



LETTER AGREEMENT NO. 96-11-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
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P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

February 15, 1996

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Dear Mr. McNally:

Company proposes to fill a vacant Service Representative position at the San Francisco Call Center with Utility Clerk Steve Starling.

Mr. Starling was a part-time Service Representative at the San Francisco Call Center until February 7, 1996, when he was awarded a full time Utility Clerk position at the SF Call Center. Initially, another SF Call Center employee, Sylvia Polk, who shares the same seniority date as Mr. Starling, was awarded the Utility Clerk vacancy on January 16. This award was based on the Company's understanding that Ms. Polk had been identified as the senior bidder using the tie breaker procedures outlined in Section 18.9 of the Agreement.

Company later determined that Mr. Starling was considered the senior bidder and awarded the Utility Clerk position to him. On February 5, 1996 the Centralized Job Bidding Team received and control-dated a Service Representative vacancy at the San Francisco Call Center. Had Mr. Starling been correctly awarded the Utility Clerk vacancy on January 16 he would have been able to resubmit a timely bid as a "b" bidder and been offered the Service Representative vacancy. (Mr. Starling had a bid submitted to Service Representative while in his part-time Service Representative position.)

This proposal has been discussed with Union Business Representative Eric Wolfe.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

March 5, 1996

By: 
Business Manager