



LETTER AGREEMENT NO. R1-93-90-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
201 MISSION STREET, ROOM 1513A
MAIL CODE P15A
P.O. BOX 770000
SAN FRANCISCO, CALIFORNIA 94177
(415) 973-3425

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
(510) 933-6060

RONALD L. BAILEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

October 5, 1993

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

Attention: Mr. Jack McNally

Gentlemen:

During 1993 General Negotiations the parties bargained a Voluntary Retirement Incentive plan (VRI) under Special Provision N. Subsection V (c) of this agreement provides for a retirement date of, "the first of any month during the period commencing with December 1, 1993, and ending with and including December 1, 1994. This Subsection V (c) shall only apply in the event that the COMPANY has a demonstrated business need which requires that retention of the Eligible Employee."

Company has discovered an unintended conflict associated with the operation of Subsection V (c) and Titles 205 / 206 of the Physical Agreement, and Titles 18 / 19 of the Clerical Agreement. Employees who are retiring under Special Provision N and whose retirement date is voluntarily extended based upon business necessity may become eligible for job awards under Titles 205 /18 during the VRI extension period. Conversely, in the event of a lack of work, such employees may be subject to the displacement and demotion procedures as provided under Titles 206 /19. Company believes that the interaction of these provisions are in conflict with the negotiated intent of Special Provision N, Subsection V (c), specifically, that an extension of a retirement date is based upon the business need to retain an employee in a particular position. Application of Titles 205 / 18 and 206 / 19 work contrary to this intent and will act to nullify the business need for an extension of a VRI retirement date. Accordingly, company proposes the following to clarify the intent and application of Special Provision N:

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Company proposes, pursuant to Subsections 205.19 / 206.12 of the Physical Agreement and 18.17 / 19.12 of the Clerical Agreement, that employees retiring under Special Provision N whose retirement date is extended on a voluntary basis pursuant to Subsection V(c), be exempted from the application of Titles 205 / 18 and 206 / 19 for the duration of such extension. Company believes that this proposed application is consistent with the parties bargaining intent under Special Provision N, and will act to minimize disruption to active PG&E employees.

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.

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By: 
Director and Chief Negotiator

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

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

Oct 8, 1993

By: 
Business Manager