



LETTER AGREEMENT NO. R1-98-82-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(510) 974-4282

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, CHIEF NEGOTIATOR

JACK MCNALLY, BUSINESS MANAGER

October 26, 1998

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:

On October 23, 1998 the critical status of the Golden Gate Division Operator's office at Martin Service Center will expire. Company proposes extending the critical status at the headquarters to May 11, 2001, recognizing that the vacancy conditions specified in the critical classification letter agreement dated March 8, 1974, are not applicable.

The department has one vacant position with an authorized head count of nineteen DOs and two OITs. However, in the interest of stability in the department, the number of employees in provisional classifications, and given its importance in managing the electric distribution in San Francisco and San Mateo counties, maintaining the critical status would be beneficial to the business interests of PG&E. The DOs who currently have time remaining on their critical status, or whose critical status expires on October 23, 1998, will have until November 23, 1998, to renew their critical status. During that time period the 8% premium will continue. Concurrently during this time period, employees who have not renewed their critical commitment will retain their unrestricted bidding rights. Employees who do not extend their critical status beyond that point will no longer receive the 8% premium.

Company also proposes three exceptions to the March 8, 1974, critical classification Letter Agreement:

1. Division Operator, provisional, employees whose critical status expires prior to May 11, 2001, may, at their option, extend their existing critical status for the remainder of the proposed critical period. Critical status for all GGDO employees will end on May 11, 2001.
2. Any new employees bidding or transferring into the department will be designated as critical. These new employees would receive critical status for the remainder of the proposed critical period, rather than having the full three year commitment.
3. Two employees recently transferred from Pittsburg Power Plant into Operator in Training positions, and who currently receive wage protection under LA R3-97-53, would not receive a critical classification premium until such time as the rate of pay in the new position is equal to or greater than that of their frozen rate of pay. This condition would apply to any subsequent placement of employees covered under LA-97-53.

This has been discussed with Business Representative Hunter Stern

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

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

Nov 5, 1998

By: 
Business Manager