

PG and E**FOR INTRA-COMPANY USES**From Region or
Department

INDUSTRIAL RELATIONS

To Region or Department

741.1

FILE NO.

RE: LETTER OF

Decentralize Execution of Certain IBEW Letter Agreements.

SUBJECT

202.16

10.17

112.15

7.15

205.18

18.16

212.10

202.21 ✓

March 29, 1988

REGION AND G.O. HUMAN RESOURCES MANAGERS:

The Company and Union have agreed to decentralize the execution of certain IBEW letter agreements. The attached agreement details which types of agreements that have been decentralized and administrative procedures to follow. Please note that you must forward a copy of each fully executed agreement to the Manager of Industrial Relations, Room 916, 215 Market Street and the IBEW Local 1245 Business Manager at P.O. Box 4790, Walnut Creek, California 94596, in order for your agreements to be considered valid. Also, a copy of all agreements must be sent to the Director of Payroll, currently Terry S. Lattemore.

It is also necessary for both our office and the IBEW office that you utilize a numbering system for your agreements as follows. Each agreement must be numbered/lettered to indicate the calendar year and the number of that proposal for that calendar year (each year the proposal numbers begin with 1, 2, 3, etc.) and the Region or Department (see letter designations listed below). For example, the first agreement for East Bay Region in 1988 would be numbered 88-1-EB, the second 88-2-EB; the first one in 1989 would be 89-1-EB, etc. This number should be placed on the top right hand side of each page of the letter agreement.

Region/H.R. Dept.Letter Designations

East Bay Region

EB

Mission Trail Region

MT

Sacramento Valley Region

SV

Golden Gate Region

GG

San Joaquin Valley Region

SQ

Redwood Region

RR

Vice Chairman H.R. Dept.

VC

Distribution

~~Operations~~ H.R. Dept.~~OR~~ DB

Pipe Line Operations

PL

Electric Supply H.R. Dept.

ES

PGT

PT

Also, regarding item 3) Job appointment due to urgent necessity, a copy of the referenced letter is attached. Please follow the guidelines contained in that letter when handling these requests.

Should you have any questions regarding the attached agreement, please contact Sara Johnson (223-6274).



RICHARD B. BRADFORD

SJohnson(223-6274):jt

cc: Ellis B. Langley
John A. Sproul
Russell H. Cunningham
John C. Danielsen
Richard A. Draeger
Gene G. Elam
Robert D. Glynn, III
John C. Keyser
Virgil G. Rose
Gregory M. Rueger
James D. Shiffer
James B. Stoutamore
Mason Willrich
Region Vice Presidents
Ronald L. Bailey
Linda Blandford
James L. Koch
Ellen B. Kozel
Terry S. Lattemore
G.O. Department Heads

Attachment

PACIFIC GAS AND ELECTRIC COMPANY

PGE +

245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211 • TWX 910-372-6587

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. Bradford
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 M. M...
Business Manager