

PACIFIC GAS AND ELECTRIC COMPANY

PGE



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

May 26, 1987

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The following proposal is based upon discussions between Company and Union committees concerning the potential consolidation of the Chico and Paradise Service Centers in De Sabla Division. As a result of those discussions Company proposes, pursuant to Section 205.19 of the Physical Agreement to institute a trial consolidation of the Paradise and Chico Service Centers in De Sabla Division from June 1, 1987 to December 31, 1987. For purposes of this trial the following conditions are applicable.

1. The Chico and Paradise Districts will be considered as one single service area, without any boundary between the districts.
2. All employees, except as noted in A below, currently headquartered at the Paradise Service Center will report to the Chico Service Center effective June 1, 1987.
 - A. The two Gas Servicemen and the two senior Troublemens will continue to report to the Paradise Service Center.
 - B. All employees will retain their current "base" position wage rate for the duration of the trial. This does not preclude changes to the base position or wage rate through normal bidding or transfer activities or from changes not resulting from this trial.
 - C. All employees at Paradise will be paid travel time and mileage as provided in Sections 202.23 and 201.6 of the Physical Agreement each day they report to their "temporary headquarters" in Chico. Each employee will report his/her one way mileage and driving time to the supervisor no later than the second day after reporting to Chico. If there is any question about the mileage, a supervisor and shop steward will make the drive to confirm the distance and/or time.

- D. Any employee who would qualify for a moving allowance under Subsection 206.8, if the consolidation becomes a permanent move at the conclusion of this trial, will be given the moving package to which they would be entitled if the move were permanent on June 1, 1987.
3. The Gas Servicemen remaining in Paradise will continue to work the same schedule as they currently work.
4. The two Troublemens remaining in Paradise will work a ten days on, four days off schedule, with the days off being Saturday, Sunday, Monday and Tuesday.
5. At the consolidated Chico and Paradise Service Center the least senior Troubleman will be assigned to the "ladder wagon" and do the work normally done by a lineman working alone. This employee will continue to receive Troubleman's pay.
6. The seniority lists for both groups will be consolidated to a single list as shown in Attachment 1.
7. The pre-arranged overtime list for both groups will be consolidated. This will be done by combining the lists with each person retaining their actual accumulated hours on the new list. See Attachment 2, which is included for illustration purposes. The actual hours will be computed to include all hours accumulated through the day prior to consolidation.
8. The emergency overtime list for both groups will be consolidated by the same method as the pre-arranged overtime. See Attachment 3 which is included for illustration purposes. The actual hours will be computed to include all hours accumulated through the day prior to consolidation.
9. All upgrades will be by seniority from one list for all employees except the Troublemens. In the Troubleman classification, the following procedure will be used:
 - A. The first opportunity for upgrade in either Chico or Paradise will go to the Troubleman from Paradise who is relocated to Chico.
 - B. When the individual designated above is already doing Troubleman work or is unavailable, upgrades to Troubleman will be given by seniority from the Paradise list for Paradise and the Chico list for Chico. If all qualified individuals on a list are exhausted, the list from the other headquarters will be used.
10. Remote reporting, pursuant to Subsection 202.21, shall be conducted for the entire service area within the boundaries of Chico and Paradise Districts.

- A. No employee will receive both an expense allowance under Subsection 202.21 and an expense allowance under Subsection 202.23 for the same day.
- 11. The travel time accumulated by those Paradise employees who are reporting to the Chico Service Center as a temporary headquarters will not be counted as pre-arranged overtime, except in those cases where there is other pre-arranged overtime involved. (Arbitration Case 14 supports this position.)
- 12. The mileage owed to the Paradise employees reporting to Chico would be paid on the Monday after each regular payday for the prior payperiod by a local check. Such mileage is not believed to be taxable income.


