



# REVIEW COMMITTEE

## IBEW



PACIFIC GAS AND ELECTRIC COMPANY  
201 MISSION STREET, 1513A  
SAN FRANCISCO, CALIFORNIA 94105  
(415) 973-1125

AUG 12 1993

**CASE CLOSED  
LOGGED AND FILED**

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 4790  
WALNUT CREEK, CALIFORNIA 94596  
(415) 933-6060  
R.W. STALCUP, SECRETARY

D.J. BERGMAN, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL

**RECEIVED AUG - 3 1993**

Review Committee File Nos 1681 and 1724  
Pre-Review Committee File Nos 1301 and 1510  
ENCON Grievance Nos. 3-1775-88-12 and 3-2139-90-84

KEN LEWIS, Chairman  
ENCON  
Joint Grievance Committee

BARRY HUMPHREY, Chairman  
ENCON  
Joint Grievance Committee

Review Committee File Nos. 1681 and 1724 have been closed by Letter Agreement 92-146 which establishes a Joint Study Committee to review job descriptions, job title and training for field clerical positions in Title 300.

RICK R. DOERING  
Chairman  
Review Committee

1/24/93

Date

ROGER W. STALCUP  
Secretary  
Review Committee

8/3/93

Date



# LETTER AGREEMENT

## No. R2-92-146-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

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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 26, 1993

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

Attention: Mr. Jack McNally, Business Manager

Gentlemen:

The Company proposes to establish a Joint Study Committee to review the job descriptions, job titles and training for Field clerical positions and Service Center clerical positions for Title 300. The Committee will consist of a Steering Committee and Working Committee. These Committees will be comprised as follows:

Steering Committee: Four members

Two Company, one of which is appointed by the Manager of Industrial Relations  
Two Union, one of which is Assistant Business Manager

Working Committee: Ten members

Five management employees appointed by the Company  
Five employees represented by the Union appointed by the Union

The Committee will use the Continuous Improvement process to address the following issues only.

1. Job Descriptions
2. Training Guidelines
3. Job Titles
4. Lines of Progressions as impacted by items 1, 2, and 3.

**Note: The Committee is not charged with changing the Field Clerical promotion/demotion areas or rights.**

The Steering Committee will meet not later than August 31, 1993 and will review the recommendations of the Working Committee not later than February 1, 1994.

By the establishment of the Joint Study Committee, it is agreed that the following grievances are closed without adjustment.

Grievance No. 3-1778-88-12, RC File No. 1681 and  
Grievance No. 3-2139-90-84, P-RC No. 1510

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 & ELECTRIC COMPANY

By:   
Director and Chief Negotiator

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

Aug 2, 1993

By:   
Business Manager