

PACIFIC GAS AND ELECTRIC COMPANY

PG&E

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

February 6, 1984

Local Union No. 1245
 International Brotherhood of
 Electrical Workers, AFL-CIO
 P.O. Box 4790
 Walnut Creek, California 94596

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

This letter cancels and supersedes the Letter Agreement signed March 30, 1982, concerning the rights of regular employees filling temporary or temporary additional jobs under Titles 205, 206, 18, and 19 of the Physical and Clerical Agreements.

Situations arise where temporary or temporary additional positions are filled by employees having regular status. Such situations could occur by the rehire into a temporary classification of a regular employee who has been laid off for lack of work for less than one year or by the hire or rehire into a temporary classification of an individual who upon completion of six months continuous service gains regular status as outlined in Subsections 106.5(a)(3) and 17.5(3) of the Physical and Clerical Agreements.

Upon gaining regular status, an employee filling a temporary or temporary additional job:

1. May submit transfers and have them considered in the normal sequence of Subsections 205.5(b) and 18.5(b) except that such an employee may not submit a transfer to the same classification, department, and headquarters in which he is temporarily employed. In order to fill an authorized vacancy in the same classification, department, and headquarters in which he is temporarily employed, he must be appointed under the provisions of Subsections 205.5(a) or 18.5(a).
2. May be appointed to authorized vacancies for which he is qualified, under the provisions of Subsections 205.5(a), 18.5(a), 205.13 or 18.12.
3. If eligible, may submit prebids or postbids and have them considered in the normal sequence under the provisions of Sections 205.7, 205.8, and 18.8.
4. If subject to layoff, be entitled to placement in accordance with the provisions of Titles 206 and 19. In exercising his rights under these Titles, the regular temporary or temporary additional employees may displace the appropriate junior employee whether that junior employee is in a regularly authorized position or another temporary or temporary additional position.

February 6, 1984

5. Pursuant to the provisions of Section 206.13 (19.13), is entitled to preferential rehire to a regularly authorized or to another temporary or temporary additional job. (See also P-RC 683).

6. A regular employee in an authorized position will not be placed in a temporary or temporary additional position for the sole purpose of relocation.

It is the intention of the parties that employees returning from compensation payroll, rehabilitation, and/or Long-Term Disability who have been placed into positions on a trial basis for the purposes of training and/or determining the suitability of the employee to the work, do not have Title 206 (except Subsection 206.9(a)) of the Physical Agreement and Title 19 (except Subsection 19.9(a)) of the Clerical Agreement rights for the duration of such temporary trial assignments. If at the conclusion of the trial period it is determined that such employee is not suited to the work, the employee shall be returned to compensation payroll, rehabilitation and/or LTD as appropriate.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *W. Lambright*
Manager of Industrial Relations

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

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

Apr 24, 1984

By *Jack Welch*
Business Manager