If you are in accord with the foregoing and attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

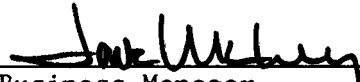
Yours very truly,
PACIFIC GAS AND ELECTRIC COMPANY

By 
Manager of Industrial Relations

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

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

, 1987

By 
Business Manager

CLERICAL EMPLOYEES

DEPT	LOC	FUNC	TITLE	HIREDT	LNAME	FNAME
40	50	35	ASST FRMNS CLK	510702	FLATTER	HENRY E
79	67	35	FOREMANS CLERK	640428	HUNT	ROBERT A
40	50	35	FOREMANS CLERK	661025	STURR	JERRY E
40	50	35	OPR CLERK	740812	NIGHSWANDER	KATHERINE M
40	50	35	UTL CLK-TYP OPR	801103	HAUGHEY	MARY KAYE

_____ Employees who were formerly headquartered in Paradise are highlighted.

TROUBLEMEN

DEPT	LOC	FUNC	TITLE	HIREDT	LNAME	FNAME
40	50	45	TROUBLEMAN	600217	SANDERS	GERALD E
79	67	45	TROUBLEMAN	611020	O BRIEN	JOHN L
40	50	45	TROUBLEMAN	620417	HALL	ERROL HOWARD
40	50	45	TROUBLEMAN	650816	BROWN	FLOYD K
79	67	45	TROUBLEMAN	650914	WROBEL	DICK
79	67	45	TROUBLEMAN	660601	FRIEDMAN	MARTIN RAY

Note: The two senior Troublemens from Paradise will remain in Paradise.

ELECTRIC DISTRIBUTION

DEPT	LOC	FUNC	TITLE	HIREDT	LNAME	FNAME
40	50	55	ELEC CREW FRMN	520714	WALTHER	DONALD E
40	50	55	ELEC CREW FRMN	560625	TERRELL	LOWELL D
40	50	55	ELEC CREW FRMN	580626	ARNEY	RICHARD D
40	50	55	ELEC CREW FRMN	610425	BRENT	KENNETH L
79	67	55	ELEC CREW FRMN	621128	CRUM	J. KIRK
40	50	55	ELEC CREW FRMN	630107	STEPP	HAROLD L
40	50	55	ELEC CREW FRMN	631104	BROGDEN	MARVIN E
79	67	55	ELEC CREW FRMN	640228	STANSBURY III	HERBERT E
79	67	55	ELEC CREW FRMN	640421	INGVOLDSEN	CARL D
79	67	55	LINEMAN	590202	CHRISTENSEN	DONALD H
40	50	55	LINEMAN	590706	ODNEAL	WENDELL J
79	67	55	LINEMAN	640819	WOOD	KENNETH J
40	50	55	LINEMAN	640917	OWEN	DAVID E
79	67	55	LINEMAN	660613	WILLIAMS	KENNETH G
40	50	55	LINEMAN	700914	ROBERTS	RICHARD D
79	67	55	LINEMAN	710329	LOVETT	ROBERT F
40	50	55	LINEMAN	710830	LONGUEIRA	ANTONIO
40	50	55	LINEMAN	711115	DOLLOFF	JOEL RONELLO
40	50	55	LINEMAN	720124	JEWELL	LINUS W
79	67	55	LINEMAN	720424	MURRAY	LONNIE G
40	50	55	LINEMAN	720717	SWEENEY	CRAIG C
40	50	55	LINEMAN	720905	RICHARDSON	CALVIN RANDOLPH
40	50	55	LINEMAN	720925	MOORE	PAUL W
40	50	55	LINEMAN	730626	COLT	ROBERT
40	50	55	LINEMAN	740219	FERGUSON	JOHNNY L
40	50	55	LINEMAN	740529	ALONZO	LARRY ANTHONY
40	50	55	LINEMAN	750304	MARTINEZ	RICHARD D
79	67	55	LINEMAN	770511	ORNER	HAROLD DONALD
40	50	55	LINEMAN	770606	PARKER	ROBERT DOUGLAS
40	50	55	LINEMAN	780501	WALTHER	RODGER E
40	50	55	LINEMAN	781016	DREISS	RAY L
40	50	55	LINEMAN	791029	MATTSON	BRUCE DALE
40	50	55	TRUCK DRIVER	560904	WILLIS	EDGAR D
40	50	60	T & D EQUIP OPR	630703	BOONE	ROBERT L
40	50	55	GROUNDMAN	830816	CHILDS	NOAL DAVID
79	67	55	GROUNDMAN	840910	PARSONS	MICHAEL BRUCE
40	50	55	APPR LINEMAN	751103	MORGAN	RONALD LEWIS
40	50	55	APPR LINEMAN	820830	ERICKSON	THOR

