



LETTER AGREEMENT NO. 96-58-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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, CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

August 9, 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:

The CES 94-53 Meter Reader Committee has been discussing the impact of Automated Meter Reading (AMR) on the Meter Reader work force. Pursuant to Sections 18.17 and 19.12 of the Clerical Agreement, the Committee recommends the following provisions apply to Senior Meter Readers and Meter Readers in the Antioch headquarters due to the Company's upcoming pilot of AMR in Delta District.

1. Section 19.9 Rights

The eleven impacted employees in the Antioch headquarters noted on Attachment 1 will be provided Section 19.9 preferential bidding/transfer rights effective the date this agreement is signed by both parties. Antioch Meter Readers (and any other Meter Readers with 19.9 rights) will have preferential consideration to Meter Reader vacancies before considering other transfer applicants. The Antioch Senior Meter Reader will have preferential consideration to Senior Meter Reader vacancies and Meter Reader vacancies.

2. Delayed Report Dates

The Company may delay the report date of an Antioch Meter Reader who is the successful bidder to another position. If the Company delays the report date beyond the regular two week period, the Meter Reader will be kept economically whole by providing the employee the difference between the wage rate of the position that they were awarded and their current wage rate. For bidding purposes, the employee's bid status will remain the same until they report to their new headquarters.

3. Incentive to Utilize Title 18 Provisions

To encourage current Meter Readers to utilize the provisions of the Title 18 Job Bidding and Transfer System in lieu of the Title 19 Displacement Process, the following special provisions are effective immediately:

Employees accepting a bid or transfer to a lower paid classification will maintain their current wage rate for up to 3 years or until such time as the rate of pay in the new position is equal to or greater than that of the employee's frozen rate of pay, whichever comes first. If at the end of 3 years, an employee has not successfully bid to a higher paid classification and/or is still paid above the top rate for the classification held, the employee will be placed at the top rate for the new classification. Employees who accept lower paid positions and who maintain their current wage rate will not receive general wage increases unless their wage rate falls below the top step of the classification held.

4. Relocation Allowance

Meter Readers who accept a bid or transfer to another classification beyond a commutable distance will be eligible to receive a moving allowance up to \$2,400 in accordance with the provisions of Section 19.8.

5. Possible Displacements - Antioch Headquarters

No displacements will occur in the Antioch headquarters as a result of AMR until the pilot is completed.

6. Cancellation Clause

Either party may cancel this agreement by providing the other party 30 days written notification.

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: 
Chief Negotiator

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

Aug 28, 1996

By: 
Business Manager

ANTIOCH METER READERS

1. Ray Moura (Sr. Meter Reader)
2. Nick Capsaliaris
3. Joe Dominguez
4. Steve Grahman
5. Sandra Hernandez
6. Mike Romero
7. Dave Sarti
8. Troy Skaggs
9. Treese Swanson
10. Margaret Tye
11. Tim Condon