

PACIFIC GAS AND ELECTRIC COMPANY

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

I. WAYLAND BONBRIGHT
MANAGER
INDUSTRIAL RELATIONS

June 28, 1979

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

Dear Mr. Cofer:

Attached is the product of the interim Bargaining Committee on the Computer Operations Department reorganization of classifications, rates of pay, etc. The attachments consist of a letter agreement with attachments covering classifications and wage rates, lines of progression, requirements for advancement, schedule of days and shifts and implementation agreement.

There were several items that might come under this last heading, which were included at the table but are not included in the letter agreement or any of the attachments. My understanding of these agreements are as follows:

1. The Company will continue for the balance of the calendar year 1979 to apply its merit plan for non-bargaining unit Fair Labor Standards Act exempt employees to the employees who are currently NBU Console Operators. In addition, the Company will continue to cover these employees under its Post-Retirement Life Insurance Plan until the Clerical Agreement for 1980 is ratified.

Also enclosed is an updated letter agreement conferring NBU status on Rich Gibbs' secretary, which Mr. Stewart informed me should be part of the package.

As stated in the basic letter agreement, we agree to make the proposal effective July 1, 1979, which is a Sunday, and to appoint a subcommittee to work out the schedule rotation rules and confirm the rules for changing shifts.

If you have any questions with respect to this proposal, please call me.

Yours very truly,



IWB:rto
Enclosures

PACIFIC GAS AND ELECTRIC COMPANY

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June 28, 1979

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

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

As agreed to in prior General Negotiations and in subsequent discussions, Company proposes, effective July 1, 1979, to establish four new classifications in the Computer Operations Department for all employees in the bargaining unit, except those clerks in the Administrative Section, with the following titles and general areas of responsibility:

Computer Console Operator - Will be responsible for operating major computer systems together with the related equipment.

Senior Computer Operator - Will be responsible for performing lead operator functions and the performance of all duties of a Computer Operator and related clerical duties. By special assignment, he may also be responsible for operating the auxiliary console.

Computer Operator - Will be responsible for the operation of input/output equipment and may perform related clerical functions.

Computer Operator-in-Training - Will, under direction, perform the duties of a Computer Operator in training for promotion to Computer Operator. A Computer Operator-in-Training is not required to have prior experience.

The wage rates and lines of progression, conditions and qualifications for advancement and an implementation agreement are attached. Bargaining with respect to the establishment of appropriate training programs, including testing, which have been agreed to in principle will continue.

Company further proposes to add the four classifications established above to Exhibit G of the Clerical Agreement and to adopt the attached schedule of days and hours for the Computer Operations Department. To implement this

Local Union No. 1245, IBEW
Attn.: Mr. Dean Cofer

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June 28, 1979

schedule and to establish guidelines for rotation and movement of employees between shifts, Company proposes that a subcommittee be appointed consisting of the Union's Business Representative for the Department, a departmental shop steward, the Departmental Administrative Analyst and its Supervising Computer Operations Analyst.

If you are in accord with the foregoing and its attachments 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 *Al W. Bonbright*
Manager of Industrial Relations

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

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

July 10, 1979

By *Dean Cofer*
Business Manager

COMPUTER OPERATIONS DEPARTMENT

ADDITIONS TO EXHIBIT F

CLASSIFICATIONS AND RATES OF PAY

<u>Classification</u>		<u>Weekly Rate</u>
____ Computer Console Operator	Start	\$320.80
	End 6 months	331.95
	End 1 year	342.60
	End 18 months	352.55
	End 2 years	362.45
	End 30 months	372.80
	End 3 years	382.70
	End 42 months	392.65
	End 4 years	402.75
____ Senior Computer Operator	Start	342.60
	End 6 months	352.55
	End 1 year	362.45
	(1) End 18 months	372.80
	(2) End 2 years	382.70
____ Computer Operator	Start	268.50
	End 6 months	288.00
	End 1 year	298.95
	End 18 months	309.85
	End 2 years	320.80
	End 30 months	331.95
	(1) End 3 years	342.60
(3) End 42 months	352.55	
____ Computer Operator-in-Training	*Start	187.95
	*End 6 months	198.25
	*End 1 year	208.60
	*End 18 months	219.05
	*End 2 years	229.35
	(1) **End 30 months	248.90
	(4) End 3 years	268.50
(4) End 42 months	288.00	
2825 Office Machine Repairman	Start	333.65
	End 6 months	360.35
	End 1 year	370.40
	End 18 months	377.80

* Hiring rates based on experience.