GAS DISTRIBUTION

DEPT	LOC	FUNC	TITLE	HIREDT	LNAME	FNAME
40	50	60	GAS CREW FRMN	570211	BROWN	RAYMOND A
79	67	60	GAS CREW FRMN	590603	BRAZIL	LANE J
40	50	60	GAS CREW FRMN	600111	WINTERS	IRVING
40	50	60	GAS CREW FRMN	640827	DAVIDSON	JIM
40	50	60	GAS CREW FRMN	710621	MAC KAY	WILLIAM E
40	50	60	GAS CREW FRMN	720405	BULTEMA	ROBERT D
40	50	60	FITTER-ARC	720508	SEAMAN	ROBERT R
40	50	60	UN FITTER	780717	ANDREWS	WENDELL LOYD
40	50	60	UN FITTER	781218	MC NARY	RICHARD L
40	50	60	GAS MECHANIC	570128	GALLI	JAMES R
79	67	60	EQUIP OPR	600721	KNAUS	RICHARD G
40	50	60	EQUIP OPR	600808	FAULKNER	ROBERT S
40	50	60	EQUIP OPR	611127	HINEY	ROBERT A
40	50	60	FIELDMAN	641109	TWIST	RAY
40	50	60	FIELDMAN	680408	NEWTON	DENNIS L
79	67	60	FIELDMAN	690909	HARRILL	TERRY L
40	50	60	FIELDMAN	771102	NAVARRO	DONALD R
40	50	60	HELPER GAS T&D	820920	ALLEN	BRADFORD D
40	50	60	HELPER GAS T&D	830815	SUSEE	LAWRENCE ARTIE
40	50	60	HELPER GAS T&D	830815	LEPPARD	RANDY (NMI)

PREARRANGED OVERTIME LIST

CLASSIFICATION	LOCATION	LAST NAME	HOURS	NEW HOURS	
Elec Crew Frmn	Chico	Terrell	0.00		
		Arney	9.00		
		Brent	9.25		
		Walther	9.75		
		Brogden	14.00		
		Stepp	37.00		
	Paradise	Crum	7.75		
		Ingvoldsen	26.75		
		Stansbury	30.00		
	COMBINED LIST		Terrell		0.00
			Crum		7.75
			Arney		9.00
			Brent		9.25
		Walther		9.75	
		Brogden		14.00	
		Ingvoldsen		26.75	
		Stansbury		30.00	
Lineman	Chico	Colt	3.25		
		Erickson	3.25		
		Odneal	5.50		
		Richardson	5.75		
		Sweeney	8.25		
		Alonzo	9.00		
		Anderson	11.00		
		Ferguson	14.50		
		Moore	16.50		
		Walther	17.00		
		Dreiss	19.75		
		Jewell	21.00		
		Mattson	21.00		
		Longueira	24.75		
		Roberts	29.50		
		Dolloff	31.50		
		Owen	35.75		
Martinez	39.25				
Parker	47.25				

PREARRANGED OVERTIME LIST

CLASSIFICATION	LOCATION	LAST NAME	HOURS
Lineman	Paradise	Christensen	16.50
		Murray	17.00
		Wood	17.50
		Lovett	38.75
		Orner	39.25
		Williams	46.50

COMBINED LIST

Colt	3.25
Erickson	3.25
Odneal	5.50
Richardson	5.75
Sweeney	8.25
Alonzo	9.00
Anderson	11.00
Ferguson	14.50
Moore	16.50
Christensen	16.50
Walther	17.00
Murray	17.00
Wood	17.50
Dreiss	19.75
Jewell	21.00
Mattson	21.00
Longueira	24.75
Roberts	29.50
Dolloff	31.50
Owens	35.75
Lovett	38.75
Martinez	39.25
Orner	39.25
Williams	46.50
Parker	47.25

