

PACIFIC GAS AND ELECTRIC COMPANY

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January 28, 1987

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 Company proposes in this Letter of Clarification, to expand the options available under Title 19 of the Clerical Agreement, to provide for the placement of individuals voluntarily in a new headquarters prior to the actual involuntary displacement as defined under Title 19 in the Vice President and Comptroller's Department.

The Vice President and Comptroller's Department is presently in a lack-of-work situation. Previous displacements have taken place following the provisions of Title 19. This proposal seeks to allow employees in the affected classification and headquarters to be placed voluntarily in vacancies in the department, through preferential consideration under Subsections 18.5(a) and 18.8(a).

Since the intent of this process is to voluntarily transfer employees in lieu of or prior to the involuntary displacements occurring under Sections 19.3-19.6, the number of transfers allowed under this proposal would be limited to the number of positions in the classification and headquarters that are to be eliminated under the lack-of-work situation.

Pursuant to Sections 18.17 and 19.12, the Company proposes to add the following steps to the Demotion and Layoff Procedure of Title 19 in the Vice President and Comptroller's Department. Preferential consideration under Subsection 18.8(a) would be afforded to volunteers seeking transfer in those headquarters experiencing a lack-of-work situation prior to displacements under Sections 19.3-19.6.

1. When a headquarters is in a lack-of-work situation, all employees in that headquarters in the same classification as those positions being eliminated will be given limited preferential bidding rights under Subsections 18.5(a) and 18.8(a) for existing vacancies in the same classification in the department.
2. When it is determined that the number of positions in a given classification at a headquarters will be reduced, the employees in that headquarters in that classification may volunteer for existing vacancies in the department.

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3. An employee's Company service date will be the determining factor in awarding job vacancies. Placement into a vacancy will be based on seniority. If more than one vacancy in a given classification exists, volunteers may choose among the vacancies based on seniority. In the application of this agreement, an employee shall not be placed in a position unless qualified to perform the duties.
4. If more than one headquarters is experiencing a lack-of-work situation at the same time, the respective seniority lists will be merged.
5. The number of voluntary transfers allowed in a headquarters in a classification under this agreement will be limited to the number of positions in the headquarters in that classification that are to be eliminated as a result of the lack-of-work situation.
6. Employees who volunteer and are placed under this procedure will be entitled to accelerated rights, pursuant to Section 19.9, after they have remained in their new positions for a period of six months.
7. If the number of volunteers placed is less than the number of positions to be eliminated, displacement in accordance with Title 19 will occur.

This agreement may be cancelled 30 days after receipt of written notice of such cancellation by either party.

This proposal has been discussed with Mss. Dorothy Fortier, Assistant Business Manager, and Gwen Wynn, Business Representative.

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 *W. Bonbright*
 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

Feb 3, 1987

By *Joe Wynn*
 Business Manager