

**PACIFIC GAS AND ELECTRIC COMPANY**

PGE



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

August 11, 1987

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

Attention: Mr. Jack K. McNally, Business Manager

Gentlemen:

Beginning in July of 1987 and continuing through December, East Bay Region will consolidate its Materials Distribution facilities by centralizing its Concord and Hayward facilities in Oakport to provide faster and more efficient service to the Divisions. To accomplish this, Company proposes, pursuant to Sections 205.19 and 206.12 of the Physical Agreement, to move three employees from the Concord warehouse and four employees from the Hayward warehouse to Oakport in August, and move seven employees from Concord and eight employees from Hayward to Oakport in November or December, depending upon when the new Materials Facility in Oakport is completed. The move is being implemented in steps because initially, Concord and Hayward will continue to serve some headquarters until the new facility is completed. At both Concord and Hayward, one Leadman position will remain to serve each headquarters. Additionally, one Leadman will continue to serve the Richmond facility. Affected employees may elect to exercise Title 206 rights to these positions. Employees electing to exercise Title 206 rights must have met their obligation toward qualifying themselves for the position prior to the report date to the new position. This obligation need not be met prior to their being offered Title 206 rights. The employees involved have been informed of this proposed change and timetable. No employees will be demoted or positions eliminated as a result of this consolidation.

Filling of classifications on all shifts at the new Oakport Region Materials Distribution Facility will be by Company seniority of employees now holding those classifications in the following order: 1. Subforeman, 2. Leadman and Leadman Drivers, 3. Materialsman. Employees in each classification beginning with the highest classification will be given an election list of available shifts. Shift selection preference is determined by Company seniority. If, following the shift selection, shifts remain unfilled with the required complement, the least senior employees in the classification will be required to fill those remaining shifts.

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Shift elections will be made by all employees scheduled to be headquartered at the new Oakport Facility, regardless of when the employees are scheduled to report. Once shifts have been selected, consideration for subsequent shift vacancies will be given to all employees whether or not they have reported to the Facility.

The employees to be moved in July (three from Concord and four from Hayward) will be selected by volunteers by Company seniority among employees in the classifications and shifts required at that time. If an insufficient number of employees volunteer, the least senior employees (three from Concord and four from Hayward) will move. The remaining employees will move in November or December, as explained above.

Attached please find a list of the affected employees, an organization chart of the Oakport, Diablo, Hayward, and Richmond Materials facilities before and after the consolidation, and a list of the complement and shifts of employees at Oakport, Diablo, Hayward, and Richmond now, in July, and in December.

Relocated employees will have Section 206.9 rights to return to their former status.

This proposal has been discussed with the employees involved and Messrs. Art Murray, Frank Saxsenmeier, and Corb Wheeler, the Union Business Representatives serving East Bay Region.

If you are in accord with the foregoing and the 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 *W. D. Bright*  
 Manager of Industrial Relations

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

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

*Aug 31*, 1987

By *Jack Wheeler*  
 Business Manager

## EAST BAY REGION

MATERIALS DEPARTMENT PERSONNEL

<u>Materials</u>	<u>Hdqtrs.</u>	<u>Hire Date</u>	<u>Leadmen</u>		
M. Burford	Hayward	3/7/63	T. Parry	Hayward	6/19/46
J. Fletcher	Concord	1/31/73	M. Trevarthen	Hayward	3/8/56
J. Roberts	Oakland	4/10/73	B. Smith	Hayward	10/19/56
D. Rivera	Concord	10/18/74	C. Sgambatti	Concord	10/13/64
C. Smith	Oakland	7/23/75	G. Adas	Oakland	12/10/65
L. Prince	Oakland	12/22/75	J. Dudley	Oakland	5/5/69
L. Manansala	Concord	9/20/76	E. Garcia	Concord	7/21/69
J. Addiego	Hayward	4/4/77	C. Buys	Concord	8/24/70
D. Ruff	Hayward	7/6/77	R. Abracosa	Oakland	6/1/71
R. Rocha	Concord	8/22/77	L. Bohannon	Oakland	4/8/74
J. Nagel	Hayward	11/7/77	H. Pappas	Oakland	10/19/77
M. Bodenham	Concord	3/13/78	D. Hagey	Oakland	11/23/77
M. Buckhorn	Oakland	4/10/79			
V. Gumataotao	Concord	8/20/80			
D. Freeman	Oakland	9/28/81			
J. Crosby	Oakland	10/4/82			
J. Henderson	Oakland	4/4/83			
K. Konishi	Oakland	6/28/83			
B. Rodriguez	Hayward	10/17/83			
G. Abney	Oakland	2/25/85			
J. Rowe	Hayward	3/19/85			
B. Massey	Oakland	5/13/85			
K. Loudermilk	Oakland	6/2/86			
T. Reavis	Oakland	6/6/86			
Vacant	Concord				
5/20/87					

