



LETTER AGREEMENT NO. R2-97-29-PGE

IBEW



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
375 NORTH WIGET LANE, SUITE 150
WALNUT CREEK, CALIFORNIA 94598
(510) 746-4282

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

7 March 1997

**Pacific Gas and Electric Company
Industrial Relations Department
375 North Wiget Lane, Suite 150
Walnut Creek, California 94598**

**Attention: Mr. David Bergman
Director and Chief Negotiator**

Gentlemen:

For the past 10 years the Company and Union have used Hamilton & Associates to help administer the Clerical Job Evaluation System (CJES). Due to the retirement of the Principal, Gene Hamilton, the Company and Union have proposed to jointly administer the CJES in the future.


- 1. The Company and Union will each appoint 5 members to a Clerical Job Evaluation Job Overview Committee which will be responsible for overseeing administration of the system. All proposed changes to the system must be agreed to by the joint committee in writing. Committee meetings may be requested by either party and will be scheduled as needed. This Committee will review any new, proposed benchmark duty statements and or the deletion of current duty statements.**
- 2. A CJES Security Subcommittee will be responsible for maintenance of the system files and system security. The Committee will be composed of one System Administrator appointed by the Union Business Manager and one System Administrator appointed by the Company Chief Negotiator. Each party will notify the other party in writing at least 2 weeks before changing their System Administrator.**
- 3. The Clerical Job Evaluation Committee (CPEC), comprised of up to 3 members appointed by the Company and up to 3 members appointed by the Union, will continue to meet as needed to discuss any disputes surrounding the grading of positions.**
- 4. Each party will maintain a separate copy of the computer files associated with the administration of this program. All file updates will be approved by the Overview Committee and will be documented, including a description of the file name, the change made, and the date.**
- 5. The Company and Union agree that except as needed for backup or archival purposes, neither party shall make more than seven (7) printed copies or more than one (1) machine-readable copy of the supplied software and documentation at any one time.**

In addition to the above guidelines, all existing Letter Agreements concerning the Clerical Job Evaluation System remain in effect.

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 Union.

Very truly yours,

LOCAL UNION 1245, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

By:  _____
Jack McNally
Business Manager

The Company is in accord with the foregoing and attached and agrees thereto.

PACIFIC GAS & ELECTRIC COMPANY

3-27-, 1997

By:  _____
David J. Bergman
Director and Chief Negotiator