

Pacific Gas and Electric Company

215 Market Street
San Francisco, CA 94106
415/972-7000

March 1, 1990

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes our letter, dated February 26, 1990, on the same subject.

As a result of meetings between the Parties and their agreement that a lack of work condition will result from effects of Company's recent reorganization, Company proposes the following understanding of Titles 19 and 206, Demotion and Layoff Procedure for the Clerical and Physical Agreements and their respective clarifications:

Amend the Clarifications, as follows:

Physical - Page 5 - Add item 5 to Section E.
Clerical - Page 8 - Add item E to Section V.

An employee, eligible under Section 206.5 or 19.5 to return to a classification in a former line of progression is not subject to the wage restriction provisions of Subsection 206.1(d) or 19.1(d). For example, an employee who previously held the classification of Operating Clerk and is currently classified as a Meter Reader, if eligible under the provisions of Section 19.5 to return to the Operating Clerk classification would not be restricted because he or she is currently in a classification having a wage rate lower than that of the classification from which they would be displacing another employee.

Physical - Page 7 - Add to Section I.

5. An employee displaced from a relief classification, should have his/her prebid under 205.7(a) considered for a relief vacancy in the headquarters from which he/she was displaced as a Relief before any attempt is made to fill the vacancy, pursuant to the Relief Agreement, prior to filling it under the provisions of 205.7.

Clerical - Page 10 - Amend Section X, as follows:

- B. When the Company demotes a non-unit weekly employee into the bargaining unit, such employee shall be reclassified at the current headquarters and Department to the equivalent bargaining unit classification (subject to Subsection 19.1(f)), but not higher than the classification held prior to leaving the unit, and thereupon be entitled to exercise the rights set forth in Title 19, if applicable. For example: -

Note: Equivalent classifications would be to departments as determined by the Exhibit A Confidential Employees' Lines of Progression.

EXAMPLE #1

A Secretary B, Customer Services, who previously held the classification of Service Representative would be reclassified to Service Representative. The junior Service Representative in the department would then exercise Title 19 rights, if necessary.

EXAMPLE #2

A Secretary B, Gas, who previously held the classification of Sr. Service Representative I would be reclassified to a Sr. Operating Clerk I. The junior Sr. Operating Clerk I would then exercise Title 19 rights, if necessary.

EXAMPLE #3

A Human Resources Clerk, who previously held the classification of Sr. Operating Clerk I would be reclassified to a Service Representative. The junior Service Representative would then exercise Title 19 rights, if necessary.

When the Company demotes a non-unit weekly employee into the bargaining unit, who has never previously held a bargaining-unit classification, such employee shall be reclassified at the current headquarters and Department to a beginning classification, and thereupon be entitled to exercise the rights set forth in Title 19, if applicable. For example:

EXAMPLE #1

A Human Resources Clerk, who had never held a bargaining unit classification, would be reclassified to a Utility Clerk, Customer Services. The junior Utility Clerk would then exercise Title 19 rights, if necessary.

- C. No Change

- D. Add:

Note: A supervisory or other monthly employee of an Human Resources Department would be reclassified in accordance with these provisions to a classification in the Customer Services Department.

Replace Example #1 with the following:

EXAMPLE #1

Company is to demote for lack of work an Administrative Services Supervisor who held the classification of Sr. Service Representative II in Customer Services. Such supervisor would be reclassified to a Senior Operating Clerk II in the department, and thereupon exercise rights set forth in Title - 19, if necessary.

No change to Examples 2 and 3.

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 Richard B. Bragg
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

Mar 5, 1990

By James McKinley
Business Manager

DMSIII:sc