

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

I. WAYLAND BONBRIGHT  
MANAGER  
INDUSTRIAL RELATIONS

January 27, 1984

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

Dear Mr. McNally:

Attached is a Labor Agreement Clarification which we believe is consistent with discussions held between Company and Union on November 4, 1983, and January 26, 1984.

If you are in accord and agree thereto, please so indicate in the space provided and return one executed copy of the attachment to the Company.

Sincerely,

DMS/dh

Attachment

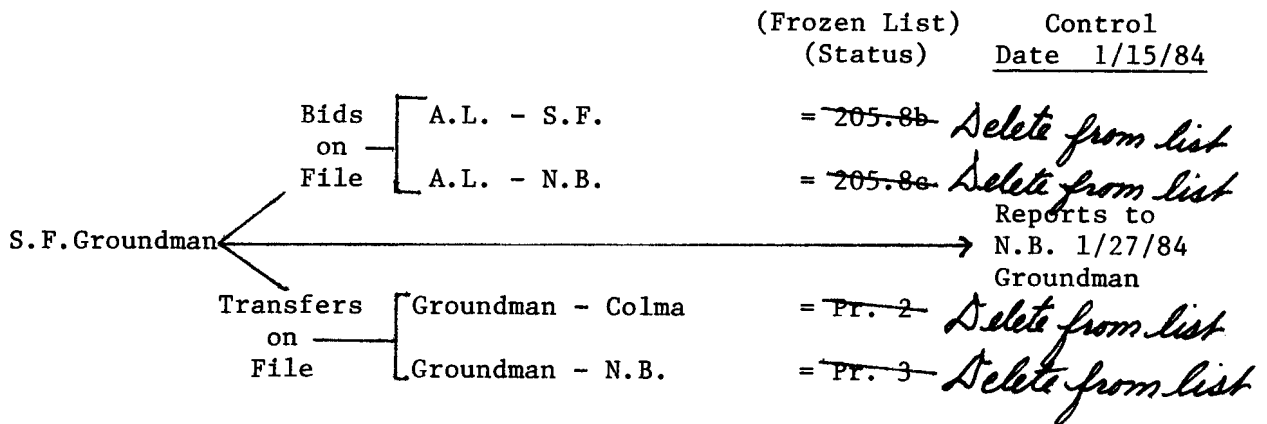
LABOR AGREEMENT CLARIFICATION

SUBJECT: Administration of "Frozen List" concept for Title 205 of the Physical Agreement and Title 18 of the Clerical Agreement.

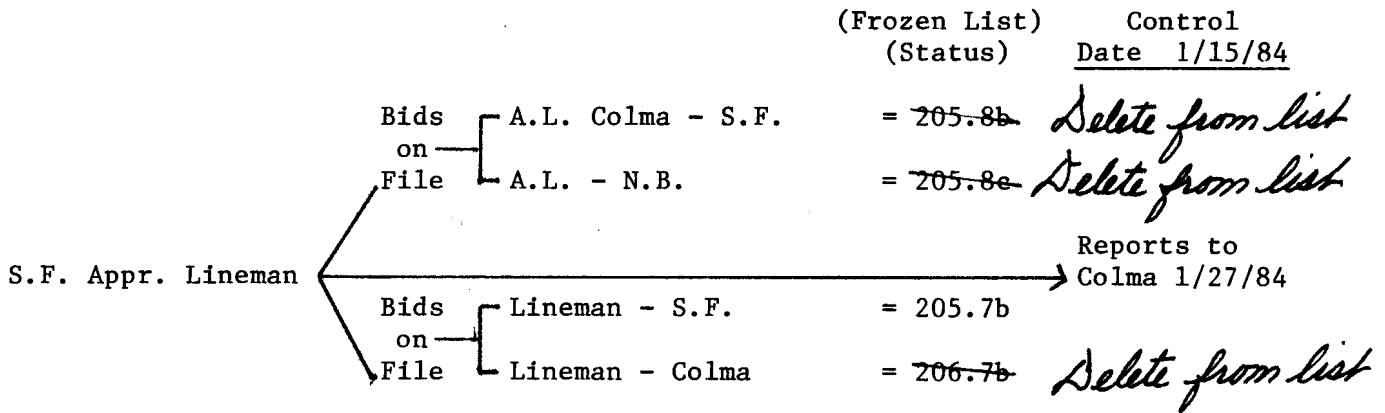
On Friday, November 4, 1983, Company and Union agreed upon the following procedure for the administration of Titles 205 and 18 in the application of the "frozen list" concept provided for in Subsections 205.4(d) and 205.5(d) of the Physical Agreement and Subsections 18.4(d) and 18.5(c) of the Clerical Agreement.