Lead Drivers

T. Woodbury	Concord	8/7/61
E. Broussard	Hayward	10/28/64
M. Johnson	Hayward	5/2/74
D. Sofranac	Oakland	11/16/77

Subforemen

R. Berner	Concord	1/3/61
C. Booth	Hayward	9/3/68

**EAST BAY REGION  
MATERIALS  
PROPOSAL**

Shifts

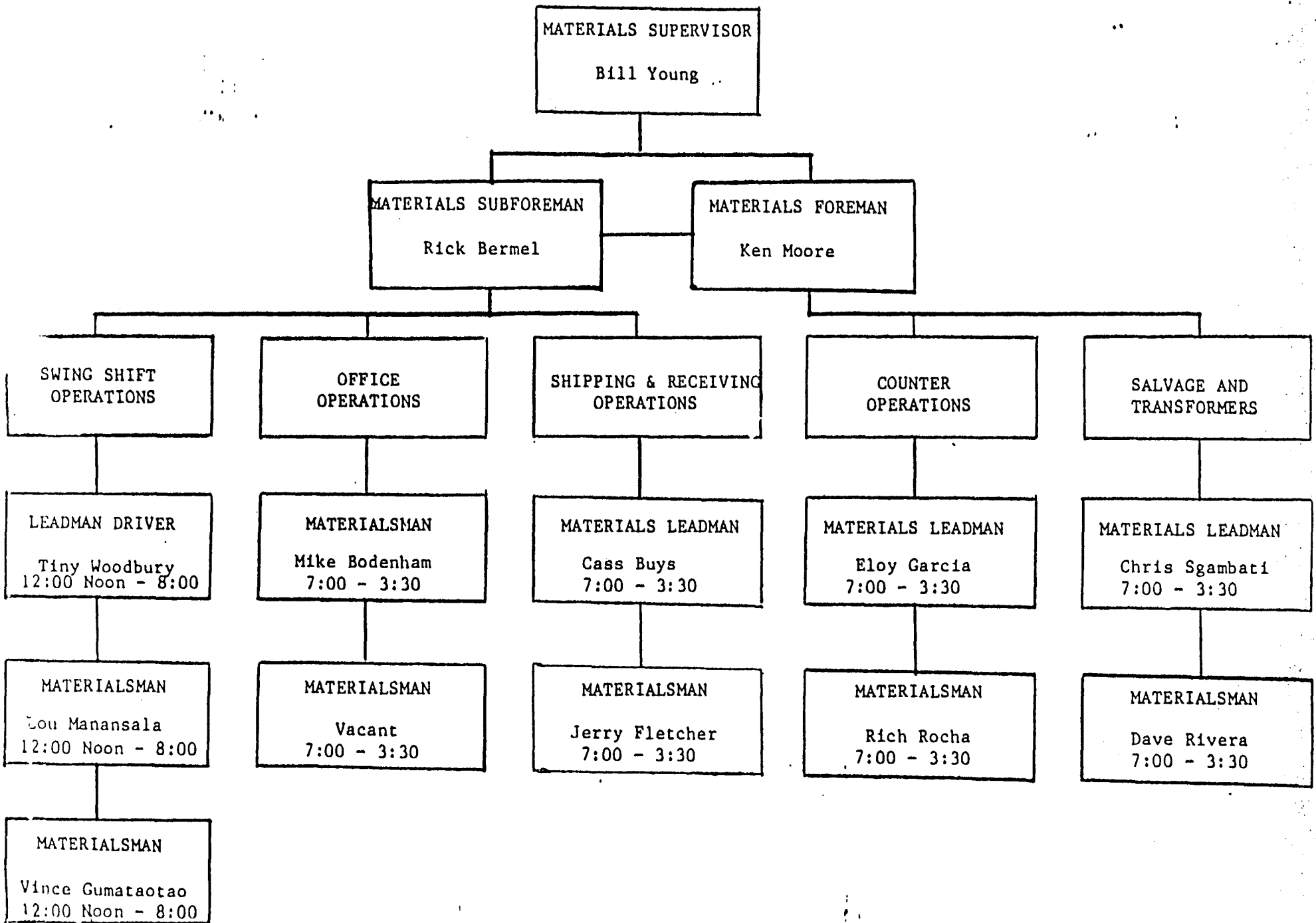
7:00 a.m. - 3:30 p.m.	Office, counter, transformer, receiving, shipping, hazardous waste
	21 employees (6 Leadmen and 15 Materialsmen) 1/2 hour lunch break
10:00 p.m. - 6:00 a.m.	Lead Drivers, Salvage Crew 9 employees (4 Lead Drivers, 1 Leadman, 1 Subforeman and 3 Materialsmen) 1/2 hour lunch break
3:00 p.m. - 11:00 p.m.	Night Picking Crew 9 employees (1 Subforeman, 1 Leadman and 7 Materialsmen) 1/2 hour lunch break

