

# PACIFIC GAS AND ELECTRIC COMPANY

PGE



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May 19, 1987

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

Attention: Mr. J. K. McNally, Business Manager

Gentlemen:

After discussing administration of the Title 19 Clarification (Letter Agreement 87-34), it was mutually agreed that further interpretation is required, specifically:

1. For the purposes of 19.6 - Bumping Employee in Beginner's Job - within the clerical bargaining unit:

If the position identified as a 19.6 option is a combination or dual job, and the displacing employee possesses the necessary prerequisites for the primary classification but not the secondary requirement, such displacing employee may then displace the next least senior employee in a beginning classification not having secondary requirement provided the displacing employee meets the qualifications of a transfer. If the displacing employee does not meet the qualifications for transfer, he shall be laid off.

2. Section 19.13 of the Agreement states, in part:

"...a regular full-time employee who has been laid off for lack of work...shall be entitled to preferential rehire in the reverse order of lay off..." (emphasis added)

The parties agreed that Section 19.13 contemplates the last to be laid off and the first to be rehired are those employees with the most service. As a result of layoffs occurring in different areas at different times, to strictly apply Section 19.13 as written would result in the preferential rehire of less senior employees first.

Therefore, Section 19.13 shall be applied by rehiring employees on the basis of Company service. (emphasis added)

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. W. Bright*  
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

*May 20*, 1987

By *Jack McHenry*  
Business Manager