1. The Division or Department personnel office will date stamp each fully authorized Job Vacancy Report form and Personnel Requisition form when it is received. The stamped date becomes the CONTROL DATE and only those prebids or applications for transfer on file eight calendar days prior to the CONTROL DATE will be given consideration for the vacancy.
2. Employees must be qualified for the vacancy on the CONTROL DATE, except in those situations where Company and Union have agreed to specific prerequisites, in which event appointments will be held pending the determination of qualifications or in the case of the A.C.T. where the employee has a request on file to take the test.
3. Transfer applications or Prebids of employees who, subsequent to the CONTROL DATE, have a change of status which would cause immediate cancellation under the provisions of Subsections 205.4(g), 18.4(g), 205.5(h) and 18.5(h) should be deleted from the "frozen list." Some examples follow:

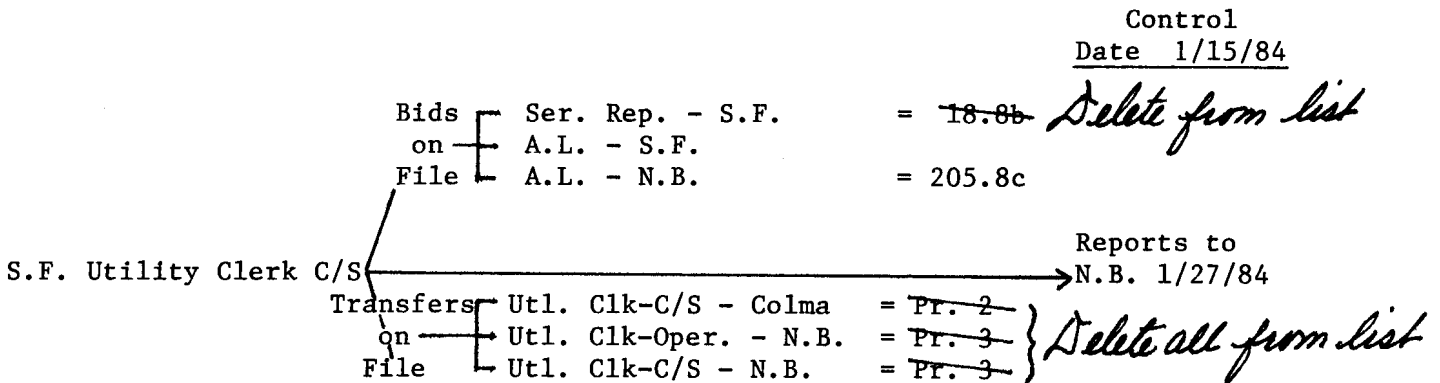
EXAMPLE #1



EXAMPLE #2



EXAMPLE #3



In Example #1, the former San Francisco Groundman who reported to Groundman in North Bay has changed prebid status to Apprentice Lineman in San Francisco from 205.8(b) to 205.8(c) and in North Bay from 205.8(c) to 205.8(b). Subsection 205.4(g) provides for immediate cancellation and those bids would be deleted. The same condition exists for the employee's transfer application because the priority status has changed from a "2" to a "3" in San Francisco and from a "3" to a "2" in North Bay.

In Example #2, the Apprentice Lineman who reported to Lineman in Colma will no longer be eligible to prebid Apprentice Lineman in either Colma or North Bay and, therefore, those bids should not be considered. The prebid to Lineman in San Francisco would, however, remain valid as the status as a "b" bidder has not changed.

In Example #3, the former San Francisco Utility Clerk - Customer Services who reported to Utility Clerk-Operating in North Bay is no longer a valid bidder to Service Representative and, therefore, should not be considered. The bids to Apprentice Lineman in both Divisions remain "c" bids and, therefore, the status has not changed and those bids remain valid. The transfer applications, however, as in Example #1 have their priorities changed and would, therefore, be invalid.

- Employees bidding to classifications having a higher maximum wage rate and who in the previous 12 months have had two separate instances of disciplinary time off without pay for poor work performance or who have been demoted for cause shall be bypassed, pursuant to Sections 205.11 of the Physical Agreement. For purposes of the "frozen list" concept, the 12-month period will begin at the "control date" and back 12 months from that day.

For Company Al Barright

Date 27 January 1984

For Union Jack Walker

Date 2 February 1984

## JOB VACANCY REPORT

Classification \_\_\_\_\_ Wage Rate \$ \_\_\_\_\_ Date Open \_\_\_\_\_ Month Posted \_\_\_\_\_ Vacancy No. \_\_\_\_\_

Department \_\_\_\_\_ Location \_\_\_\_\_

Reason for Vacancy \_\_\_\_\_

Remarks \_\_\_\_\_

### RECORD OF BIDS RECEIVED

Other Jobs Bid And Preference	Bidder	Present Classification	Division or Department	Location	Employment Date	Remarks	Priority & Contract Section

\*NOTE: PLEASE PLACE AN ASTERISK AFTER DATE WHEN SENIORITY DATE HAS BEEN ADJUSTED DUE TO LEAVES OF ABSENCE, LAYOFFS, etc.

### PERSONNEL REQUISITION

DIV. DEPT./G.O. DEPT.			LOCATION		
JOB TITLE			<input type="checkbox"/> REGULAR <input type="checkbox"/> PART-TIME <input type="checkbox"/> TEMPORARY		
WAGE OR SALARY RANGE			REPORTS TO		
NUMBER OF VACANCIES		DATE NEEDED	REPLACES		
REASON FOR VACANCY					
IS THIS JOB TO BE FILLED BY TRANSFER ?			EDD NOTIFIED ?		
<input type="checkbox"/> YES <input type="checkbox"/> NO			<input type="checkbox"/> YES <input type="checkbox"/> NO		
JOB FUNCTIONS (Brief Description)					
SPECIAL WORK REQUIREMENTS (i.e., Shift Work, Travel, Weekends, etc.)					
SPECIAL SKILLS, TRAINING, OR REGISTRATION REQUIRED: (These Items <u>Must</u> Be Job Related)					
REQUESTED BY			DATE		
REFER CANDIDATE TO:		NAME		EXTENSION	
TIMES AVAILABLE FOR INTERVIEWS					