Region Lead Residents

Oakland	6:30 a.m. - 3:00 p.m.	1/2 hour lunch break
Richmond	7:00 a.m. - 4:00 p.m.	1 hour lunch break
Concord	7:00 a.m. - 4:00 p.m.	" " " "
Hayward	7:00 a.m. - 4:00 p.m.	" " " "

ORGANIZATIONAL CHART  
AND WORK SCHEDULES  
MATERIALS FACILITY #30

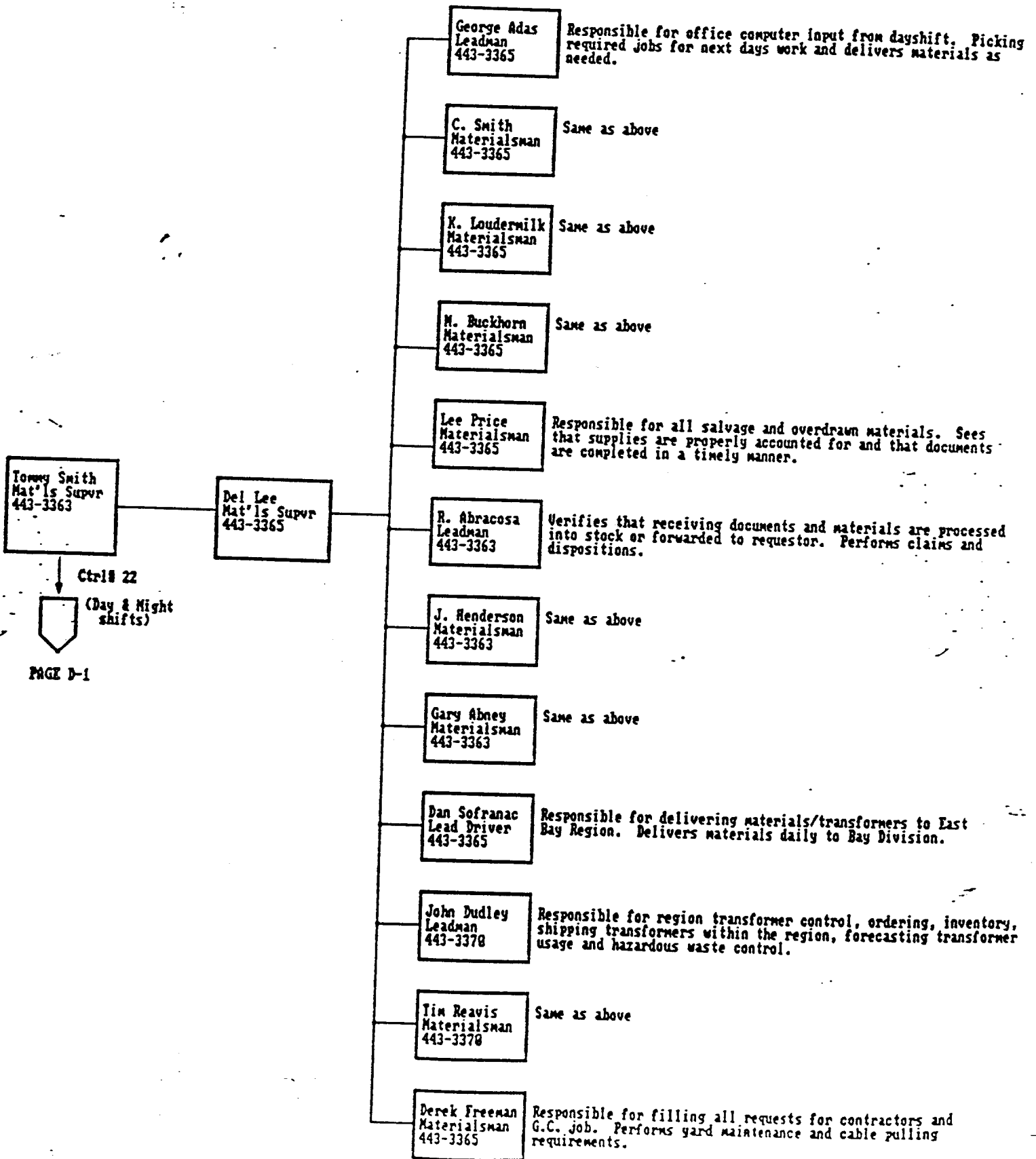
Concord Materials  
Facility, 7/1/87



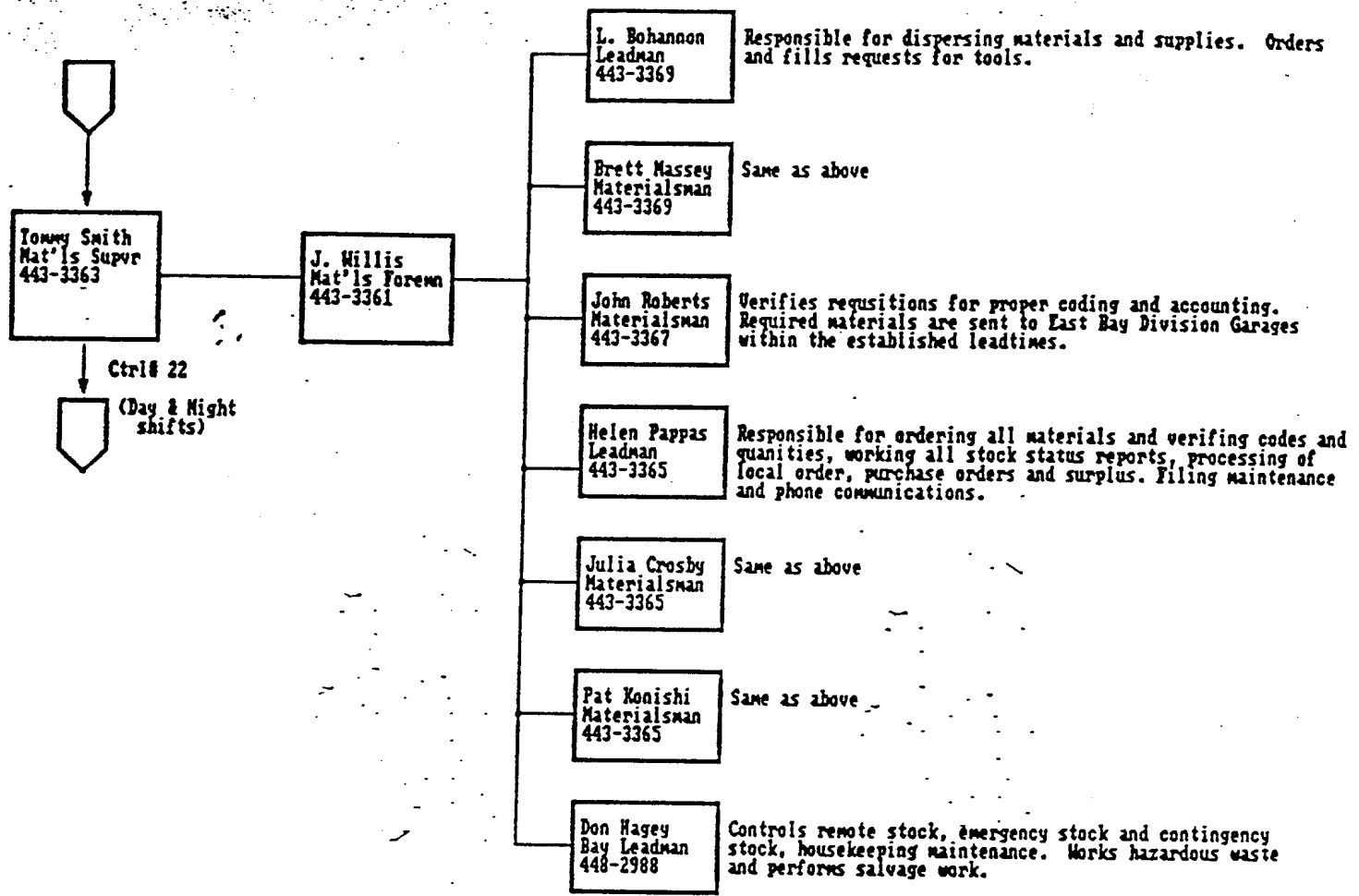
