



LETTER AGREEMENT

No. R2-93-51-PGE



Pacific Gas and Electric Company
Industrial Relations Department
201 Mission Street, 1513A
San Francisco, California 94105
[415] 973-3420

International Brotherhood of
Electrical Workers, AFL-CIO
Local Union 1245, IBEW
P.O. Box 4790
Walnut Creek, California 94596
[415] 933-6060

Ronald L. Bailey, Manager or
David J. Bergman, Director and Chief Negotiator

Jack McNally, Business Manager

July 22, 1993

Local Union No. 1245
International Brotherhood of
Electrical Workers, AFL-CIO
P.O. Box 4790
Walnut Creek, CA 94598

Attention: Mr. Jack McNally

Gentlemen:

Company proposes to amend Letter Agreement R1-88-121 concerning production standards and the Bonus Achievement Program (BAP) in the Payment Processing Center as follows:

1. Payment Processing Center employees will perform extraction and processing duties daily, except for those employees on the extras list. Company will continue the pre-June 1993 practice of distributing processing work as equitably as possible to all employees.
2. Employees will be eligible for a BAP payout if they meet a weekly production standard of 25,650 items (760 items x 33.75 available hours). This standard will be reduced if an operator has less than 33.75 available hours, in which case, their actual hours will be multiplied by 760 to determine the weekly production standard.
3. Implementation of this new production standard will occur on August 1, 1993.
4. Company and Union have discussed Paragraph I(C) of Letter Agreement 88-121 and the intent of the parties concerning its application to new equipment that will replace the 9400's. The parties have been unable to reach agreement on this issue and have therefore determined that Letter Agreement R2-93-51 is agreed to without prejudice and shall not be referenced by either party in future discussions on this issue.
5. Except for the change in production hours noted in paragraph 2 above, the provisions of Letter Agreement R1-88-121 will remain in effect.

In addition, Company proposes to cancel and supersede Letter Agreement 93-45 concerning hours of work in the Payment Processing Center. Effective August 1, hours and shifts for the Payment Processing Center are:

CURRENT

PROPOSED

EXTRACTION UNIT

Start 12:00 MID - 12:30 a.m.
End 8:00 a.m. - 9:00 a.m.

EXTRACTION/PROCESSING UNIT (1st Shift)

Start 12:00 MID - 12:30 a.m.
End 8:00 a.m. - 9:00 a.m.

PROCESSING UNIT

Start 4:00 a.m. - 4:30 a.m.
End 12:00 NOON - 1:00 p.m.

EXTRACTION/PROCESSING UNIT (2d Shift)

Start 6:00 a.m. - 6:30 a.m.
End 2:00 p.m. - 3:00 p.m.

RESEARCH/DEPOSIT CONTROL

Start 8:00 a.m. - 9:00 a.m.
End 4:30 p.m. - 6:00 p.m.

Hours Remain the Same

Since all employees will be eligible for the incentive plan and shift times will change, graveyard and existing 4:00 a.m. personnel will be given a chance to sign for their shift preference.

Either party may cancel the hours portion of this letter agreement by providing the other party 30 days written notice.

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: 
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

Aug 2, 1993

By: 
Business Manager