** Range maximum.

- (1) Considered as top rate for bidding purposes.
- (2) Applicable to employees after six months at the 18-month step who have successfully completed the Introduction to Data Processing course.
- (3) Applicable to employees after six months at the 3-year step who have successfully completed the Introduction to Data Processing course.
- (4) Range maximum for personnel who transfer or bid into classification at equal to or greater wage rate.

COMPUTER OPERATIONS DEPARTMENT
AMENDMENTS TO EXHIBIT A

LINES OF PROGRESSION

The classifications listed below are added at the Clerk level shown in parenthesis to the accounting line of progression starting on page 89 of the Agreement.

COMPUTER CONSOLE OPERATOR (A)

Next Lower Classifications
Senior Computer Operator (1)
Computer Operator (1) (2)

Same or Higher Classification

SENIOR COMPUTER OPERATOR (B)

Next Lower Classification
Computer Operator

Same or Higher Classification
Computer Console Operator

COMPUTER OPERATOR (C)

Next Lower Classification
Computer Operator-in-Training (3)

Same or Higher Classification
Computer Console Operator
Senior Computer Operator
Clerk A, B, C - Comptroller (4)
Office Machine Repairman

COMPUTER OPERATOR-IN-TRAINING (D)

Beginning Classification

OFFICE MACHINE REPAIRMAN

Next Lower Classification
Computer Operator

Same or Higher Classification
Computer Console Operator
Senior Computer Operator

- (1) Who have successfully completed the Introduction to Data Processing Systems Class.
- (2) Eligible to apply after six months in classification.
- (3) Who have successfully passed the Computer Operator-in-Training Program.
- (4) Must bid or transfer at 42 months wage rate of Computer Operator-in-Training and meet all applicable requirements before progressing.

COMPUTER OPERATIONS DEPARTMENT

QUALIFICATIONS FOR ADVANCEMENT

1. A Computer Operator-in-Training, six months after attaining the top rate of pay, will automatically progress to Computer Operator provided he or she successfully completes the negotiated Computer Operator-in-Training Program and passes the associated examination. Retest provisions will be made available as mutually agreed between Company and Union. Employees having reached the top of the Computer Operator-in-Training wage rate will not be affected in their wage progression to Computer Operator by the lack of an agreed to Computer Operator-in-Training Program.
2. Employees not in Computer Operations may transfer or bid to Computer Operator-in-Training in accordance with Title 18 of the Clerical Agreement. Such personnel may progress to Computer Operator in accordance with the requirement of Item 1 above.
3. A Computer Operator may submit a bid to Senior Computer Operator in accordance with Title 18 of the Clerical Agreement.
4. A Computer Operator (after six months in the classification) or Senior Computer Operator may apply to take the Introduction to Data Processing Systems Class.
5. Employees who have successfully completed the Introduction in Data Processing Systems course may submit a bid to Computer Console Operator in accordance with Title 18 of the Clerical Agreement.
6. The training and testing program for Computer Operations will be developed by Company and Union and implemented as mutually agreed.