Effective Date: May 4, 1987

MATERIALS DEPARTMENT

Oakport Materials Facility, 7/1/87



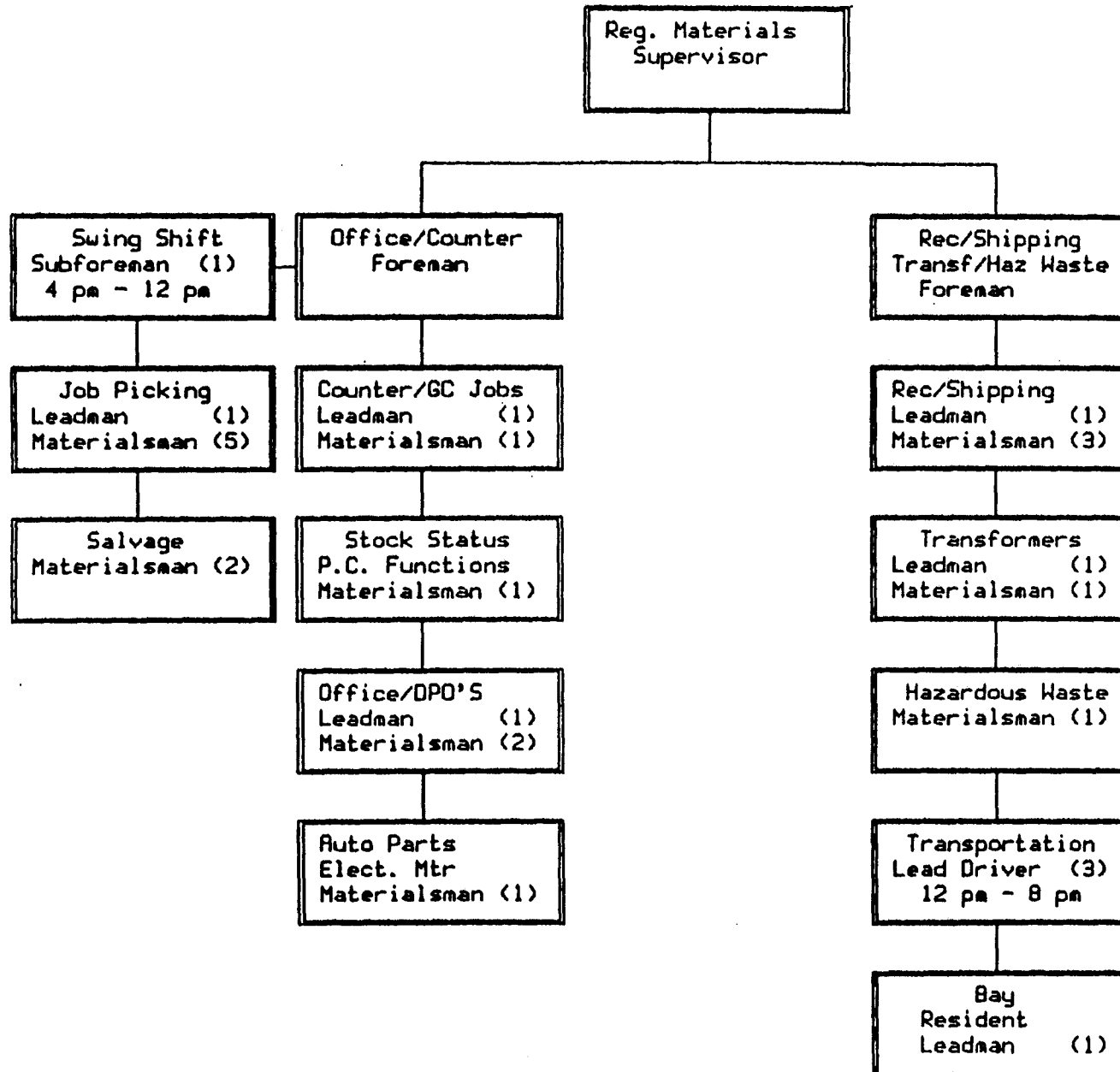
MATERIALS DEPARTMENT (CONTINUED)



