



**Pacific Gas and  
Electric Company.**

# LETTER AGREEMENT NO. R2-08-34-PGE

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS DEPARTMENT  
MAIL CODE N2Z  
P. O. BOX 770000  
SAN FRANCISCO, CA 94177  
(415) 973-4310  
STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
(707) 452-2700  
TOM DALZELL  
BUSINESS MANAGER

January 29, 2009

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95687

Dear Mr. Dalzell:

Due to the recent relocation of personnel within the Corporate Real Estate department, the Company has shifted certain work currently performed in the General Office headquarters to the Richmond Service Center and to a San Ramon facility. As part of this move, the following Administrative and Technical (A&T) clerical staff either have or will be relocated to these locations. The parties agree that pursuant to Section 18.17 of the Clerical Agreement to reclassify nine of the relocated non-bargaining unit employees and/or positions as follows:

## 1. Classifications

### G.O. Corporate Real Estate to Richmond Service Center

<u>Employee</u>	<u>Current Classification</u>	<u>Current Salary</u>	<u>IBEW Classification</u>
Susan Hall	Administrative Clerk*	27.88	Operating Clerk
Nancy O'Donnell	Director's Assistant**	--	n/a
Glenda Dear	Secretary**	--	n/a

\* Position relocated to Concord RMC.

\*\* Positions relocated back to General Office Headquarters.

### G.O. Environmental Services to 3401 Crow Canyon

Deborah Waring	Secretary	24.07	Operating Clerk
Cecilia Barajas	Sr. Administrative Clerk	25.48	Operating Clerk
Gigie Barnes	Sr. Secretary	--	Operating Clerk - vacant
Adele Alsberg	Director's Assistant	--	n/a
Joyce Young	Sr. Administrative Clerk	--	Operating Clerk - vacant
Esther Flatto	Sr. Director's Assistant	--	n/a
Vasi Hassan	Sr. Administrative Clerk	26.59	Operating Clerk
Teresita Shepard	Sr. Administrative Clerk	28.13	Operating Clerk

### ISTS

Teresa Mercado	Sr. Administrative Assistant	27.17	Operating Clerk
Traci Nawahine	Sr. Administrative Clerk	24.11	Operating Clerk
Lynne Quadrelli	Sr. Administrative Clerk	32.14	Operating Clerk

Effective January 1, 2009, the incumbents in these positions will be considered to be in the Clerical Operating Line of Progression. Company will establish these positions as a New Job at a Headquarters "for information only". The vacant positions if filled as A&T will be converted and placed in to the bargaining unit.

The Company believes the Sr. Director's Assistant and Director's Assistant positions should retain non-bargaining unit status and remain designated as a "confidential" employee. The Company and Union are not in agreement regarding this issue and the Union reserves the right to pursue the matter through the grievance procedure or other appropriate channels.

The seniority of the employees shall be determined in accordance with Section 17.3. Should clerical bargaining unit employees at the headquarters be affected by any Title 19 activity, the provisions of Exhibit I shall apply.

The nine operating clerical positions and incumbents listed above will not be downgraded as a result of the Clerical Job Evaluation System as long as the incumbents remain in their current positions.

Future clerical vacancies in this Department will be filled in the normal Operating Line of Progression, with the actual classification determined by the agreed-to Clerical Job Evaluation System, in accordance with Title 18.

2. Wages

The employees listed above will be reclassified to Operating Clerk and have the same wage rate as Operating Clerk (50010450) effective January 1, 2009 which includes the negotiated general wage increase applicable to Clerical. They will be slotted into the first step of the Operating Clerk wage progression which is higher than the employee's present wage rate. An employee who has previously accumulated sufficient time in the classification will be granted credit for that time towards advancing in the wage progression. The existing Operating Clerk 2009 wage scale is as follows:

Start	24.57
End 6 Mo	26.01
End 1 Yr	27.44
End 18 Mo	28.24
End 2 Yr	29.05
End 30 Mo	29.85
End 3 Yr	30.65
End 42 Mo	31.45
End 4 Yr	32.55

The affected employees will be eligible for any 2008 Short Term Incentive Plan pay out consistent with participation guidelines and policies.

3. Benefits

The employees listed above are currently participating in the Flex Benefit Plan for calendar year 2009. As a result of their change in status to bargaining unit, they will be provided new enrollment packets for making revised selections for medical insurance, dental insurance, vision insurance, participation in the healthcare and or dependent care reimbursement programs, and life insurance as bargaining unit members. Any unused flex days and unused flex dollars will be paid out to the employee.

4. Hours

Effective following the signing of this Agreement, work schedules will be determined by each employee's supervisor in accordance with the Clerical Labor Agreement. Any alternate work schedules will be agreed to via a letter of agreement.

5. Bidding/Demotion Unit

These Operating clerical positions will be included in Bidding Unit 1, Bidding Area 4, Demotion Unit 1, and Demotion Area 4.

6. Testing

The incumbents listed above previously met the requirement to pass the Clerical Test Battery and will not be subject to the typing requirements.

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: 

\_\_\_\_\_  
Stephen A. Rayburn  
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

February 24, 2009

By: 

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Tom Dalzell  
Business Manager