

PACIFIC GAS AND ELECTRIC COMPANY

PG&E

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

June 21, 1982

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P. O. Box 4790
Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter dated April 6, 1982 on the same subject.

Subsection 206.1(c) [19.1(c)] states:

"Where a vacancy in an appropriate classification exists, the filling of such vacancy in accordance with the appropriate provisions of this Title shall be substituted for the displacing of another employee as provided herein. If such vacancies exist at more than one headquarters, Company shall provide an employee with a list of such vacancies and the location thereof. He may then elect to fill any of such vacancies."

Subsections 206.6 (a & b) [19.6 (a & b)] state:

(a) "If Company cannot effect a demotion or displacement of an employee in accordance with Section 206.3 [19.3] and if in addition, such employee cannot for any reason effect an election in accordance with Section 206.4 [19.4] or 206.5 [19.5], he may elect to displace that employee in the Division, in a beginning classification who has the least Service provided he meets the qualifications of the transfer."

(b) "If the Company cannot effect a demotion or displacement of an employee in Subsection (a) hereof, if he has been employed three years or more, may elect to displace that employee in the Company in a beginning classification, who has the least Service provided he meets the qualifications of a transfer."

An employee exercising his rights pursuant to Section 206.6 [19.6] where the employee with the least service in a beginning classification is a vacancy(ies), may attempt to meet the prerequisite(s), if any, during the notice

period prior to layoff. If unsuccessful, he may continue to attempt to qualify subsequent to his layoff. If the laid-off employee qualifies prior to the expiration of one year from the date of layoff, he is entitled to preferential rehire to a vacancy for which he has qualified, pursuant to Section 206.13 [19.13], within the bargaining unit from which he was laid off.

An employee who is notified of multiple vacancies may attempt to qualify, in the same manner as stated above, for more than one vacancy.

The retest provisions of the various prerequisites shall apply during the notice period and the one-year period subsequent to layoff. Following layoff, the time required to take any prerequisite tests shall be at the employee's expense. The time required to attend a prerequisite school or class shall be at Company's expense (Example: 3-day climbing school).

An employee who qualified for a beginning classification after his layoff shall not be allowed to displace another employee.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *J. W. Burbright*
Manager of Industrial Relations

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

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

July 6, 1982

By *Jack McHenry*
Business Manager