



LETTER AGREEMENT NO. R1-95-60-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

June 14, 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:

A Company and Union recommendation from the Santa Nella seminar was to discuss and find ways to eliminate inefficiency and to re-examine the co-mingling of Division and General Construction crews and the sharing of equipment, tools, employees and headquarters.

On May 16, 1995 Terry Andreucci, Darrel Mitchell, Tony Norman, John Petrovitz, and Dan Robertson representing Local 1245 met with David Bergman, Jeff Butler, Dick Collier, Rick Doering, Bill McLoughlin and John Moffat representing Company. The parties agreed that CES assignments to General Construction employees and Division employees should remain separate and distinct. However, on an exception basis agreement was reached to apply the following only to Gas and Electric T&D, Titles 200 and 300 employees in the Customer Energy Services Business Unit:

1. Sharing of equipment and tools and common assembly points and work locations is permissible.
2. On a limited and exceptional basis, Division employees may be loaned to General Construction and vice versa. Title 200 and 300 crews shall normally remain distinct, but may work side by side on the same project or job. Further, crews may be intermingled on the same job where a need exists for specialized assistance. (e.g., boring crews.) Title 200 employees would continue to work under Title 200 provisions while Title 300 employees would continue to observe Title 300 provisions.
3. Title 200 clerical support shall normally come from Title 200 employees; Title 300 clerical support shall normally come from Title 300 employees. However, intermittent support on an exception basis may be made between the groups.

- 4. Joint training, safety, and local Labor Management Committees are recommended.
- 5. This agreement does not modify the provisions of Sections 205, 206, 208, 212, 305, 306 and 308 of the Agreement.
- 6. The attached list of grievances are closed without prejudice based on this agreement. (Attachment 1)

Either party may cancel this agreement by providing 60 days written notice of cancellation.

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

By: 
Director and Chief Negotiator

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

June 20, 1995

By: 
Business Manager

GRIEVANCES SETTLED BY LETTER AGREEMENT 95-60

<u>Grievance Nos.</u>	<u>Location</u>
MER-94-19, FF 5984	Merced
AUB-94-04, FF 5717, PRC 1818	Sierra
SAC-94-38, FF 5770, PRC 1826	Sacramento
AUB-94-8, FF 5709, PRC 1835	Sierra
AUB-94-35, FF 5730, PRC 1837	Sierra
AUB-94-49, FF 5903, PRC 1908	Sierra
SAC-94-5, 9, 10, 16, FF 5926, PRC 1947	Sacramento
CON-94-76, FF 5787, PRC 1977	Concord