

PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

January 26, 1976

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

As discussed with members of your staff, there will be a requirement for additional help in the three Gas Meter Shops during 1976 due to an increase in the work load due to the Domestic Gas Meter Removal Program. It is Company's proposal to utilize GC employees for this additional work provided certain details relative to such use can be worked out. Accordingly, Company proposes to apply the following conditions to GC employees who volunteer for assignment to one of the Division Gas Meter Shops:

- 1) The assignment shall be offered on a voluntary basis to employees in the General Construction Gas Department who are subject to a layoff or who have been laid off for less than a one-year period.
- 2) GC employees who elect to transfer to a Gas Meter Shop shall retain their rights to return to General Construction pursuant to the appropriate contractual Sections should there be an opportunity.
- 3) A General Construction employee who is assigned to a Shop shall not be eligible to receive expenses notwithstanding anything contained in Title 301 of the Physical Agreement to the contrary.
- 4) Such reassigned or rehired General Construction employee shall be paid the GC Helper rate of pay and retain his status as a GC employee.
- 5) Should an upgrade of an employee on a GC pay rate be necessary to perform the work of a Meter Shopman or higher Gas Meter Shop classification, such GC employee shall receive the appropriate Division rate of pay for the work involved but shall nevertheless retain GC status.

6) No GC employee shall be displaced into a Division Gas Meter Shop pursuant to Title 306.

7) Should establishment of a shift in addition to the day shift become necessary at any of the Shops, GC employees shall be assigned to the shifts under conditions applicable to Division employees as outlined in Title 202 of the Physical Agreement. The assignment of individual employees shall be balanced between GC and Division employees to maintain a necessary balance between experienced and inexperienced employees.

8) For expense purposes under Title 301, a GC employee who is assigned to a Gas Meter Shop will be considered as though such employee has been laid off.

Company further proposes that either party to this agreement shall have the right to cancel the agreement by giving the other party 30-day written notice of such cancellation.

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 *W. B. Bingham*  
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

February 3, 1976

By *L. S. Mitchell*  
Business Manager