

PACIFIC GAS AND ELECTRIC COMPANY

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

September 24, 1986

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:

The following proposal is based upon discussions between Company and Union Committees concerning bidding rights and displacement of employees headquartered at Avon, Martinez, Oleum and Kern Power Plants. As a result of those meetings, Company proposes the following pursuant to Title 206, Subsections 205.19 and 206.12 of the Physical Agreement.

Attached as Exhibit I is the proposed normal line of progression for the Steam Generation Department in the application of Title 206.

Relocation Benefits

It was agreed that the Company will pay the moving allowance for employees who voluntarily accepted a lateral assignment or demotion, prior to official notification that all employees at Avon, Martinez, Oleum and Kern Power Plants were given Section 206.9 bidding rights, which required them to move as follows:

- Kern Power Plant - Beginning October 18, 1985 to the completion of the relocation of all employees.
- AM&O - Beginning April 18, 1984 to the completion of relocation of all employees.

Delay and Release Dates

Because of operating needs there may be significant delays in releasing some AM&O and Kern employees who are awarded positions. If an employee is delayed, the Company will give such employee one month notice before releasing him or her if the employee is required to relocate.

Filling Positions Within Steam Generation

It is understood that the Company will release some positions to be filled only by bidders within the Steam Generation Department.

Voluntarily Transfers to Other Line of Progression

The last paragraph of Subsection 206.9(b) of the Physical Agreement will apply as follows: "An employee who has been demoted or transferred under the provisions of this Title who thereafter voluntarily removes himself from the line of progression to which he was previously transferred or demoted shall not be given consideration under this Section."

Retention of Subsections 205.5(d)(1) and 18.5(c)(1) Rights

In accordance with Title 206, those employees displaced or demoted as a result of relocation because of the retirement of AM&O or the cold stand-by of Kern Power Plant will be considered to be headquartered within their previous Division in the application of Subsections 205.5(d)(1) or 18.5(c)(1). These rights will be valid for a period of one year following their report date. However, if at any time, an employee declines an opportunity to return to his or her previous Division, his or her Subsections 205.5(d)(1) and 18.5(c)(1) rights will be voided. For example, if a Control Operator bids to another Division as a Control Operator as result of relocation, such Control Operator could return to a beginning position in his/her previous Division as a priority two transfer applicant. For purposes of this agreement, "Division" is the bidding Division in which the plant is geographically located.

If you are in accord with the foregoing and attachments 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 *M. Boulright*
Manager of Industrial Relations

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

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

Oct 9, 1986

By *Jack McKinley*
Business Manager

The Normal Line of Progression for the Steam Generation Department
in the Application of Title 206

<u>Classification Affected</u>	<u>May Displace</u>	<u>*May Demote To</u>
0468 Electrician	0468 Electrician	0482 Appr. Electrician
0472 Electrician (DCPP)	0469 Elec. (Matls & Other)	
0476 Trv. Electrician (Un.)	0472 Electrician (DCPP)	
0477 Trv. Electrician	0476 Trv. Electrician (Un.)	
0479 Trv. Electrician (DCPP)	0477 Trv. Electrician	
0485 Electrician (Un.)	0479 Trv. Electrician (DCPP)	
0489 Electrician (Un.) (DCPP)	0485 Electrician (DCPP)	
0491 Trv. Elec. (Un.) (DCPP)	0486 Elec. (Un.) (Matls & Other)	
	0489 Electrician (Un.) (DCPP)	
	0491 Trv. Elec. (Un.) (DCPP)	
0482 Appr. Electrician	0481 Appr. Electrician (Elec. Maint)	0332 Tool Maint. Clerk (DCPP)
	0482 Appr. Electrician	0943 Helper
	0483 Appr. Electrician (Other)	0942 Trv. Helper
0753 Maintenance Subforeman	0753 Maintenance Subforeman	1111 Machinist
	0750 Maintenance Subforeman	1112 Machinist (Other)
		1113 Machinist (DCPP)
		1124 Trv. Machinist (Un.)
		1126 Machinist (Un.)
		1127 Machinist (Un.) (Other)
		1128 Machinist (Un.) (DCPP)
		1129 Trv. Machinist (Un.) (DCPP)
		1146 Trv. Machinist (DCPP)
		1147 Trv. Machinist

* Employee to be demoted has choice of classifications as provided for under Title 206; then displaces the employee with the least service in that classification who is junior to him.

<u>Classification Affected</u>	<u>May Displace</u>	<u>*May Demote To</u>
1111 Machinist	1111 Machinist	1131 Appr. Machinist
1113 Machinist (DCPP)	1112 Machinist (Other)	
1124 Trv. Machinist (Un.)	1113 Machinist (DCPP)	
1126 Machinist (Un.)	1124 Trv. Machinist (Un.)	
1128 Machinist (Un.) (DCPP)	1126 Machinist (Un.)	
1129 Trv. Machinist (Un.) (DCPP)	1127 Machinist (Un.) (Other)	
1146 Trv. Machinist (DCPP)	1128 Machinist (Un.) (DCPP)	
1147 Trv. Machinist	1129 Trv. Machinist (Un.) (DCPP)	
	1146 Trv. Machinist (DCPP)	
	1147 Trv. Machinist	
1131 Appr. Machinist	1131 Appr. Machinist	0330 Tool Clerk
		0336 Tool Maintenance Clerk Mechanical (DCPP)
		0426 Light Truck Driver
		0940 Helper
		0963 Trv. Helper
		1228 Appr. Mechanic (Currently being negotiated)
2158 Trv. Rigger (Un.) (DCPP)	2158 Trv. Rigger (Un.) (DCPP)	2161 Appr. Rigger
2159 Rigger (DCPP)	2159 Rigger (DCPP)	
2162 Rigger (Un.) (DCPP)	2160 Rigger (Other)	
2164 Trv. Rigger (Un.)	2164 Trv. Rigger (Un.)	
2165 Rigger	2165 Rigger	
2166 Rigger (Un.)	2166 Rigger (Un.)	
2167 Trv. Rigger	2167 Trv. Rigger	
	2162 Rigger (Un.) (DCPP)	
2161 Appr. Rigger	2161 Appr. Rigger	0330 Tool Clerk
		0336 Tool Maintenance Clerk Mechanical (DCPP)
		0426 Light Truck Driver
		0940 Helper
		0963 Trv. Helper

* Employee to be demoted has choice of classifications as provided for under Title 206; then displaces the employee with the least service in that classification who is junior to him.