6/23/1987

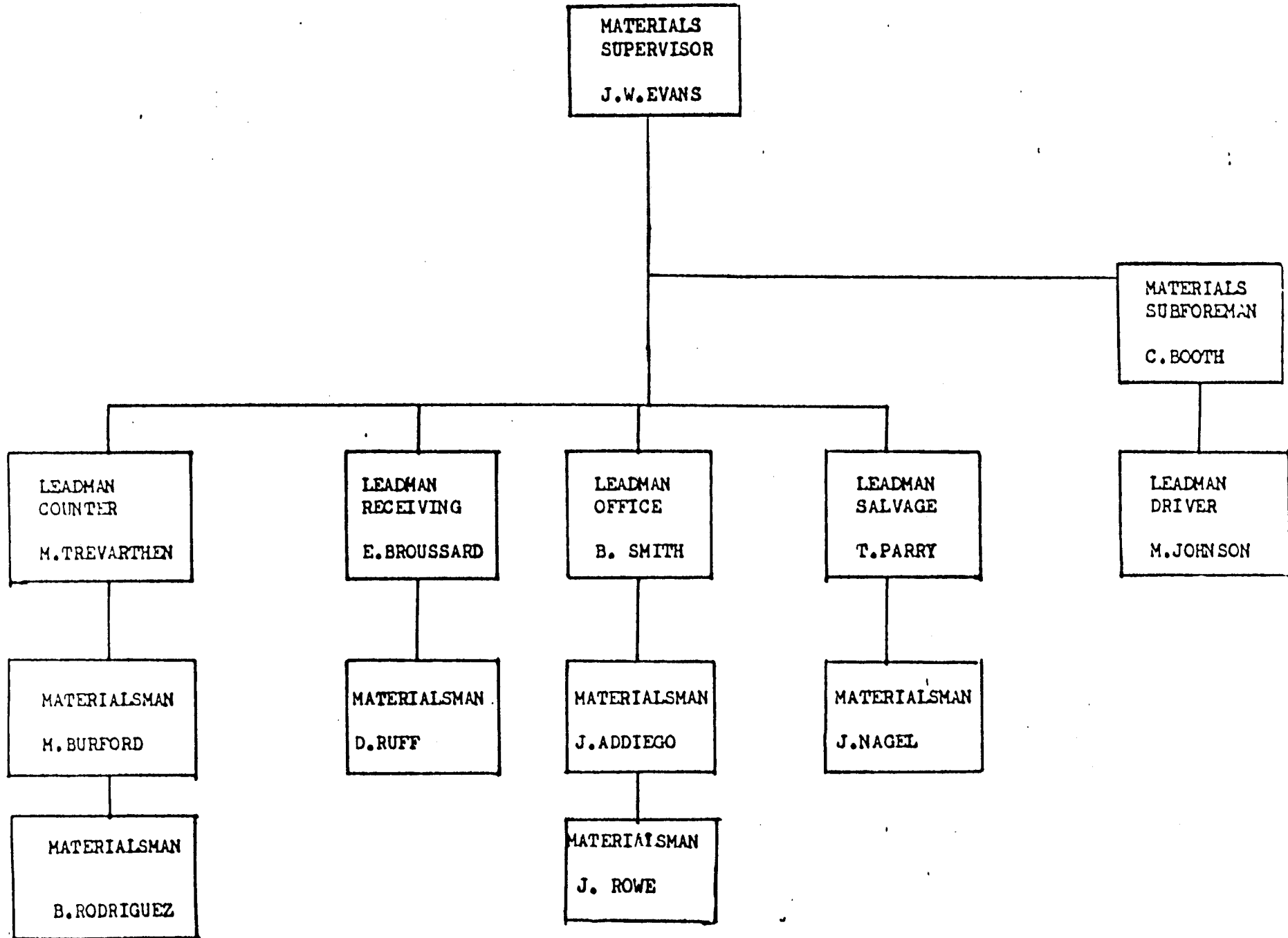
East Bay Region  
Materials Facility  
Interim Structure  
8/1/87

OAKLAND - ANTIOCH - WALNUT CREEK - FREMONT - LIVERMORE





MF/021 ORGANIZATIONAL CHART



6/22/1987

