



# LETTER AGREEMENT NO. 14-30-PGE



PACIFIC GAS AND ELECTRIC COMPANY  
LABOR RELATIONS  
375 N. WIGET LANE  
SUITE 130  
WALNUT CREEK, CA 94598  
925.974.4401

STEPHEN RAYBURN  
DIRECTOR AND CHIEF NEGOTIATOR

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, AFL-CIO  
LOCAL UNION 1245, I.B.E.W.  
P.O. BOX 2547  
VACAVILLE, CALIFORNIA 95696  
707.452.2700

TOM DALZELL  
BUSINESS MANAGER

May 30, 2014

## **CXL Superseded by LA 15-41**

Mr. Tom Dalzell, Business Manager  
Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P.O. Box 2547  
Vacaville, CA 95696

Dear Mr. Dalzell:

This Letter Agreement cancels and supersedes Letter Agreement R1-11-16 with regard to the application of the Internal Bid Book process, which applies to the Stockton Meter to Cash Credit & Billing Operations Department.

Under L/A R1-11-16 Company implemented an Internal Bid Book process for the Stockton Meter to Cash Credit and Billing Operations Center. The parties have since agreed to modify the provisions of R1-11-16 as it applies to the Contact Centers and therefore agreed to establish this letter agreement to discuss the IBB provisions applying to the Stockton Meter to Cash Credit & Billing Operations Department.

In order to expedite the filling of vacancies, Company will offer vacant shifts/schedules to current Stockton Meter to Cash Credit and Billing Operations Center employees in the same classification, status, and headquarters prior to filling a vacancy through the Centralized Job Bidding and Transfer System (CJBT)

The following administrative details will be followed:

1. The Stockton Meter to Cash Credit & Billing Operations Department will utilize the Internal Bid Book sign-up tool that allows employees to indicate their interest in moving to a different schedule. The tool will be organized by classification with sign-up lists for each schedule. The tool will be referred to as the IBB and will be used for all Stockton Meter to Cash (Credit or Billing Operations Department) bargaining unit vacancies before referring the vacancy to the Centralized Job Bidding Team to fill under the provisions of Title 18.
2. Vacancies will be offered to employees in the same classification who have indicated interest by seniority. Employees will be required to provide an immediate response unless there are extenuating circumstances, which will be handled on a case-by-case basis.
3. Employees will be offered an opportunity to move to a new schedule by direct voice contact (face-to-face or via phone conversation) with a Company representative. All decisions to accept or decline a position will be considered final.

Failure to respond to an offer will be considered a decline.

4. Employees who have indicated interest in a shift will not be penalized if they decline a schedule change; however, the employee's name will be removed from the list and marked as declined. There will be no restrictions on employees indicating interest at a later time for the schedule that they have declined.


- 5. The Company will maintain a historical record of the date and time an employee indicates interest in a shift or makes changes within the tool. A historical record will also be maintained for when an employee accepts or declines a shift offer.
- 6. The system will allow employees to view the shift interest of other employees within the same classification, status and headquarters.

Either party may cancel this agreement by providing the other 60 days written notice of cancellation.

If you agree, please so indicate in the space provided below and return one executed copy of this letter to the Company.

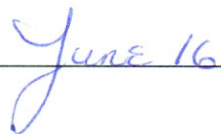
Very truly yours,

PACIFIC GAS & ELECTRIC COMPANY

By:  \_\_\_\_\_  
 Stephen A. Rayburn  
 Director and Chief Negotiator

The Union is in agreement.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

 \_\_\_\_\_, 2014

By:  \_\_\_\_\_  
 Tom Dalzell  
 Business Manager