



LETTER AGREEMENT NO. 97-09-PGE



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

January 14, 1997

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 January 7, 1997, the CES 94-53 System Operator Committee met to discuss the re-establishment of Hayward and DeAnza Switching Centers and the closure of Almaden Switching Center. In accordance with Section 206.12 of the Agreement the parties agreed to the following:

STAFFING MINIMUM: The minimum staffing levels at DeAnza and Hayward will be seven System Operators at each headquarters.

IMPLEMENTATION:

- **NOTICE:** On February 3, 1997, Employees at the Almaden Switching Center will be provided Notice under the provisions of Section 206.1 of the Agreement. This notice will include Subsection 205.7(a) preferential bidding rights to System Operator vacancies or other authorized vacancies to which they would be eligible and qualified.
- **PREBIDDING:** On February 3, 1997, the Company will post the "New Jobs at Headquarters" for the DeAnza positions to establish a prebid code. The Hayward positions already have a prebid code.
- **FILLING OF POSITIONS:** Following the issuance of Section 206.1 notices to current employees at the Almaden Switching Center, there will currently be more employees with Section 205.7 (a) rights to System Operator than the minimum staffing numbers established for DeAnza and Hayward. Company agrees it will accommodate up to eight System Operators at each headquarters as well as one OIT at DeAnza. Positions will be award for the re-established headquarters in mid-February. Report dates will be delayed until the DeAnza and/or Hayward Switching Centers are opened and operational. Positions will be filled through the bid system.

- **ALLOWANCES:** Employees displaced from the Almaden Switching Center under the provisions of Title 206, and who exercise their 205.7(a) preferential rights will also qualify for a \$2,400 moving allowance in accordance with the guidelines established in Section 206.8 of the Agreement.
- **CRITICAL CLASSIFICATION:** This proposal is also the notice of cancellation of the "Critical Status" at the Almaden Switching Center. Upon the signing of this proposal and delivery of a copy to each impacted employee at the Almaden Switching Center, the restriction on employee bid rights shall be lifted. Employees remaining at the Almaden Headquarters will continue to receive their premium for the remainder of their applicable term or until such time as they bid or transfer and reports to another headquarters or classification.
- **ISSUES:** Any issues arising out of the implementation of this agreement should be referred back to this 94-53 Committee for resolution.


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.

 27, 1997

By: 
Business Manager