Groundman	Chico	Childs	15.00
COMBINED LIST	Paradise	Parsons	18.00

PREARRANGED OVERTIME LIST

CLASSIFICATION	LOCATION	LAST NAME	HOURS	NEW HOURS
Gas Crew Frmn	Chico	Brown	1.50	
		Winters	8.50	
		Davidson	12.00	
		MacKay	19.00	
		Bultema	20.25	
	Paradise	Brazil	0.00	
COMBINED LIST		Brazil		0.00
		Brown		1.50
		Winters		8.50
		Davidson		12.00
		MacKay		19.00
		Bultema		20.25
Equipment Oper	Chico	Faulkner	18.00	
		Hiney	36.25	
	Paradise	Knaus	20.00	
COMBINED LIST		Faulkner		18.00
		Knaus		20.00
		Hiney		36.25
Fieldman	Chico	Thall*	0.00	
		Twist	3.00	
		Navarro	8.00	
		Newton	68.50	
	Paradise	Harrill	0.00	
COMBINED LIST		Harrill		0.00
		Thall		0.00
		Twist		3.00
		Navarro		8.00
		Newton		68.50

*Comp Payroll

(All other positions do not exist in the Paradise group or are credited with 0 prearranged overtime.)

EMERGENCY OVERTIME LIST

CLASSIFICATION	LOCATION	LAST NAME	HOURS	NEW HOURS	
Elec Crew Frmn	Chico	Terrell	0.00		
		Arney	9.00		
		Brent	9.25		
		Walther	9.75		
		Brogden	14.00		
		Stepp	37.00		
	Paradise	Stansbury	19.25		
		Crum	29.50		
		Ingvoldsen	65.50		
	COMBINED LIST		Terrell		0.00
			Arney		9.00
			Brent		9.25
			Walther		9.75
		Brodgen		14.00	
		Stansbury		19.25	
		Crum		29.50	
		Stepp		37.00	
		Ingvoldsen		65.50	
Lineman	Chico	Colt	0.00		
		Odneal	0.00		
		Alonzo	7.50		
		Anderson	13.75		
		Moore	19.50		
		Longueira	21.50		
		Martinez	29.25		
		Richardson	45.75		
		Jewell	48.75		
		Parker	65.00		
		Sweeney	85.75		
		Roberts	95.00		
		Ferguson	96.75		
		Erickson	102.75		
		Walther	113.75		
		Owen	117.25		
Dreiss	122.50				
Mattson	157.50				
Dolloff	167.75				

EMERGENCY OVERTIME LIST

CLASSIFICATION	LOCATION	LAST NAME	HOURS	NEW HOURS
Lineman	Paradise	Murray	20.50	
		Williams	38.75	
		Christensen	41.75	
		Orner	60.00	
		Wood	65.50	
		Lovett	69.75	
COMBINED LIST				
		Colt		0.00
		Odneal		0.00
		Alonzo		7.50
		Anderson		13.75
		Moore		19.50
		Murray		20.50
		Longueira		21.50
		Martinez		29.25
		Williams		38.75
		Christensen		41.75
		Richardson		45.75
		Jewell		48.75
		Orner		60.00
		Parker		65.00
		Wood		65.50
		Lovett		69.75
		Sweeney		85.75
		Roberts		95.00
		Ferguson		96.75
		Erickson		102.75
		Walther		113.75
		Owens		117.25
		Dreiss		122.50
		Mattson		157.50
		Dolloff		167.75
Groundman	Paradise	Parsons		27.00
COMBINED LIST	Chico	Childs		92.50

EMERGENCY OVERTIME LIST

CLASSIFICATION	LOCATION	LAST NAME	HOURS	NEW HOURS
Gas Crew Frmn	Chico	Brown	0.00	
		Davidson	0.00	
		MacKay	0.00	
		Bultema	2.00	
		Winters	4.25	
	Paradise	Brazil	9.50	
COMBINED LIST		Brown		0.00
		Davidson		0.00
		MacKay		0.00
		Bultema		2.00
		Winters		4.25
		Brazil		9.50
Equipment Oper	Chico	Faulkner	0.00	
		Hiney	0.00	
	Paradise	Knaus	6.25	
COMBINED LIST		Faulkner		0.00
		Hiney		0.00
		Knaus		6.25
Fieldman	Chico	Thall*	0.00	
		Navarro	0.00	
		Twist	1.50	
		Newton	5.50	
	Paradise	Harrill	9.50	
COMBINED LIST		Thall		0.00
		Navarro		0.00
		Twist		1.50
		Newton		5.50
		Harrill		9.50

*Comp Payroll

(All other positions do not exist in the Paradise group or are credited with 0 prearranged overtime.)