Agreement within the Steam Generation Department and at the same time to provide a full staff of trained operators in each plant, the following definitions and procedure shall apply when operating employees in the Department are to be demoted due to lack of work.

I DEFINITIONS

- A. The terms "same classification" and "next lower classification in the reverse order of the normal line of progression" as used in Title 206 of this Agreement shall be determined by the following Table:
- B. Table: Same classifications - read across
Next Lower Classifications - read down

Step	Division					
	East Bay	San Francisco	Coast Valleys	Humboldt	North Bay	San Joaquin
11.	Sr.Cont.Oper.	Sr.Cont.Oper.	Sr.Cont.Oper.			Sr.Cont.Oper.
10.	Cont.Oper.	Cont.Oper.	Cont.Oper.	Cont.Oper.		Cont.Oper.
9.	WaterTender	WaterTender				
8.	(AsstContOper (Tur.Ten.(1)	(AsstContOper (Tur.Ten.(1)	AsstContOper	AsstContOper		AsstContOper
7.	Tur.Ten.(2)	BoilFeedPmp			Mech-Oper	
6.	(AuxOper *HP Fire	(AuxOper *HP Fire	AuxOper	AuxOper		AuxOper
5.		CircPump				
4.	(WatSoftOper (LP Fire					
3.	Oiler	(Oiler (Oiler-Day	Oiler			
2.	Condens.	Condens.	Condens.			
1.	ShiftHelp.	ShiftHelp.	ShiftHelp.	ShiftHelp.	ShiftHelp.	ShiftHelp.

*HP Fireman is the next lower classification to Steam Heat Engineer. Employees in Steps 7 through 11 may not displace Steam Heat Engineers unless they have previously held this classification.

1. Turbine Tender at Oakland and Potrero
2. Turbine Tender at Avon, Martinez and Oleum

II PROCEDURE

- A. When an employee is to be demoted due to lack of work, other than by reason of the shutdown of a plant or the discontinuance of one or more shifts in a plant, the procedure outlined in Title 206 of this Agreement shall be followed and the foregoing definitions shall apply. Demotions made under Section 206.2 will be at the plant where the job has been eliminated. Elections to displace an employee with less Company seniority in the same classification under Sections 206.4 and 206.13 will be to classifications in the same step as his own classification as shown in the above Table. Elections under Section 206.5(b) will be to classifications in successively lower steps of the above Table, within the particular Division involved.
- B. The following procedure shall apply when operating employees are to be displaced due to the shutdown of a plant or the discontinuance of one or more shifts in a plant.
1. Before one or more shifts is discontinued or a plant is shut down, Company following discussion with Union, shall decide how many employees in each operating classification and in each plant in the Division may be displaced. A list shall then be prepared showing such information and it shall be posted in the plants to be affected.
 2. An employee who, instead of being demoted in his own plant under Section 206.2 or instead of being laid off, elects under Section 206.4 to displace an employee in another plant shall from such list indicate in the order of his preference the plants in which he elects to displace another employee. Company will endeavor to effect transfers in accordance with the employee's selections on the basis of the classification he holds and his Company seniority, using the above Table to determine his same classification.
 3. If under Section 206.4 an employee does not displace another employee in a classification in his same step of the above Table, he shall then, under the provisions of such Section, be treated as though he elected to displace an employee in a lower step in the plants involved and the procedure as outlined in Section 206.5(b) shall apply. If no such displacement can be made, he shall be subject to layoff.
 4. An employee, who is subject to layoff and who is entitled to exercise an election under Section 206.13, may exercise such election in classifications on the Table which are in the same step as his own classification.
 5. After an employee has displaced an employee in another plant, Company will assign him to duties at such plant which it considers him qualified to perform, and pay him the wage rate of the classification to which he has been transferred. Company will then provide instruction and training in an endeavor to qualify him to perform the duties of such classification. When he is qualified, Company shall assign him to the job duties for which he has been trained, but in no case shall his total training period exceed six months from the date his first transfer was effected.

6. If, at the end of such six month period, Company considers that he is not qualified to perform the duties of the classification to which he was transferred, he shall be demoted in the same plant to a lower classification which he is qualified to fill and shall be paid the wage rate of such classification. Should a question arise with respect to his qualifications, the matter shall be referred to the grievance procedure within ten days of the date on which he was demoted to such lower classification.
 7. The placement of an employee who is displaced by the application of paragraphs 2, 3, 4 and 5 shall be governed by paragraphs 2 through 6, inclusive. The placement of an employee who is displaced by the application of paragraph 6 shall be governed by Section A.
- C. In the administration of the procedure outlined in Section B
1. San Francisco and East Bay Divisions shall be considered as one Division.
 2. Avon, Martinez and Oleum shall be considered as one plant for purposes of the placement of employees who have been displaced in such plants.

III ACCELERATED PROMOTION, WAGE RATES AND SENIORITY

- A. As provided for in Section 206.9(b) of this Agreement, the accelerated promotion rights of an employee who has been demoted and transferred to another plant under the procedure of paragraph II above shall be as follows:
1. In the plant to which an employee has been demoted and transferred his accelerated promotion rights shall be to the same step as shown in the above table as the classification he held before he was demoted; if there is no classification in the same step, to a classification in the next lower step where there is a classification. Such accelerated rights may not be exercised unless he is qualified to perform all the duties of the classification to which he was transferred, after receiving the training provided for in paragraph II-B-5 above.
 2. In the plants other than the one to which he was transferred under the procedure of paragraph II above, his accelerated promotion rights shall be to that classification to which he had bidding rights under Section 205.7 (a) or (c) before he was demoted.
- B. An employee who is demoted into a classification which he has not previously held or who is promoted to such classification under the provisions of Section 206.9(b) shall be paid the top wage rate for such classification. Time worked at the top pay for purposes of Section 205.7(b) of this Agreement shall commence when he has worked in the classification the length of time equivalent to the time required to reach the top rate.