



LETTER AGREEMENT NO. R1-02-42-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

STEPHEN A. RAYBURN,
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN,
BUSINESS MANAGER

May 1, 2003

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

Attention: Mr. Perry Zimmerman, Business Manager

Dear Mr. Zimmerman:

Company proposes to establish as two separate headquarters in Stockton, the Credit and Records departments located at 8110 Lorraine Avenue. Currently, this organization is a single headquarters, which was established in June 1987 as the Credit and Collections Center.

With the consolidation of Records to this headquarters, the number of employees has more than doubled to over 300, and a clear delineation of functions and responsibilities exists between Credit and Records. Due to the difference in and complexity of work and need for training, employees are not customarily reassigned to move between the two groups. Due to the extensive time required for cross training between the two sections, overtime equalization has been the subject of numerous discussions between the parties.

The establishment of two headquarters, at 8110 Lorraine Avenue, will facilitate the administration of vacation scheduling and overtime distribution for both company and employees. In accordance with Subsection 8.13 of the Clerical Agreement, vacation scheduling in the Credit and Records departments will be treated as separate headquarters. Further, for the purposes of Title 12 Overtime, the headquarters are considered separate.

For purposes of Title 19, if either headquarters, Credit or Records, initiates a Title 19 activity, affected employees shall be afforded 19.3 and/or 19.4 options within the combined headquarters prior to going to the Demotion Area.

A "New Jobs at Headquarters" will be posted identifying new bid codes for the classifications in Records. Existing bid codes will continue to be used for the classifications in Credit. The establishment and posting of the new bid codes will be "FOR INFORMATION ONLY".

The parties propose an effective date of January 1, 2004.

This agreement may be cancelled by either party upon 60 days written notice to the other of such cancellation.

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: 

Stephen A. Rayburn
Director 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

June 11, _____, 2003

By: 

Perry Zimmerman
Business Manager