



**LETTER AGREEMENT
NO. R1-95-117-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

MEL BRADLEY, MANAGER OR
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

September 15, 1995

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:

The Company is exploring technology options that will greatly automate current Service Dispatch operations. It is anticipated that this technology will be installed within the next 2-2.5 years and will require fewer service dispatchers than we have today.

While field automation is likely in the future, current dispatch operations (paper based) require immediate attention. There are numerous vacancies and employees in temporary assignments.

To prepare for the 1995 reight season and set a strategy to address Service Operator concerns about the future, a CES Title 8 meeting for Service Operators was held on September 8, 1995. In accordance with those discussions, Company proposes the following pursuant to Sections 205.19 and 206.12 of the Physical Agreement for the consolidation of various Service Dispatch Centers.

1. Consolidation: Service Dispatch Centers have been consolidated to the following locations: Oakport, Concord, Fresno, Bakersfield, San Rafael, Eureka, Santa Rosa, Chico, Sacramento, San Francisco, San Jose, Stockton, and Merced.
2. Staffing: Minimum staffing levels are listed on Attachment #1.

3. Implementation:

(a) Section 206.1

Company will provide to all displaced employees listed on Attachment #2, Section 206.1 Notification. This notice will include Subsection 205.7 (a) preferential rights to Service Operator vacancies.

(b) Posting New Job at Headquarters

Company will post positions at Oakport Service Center and San Jose as "New Jobs at Headquarters."

(c) Filling Positions

Company will fill vacant and "New Job at Headquarters" through the bid system. Employees utilizing this provision will retain their rights under 206.9 "Accelerated Promotion."

(d) Section 206.2 Notification

Company subsequent to 3(a)(b)(c) will give impacted employees a list of displacement and demotion options including any remaining consolidated Service Dispatch Center vacancies.

(e) Relocation

Those employees who exercise their 205.7(a) preferential rights will also qualify for a moving allowance in accordance with the guidelines established in Section 206.8 of the Physical Agreement.

(f) Placement Timing

While it is the Company's intent to fill positions as soon as possible, actual report dates will occur no later than January 15, 1996 unless agreed to by both parties.

(g) Communication Plan

Company and Union agree to develop a joint implementation plan. The Union will appoint at least one member to this team.

Company and Union agree to make joint presentations to affected Service Operators. These presentations will begin in September and be conducted by a joint team.

4. Any issues arising out of the implementation of this agreement should be referred back to the Title 8 Committee for resolution.

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

Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY



Chief Negotiator

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

Oct 2, 1995

By:


Business Manager

SYSTEM DISPATCH STAFFING

ATTACHMENT #1

	REQUIRED STAFFING			CURRENT STAFFING			VACANT POSITIONS		
	Service Operators	Relief Operators	Total Positions	Service Operators	Relief Operators	Total Positions	Service Operators	Relief Operators	Total Positions
EAST BAY (Oakport)	10	2	12	0	3	3	10	0	10
DIABLO (Concord)	4	2	6	3	2	5	1	0	1
FRESNO (Fresno)	5	2	7	3	1	4	2	1	3
KERN (Bakersfield)	3	2	5	1	1	2	2	1	3
NORTH BAY (San Rafael)	3	2	5	1	0	1	2	2	4
NORTH COAST (Eureka)	2	0	2	0	0	0	2	0	2
NORTH COAST (Santa Rosa)	4	2	6	3	1	4	1	1	2
NORTH VALLEY (Chico)	3	2	5	0	0	0	3	2	5
SACRAMENTO (Sacramento)	11	3	14	3	0	3	8	3	11
SAN FRANCISCO (San Francisco)	11	2	13	11	1	12	0	1	1
SAN JOSE CALL CENTER	18	4	22	0	0	0	18	4	22
STOCKTON (Stockton)	3	2	5	3	2	5	0	0	0
YOSEMITE (Merced)	3	2	5	4	1	5	0	1	1
SYSTEM TOTALS	80	27	107	32	12	44	48	15	63

**DISPLACED/IMPACTED SERVICE OPERATORS and
RELIEF OPERATORS**

	<i>Social Security Number</i>	<i>Headquarters</i>		<i>Classification</i>
		<i>Regular</i>	<i>Temp</i>	
<u>Bay Division</u>				
Walter Henry	-3788	Oakland	Oakland	(SO)
Joe Blacksher	-4792	Richmond	Oakland	(SO)
Skip West	-1388	Richmond	Oakland	(SO)
Greg Hansen	-0202	Richmond	Oakland	(SO)
<u>Central Coast Division</u>				
Rafael Padin	-5730	Salinas	San Jose	(SO)
Adam Mendolla	-3884	Salinas	San Jose	(RSO)
<u>De Anza Division</u>				
Terry Ferguson	-6051	Cupertino	San Jose	(SO)
Robert Farwell	-8628	Cupertino	San Jose	(SO)
Dan Melanephy	-1477	Cupertino	San Jose	(RSO)
Robert Delgado	-4762	Cupertino	San Jose	(RSO)
<u>Mission Division</u>				
Cliff Hartley	-0510	Hayward	San Jose	(SO)
*Gary Van Home	-0265	Hayward	San Jose	(SO)
Lovette Conrad	-8209	Hayward	San Jose	(SO)
Dan Gomes	-2021	Hayward	San Jose	(RSO)

* = LTD

**DISPLACED/IMPACTED SERVICE OPERATORS and
RELIEF OPERATORS**

	<i>Social Security Number</i>	<i>Headquarters</i>		<i>Classification</i>
		<i>Regular</i>	<i>Temp</i>	
<u>North Bay Division</u>				
Raymond Meinel	-3730	Tulucay Sub	San Rafael	(RSO)
Mike Romo	-6067	Tulucay Sub	San Rafael	(SO)
<u>Pennisula Division</u>				
Ron Fonti	-0270	Belmont	San Jose	(SO)
Jim Petrucci	-2519	Belmont	San Jose	(SO)
Jim Donovan	-8598	Belmont	San Jose	(SO)
Graciano Regino	-6914	Colma	San Jose	(SO)
Fulvio Dapas	-3139	Belmont	San Jose	(RSO)
Leo Barba	-1136	Colma	San Jose	(RSO)
<u>Sacramento Division</u>				
Mike Davis	-3449	Woodland	Sacramento	(SO)
Jack O'Hearn	-7377	Marysville	Sacramento	(SO)

**DISPLACED/IMPACTED SERVICE OPERATORS and
RELIEF OPERATORS**

	<i>Social Security Number</i>	<i>Headquarters Regular Temp</i>	<i>Classification</i>
 <u>San Jose Division</u>			
Walt Truluck	-5115	San Jose San Jose CC	(SO)
John Moro	-6049	San Jose San Jose CC	(SO)
Gerry Roza	-8078	San Jose San Jose CC	(SO)
Richard Landucci	-4726	San Jose San Jose CC	(SO)
Robert Hibbard	-5591	San Jose San Jose CC	(SO)
Mike Livingstone	-9974	San Jose San Jose CC	(RSO)
 <u>Yosemite Division</u>			
Jeff Turner	-3358	Modesto Merced	(SO)

OTHER IMPACTED POSITIONS

Tom Blackwell	-9744	Salinas	(SO)
Herb Valencia	-4293	Salinas	(SO)
Bill Adcock	-1304	Antioch	(SO)