



# LETTER AGREEMENT NO. R1-00-18-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
2850 SHADELANDS DRIVE, SUITE 100  
WALNUT CREEK, CALIFORNIA 94598  
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
925-933-6060

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LAURA SELLHEIM, ACTING MANAGER  
AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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May 11, 2000

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 Company and Union are exploring alternatives for Customer Services Clerical employees prior to invoking Title 19. Letter Agreement R2-00-14 allowed for employees in affected headquarters who elected layoff as their first priority to be granted severance. It also granted preferential bidding rights to directly impacted employees and provided that the Company would begin filling vacant Customer Services Clerical positions through Title 18 prior to invoking Section 19.2 of the Clerical Agreement.

In order to provide additional placement opportunities for Customer Service Clerical employees prior to invoking Section 19.2, the Company will begin filling the Operating and Physical Clerical positions that are shown on the attached list and that are currently held by Hiring Hall employees. These positions will be filled in accordance with the provisions of Title 18 and Title 205.

Hiring Hall employees who are providing relief for regular employees who are off on extended sick leave, Leave of Absence or Workers' Compensation, will remain in place until such time as the regular employee returns to that position or it is determined the employee is unable to return to work. Those Hiring Hall employees in the Stockton Credit and Collection Center will remain in place until such time as a regular employee reports to the position and the requisite training has been accomplished. Further, positions held by Hiring Hall employees or any residual vacancies in the Stockton Credit and Collection Center will be made available to regular employees headquartered in the Center.

In order to accomplish the required staffing in a timely manner, and pursuant to Section 18.17 and Section 205.19, the Company proposes the following:

Clerical employees shall be advised of the Company's staffing plans on May 15, 2000 and will be given until May 19 to submit prebids and transfers. The Company will consider prebids and transfers postmarked or received by May 19, 2000. The provisions of Subsection 18.4(d), 18.4(h) and 18.5( c)(2) of the Clerical Agreement and Subsection 205.4(d), 205.4(h) and 205.5(d)(2) of the Physical Agreement will be waived for this process. Employees must be fully qualified on or before May 19, 2000 in order to be considered for these vacancies.


In order to offer a maximum number of vacancies during this process, the Company will include in the list of vacancies new positions that will be listed as new jobs in a headquarters. While the Company normally provides employees 18 days to submit bids after a job is posted as a new job in headquarters, the Company will begin making job awards to these positions on May 22, 2000 in order to meet the timeline in Letter Agreement R2-00-14.

The Title 19 process will resume after Titles 18 and 205 are concluded on May 26, 2000. Clerical positions held by Hiring Hall employees and vacancies that are not filled through Titles 18 and 205 will be included in the Title 19 process. Further, an employee that is awarded a position under Title 18 or Title 205 will be considered as being in the position he or she was awarded for purposes of Title 19. All other provisions of R2-00-14 shall remain in effect.

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 & ELECTRIC COMPANY

By:   
Laura Sellheim, Acting Manager and  
Chief Negotiator

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

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

May 11 2000

By:   
Jack McNally  
Business Manager

**OPERATING CLERICAL - HH BACKFILLING BEHIND REGULAR EE**

AREA	NAME	CLASS	DEPT	LOCATION	FILLING IN BEHIND	REASON	PROJECTED END OF ASSIGNMENT
Area 1	Nancy Tamura	HH Opr Clk-T E	Support Svcs	San Francisco	Stephanie Finetti	Med LOA	9/4/00
Area2	Shelly Knackstedt	HH-Operating Cl	E&M	Concord	Cherlyn Morgan	WC	8/1/00
	Carolee Reed	HH-Operating Cl	Gas Const.	Concord	Louise Jurado	Med LOA	8/1/00
	Deborah Williams	HH-Operating Cl	Admin Svcs	Concord	May Chetcuti	Upgrade behind ee on WC	unknown
	Sheila Williams	HH-Utility ClkTY	E&M	Fremont	Sylvia Wainwright	WC	unknown
	Nagaraja Rao	HH-AFC	G&E Const	Richmond	Ted Gallegos	upgrade behind AFC on WC	7/1/00
	Shannon McCloud	HH-Operating Cl	E&M	Oakport	Cliff Young - LTD	Lawsuit pending	unknown
Area 3	Carol Fry	HH-Utility Clerk	Admin(SH&C)	Concord	Tami Metcalf	behind ee onWC	unknown
	Paris Evans	HH-Utility Clerk	E&M	Cinnabar	Jan Curtis	Med LOA	unknown
	Bruni Guerriero	HH-AFC	OM&C	Cinnabar	Anthony Herrera	WC	unknown
	Morris Colleen	HH-UC	OM&C	Edenvale	Karrie Sysemore	behind SBroyard onWC	unknown
	Ernie Rafanan	HH-Operating Clk		Salinas	Debra Gutierrez	behind E.Romero on WC	unknown
	Barbara Kirk	HH-OC	OM&C	Cupertino	Alex Darden	Med LOA	unknown
	Anne Naipo	HH-OC	OM&C	Cupertino	Judy Carner	Maternity LOA	unknown
Area 4	None backfilling						
Area 5	Laura Brown	HH Utl Clk	Support Svcs	Stockton	Stacy Freeman	Child Care LOA	7/1/00
Area 6	Sharon Coffey	HH Opr Clk-T	Support Svcs	Auburn	Karen Castle	Medical LOA	6/19/00
Area 7	Gwen Kelly	HH Opr Clk	Support Svcs	San Rafael SC	Veronica Brierley	Maternity LOA	8/1/00
	Ted Stokes	HH Opr Clk	Svc Planning	Ukiah	Sherian Coovert	Medical LOA	unknown
Trans	Nancy La Forest	HH Opr Clk-E	Elec Trans	Eureka	Stephanie Renfe	Maternity LOA	6/20/00

