

PACIFIC GAS AND ELECTRIC COMPANY

PGE

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January 23, 1986

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:

Effective the first quarter of 1986, Company plans on consolidating the Materials Distribution facilities currently located in Sacramento Valley Region, to one location, the Marysville Materials Distribution Center. As a result, Company proposes the following, pursuant to Sections 205.19 and 206.12 of the Physical Agreement:

- For the purposes of this agreement only, the classifications of Leadman and Leadman Driver will be considered to be the same classification.
- Upon the establishment of a new position of Facilityman in Redding, the position will be filled pursuant to Section 205.19 rather than Section 205.7.
- Affected employees may first elect to exercise Title 206 rights within their Division to maintain their classification or department. Employees electing to exercise Title 206 rights must have met their obligation toward qualifying themselves for the position prior to the report date to the new position. This obligation need not be met prior to their being offered Title 206 rights.
- Employees not placed in their current headquarters or Division will be required to transfer to the Marysville Materials Distribution Center and will maintain their present classification and wage rate until such time as they voluntarily transfer or bid to another position, location, or line of progression (except when exercising Section 206.9 rights). No bargaining-unit employee will lose their Materials Department job as a result of this consolidation. However, relocation may be required.
- Those employees required to transfer out of their present Division will be considered to be headquartered within that Division in the application of Subsection 205.5(d) for a period of one year following their report date to Marysville.
- Classifications that become vacant during the consolidation process will be filled in accordance with the normal bid and transfer procedures pursuant to Title 205 of the Physical Agreement.

January 23, 1986

- Filling of classifications on all shifts at the North Valley Materials Distribution Facility will be by Company seniority of employees now holding those classifications in the following order: 1. Subforeman, 2. Leadman and Leadman Drivers, 3. Materialsman. Employees in each classification beginning with the highest classification will be given an election list of available shifts. Shift selection preference is determined by Company seniority. If, following the shift selection, shifts remain unfilled with the required compliment, the least senior employees in the classification will be required to fill those remaining shifts. Once all the shifts are filled, the remaining employees will be "red-circled" and pooled with employees in the next lower classification (referred to above) for the shift selection process of that classification. Red-circled employees will not be forced to another shift as a result of a future shift vacancy.
- Shift elections will be made by all employees scheduled to be headquartered at the North Valley Facility, regardless of when the employees are scheduled to report. Once shifts have been selected, consideration for subsequent shift vacancies will be given to all employees whether or not they have reported to the Facility.
- On the issue of moving allowance, employees displaced are encouraged to note the Labor Agreement Interpretation contained on page 198 of the current Physical Agreement. Specifically, that notice of intent to move must be filed within 90 days following transfer in order to qualify for the provisions of Section 206.8. Employees will not be required to move within a "commutable distance" of the new headquarters in order to qualifying for the moving allowance.
- Company and Union agree to establish a Joint Committee to resolve any issues that arise as a result of this consolidation.

In the very near future, Company will be officially notifying each affected employee that they may be transferred pursuant to the provisions of Title 206. This will allow them to exercise Section 206.9 rights should an opportunity present itself, and to submit bids and transfers if they wish to remain in their present location.

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 *M. B. Wright*
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

By *Jack McKinley*
Business Manager

Jan 28, 1986