



LETTER AGREEMENT NO. 02-04-PGE



PACIFIC GAS AND ELECTRIC COMPANY
INDUSTRIAL RELATIONS DEPARTMENT
2850 SHADELANDS DRIVE, SUITE 100
WALNUT CREEK, CALIFORNIA 94598
(925) 974-4104

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 4790
WALNUT CREEK, CALIFORNIA 94596
925-933-6060

STEPHEN A. RAYBURN
DIRECTOR AND CHIEF NEGOTIATOR

PERRY ZIMMERMAN
BUSINESS MANAGER

March 1, 2002

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

Attention: Mr. Perry Zimmerman, Business Manager


Dear Mr. Zimmerman:

The California Gas Transmission and IBEW Labor Management Committee developed and proposes the implementation of the attached traveling agreement within the California Gas Transmission department.

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: 
Stephen A. Rayburn
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


_____, 2002

By: 
Perry Zimmerman
Business Manager

CGT-IBEW Travel Agreement

Purpose

The purpose of this CGT-IBEW traveling agreement is to establish the process by which employees will be selected for traveling assignments and to establish an expense payment/per diem practice within the CGT department.

Administration

When an employee is selected for a traveling assignment, the employee will have the choice of either selecting per diem (which will be paid by time card) or reimbursement for actual expenses. An employee must select one option only prior to the traveling assignment; there will be no changes permitted once the traveling assignment has begun. In order to determine an adequate per diem dollar amount, a joint survey will be conducted on an annual basis.

Assignments

Employees will be given as much advance notification as possible for a traveling assignment. The opportunity for traveling assignments will be distributed as equitably as possible among the employees in the same classification and headquarters in California Gas Transmission. Management has the discretion to determine which classifications will be released for traveling assignment to a temporary headquarters.

On December 1 of each year, a list soliciting annual volunteers for potential travel assignments will be posted in each district's headquarters. Employees who are interested in traveling assignments, should sign the list. The list will remain posted for three weeks to allow employees an opportunity to sign.

On January 1 of each year, the volunteer list will be posted. Traveling assignments that occur during the year will be assigned first by selecting volunteers from the list in order of seniority; if no volunteers are found, volunteers from the rest of the crew will be solicited; if still no volunteers are found, the District Superintendent will appoint an employee to the traveling assignment and may consider reverse seniority and/or rotation of traveling assignments. A newly hired employee or an employee bidding into a classification at the headquarters following the posting of the list will be assigned the average accumulated days of travel.

When making traveling assignments (and appointments), the District Superintendent will consider the volunteers on the list, the length of the current traveling assignment, and whether the volunteer/appointee has already traveled during the year in an attempt to equitably distribute the traveling assignments.

Overtime

Employees who comprise the crew for a traveling assignment will work the overtime associated with the job. If more employees are necessary, the additional needed classifications headquartered at the location of the job assignment will be offered the overtime. With the exception of the job they are assigned, employees on traveling assignments will normally not work prearranged overtime in the temporary district unless the prearranged overtime list is exhausted. Supervisors will remain responsible for following the locally agreed-to overtime procedures and of ensuring the equal opportunity of distribution of traveling assignments with prearranged overtime opportunities within the district and classification.

Transportation

Transportation will be furnished or authorized for personnel who are traveling on company business in accordance with Title 201 and in accordance with Utility Standard Practice 12 - Vehicle Assignment and Use.