



**LETTER AGREEMENT
NO. 96-80-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 16, 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

Gentlemen:

On August 7, 1996 Company and Union met to discuss the 1996 seasonal workload for the Gas Service Department. Representing the company was Russ Jorgensen, Steve Redding, Sam Bellestri, Charles Drinkwine, Rick Fuhman, Kim Lytton, Phil Balistrieri, Lisa Kinimaka and John Moffat; on behalf of the union was Darrel Mitchell, Julie Rodriguez, Mike Grill, Darryl Norris and Mike Woodward.

The parties discussed the 1995 and 1996 workload within the service department, as well as the peaks that occur within this work, on a seasonal basis, and monthly basis. The parties also discussed staffing in the service department over the same period of time. During the period from the end of October 1995 to early August 1996, there has been an increase of 38 Gas Service Representatives. During this same time period, there has been a reduction in the number of temporary positions including hiring hall of 138. The parties shall continue to discuss and monitor the permanent staffing in the department.

A large portion of the temporary work is being performed by the Temporary Serviceperson classification. This temporary classification through the hiring hall will end September 30, 1996 by virtue of Letter Agreement 95-148.

The parties recognize that Letter Agreement 95-145 addresses temporary staffing for seasonal workload peaks and temporary staffing shortfalls. Given the above, the parties discussed the ongoing need for additional help to meet this seasonal workload peak and temporary staffing shortfalls. Accordingly, the parties agreed to the following:

- (1) Company will continue to use hiring hall Gas Service Representatives on a temporary basis to meet temporary workload demand and temporary staffing shortfalls.
- (2) Once the pool of qualified Gas Service Representatives is exhausted, remaining temporary positions will be filled from individuals currently in the hiring hall classification of Temporary Serviceperson in accordance with Local 1245's dispatch policies. This will be a one time application for these additional positions to be filled on an expedited dispatch basis.
- (3) Individuals dispatched to PG&E per this agreement will be paid at the top rate of Gas Service Representative.
- (4) Those individuals from Item 2 above that are not fully qualified Gas Service Representatives will be reviewed jointly by Company and Union to determine the appropriate training that is needed for this work.
- (5) Company and Union will make joint presentations to current Temporary Servicepersons to explain the terms of this agreement and respond to questions in this area.

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.

Aug 25 1996

By: 
Business Manager