CRT HIRING HALL  
4/30/2000

Base BDDLF	Base Classification Code	Base Classification Description	Base Location Description	Name (Last, First)	Hire Date	SSN	Status
HA151045	0135	HH U CLK-T-E	STOCKTON	MOORE, CAROLYN J	08/03/99	3796	Vacancy
HA151005	0133	HH UTL CLK-E	STOCKTON	GRADY, STACI F	04/01/96	0997	Vacancy
HA151010	0133	HH UTL CLK-E	STOCKTON	MC GLOIRY, MICHAELA R	04/01/96	2823	Vacancy
HA151010	0133	HH UTL CLK-E	STOCKTON	THOMAS, PAULETTE	08/04/99	9677	Vacancy
HA151010	0133	HH UTL CLK-E	STOCKTON	FLEAK, ADALIA	08/12/96	6503	Vacancy
HA151020	0133	HH UTL CLK-E	STOCKTON	VANG, PENG	01/28/97	4546	Vacancy
HA151020	0133	HH UTL CLK-E	STOCKTON	KRUGMAN, CINDY	01/27/97	2761	Vacancy
HA151025	0133	HH UTL CLK-E	STOCKTON	WHITE, JACQUELYN	09/05/96	1836	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	TRUEDELL, JIMMIE	01/30/97	4473	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	URETA, NELLIE PASTRANA	08/10/98	5671	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	WILLIAMS, CANDY	05/22/98	0544	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	WILSON, KAREN ELIZABETH	09/04/98	7577	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	HERNANDEZ, ALVARA C	08/12/98	9326	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	GALLIAZZO, PAMELA J	08/12/98	4787	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	SPELLMAN, SABRINA	09/04/98	7105	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	SPENCER, LEE R	05/18/98	1907	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	OSPITAL, BARCLAY	08/10/98	9862	Vacancy
HA151045	0133	HH UTL CLK-E	STOCKTON	PENNEWELL, LEILA	05/11/98	7829	Vacancy
HA152505	0205	HH UTL M/O-E	WEST SACRAMENTO	WIDEMAN, JAMES	03/23/00	3580	Filling behind Robin Bennett who is on leave of absence. Bennett is due to return on 5/20/00
HA152505	0205	HH UTL M/O-E	WEST SACRAMENTO	DIGGS, BETTY JEAN	03/24/00	8814	Filling behind Eileen Logan who is on worker's compensation
HA152505	0205	HH UTL M/O-E	WEST SACRAMENTO	GARZA, MOISES	03/23/00	5112	Filling behind Laurie Mobley who is on worker's compensation
HA152505	0205	HH UTL M/O-E	WEST SACRAMENTO	DAVIS, ROCHELLE	04/18/00	6837	Filling behind Dan Trujillo who is on worker's compensation
HA152505	0205	HH UTL M/O-E	WEST SACRAMENTO	RUTLEDGE, JESSE	03/24/00	6837	Filling behind Marcos Luna who is on leave of absence. Luna is expected to return at the end of June
HA152505	0205	HH UTL M/O-E	WEST SACRAMENTO	STALCUP, MATT RAY	04/26/00	4715	Vacancy
HA152510	0205	HH UTL M/O-E	WEST SACRAMENTO	BELL, HERBERT	04/25/00	3468	Filling behind Terry Neeper who is on worker's compensation.
HA152510	0205	HH UTL M/O-E	WEST SACRAMENTO	OWENS, ROB	03/27/00	1807	Vacancy
HA152505	0206	HH UTL M/O-I	WEST SACRAMENTO	DOOLAN, JON E	04/19/00	5335	Vacancy
		HH UTL M/O	WEST SACRAMENTO	LEWIS, ROBERT	To report 05/27/2000		Vacancy

