



LETTER AGREEMENT

No. R1-93-30-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

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

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

September 14, 1993

Local Union No. 1245
International Brotherhood of Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

Company proposes to cancel and supersede Letter of Agreement 87-103 (see attached) excluding the Addendum.

In 1987, the San Francisco Computer Center reorganized to reflect changes in the workflow and created two sections: (1) Mainframe TMS Processing and (2) Output Processing. Three years later in 1990, the Computer Operations Department consolidated a portion of the Company's mainframe operations from the San Francisco Computer Center to the Fairfield Computer Center. The console operations were relocated to Fairfield and the tape handling remained as the primary responsibility of the Mainframe Processing unit in San Francisco.

Since 1990, technology has continued to progress and the tape handling process has become more automated. In response, the Tape Management Storage System was removed from the San Francisco Computer Center and relocated to Fairfield on February 13, 1993.

Given the changes described above, the Company proposes to combine the two sections created in 1987 into one. The current Mainframe Processing Computer Operators would be grandfathered in and provided with the additional training described in attachment 1. Output Processing Computer Operators would be provided the necessary training in Mainframe Processing as well.

This proposal would establish the opportunity for all San Francisco Computer Center Computer Operators to become competent in the remaining Output Processing and Mainframe Processing functions at the center. It will also provide employees greater flexibility in vacation scheduling.

Pursuant to the Addendum to Letter of Agreement No. 87-103, the SFCC Computer Operators will continue the current assignment in their shift preference and team according to their seniority date (refer to Attachment 2 for current shift and team preference). The Addendum to Letter Agreement 87-103 to remain in effect.

If you are in accord with the foregoing and attachment, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By David J. Bergman/sae
Director and Chief Negotiator

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

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

Oct 13, 1993 By [Signature]
Business Manager

PACIFIC GAS AND ELECTRIC COMPANY

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

July 24, 1987

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 agreement, dated May 29, 1987, in accordance with the agreement reached between the parties on Monday, July 20, 1987.

The San Francisco Computer Center is reorganizing the work flow to enhance efficiency and to better serve its clients. To accomplish this, the two current sections, (1) Production and (2) Scheduling and Control, will be reconfigured producing two new sections: (1) Mainframe Processing and (2) Output Processing. The new sections will reflect a more natural and logical division of job functions and should increase employee job understanding.

To meet the needs of the new organization, we will require two modifications in the July 1, 1982 Computer Operations Department Organization and Training Plan for the Computer Operator III [Computer Operator-in-Training (COIT)] classification.

The first modification is a restacking of the courses to reflect the functions of the new sections (see Attachment I). The total number of courses and their contents would remain unchanged.

The second modification involves the current agreement that stipulates that failures after six months in the COIT program will result in displacement or termination. Inasmuch as the reconfiguration of the current sections will place employees, already past the COIT stage, in situations where training in totally new functions is necessary, Company proposes that such employees be required to successfully complete the COIT portion of the training to meet the minimum qualifications in the new functions. Such training will be provided by the Company as expeditiously as possible. In the event of failure by an employee, such failure will be referred to the Joint Training Committee for resolution. The current six-month provision will remain in effect for new hires or transfers into the Computer Operator III classification.

No employee will be subject to a delay in his/her current wage progression as a result of this agreement.

There are a total of 74 employees currently in the San Francisco Computer Center, as follows:

- 22 - Computer Operator II's
- 43 - Computer Operator I's
- 9 - Sr. Computer Operators

Attached is an addendum to Letter Agreement 84-46, which established schedules and minimum Computer Operator I staffing requirements. The addendum supersedes and updates that letter agreement to reflect the new sections as described herein.

If you are in accord with the foregoing and attachment and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to the Company.