<u>Classification Affected</u>	<u>May Displace</u>	<u>*May Demote To</u>
2623 Cert. Welder (Un.) (incl. Mtls Dsbn Pos'ns)	2623 Cert. Welder (Un.) (incl. Mtls Dsbn Pos'ns)	2629 Appr. Welder
2626 Cert. Welder (incl. Mtls Dsbn Pos'ns)	2626 Cert. Welder (incl. Mtls Dsbn Pos'ns)	
2631 Cert. Welder (DCPP)	2631 Cert. Welder (DCPP)	
2632 Cert. Welder (Un.) (DCPP)	2632 Cert. Welder (Un.) (DCPP)	
2634 Trv. Cert. Welder (DCPP)	2634 Trv. Cert. Welder (DCPP)	
2365 Trv. Cert. Welder (Un.) (DCPP)	2365 Trv. Cert. Welder (Un.) (DCPP)	
2636 Trv. Cert. Welder (Un.)	2636 Trv. Cert. Welder (Un.)	
2637 Trv. Cert. Welder	2637 Trv. Cert. Welder	
2629 Appr. Welder	2629 Appr. Welder	0330 Tool Clerk
	2630 Appr. Welder (Elec Maint)	0336 Tool Maintenance Clerk Mechanical (DCPP)
		0426 Light Truck Driver
		0940 Helper
		0963 Trv. Helper
1225 Mechanic	1225 Mechanic	0330 Tool Clerk
1229 Mechanic (DCPP)	1229 Mechanic (DCPP)	0426 Light Truck Driver
1232 Mechanic (Un.) (DCPP)	1232 Mechanic (Un.) (DCPP)	0940 Helper
1234 Mechanic (Un.)	1234 Mechanic (Un.)	0963 Trv. Helper
1409 Trv. Mechanic (DCPP)	1409 Trv. Mechanic (DCPP)	
1410 Trv. Mechanic (Un.) (DCPP)	1410 Trv. Mechanic (Un.) (DCPP)	
1411 Trv. Mechanic (Un.)	1411 Trv. Mechanic (Un.)	
1412 Trv. Mechanic	1412 Trv. Mechanic	
1228 Appr. Mechanic	1228 Appr. Mechanic	0940 Helper
0426 Light Truck Driver	0422 Light Truck Driver	0330 Tool Clerk
	0423 Light Truck Driver	0940 Helper
	0424 Light Truck Driver	0963 Trv. Helper
	0426 Light Truck Driver	
	0427 Light Truck Driver	

* Employee to be demoted has choice of classifications as provided for under Title 206; then displaces the employee with the least service in that classification who is junior to him.

<u>Classification Affected</u>	<u>May Displace</u>	<u>*May Demote To</u>
0330 Tool Clerk	0330 Tool Clerk	0426 Light Truck Driver 0940 Helper 0963 Trv. Helper
2381 Control Tech. (Un.)(DCPP)	2381 Control Tech. (Un.)(DCPP)	2398 Appr. Control Technician
2382 Trv. Control Tech. (Un.)	2382 Trv. Control Tech. (Un.)	
2383 Control Technician (Un.)	2383 Control Technician (Un.)	
2385 Shift Ctrl. Tech. (DCPP)	2385 Shift Ctrl. Tech. (DCPP)	
2394 Trv. Control Tech. (Un.)	2394 Trv. Control Tech. (Un.)	
2396 Trv. Control Technician	2396 Trv. Control Technician	
2397 Control Technician	2397 Control Technician	
2399 Trv. Control Technician (Un.)(DCPP)	2399 Trv. Control Technician (Un.)(DCPP)	
2398 Appr. Control Technician	2398 Appr. Control Technician	**0482 Appr. Electrician **2091 Appr. Instru. Repairman
2090 Instrument Repairman	2090 Instrument Repairman	2091 Appr. Instrument Repairman
2092 Trv. Instrument Repairman (Un.)(DCPP)	2092 Trv. Instrument Repairman (Un.)(DCPP)	
2093 Instru. Repairman (Un.)	2093 Instru. Repairman (Un.)	
2094 Trv. Instru. Repairman (Un.)	2094 Trv. Instru. Repairman (Un.)	
2095 Instru. Repairman (DCPP)	2095 Instru. Repairman (DCPP)	
2096 Instru. Repairman (Un.)(DCPP)	2096 Instru. Repairman (Un.)(DCPP)	
2097 Trv. Instru. Repairman	2097 Trv. Instru. Repairman	
2091 Appr. Instru. Repairman	2091 Appr. Instru. Repairman	0334 Tool Clerk (Inst. Mtce.) (DCPP) 0944 Helper 0946 Trv. Helper

* Employee to be demoted has choice of classifications as provided for under Title 206; then displaces the employee with the least service in that classification who is junior to him.

**Apprenticeship depending upon where employee came from. If employee attained journeyman status in that apprenticeship, then will be given unassigned status.