JOBS TO BE FILLED							
	CLASS	DEPT	LOCATION	PREBID/ TRANSFER CODE	NUMBER	RDDL	CLASS CODE
<b>AREA 1</b>	Opr Clk	E&M	San Carlos	2599	1		
	Opr Clk-Typ	Support Svcs	San Carlos	2713	1		
	Opr Clk	E&M	San Francisco	6357	1	FAFB200525	2662
	Utl Clk	E&M	San Francisco	6358	1		
	Utl Clk	Support Svcs	San Francisco	2844	2	FAFB200525	2676
	Field Clerks	GC	San Carlos & SF		4		
	Utl Clk	Support Svcs	San Carlos	6359	2	<b>DDDE100620</b>	2676
<b>AREA 2</b>	AFC	OM&C	Fremont-Boyce Rd	6360	1	FAFD052932	0252
	AFC	OM&C	Concord	3103	1		
	AFC	OM&C	Hayward	3473	1		
	Frmns Clk	OM&C	Oakport	2966	1		
	Opr Clk	E&M	Hayward	3414	2		
	Opr Clk	E&M	Richmond	2814	1		
	Opr Clk	E&M	Oakport	2820	1		
	Utl Clk	Support Svcs	Oakport	2998	1		
	Utl Clk	Support Svcs	Hayward	3515	1		
<b>AREA 3</b>	Utl Clk-Typ	OM&C	Cupertino	6361	1	FAFE052032	2667
	Utl Clk-Typ	OM&C	Salinas	6362	1	<b>FAFE052515</b>	2667
	Utl Clk-Typ	OM&C	Cinnabar	6363	1	FAFE051005	2667
	Utl Clk	Svc PIng	Cinnabar	3223	2		
	Opr Clk-Typ	E&M	Cupertino	6364	1	FAFE201030	2667
	Utl Clk	Svc PIng	Monterey	3745	1		
	Utl Clk	Svc PIng	Santa Cruz	4267	1		
	Utl Clk	Support Svcs	Salinas	3648	1		
	Utl Clk	Support Svcs	San Jose	3321	1		
	Opr Clk	Svc PIng	Cinnabar	3218	1		
<b>AREA 4</b>	Utl Clk-Typ	E&M	Fresno	6381	1	FAFG200535	2667
<b>AREA 5</b>	AFC	OM&C	Merced	6365	2	FAFH053532	0252
	AFC	OM&C	Stockton	6366	1	FAFH050540	0252
	AFC	OM&C	Angels Camp	6367	1	FAFH051540	0252
	Opr Clk	OM&C	Merced	6368	1	FAFH053515	2662
	Opr Clk	E&M	Merced	3412	1		
	Opr Clk	E&M	Stockton	2415	1		
	Opr Clk	OM&C	Stockton	6369	1	FAFH050540	2662
	Opr Clk-Typ	Support Svcs	Modesto	6370	1	DDDE304220	2667
	Utl Clk	Support Svcs	Merced	5112	1		
	Utl Clk-Typ	Support Svcs	Stockton	4841	1		
<b>AREA 6</b>	Utl Clk	Support Svcs	Auburn	NEW	1	DDDE355120	2676
	Utl Clk	E&M	Auburn	6371	1	FAFJ206070	2676
	Utl Clk	E&M	Sacramento	3963	1		
	Utl Clk	Support Svcs	Chico	6372	1	DDDE355320	2676
<b>AREA 7</b>	AFC	Elec Const	San Rafael SC	6373	1	FAFK055040	0252
	AFC	Elec Const	Santa Rosa	6374	1	FAFK057032	0252
	Opr Clk	Svc PIng	San Rafael Office	6189	2		
	Opr Clk	Support Svcs	Santa Rosa	4184	3		

