

# PACIFIC GAS AND ELECTRIC COMPANY

PG&E

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

August 25, 1978

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. Dean Cofer, Business Manager

Gentlemen:

This letter agreement supersedes all previous proposed letter agreements on this subject.

As previously proposed, Company will begin the conversion of the job bidding and transfer systems to a computer application in the near future. To aid this conversion, Company proposes that, pursuant to Section 205.19 of the Physical Agreement and Section 18.17 of the Clerical Agreement, Sections 205.4, 205.5(b), and 205.6(b) of the Physical Agreement and Sections 18.4, 18.5(b), and 18.7(b) of the Clerical Agreement be amended to provide that prebids, postbids, and transfer applications may be submitted by either United States mail or Company mail during and after the conversion of the bidding and transfer system to computer application. As provided in the Contracts above, the date of receipt by Company of postbids, prebids, and transfer applications shall be by postmark if delivered by U.S. mail or Industrial Relations date stamp if delivered by Company mail or if the U.S. postmark is illegible.

Conversion to the job bidding system will be in two stages, the dates for which will be established in later discussions between Company and Union.

The first stage will involve the conversion of the postbid procedure for all applicable positions within the Company.

The second stage will begin with the conversion of the prebid and transfer procedures in East Bay and Stockton Divisions and proceed with the rest of the Company system as follows:

Each employee will be notified that all of the employee's existing intra-Division prebids and transfer applications will be returned to him within 30 days from the date of the notification. Each employee will also be informed that he will need to resubmit prebid and transfer applications during the 60 days following the notification on new prebid or transfer forms with respect to any jobs for which the employee wishes to be considered.

During this 60-day period, the Company will award jobs from an updated list consisting of both the old and new prebid and transfer forms. At the end of the 60-day period, Company will award jobs on the basis of new prebids or transfers only.

Company will test the procedure for a period of from two to four months before beginning the conversion of other Divisions in the same manner.

Prebids and transfers shall be retained for a period of one year or until an employee's status under Subsections 205.7(a) or (b) and 205.8(a), (b), or (c) for Physical Unit classifications or Subsection 18.8(a) or (b) for Clerical Unit classifications has changed. However, Company will not cancel any old prebids which are still valid on the basis of the employee's new location or classification for a period of 30 days from the date the employee's status changed; and Company will provide the employee with notice of cancellation at least 15 days prior to the cancellation of such prebids. Further, Company will not cancel a prebid as a result of the employee declining a job on which he has a prebid for a period of 30 days following the date the employee declines the job and for a period of 15 days after the employee has been notified of such cancellation.

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 Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *M. Donbright*  
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

June 25, 1979 ~~xx1978~~

By *Dean Cifer*  
Business Manager