Very truly yours,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. B. ...*
Manager of Industrial Relations

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

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

Aug 3, 1987

By *Jack ...*
Business Manager

ADDENDUM

COMPUTER OPERATIONS SHIFT SCHEDULE AND MINIMUM COMPUTER OPERATOR I
STAFFING REQUIREMENTS

Mainframe Operations and Output Processing Sections

<u>Shift/Team</u>	<u>Workweek</u>	<u>Work Hours</u>	<u>**Certified CO1's</u>
1 S	Sunday - Thursday	7:30 a.m. to 4:15 p.m.	1
1 *A	Monday - Friday	7:30 a.m. to 4:15 p.m.	1
1 *B	Tuesday- Saturday	7:30 a.m. to 4:15 p.m.	1
2 S	Sunday - Thursday	4:00 p.m. to 12:00 a.m.	1
2 *A	Monday - Friday	4:00 p.m. to 12:00 a.m.	1
2 *B	Tuesday- Saturday	4:00 p.m. to 12:00 a.m.	1
3 S	Sunday - Thursday	11:45 p.m. to 7:45 a.m.	1
3 A	Monday - Friday	11:45 p.m. to 7:45 a.m.	1
3 B	Tuesday- Saturday	11:45 p.m. to 7:45 a.m.	1

* Rotate each week (Monday-Friday/Tuesday-Saturday)

** Minimum number of certified CO1's required per shift/team

For the first shift in Mainframe Operations, one CO1, trained and/or qualified in computer console operation, will be assigned to work on the Sunday to Thursday workweek. If this assignment cannot be made on a voluntary basis, it will be rotated on a regular schedule to each such qualified CO1.

If there are insufficient volunteers for any schedule other than that in the above paragraph, the least senior certified CO1 will be required to fill this position in the following order:

1. employees on the shift and within the Section
2. employees within the Section

The only exception to this is defined in Letter Agreement 82-131-PGE, which established a rotating schedule, if necessary, for employees qualified in computer console operation on the Sunday to Thursday workweek.

COD TRAINING CURRICULUM CHANGES
Computer Operator-In-Training (COIT or COIII)

Current

Production:

- a. Bursting Room
- b. Line Printers
- c. Tape Handling
- d. IBM 3800
- e. Troy T600
- f. COM Room

Scheduling and Control:

- a. Logging Control
- b. Output Control
- c. Input Control
- d. Tape Library
- e. Tape Management

Proposed

Output Processing:

- a. Bursting Room
- b. Line Printers
- c. IBM 3800
- d. Troy T600
- e. COM Room
- f. Logging Control
- g. Output Control

Mainframe Processing:

- a. Tape Handling
- b. Input Control
- c. Tape Library
- d. Tape Management

SAN FRANCISCO INFORMATION OPERATIONS CENTER
List of Existing Employees as of September 7, 1993

	PRESENT		PROPOSED
	<u>Output</u>	<u>TMS</u>	<u>SFIOC (combined)</u>
<i>First Shift</i>			
A Team	Bostic, Linda Chee, Edward Chiang, Jane	Wong, Spencer Nevarez, Rosalie	Bostic, Linda Chee, Edward Chiang, Jane Nevarez, Rosalie Wong, Spencer
B Team	Baker, Ivy Galban, Karen Paule, Flor Tamayo, Noel	Ferreira, Bernard Goldblatt, May**	Baker, Ivy Ferreira, Bernard Galban, Karen Goldblatt, May Paule, Flor Tamayo, Noel
Sunday Team	Luedtke, Hans * Wong Jennifer		Peltier, Pamela Wong, Jennifer

<i>Second Shift</i>			
A Team	Gotera, Romeo Leonardo, Emelita	Scherpf, Gloria	Gotera, Romeo Leonardo, Emelita Scherpf, Gloria
B Team	Harge, Morrell Viray, Arthur	Ma, Albert	Harge, Morrell Ma, Albert Viray, Arthur
Sunday Team	Lee, Tim Protacio, Alfredo		Lee, Tim Protacio, Alfredo

<i>Third Shift</i>			
A Team	Dalagan, Ella Lualemana, Arona Price, Vivian*		Dalagan, Ella Lualemana, Arona
B Team	Halvorson, Alton Trujillo, Tim		Halvorson, Alton Trujillo, Tim
Sunday Team	Cheng, Julie Dela Torre, Ernesto Isidro, Josephine Peltier, Pam	O'Connor, Daniel	Cheng, Julie Dela Torre, Ernesto Isidro, Josephine O'Connor, Daniel

*Out on Industrial Injury **Leave of Absence

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