

PACIFIC GAS AND ELECTRIC COMPANY

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March 3, 1988

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 confirms recent conversations regarding the decentralization of certain letter agreement proposals and consolidates all prior understandings regarding the same.

Agreement is frequently sought to change hours of work, return employees to work who have been off on LTD, make a job appointment based on urgent necessity, or exchange employees' headquarters as provided for in the Physical and Clerical Agreements under Sections 202.16/10.17, 112.15/7.15, 205.17/18.15 and 205.18/18.16 respectively. The Physical Agreement also provides for making modifications to emergency call-out procedures for service employees under Section 212.10 and for expanding the application of remote reporting beyond the Gas and Electric T&D crews under Section 202.21, note 1. These actions are fairly routine and the parameters within which they may be taken are clearly set forth in the Labor Agreements. The Company, therefore, proposes that the following actions be executed by the Regional Human Resources Manager and the Union Business Representative:

- 1) Temporary or permanent change of work hours, for eight (8) hours shifts only, which fall between the hours of 6:00 a.m. to 6:00 p.m..
Sections 202.16/10.17.
- 2) Return employee from LTD or Rehab to the active payroll.
Sections 112.15/7.15.
- 3) Job appointment due to urgent necessity.
Sections 205.17/18.16 - also refer to letter from I.W. Bonbright to Division and Department Personnel Managers dated April 12, 1968 for specific guidelines.
- 4) Exchange of headquarters between employees in the same classification and Line of Progression.
Sections 205.18/18.16.

- 5) Revision to emergency call-out procedures for service employees. Section 212.10.
- 6) Expand parameters of job siting beyond Gas and Electric T&D. Section 202.21, note 1.

It is further proposed that copies of these executed agreements be filed with the Manager of Industrial Relations and the Business Manager of Local 1245, IBEW. Agreements which are not so filed will be considered invalid. Also, agreements that are in conflict with the above listed contract sections, or with any other provisions of either the Physical Agreement or Clerical Agreement to which they pertain, shall be considered invalid unless otherwise agreed to by the Manager of Industrial Relations and the IBEW Business Manager.

This letter shall cancel and supercede Letter Agreements 81-67 and 84-44 which provide for local execution of temporary hours changes agreements under the Physical and Clerical Agreements.

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.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By Richard B. Brady
Manager of Industrial Relations

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

March 8, 1988

By Jack McKinley
Business Manager