



# LETTER AGREEMENT No.

90-205-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

Richard Bradford, Manager

Jack McNally, Business Manager

September 17, 1990

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes, pursuant to section 206.12 of the Agreement, to modify the terms of the Displacement and Demotion procedure for the following employees in the Steam Heat Department of San Francisco:

### Affected Employees

#### Street Crew

M. Hickey	Steam Heat Crew Frmn
J. Martinez	Steam Heat Crew Frmn
K. Baker	Steam Serviceman
W. Jee	Steam Serviceman
R. Rinaldi	Steam Serviceman
M. Williams	Certified Welder/main-arc

#### Station T

B. Mickelwait	Steam Heat Engr SF T
T. Boroos	Steam Heat Engr SF T
J. Willson	Steam Heat Engr SF T
M. Ouellette	Steam Heat Engr SF T
K. Pittman	Steam Heat Engr SF T

Bidding Impact

All employees covered under this Agreement who voluntarily elect to remain in their current classification with the Steam Heat Department will be eligible for the lump sum retention bonus as outlined below. However, in order to receive the bonus, the employee must stay in the Department until local management agrees to their release or until 12/31/91, whichever comes first.

Example

A Steam Heat Engineer Station T remains in the Department from September 1, 1990 through January 1, 1991 and then accepts a bid to the power plants in February 1991 without the agreement of the Department to leave. The employee would forfeit any bonus amount.

Lump Sum Bonus

The above named employees will receive a one time lump sum payment based on the following formula:

Current monthly base pay minus the new lower monthly pay rate equals difference (if any).

Difference times (# of months in base classification) times two equals lump sum payment.

Example

Steam Heat Crew Foreman at \$806.05 (1990 rate) takes a demotion (206.3) to a Fieldman position at \$666.45 (1990 rate). After working from September 1, 1990 through July 1, 1991 (10 months), the lump sum will equal:

$$806.05 - 665.45 = 139.60 \text{ per week}$$

$$4.33 \times 139.60 = 604.47 \text{ per/month}$$

$$604.47 \times 10 \text{ mos.} = 6,044.70$$

$$6,044.70 \times 2 = 12,089.40$$

The lump sum of \$12,089.40 would be paid July 1, 1991 upon the employee's release from the Steam Heat Department.

The above terms will also apply to the following employees if, and only if, they are unable to exercise a 206.4 displacement option:

G. Trudeau	Equipment Ops
C. Phillips	Equipment Ops
J. Brown	Control Tech/Elect
R. Boyd	Trvl Machinist

Expiration

The terms of this Agreement, for purposes of accruing the two months for every one month worked formula, will expire on December 31, 1991.

Proposed Reverse Line Of Progression

Steam Heat "Street Crew" Classification

<u>Classification Affected</u>	<u>May Demote To:</u>
0647 Steam Heat Crew Frmn	2250 Steam Serviceman
2250 Steam Serviceman	1150 Steam Mainman
1150 Steam Mainman	0240 Field Clerk
1151 Cert Main/arc	0419 Truckdriver (G)
	0427 Light Truckdriver (G)
	0524 Fieldman
	0930 Helper

Steam Heat "Plant" Classification

<u>Classification Affected</u>	<u>May Demote to:</u>
0506 Steam Heat Engr (Station T)	1560 Auxiliary Oper
	1718 Asst Power Plant Oper (Geysers)
	1718 Asst Power Plant Oper (Kern)
1147 Trvl Machinist	1131 Appr Machinist
2386 Ctrl Tech/Elec	"Demote to last line of progression held prior to assuming Ctrl Tech/Elec". Per L/A 88-113
(Incumbent J. Brown)	2418 (Inst Tech. - Gen. Const.)

The terms of this agreement are to be considered unique to this particular 206 application and will be without prejudice to any future 206 application.

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 the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Bruegel  
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

Oct 3, 1990

By Jack McKinley  
Business Manager

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