



LETTER AGREEMENT NO. R1-96-24-PGE



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

April 8, 1996

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:

In accordance with discussions between the parties at Grid M&C and Operators 94-53 Committee and the "Re-Rate" Committee, the Company proposes the following pursuant to Section 206.12 of the Agreement for the Switching Center staff reduction.

1. Staffing Plan:

1	2	3	4	5	6	7
Switching Center	Authorized Oper Positions	Proposed Oper Positions	Current Positions Filled	Vacancies to Fill	Vacancies to Close/ Hold	Positions to Transfer
Diablo Canyon	6	6	6	0	0	0
Fulton	6	6	6	0	0	0
Humboldt	6	6	4	2	0	0
Los Banos	6	6	5	1	0	0
Metcalf	7	7	6	1	0	0
Moss Landing	6	6	6	0	0	0
Newark	9	7	8	0	1	1
Pittsburg	9	7	6	1	2	0
Round Mtn	8	6	8	0	0	2
San Mateo	9	7	9	0	0	2
Table Mtn	7	6	6	0	1	0
Tesla	7	6	6	0	1	0
Vaca Dixon	8	6	6	0	2	0
Fresno	6	6	6	0	0	0
Midway	6	6	6	0	0	0
Totals	106	94	94	5	7	5

2. Staffing:

The chart on the preceding page is the Transmission Switching Center staffing to currently staff each Transmission Switching Center. The 94-53 Committee will meet to review future staffing needs. The staffing levels identified in the chart are minimum levels to operate each of the listed Transmissions Switching Centers.

3. Implementation

(a) 206.1 Notification

Company will provide to employees impacted by the above staffing plan (column 6) Section 206.1 Notification within seven calendar days of the signing of this agreement. This notice will include 205.7(a) preferential rights to System Operator vacancies or other vacancies to which they would be eligible and qualified.

(b) As of the date 206.1 notification is given to the impacted employees, the CJBT shall temporarily suspend awarding jobs in the System Operator classification systemwide. Such suspension shall not apply to System Operator vacancies in those cases where CJBT has already made an offer to an "A", "B" or "C" bidder. Fifteen calendar days following the issuance of 206.1 Notification to the impacted employees, CJBT shall resume filling System Operator positions pursuant to title 205.

(c) 206.2 Notification:

If the staff reductions are not met by December 1, 1996 by voluntary movement of impacted employees or other employees at the impacted employee's headquarters then such impacted employees will be given their Section 206.2 notification and will thereafter be displaced.

(d) Allowances:

Impacted employees shall be entitled to a \$2,000 special allowance. The impacted employee shall become entitled to this special allowance if he or she bids to and accepts a position at another headquarters.

Employees who exercise their 205.7(a) preferential rights as well as those employees displaced under the provisions of Title 206 will also qualify for a \$2,400 moving allowance in accordance with the guidelines established in Section 206.8 of the Agreement.

Any issues arising out of the implementation of this agreement should be referred back to the Re-Rate 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

By: 
Chief Negotiator

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

April 24, 1996

By: 
Business Manager