



**LETTER AGREEMENT  
NO. R4-93-111-PGE**

**IBEW**



PACIFIC GAS AND ELECTRIC COMPANY  
INDUSTRIAL RELATIONS DEPARTMENT  
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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

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RONALD L. BAILEY, MANAGER OR  
DAVID J. BERGMAN, DIRECTOR AND CHIEF NEGOTIATOR

JACK McNALLY, BUSINESS MANAGER

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July 15, 1994

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

Attention: Mr. Jack McNally

Gentlemen:

The Company proposes, pursuant to Section 304.4, the following in order to maximize efficiencies and minimize disruptions to employees in connection with the Central Repair and Recovery Services restructuring at the Davis Services Center:

1. Partsman (0275) and Materialsman (1210) classifications may interchangeably perform the duties of both classifications. Incumbent employees will have a one time option to elect either classification as their base classification for all purposes including Titles 305 and 306. Incumbent employees electing to change classifications will not be required to meet the entrance requirements of their new Line of Progression. Future vacancies will be filled as Materialsman with employees who meet the full requirements of the classification.
2. Parts Leadmen (1084) and Materials Leadmen (1085) classifications may interchangeably perform the duties of both classifications. Incumbent Parts Leadmen will have a one time option to elect to retain their Parts Line of Progression and classification for purposes of Titles 305 and 306 or to elect the Materials Line of Progression and classification for purposes of Titles 305 and 306.
3. As the term "permanent downsizing" is used in Letter Agreement No. 93-42-PGE, it is recognized that Company intends to permanently downsize in the General Construction Davis Service Center classifications of Parts Leadman, Partsman, and Crane Operator. In addition, due to the consolidation, Company proposes to also include Services Working Foreman, Materials Man and Materials Leadman. Therefore, Company agrees to offer

Voluntary Severance Application I to incumbent employees in the above classifications. In the event an insufficient number of employees elect Voluntary Severance, the following provisions shall then apply.

4. The Company will be reclassifying the two junior "leadmen" to Materials Leadman-PIO. The Company will provide "red circle" status as defined in number 7 to Carlos Casatanon; Materials Leadman, and John Savala; Parts Leadman. John Savala will not be required to meet the entrance requirement of the Materials Line of Progression.
5. The Company will be reclassifying one of the Service Working Foreman positions to Materials Leadman. The Company will provide "red circle" status as defined in number 7 to the senior volunteer. Absent a volunteer the "red circle" status will be provided to the junior of the two employees. This employee will not be required to meet the entrance requirements of the new classification and/or Line of Progression.
6. The Company will reclassify the Crane Operator, Walt Smith to Materials Leadman and provide him with "red circle" status as defined in number 7. This employee will not be required to meet the entrance requirements of any of the classifications in the Materials Line of Progression.
7. While the duties assigned to and positions occupied by "red circled" employees will change, red circled employees (Carlos Castanon, Materials Leadman; John Savala, Parts Leadman; Walt Smith, Crane Operator; and one of the two incumbent Services Working Foreman) will retain their current wages. Red circled employees will be expected to accept temporary and regular assignments to their "red circled" base classification at the Davis Service Center. Failure to do so will result in the removal of the red circle status, in instances where the assignment is on the same shift and schedule. However, such employee shall not be expected to accept temporary and/or regular assignments to their former base classification where such assignment would require a change in the employees regular schedule or shift. Once a "red circled" employee is regularly assigned to perform the duties of the base classification, the "red circle" designation shall be removed. Future vacancies in the Materials Leadman classification, following the assignment of "red circled" employees, shall be filled by the senior employee in the combination of the Materialsman and Partsman classification.
8. The Parties recognize that there are currently three different schedules and multiple shifts in place for the incumbent employees impacted by this agreement. Although some modification to these schedules and shifts may be necessary, it is the intent of the Parties to continue to look at the option of non-standard schedules such as 4 day/10 hour and/or 9 day/80 hour schedules to the extent that such schedules meet the business needs.
9. No employee whose base classification is changed as a result of this agreement shall as a result lose any current entitlement pursuant to Title 205 of the Agreement. For example, a (1210) Materialsman who elects reclassification to (0275) Partsman shall retain transfer and/or bidding rights pursuant to Title 205 as if such employee remained in the Materialsman classification. Further, successful performance of duties assigned to a

current incumbent employee shall be considered as having satisfied the entry requirements should such employee in the future seek to transfer or bid to the Materials Line of Progression pursuant to Title 205.

- 10. This agreement will result in the combining of classifications and duties from both the Warehouse Group and the Service Center Garage Group Lines of Progression. It is agreed that the combined duties, classifications, job definitions and Lines of Progression will be part of the Warehouse Group Lines of Progression.
- 11. This agreement will result in the elimination of Leadman in the Parts Group. However, by adoption of this agreement the Company agrees that at the General Construction Davis Service Center, it shall retain the position of (1085) Materials Leadman in each of the following four Sections: 1) Shipping; 2) Receiving; 3) Investment Recovery/Salvage; and 4) Office for a minimum of one year from the date of this agreement.
- 12. The current Field Mechanical Group Lines of Progression state that a (0275) Partsman with a request on file is entitled to placement as a Field Partsman pursuant to Section 305.5 of the Agreement. Incumbent employees in the Materialsman and Partsman classifications impacted by this agreement shall retain such transfer opportunity.
- 13. In addition to combining the above work groups, Company intends to expand its Investment Recovery operation at the Davis Service Center. In conjunction with adoption of this agreement, Company agrees it will increase staff within this group so that not more than 120 days from the signing of this agreement, the staff level will equal the Proposed Parts and materials Organization Option 1 document which calls for one (1) Services Working Foreman, four (4) Materials Leadmen and eleven (11) Materialsmen.

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.

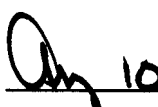
Very truly yours,

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

 10, 1994

By:   
Business Manager