Sheet1

	Opr Clk	Svc PIng	Santa Rosa	4086	2		
	Opr Clk	Gas Const	Santa Rosa	4152	1		
	Opr Clk-Typ	Svc PIng	Eureka	4217	1		
	Sr Op Clk I	Svc PIng	Santa Rosa SC	6375	1	FAFK200570	2789
	Util Clk	Support Svcs	Santa Rosa	4186	1		
<b>TRANS</b>	Opr Clk-Typ	Elec Trans Mtce	Pismo Beach	0335	1		
	Opr Clk-Typ	Elec Trans Mtce	Antioch	6376	1	MHMK153125	2667
	Opr Clk-Typ	Elec Trans Mtce	Oakport	6377	1	MKMH153425	2667
	Opr Clk-Typ	Elec Trans Mtce	Lakeville	6378	1	MHMK154725	2667
<b>ADDITIONAL</b>							
ECCO	Opr Clk-Typ	Elec Control Ops	Oakport	6379	1	FAFA202030	2667
	Opr Clk-Typ	Elec Control Ops	Salinas	6380	1	FAFA202530	2667
Area 1	Opr Clk-Typ	E&M	San Francisco	2909	1		
	Utl Clk	Support Svcs	San Francisco	2844	1		
Area 2	Opr Clk	E&M	Hayward	3414	2		

Vacancies Due to Granting Severance to Non-Impacted Employees

Bid Code	Department	Location	Classification	Number of Vacancies	Reason For Vacancy	Contact Name	Phone Number
3141	Mtr Rdr/Ofc Svcs	Antioch	Service Rep	1	Backfill Anthony Dorman	Bruce Roby	441-6513
4898	Mtr Rdr/Ofc Svcs	Bakersfield	Utl Clerk	1	Backfill Leesa Bermudez	Christy Reed	873-4531
4544	Mtr Rdr/Ofc Svcs	Chico	Sr Svc Rep I	1	Backfill George Molina	Jack Taylor	751-4275
6324	Mtr Rdr/Ofc Svcs	Cupertino	Svc Rep-Typist	1	Reclass. Svc Rep-Steno vacated by Irene Ikeda	Chris Hallen	621-7269
2896	Mtr Rdr/Ofc Svcs	E. Oakland	Sr Svc Rep I	1	Backfill Marie Kizzee	Kathy Roby	442-2500
5214	Mtr Rdr/Ofc Svcs	Fresno	Sr Svc Rep II	1	Backfill Rodney Ginther	Ken Kanemoto	821-5932
5240	Account Services	Fresno	Svc Rep-Steno	1	Backfill Beverly Luttrell	Jim Carter	821-5544
5166	Mtr Rdr/Ofc Svcs	Madera	Utl Clerk-Typist	1	Backfill Frances McMillan	Bob Roza	866-6388
2884	Mtr Rdr/Ofc Svcs	Oakland	Sr Svc Rep I	1	Backfill Frank Davis	Kathy Roby	442-2500
4618	Mtr Rdr/Ofc Svcs	Redding	Sr Svc Rep II	1	Backfill Lynne Sunderland	Steve Martinez	763-6450
3029	Mtr Rdr/Ofc Svcs	Richmond	Sr Svc Rep II	1	Backfill Catherine Dickson	Carol Macon	448-2956
3030	Mtr Rdr/Ofc Svcs	Richmond	Sr Svc Rep I	1	Backfill Jeffrie VanHook	Carol Macon	448-2956
3233	Mtr Rdr/Ofc Svcs	San Jose	Sr Svc Rep II	1	Backfill Paul Morrow	Chris Hallen	621-7269
4116	Mtr Rdr/Ofc Svcs	Santa Rosa	Sr Svc Rep I	1	Backfill Joe Laureno	Robin Kilgos	323-7024
4762	Mtr Rdr/Ofc Svcs	Stockton	Sr Svc Rep II	1	Backfill Marvin Sterni	Larry Dawson	843-5134

Operating Clk-Typist	Santa Rosa	Metering Services	Customer Service	
Utility Clk-Oper-Typist	Bakersfield	Metering Services	Customer Service	
Utility Clk-Oper-Typist	Fresno	Metering Services	Customer Service	
Utility Clk-Oper	San Francisco	Meter Reading	Customer Service	6354
Utility Clk-Oper	Oakport	Meter Reading	Customer Service	6355
Utility Clk-Oper	Roseville	Meter Reading	Customer Service	6356
Utility Machine Operator	West Sacramento	Bill Print Mail	CRT	2329 6:30am start M-F
Utility Machine Operator	West Sacramento	Bill Print Mail	CRT	2329 6:30am start M-F
Utility Machine Operator	West Sacramento	Payment Processing	CRT	2335 4:00am start M-F
Utility Machine Operator	West Sacramento	Payment Processing	CRT	2335 4:00am start M-F