



# LETTER AGREEMENT

No. R1-91-7-PGE



Pacific Gas and Electric Company  
Industrial Relations Department  
215 Market Street  
San Francisco, California 94106  
[415] 973-1125

International Brotherhood of  
Electrical Workers, AFL-CIO  
Local Union 1245, IBEW  
P.O. Box 4790  
Walnut Creek, California 94596  
[415] 933-6060

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Richard Bradford, Manager

Jack McNally, Business Manager

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February 20, 1991

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 to you dated January 4, 1991 on the same subject.

The Company proposes pursuant to Section 202.16(b) of the Physical Agreement, to establish the work hours of 11:30 - 20:00 hours Monday through Friday for four Gas Service positions. Lunch will normally be taken at 15:30 hours.

This additional schedule will provide manpower to perform customer relights in support of the Pipeline Replacement Program.

The positions will be opened to Gas Servicemen assigned to existing Gas Service shifts and will be awarded by classification yard seniority. If an insufficient number of Servicemen request the new shift, the remaining will be filled by prebid pursuant to Subsection 205.4 of the Physical Agreement. If vacancies occur as a result of employees volunteering for the new shift, the department will backfill that number of positions by first filling vacant night and weekend shifts.

In the event the prebid list is exhausted of qualified Subsection 205.7(a), (b), (c) and (d) bidders before all four vacancies are filled, the San Francisco Division Reserve Gas Servicemen having completed at least 50 percent of their training will be made provisional Gas Servicemen based upon Company service.

For one year commencing the date that the four shifts are filled and assumed by the Gas Servicemen, the Company will evaluate the benefit of this shift and determine if the

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work are appropriate to meet work load demand. The Company reserves the right to change the start of the work hours to no earlier than 10:30 a.m. and no later than 1:00 p.m. The Company reserves the right to a change of hours once during this one-year period.


If the Company determines that this shift is not required, the four Gas Servicemen positions will be changed to a Monday through Friday, 8:00 - 16:30 hours schedule, and be filled by classification yard seniority.

Shifts 41 through 44 of the Gas Serviceman Schedule (currently vacant), will be utilized for the 11:30 - 20:00 hours shift and will be designated as "0" schedule.

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.

Very truly yours,


PACIFIC GAS AND ELECTRIC COMPANY

By   
Manager of Industrial Relations

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

LOCAL UNION 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

, 1991

By   
Business Manager

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