COMPUTER OPERATIONS DEPARTMENT

SCHEDULE OF DAYS AND SHIFTS

OPR includes Computer Operator-in-Training

1ST SHIFT (0730-1615)

	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>TH</u>	<u>F</u>	<u>S</u>
OPR - PROD		7	7	7	7	7	
			7	7	7	7	7
OPR - S & C		5	5	5	5	5	
			3	3	3	3	3
SENIOR - PROD		2	2	2	2	2	
			2	2	2	2	2
SENIOR - S & C		3	3	3	3	3	
			1	1	1	1	1
CONSOLE OPR		3	3	3	3	3	
			2	2	2	2	2

2ND SHIFT (1600-2400)

OPR - PROD	7	7	7	7	7		
		7	7	7	7	7	7
OPR - S & C	3	3	3	3	3		
		3	3	3	3	3	3
SENIOR - PROD	2	2	2	2	2		
		2	2	2	2	2	2
CONSOLE OPR	3	3	3	3	3		
		2	2	2	2	2	2

3RD SHIFT (2345-0745)

Shifts start at 11:45 PM on day shown

	<u>S</u>	<u>M</u>	<u>T</u>	<u>W</u>	<u>TH</u>	<u>F</u>	<u>S</u>
OPR - PROD	8	8	8	8	8		
		7	7	7	7	7	
OPR - S & C	3	3	3	3	3		
		4	4	4	4	4	
SENIOR - PROD	2	2	2	2	2		
		2	2	2	2	2	
CONSOLE OPR	3	3	3	3	3		
		2	2	2	2	2	

COMPUTER OPERATIONS DEPARTMENT

IMPLEMENTATION AGREEMENT

1. All bargaining unit employees in the Production Section, Planning, Scheduling and Control Sections will be reclassified into the appropriate new classifications as Senior Computer Operator, Computer Operator or Computer Operator-in-Training at their current wage rate.
 - a. Bargaining unit employees whose wages are greater than the proposed Senior Computer Operator classification will be red-circled until the incumbent leaves the position. They shall continue to receive all negotiated General Wage Increases.
2. All employees initially reclassified to Computer Operator or Senior Computer Operator will be required to participate in the Computer Operator-in-Training Program.
3. An employee who is reclassified to Computer Operator or Senior Computer Operator prior to agreement on the Introduction to Data Processing Systems course who has six months or more time at the top rate of Machine Operator A, Clerk C, Machine Operator X, Clerk B or higher shall be paid at the rate designated (2) or (3) in Exhibit F as appropriate until or unless he or she fails such negotiated course or leaves the classification. If such employee fails such course, he or she will be reduced one pay step.
4. Those employees in NBU Console Operator positions:
 - a. Whose wage rates are greater than the proposal will be red-circled, present incumbent only, and continue to receive General Wage Increases.
 - b. Whose wages are equal to or less than the proposed wage rate for Computer Console Operator will be reclassified into the appropriate new classification's wage rate laterally or as close thereto as possible without any loss of wages.
 - c. Employees currently in temporary NBU Console Operator positions will be reclassified to the appropriate proposed classification based on their regular classification as provided herein.
 - d. Will be required to join the Union or pay agency fees as provided in Title 4 of the Agreement.
5. All Computer Operators, Senior Computer Operators and Computer Console Operators will update their training as required under the provisions of this Agreement.

6. Those vacancies occurring in the Computer Console Operator classifications prior to final agreement being reached on the Computer Operator-in-Training Program, Introduction to Data Processing Systems, and the Console Operator Training Program shall be filled on a temporary basis by offering the jobs to the senior employees in the following sequence:
 - a. Senior Computer Operator
 - b. Computer Operator
 - c. Computer Operator-in-Training

7. Those vacancies occurring in the Senior Computer Operator classifications prior to the final agreement being reached on the Computer Operator-in-Training Program, Introduction to Data Processing Systems, and the Console Operator Training Program shall be filled on a temporary basis by offering the jobs to the senior employees in the following sequence:
 - a. Computer Operator
 - b. Computer Operator-in-Training

8. Those employees who temporarily fill the vacancies as described above will be required to comply with the training programs within an agreed to period of time after final agreement is reached. Failure to do so will result in the employee being returned to his or her regular classification.

9. Those employees entering the classification of Computer Operator-in-Training prior to agreement being reached on a training program will be required to successfully complete the program once agreed to.