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PACIFIC GAS AND ELECTRIC COMPANY

PG&E + 245 MARKET STREET • SAN FRANCISCO, CALIFORNIA 94106 • (415) 781-4211

April 2, 1969

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 584  
Walnut Creek, California 94597

Attention: Mr. Ronald T. Weakley, Business Manager

Gentlemen:

In the past several months the Company and Union have discussed several problems surrounding the filling of beginning job vacancies. These discussions point to dissatisfaction both on the part of employees and Company supervisors with the effects of systemwide transfers to such vacancies. In many instances, particularly in smaller communities, this has virtually eliminated hiring from a local labor market and has hampered Company and Union efforts to provide job opportunities to disadvantaged youths.

It is our belief that some change in the provisions of Subsections 18.5(a) of the Clerical Agreement and 205.5(a) of the Physical Agreement is called for at this time to accommodate the interests and responsibilities of both Company and Union. To accomplish this change we propose that the provisions of Section 205.19 and Section 18.17 of the applicable Labor Agreements be utilized to substitute for the applicable Subsections 205.5(a) and 18.5(a) the provisions set forth on the attached Exhibits A and B which are incorporated herein and made a part hereof.

A second problem related to filling beginning classifications has been raised in several grievances now before the Review Committee. The disagreement in each of the cases concerns the rate of pay of an employee transferring from the clerical bargaining unit to a beginning physical job and vice versa. To settle these disputes, we propose to clarify Subsections 204.6(a) and (b) of the Physical Labor Agreement and Subsections 13.9(a) and (b) of the Clerical Agreement to mean that an employee in a classification covered by the physical bargaining unit who is appointed to a beginning clerical classification shall be granted a wage rate in such classification commensurate with the provisions of Subsection 13.9(a) or (b), whichever is applicable. An employee who transfers from a classification in the clerical

Local Union No. 1245, IBEW

-2-

April 2, 1969

bargaining unit to a beginning physical classification shall be given a wage rate commensurate with the provisions of Subsection 204.6(a) or (b), whichever is applicable.

If you are in accord with the foregoing and the attachments and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *JW Benbright*  
Manager of Industrial Relations

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

*May 15*, 1969

By *Ronald T. Westley*  
Business Manager